Republic of the Philippines
Province of Oriental Mindoro
MUNICIPALITY OF ROXAS

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM THE JOURNAL OF THE 31ST REGULAR SESSION OF THE 11TH SANGGUNIANG BAYAN OF ROXAS, ORIENTAL MINDORO HELD ON 13 FEBRUARY 13,2023, 1:00 P.M. AT THE SANGGUNIANG BAYAN SESSION HALL.

Present:

Municipal Vice Mayor Jerwin S. Dimapilis	-Presiding Officer
Councilor Robert S. Quiatchon	- Member
Councilor John John S. Yason	- Member
Councilor Juan Rafael M. Talens	- Member
Councilor King Philip B. Dimapilis	- Member
Councilor Robert A. Baticos	- Member
Councilor Veil Charlleo B. Cusi	- Member
Councilor Marietta R. Pajila	- Member
Councilor Elmer P. Salibio	- President, Liga ng Barangay
Councilor Elmira May V. Tarac	- Member, MSKF President

Absent:

Councilor Lucille T. Bacay	- Member

MUNICIPAL ORDINANCE NO. 07
Series of 2023

INSTITUTIONALIZING THE MORAL RECOVERY PROGRAM (MRP) IN THE MUNICIPALITY OF ROXAS, ORIENTAL MINDORO.

AUTHOR:

Councilor **MARIETTA R. PAJILA**

CO-AUTHORS:

Councilor **ROBERT S. QUIATCHON**
Councilor **JUAN RAFAEL M. TALENS**
Councilor **ROBERT A. BATICOS**

WHEREAS, the 1987 Constitution calls on the government to support efforts to strengthen the ethical and spiritual values and develop the moral character of the Filipino people;

WHEREAS, proclamation No.62 dated 30 September 1992, declared a Moral Recovery Program in response to the need to strengthen the moral resources of the Filipino people rooted in Filipino culture, values and ideas that are pro GOD, pro people, pro country and pro nature;

WHEREAS, Executive Order No 319 dated April 3 1996, provides for the institutionalization of the Moral Recovery Program in all government department, offices agencies and government-owned and controlled corporation through the establishment of Integrity Circles;

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WHEREAS, DILG Memorandum Circular No.2011-58 dated April 25, 2011 provides the significance of Moral Recovery and Values Formation Movement and Program in the provinces, cities, municipalities and barangays nationwide;

WHEREAS, the Municipal Government of Roxas, Oriental Mindoro is committed to provide excellent public services to its constituents by stirring a workforce that is guided by seven (7) core values, namely Commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Team Work;

WHEREAS, in order to exemplify and strengthen the core values, the Municipal Government of Roxas, Oriental Mindoro gives importance to the development of its employees in consonance with the official government policy on Moral Recovery Program;

SECTION I. TITLE OF THE ORDINANCE

This Ordinance shall be known as "**INSTITUTIONALIZING THE MORAL RECOVERY PROGRAM (MRP) IN THE MUNICIPALITY OF ROXAS, ORIENTAL MINDORO.**"

SECTION II. OBJECTIVES:

To uphold the seven (7) core values of the Municipal Government of Roxas, Oriental Mindoro in attaining and sustaining optimum performance, quality service and ultimate client satisfaction.

To uphold the morality, integrity and honesty of every government official and employee.

SECTION III.DEFINITION OF TERMS:

a. **Institutionalization-** to formally/officially recognize, accept and include the Moral Recovery Program`s vision, values, strategies and structure in the training/development programs and structures of all government departments, offices, agencies and government-owned and controlled corporations and instrumentalities to formally allocate adequate and regular budget for this purpose.

b. **The Moral Recovery Program (MRP)** refers to the national campaign for moral renewal which includes the objectives, strategies and cumulative experiences generated in the course of implementing Presidential Proclamation No. 62, dated 30 September 1992, which is being adopted by the Municipal Government of Roxas, Oriental Mindoro.

c. **Integrity Circles** are the basic operating units of MRPs structure and promotional mechanism whereby government and civil society organizations are able to actively express/create/promote/enhance/advice/realize their members, own wholeness and integrity towards the achievement of the shared national vision. As such, they constitute MRPs basic operational structure to lay the necessary foundation of the moral recovery crusade for the Filipino core values' infusion into the organizational culture, system and processes.

d. **Agency/Instrumentalities** are units attached to the departments which operate and function in accordance with their respective characters, laws or orders creating them, except as otherwise provided in the Administrative Code.

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e. **Moral Recovery Officer (MRO)** and/or **Values Integration Officer (VIO)** refers to a person appointed or designated by the Municipal Government to initiate/convoke/inspire the formation of integrity circles or similar mechanisms, strategies and activities that would evoke mass action addressed at affecting personal change and lead to appropriate systematic and structural change within the organization. In the meantime, that there is no separate MRO or VIO appointed, this shall refer to the HRMO, who shall serve as such, without additional compensation.

SECTION IV. COMPOSITION OF MORAL RECOVERY TEAM:

Moral Recovery/ Values Integrated Officer	- Human Resource Management Officer (HRMO)
Member	- Chief Administrative Officer, Office of the Mayor
	- Municipal Social Welfare & Development Officer (MSWDO)
	- Representative of the National Member Chaplain of the Phil.,Inc.
	- Representative of Employees Cooperative – ROMEA
	- Representative from Civil Society Organizations

SECTION V. IMPLEMENTATION:

The Moral Recovery Officer, Moral Recovery Team and the Human Resource Management Office (HRMO) shall integrate in its program and cause various programs and activities pertaining to the Moral Recovery Program to be institutionalized in the system of the Municipal Government of Oriental Mindoro which can be duplicated in every barangay.

1. The Moral Recovery Team shall determine the needs of municipal employees and its stakeholders which have an effect in their morale and level of spiritual and psychological fulfillment.

2. The Moral Recovery Team shall plan in writing program, projects and activities which will encourage morale deployment which shall be approved by the local Chief Executive for implementation;

3. The Human Resource Management Office (HRMDO), which is the arm of the Municipal Government in managing personnel services and employee development shall implement activities which will not degrade the employees level of status, gender, age, race, capability, belief and cultural background and shall remain positive in the promotion of good morale level and employee satisfaction through its Equal Opportunity Policy which is imbedded in its various programs and services;

4. The HRMO shall continue to coordinate with the Civil Service Commission in establishing a high morale organization composed of performing ang highly motivated employees;

5. The HRMO shall continue to conduct learning activities which will focus on guiding the employees toward the fulfilment of the core values of the Municipal Government which are Commitment to Service, Courtesy, Dependability, Honesty, Integrity, Professionalism and Team Work and improve their level of morale and work life balance;

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6. The HRMO shall encourage team morale development through sustained organization wide activities which promote harmonious working relationship among employees;

7. The HRMO shall also consider programs that will enhance employees physical and medical conditions which are vital in their work performance;

8. The HRMO shall sustain the efforts of the Municipality in rewarding and recognizing civil servant and increase their level of morale beneficial to their work performance;

9. The Moral Recovery Team shall institute programs, projects and activities which are focused in developing the spiritual confidence and formation of employees and its stakeholder;

10. The Moral Recovery Team shall improve employees' sense of belongingness and camaraderie;

11. The Moral Recovery Team shall encourage public morale recovery;

12. The Municipal Social Welfare & Development Office and Gender and Development shall serve as the instrument in improving the communities' level of morale and gender equality;

13. The Human Resource Management Office shall enrich the existing system of monitoring and evaluation of effectiveness of programs, projects and activities that aim to boost and improve the level of morale of the employees and the stakeholders of the Municipal Government of Roxas, Oriental Mindoro such as the Employee Morale Survey and Client Satisfaction & Feedback System;

14. The National Chaplain of the Phil., Inc shall represent the other faith-based groups and the public and ROMEA shall represent the municipal employees and coordinate with the CSC, HRMO, Office of the Mayor – Administrative Division, MSWDO in development of a high morale community in the Municipality of Roxas, of Oriental Mindoro.

SECTION VI. DUTIES AND FUNCTIONS:

The Moral Recovery Officer duly designated by the Chief Executive shall formulate plans and programs that will initiate the formation of Integrity Circles or any similar mechanism to lay the necessary foundation that would lead to appropriate, systematic and structural change within the Municipal Government.

The programs to be established will be the basis for policy information and implementation for direction and supervision of day to day operation and for implementation of the programs and projects from Local Government Unit (LGUs) down to the most basic level of the society. The operational structure shall likewise include operation and support service staff and volunteer groups and individuals from the community.

SECTION VII. FUNDINGS:

Based on Executive Order No 319, Series of 1996, the Municipal Government shall appropriate one percent (1%) of the Human Resource Management Office budget for Health and Wellness yearly to fund for the implementation and operational expenses of the Moral Recovery Program.

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SECTION VIII. SEPARABILITY CLAUSE

If for any reason, any provision or section of this Ordinance is declared invalid or unconstitutional, other parts or provisions hereof not so declared as such shall remain valid and effective.

SECTION IX REPEALING CLAUSE:

Any local ordinances, resolutions and issuances or part thereof inconsistent with the provision of this ordinance shall be deemed repealed or amended accordingly.

SECTION X EFFECTIVITY.

This Ordinance shall take effect immediately and shall remain in force until expressly revoked.

On motion of Councilor Marietta R. Pajila duly seconded by all this Ordinance is hereby ENACTED.

Adopted: 13 February 2023

CERTIFIED CORRECT:

FERDINAND V. TALENS, MPA
Secretary to the Sangguniang Bayan

ATTESTED:

JERWIN S. DIMAPILIS
Presiding Officer

APPROVED:

LEO G. CUSI, SR.
Municipal Mayor
Date:_____

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2/21/23 by ELJOY MALAGAJO

02/21/23 by: Larraine Partido

MUNICIPALITY OF BUKAS
RECEIVED
BY
DATE 02/21/23
TIME 2:47pm
HUMAN RESOURCE MANAGEMENT OFFICE

21 Feb 2023
2:47 PM