



**DEPARTMENT OF EDUCATION**

Region X-Northern Mindanao

**DIVISION OF MALAYBALAY CITY**

Sayre Highway, Purak 6, Casisang., Malaybalay City

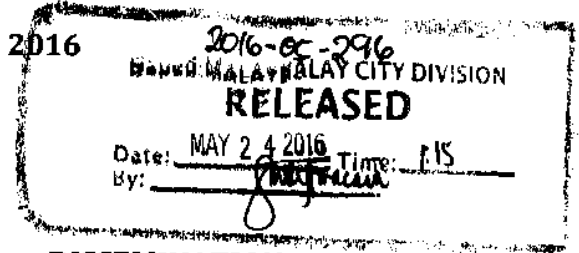
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May 19, 2016

**DIVISION MEMORANDUM**

No. 257 s. 2016




**DISSEMINATION OF REGIONAL ADVISORY re: DISSEMINATION OF  
EXECUTIVE ORDER NO. 176 re: INSTITUTIONALIZING THE  
INTEGRITY MANAGEMENT PROGRAM (IMP)**

To: **Chief Education Supervisors and Staff (SGOD and CID)  
School Heads (Elementary and Secondary)  
Section/Unit Heads  
All Others Concerned**

For the information and guidance of all concerned, this Office hereby disseminates the herein Regional Advisory re: Dissemination of Executive Order No. 176 re: *Institutionalizing the Integrity Management Program (IMP)*, content of which is self-explanatory.

For widest dissemination.

  
**EDILBERTO L. OPLENARIA, CESO VI**  
Schools Division Superintendent

Encl.:  
As stated

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## REGIONAL ADVISORY

FOR : The Schools Division Superintendent  
This Region

FROM : ALLAN GUERNAZO  
Regional Director

DATE : May 16, 2106

SUBJECT : DISSEMINATION OF EXECUTIVE ORDER NO. 176  
RE: INSTITUTIONALIZING THE INTEGRITY MANAGEMENT  
PROGRAM (IMP)

Attached is DepEd Memorandum No. 19, s. 2015 dated 10 March 2015, entitled Dissemination of Executive Order No. 176 which is the Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in all Government Departments, Bureaus, Offices, Agencies, Including Government-Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges and Local Government Units Through the Establishment of Integrity Management System (IMS), for information and guidance to all concerned.

For information and appropriate action.

Date: May 13, 2016

**ATTY: SHIRLY O. CHATTO**

Assistant Regional Director

DEPARTMENT OF EDUCATION REGION X

Zone 1, Upper Balulang, Cagayan de Oro City

Philippines 2000

*Handwritten signature and date: JR 10:19*

Dear Atty. Chatto,

We are so delighted that you have decided to have the E.O.176 be implemented in your office in response to the DEPED Central Office MEMORANDUM No. 19 series of 2015.

**DISSEMINATION OF EXECUTIVE ORDER No. 176. INSTITUTIONALIZING THE INTEGRITY MANAGEMENT PROGRAM (IMP).** This Memo was address to the following.

Undersecretaries, Assistant secretaries, Bureau Directors, Director of Services, centers and Heads of Units, Regional Directors , Schools Division Superintendents, Heads, Public Elementary and Secondary Schools and, All others concerned.

For the information and guidance of all concerned.

Signed by;

BR ARMIN A. LUISTRO

GSC Secretary.

We the ( MROFI/ NACMRP) are so honored to be chosen as one of the implementing body for this program from our government with the partnership of the ( CSC ) Civil Service Commission and the letter of recommendation from the President BENIGNO S. AQUINO III.

We would like to request your office to create an Integrity Management Committee ( IMC ) Under Section 5 of E.O. 176 and make a memo to each of your departments for a one (1) hour IMP workshop and seminar. ( For Region X Office ) every Friday at 9:00 to 10:00 am once a week as we have agreed.

The program anchors on: discovering the individual's personal powers and strengths, improving his/her interpersonal relationship, understanding the Corporate Mission of the organization where he/she belongs, motivating him/her for peak performance and learning to appreciate his/her job. The workshop may also enable the personnel of an organization to attain their higher level of productivity, inner strength, happiness, job satisfaction and self-fulfillment.

It is our desire to help you in fulfilling DEPED VISION:

"We dream of Filipinos who passionately love their country and whose values and competencies enable them to realize their full potential and contribute meaningfully to building the nation."

We greatly appreciate the opportunity to work with you and we are ready to make this things done for the whole Region X.

We will be hoping to hear response from you regarding this request soon. Please do not hesitate to contact us on any of our number during working hours.

Respectfully yours,

*Handwritten signature of Rev. Chaplain Jose Roy Rodriguez*  
Rev. Chaplain Jose Roy Rodriguez  
MROFI/ NACMRP MINDANAO



**Republika ng Pilipinas**  
(*Republic of the Philippines*)  
**KAGAWARAN NG EDUKASYON**  
(*DEPARTMENT OF EDUCATION*)  
**PAMBANSANG PUNONG REHIYON**  
(*NATIONAL CAPITAL REGION*)  
Daang Misamis, Bago Bantay, Lungsod Quezon  
(*Misamis St., Bago Bantay, Quezon City*)

Department of Education  
National Capital Region  
RECORDS AND PUBLICATION UNIT

**RELEASED**

By: MAP  
Date: 27 Time: 1

March 27, 2015

Memorandum  
No. 72 s. 2015

**DISSEMINATION OF EXECUTIVE ORDER NO.176**  
( Institutionalizing the Integrity Management Program ( IMP ) as the National Corruption Prevention Program in All Government Departments, Bureaus, Offices, Agencies, Including Government – Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges and Local Government Units Through the Establishment of Integrity Management Systems ( IMS ) )

To : Schools Division Superintendents

1. Enclosed is a copy of DepEd Memorandum No. 19, s. 2015 dated March 10, 2015 entitled Dissemination of Executive Order No. 176 re Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in all Government Departments, Bureaus, Offices, Agencies, Including Government – Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges and Local Government Units Through the Establishment of Integrity Management Systems (IMS), for information and guidance of all concerned.
2. Attention is particularly invited to sections 5 and 6 of Executive Order No. 176, for compliance.
3. Immediate and wide dissemination of this Memorandum is desired.

  
**PONCIANO A. MENGUITO**  
Director III  
Officer In Charge

Reference: DepEd Memorandum No. 19, s. 2015  
To be indicated in the Perpetual Index under the following subjects:

BUREAUS AND OFFICES  
COMMITTEE  
LEGISLATION

OFFICIALS  
PROGRAMS



Republic of the Philippines  
**Department of Education**

10 MAR 2015

DepEd MEMORANDUM  
 No. **19**, s. 2015

**DISSEMINATION OF EXECUTIVE ORDER NO. 176**

(Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in All Government Departments, Bureaus, Offices, Agencies, Including Government-Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges and Local Government Units Through the Establishment of Integrity Management Systems (IMS))

To: Undersecretaries  
 Assistant Secretaries  
 Bureau Directors  
 Directors of Services, Centers and Heads of Units  
 Regional Directors  
 Schools Division Superintendents  
 Heads, Public Elementary and Secondary Schools  
 All Others Concerned

1. For the information and guidance of all concerned, enclosed is a copy of Executive Order No. 176 dated December 1, 2014 from the Office of the President entitled **Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in All Government Departments, Bureaus, Offices, Agencies, Including Government-Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges and Local Government Units Through the Establishment of Integrity Management Systems (IMS)**.

2. Immediate dissemination of this Memorandum is desired.

  
**BR. ARMIN A. LUISTRO FSC**  
 Secretary

Encl.: As stated  
 Reference: None  
 To be indicated in the Perpetual Index  
 under the following subjects:

BUREAUS AND OFFICES  
 COMMITTEE  
 LEGISLATION

OFFICIALS  
 PROGRAMS

*Procurement and Asset Management, Internal Reporting and Investigation and, Corruption Risk Management.* The objectives of the IMP consist of reducing level of corruption vulnerabilities at the department/agency level, ensuring integrity is practiced in public sector and improving public's trust and confidence in government.

**SECTION 2. Program Management Committee (PMC).** The PMC, created by agreement between OP and OMB in a Memorandum of Agreement dated 14 June 2013, shall be tasked to perform the following functions:

- a) Serve as the program overseer of the IMP and shall provide overall direction to the program;
- b) Undertake policy making to ensure effective implementation of the IMP;
- c) Provide secretariat support in the implementation of the IMP in the agency level as stipulated in the abovementioned OP-OMB MOA;
- d) Facilitate the provision of technical assistance and information exchange to Departments/ Agencies;
- e) Ensure the provision of capacity-building interventions in relation to the effective implementation and roll-out of the IMP;
- f) Establish rewards and incentive scheme to promote compliance and good practices in IMP implementation that may be linked with existing performance management system and budget allocation and management;
- g) Engage relevant stakeholders and build constituency in support of the IMP;
- h) Ensure resources are allocated to the program, as well as from donations, grants, contributions, sponsorships and/or any form of assistance from government entities, private sector and development partners to carry out its mandate.
- i) Coordinate with the Good Governance and Anti-Corruption (GGAC) Cluster of the Cabinet, the Inter-Agency Anti-Graft and Corruption Council (IAAGCC), other coordinating bodies related to integrity and anti-corruption, i.e. UN Convention Against Corruption (UNCAC) implementation and review mechanisms, and implementing agencies; and
- j) Perform such other functions as may be as may be necessary consistent with the basic functions of the Committee

**SECTION 3. Composition.** The PMC shall be composed of three (3) representatives from the Office of the Deputy Executive Secretary for Legal Affairs (OP-ODESLA) and three (3) representatives from the Ombudsman. The PMC shall be chaired and co-chaired by OP-ODESLA and OMB.

It shall adopt an organizational structure that has provision for institutional linkages with other government agencies relevant to the six (6) IMP dimensions.

To mobilize support and multi-stakeholder participation, the membership of the PMC shall include representatives from other government offices as well as leading civil society organizations (CSOs), non-government organizations (NGOs), business sector, academe and other private entities engaged in anti-corruption advocacies and initiatives, as may be determined by the Committee.

**SECTION 4. Implementation phasing and sectoral/area prioritization by the PMC.** In a progressing and priority setting approach, the PMC shall assess and identify which department/agency shall initially be covered by the IMP.

\* Departments, Bureaus, Offices, Agencies, including Government-Owned and Controlled Corporations, Government Financial Institutions, and State Universities and Colleges, Local Government Units, hereinafter collectively referred to as Department/Agency, as selected by the PMC, shall implement the IMP through their Integrity Management Committees (IMCs), and establish an Integrity Management System (IMS) in their respective Department/Agency.

Nothing in this Executive Order shall be interpreted to prevent departments/agencies not selected from implementing an integrity enhancing measure or initiative, unless otherwise specifically directed by the PMC for purposes of coordinating and implementing concerted efforts for the attainment of the PMC's mandates.

**SECTION 5. Creation of an IMC in each Department/Agency.** An Integrity Management Committee (IMC) shall be created in each Department/agency tasked to:

1. Oversee and ensure the effective implementation of the IMP and all integrity management initiatives and measures within the Department/Agency;
2. Facilitate integrity management planning, particularly in seeking the commitment of people across the organization in identifying requirements, concerns and the respective measures to address said needs, identify responsible persons/units to undertake the measures, and determine resource requirements and timeline of implementation;
3. Regularly meet to identify and address facilitating/hindering factors in implementing the IMP and the establishment of the IMS;
4. Monitor and review accomplishment of the commitments stated in the Integrity Management Plan;
5. Regularly report to the Program Management Committee (PMC) on the status of integrity management initiatives and measures in the Department/Agency;
6. Establish feedback mechanism on the implementation of the IM Plan;
7. Act as custodian of information/database on IMP implementation; and,
8. Perform all other functions as may be necessary in the implementation IM initiatives and measures.

**SECTION 6. Composition of the IMC.** The IMC shall be composed of the following members:

1. A Chair, who shall be the Head of Department/Agency. He/she shall be primarily accountable for the implementation and sustainability of the IMP. He/she shall appoint the IMC members to marshal the implementation of integrity management initiatives in the department;
2. A Vice-Chairperson, who shall not be lower than an Assistant Secretary or a third ranking official;
3. Heads of key management offices involved in the integrity management process including but not limited to Human Resource, Finance, and Procurement;
4. Head of Internal Audit;
5. A representative of rank-and-file employees chosen in accordance with CSC rules and regulations; and
6. A representative of relevant CSO/s chosen by the department/agency, in accordance with the Guidelines on CSO Participation in the IMP.

**SECTION 7. Operational Guidelines.** The Office of the President, through the Office of the Executive Secretary, shall issue by Memorandum Circular the Operational Guidelines of the IMP upon recommendation of the PMC.

All departments, bureaus, agencies, offices, and local government units, including government-owned and -controlled corporations as well as government financial institutions, and State Universities and Colleges, are enjoined to render full support, assistance and cooperation to the Committee in carrying out its mandate and functions.

**SECTION 8. Funding.** Departments/Agencies are mandated to allocate sufficient funds/resources for the implementation of the IMP and the establishment of the IMS, as well as the implementation of their Department/Agency's Integrity Management Plans, which shall be charged against the current appropriations from their maintenance, operations and overhead expenditures (MOOE) budget. Thereafter, funding for the succeeding years shall be incorporated in their regular appropriations.

**SECTION 9. Separability Clause.** If any provision of this Executive Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

**SECTION 10. Repealing Clause.** All presidential issuances on Integrity Development Action Plan (IDAP) and Moral Renewal Action Plan (MRAP) and all other orders, rules and regulations inconsistent with this Executive Order are hereby repealed, amended or modified accordingly.

**SECTION 11. Effectivity.** This Executive Order shall take effect immediately upon publication in a newspaper of general circulation.

**DONE**, in the City of Manila, this 1st day of December in the year of Our Lord, Two Thousand Fourteen.

By the President:

**PAQUITO N. OCHOA, JR.**  
Executive Secretary

