

2008 ANNUAL REPORT ON ACCESSION AND SEPARATION

EXECUTIVE SUMMARY

The report covers incidences of accession and separation recorded from January to December 2008. The quarterly reports submitted by the sixteen (16) Civil Service Regional Offices were consolidated which reflect the number of persons who were hired (accession) and who have left the bureaucracy (separation) by mode of accession/separations, status of appointments, position title, and the effectivity date of appointment/separation as well as the name of agency where the appointee took office.

A total of 10,331 civil servants joined the government service during the year while 12,163 left the service. Based on these figures, there was a net decrease of **1,832** government personnel during the period. The Department of Education had registered the biggest number of accession (2,994) as well as separation (1,759) in the NGA sector, while the Local Government of Manila topped the accession (600) and separation (296) in the LGUs. For Government Owned and Controlled Corporations (GOCCs), the National Irrigation Administration (NIA) had the biggest share in accession (149), while the Government Service Insurance System (GSIS) reported the most number of incidences of separations (682). The Benguet State University (BSU) had the biggest share in accession (73) in the State Universities and Colleges (SUCs) sector, while the University of the Philippines recorded the biggest number of separations (545).

Hiring of teaching personnel dominated accession for the year which totaled 3,337 while separation was dominated by administrative staff with a total figure of 2,976. Original appointment (7,595) was the predominant mode of accession during the period, while retirement (6,238) had the biggest cut in the mode of separation.

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BACKGROUND

Section 1, Rule VII of MC No. 40, s. 1998 directed all heads of government offices through their Human Resource Management Officers (HRMOs) to submit a report on accession and separation to the CSC regional or provincial/field office. This is to fortify the baseline data on government personnel established in 1991, and to provide up-to-date and accurate statistical information. The report on accession and separation includes the status of appointment, mode of accession/separation, name of personnel hired/separated, position title of hired/separated and the effectivity date of appointment/separation.

COVERAGE

The report covers the period January – December 2008. Sixteen (16) Civil Service Regional Offices have submitted quarterly reports reflective of personnel additions (accessions) as well as deductions (separation) effected during the year 2008.

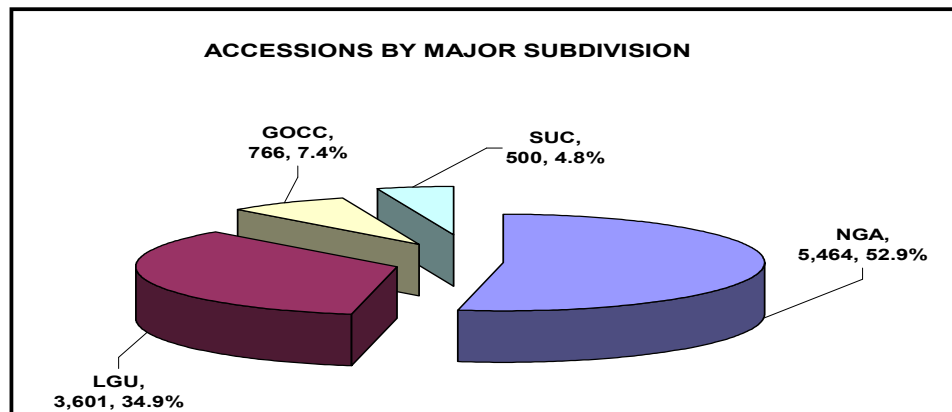
1. Accession in the Year 2008

The number of personnel hired in the year 2008 as reported by various government offices totaled 10,331.

1.1 By Government Subdivision

Hiring in government during the year was dominated by National Government Agencies (NGAs) and Local Government Units combining for 87.8% of total accessions for the year. NGAs hired the most number of persons with 5,464 or 52.9% of the total hired during the year while LGUs accounted for 3,601 additional personnel or 34.9% of total accessions. Accessions in NGAs was led by the DepEd with the mass hiring of teachers in certain regions.

Government Owned and Controlled Corporations (GOCCs) accounted for only 766 hirees during the year or 7.4% of total accessions. The subdivision comprising State Universities and Colleges (SUCs) hired the least number of personnel with 500 or 4.8% of the total. (Refer to Table 1)



1.1.1 National Government Agencies (NGAs)

The Department of Education (DepEd) had a total of 2,994 new employees or 54.8% of total accessions in the NGA sector. It is followed by the Philippine Drug Enforcement Agency (PDEA) which hired a total of 672 (12.3%) new employees, majority of which are Intelligence Officers and Administrative Staff. The Department of Health (DOH) hired a total of 477 new personnel or 8.7%, while the Philippine National Police/NAPOLCOM had 321 or 5.9%. (Refer to Table 1.1)

1.1.2 Local Government Units (LGUs)

The Manila City Government and the Manila City Council had dominated the hiring in the LGUs with 600 new personnel or 16.7% of total accession in the sector. The Lamitan City Government followed with 198 incidences or 5.5%, while the Baguio City Government and the Provincial Government of Mt. Province had a total of 106 (2.9%) and 104 (2.9%) new employees, respectively. (Refer to Table 1.2)

1.1.3 Government Owned and Controlled Corporations (GOCCs)

The National Irrigation Administration (NIA) had the largest share with 149 or 19.5% of total hiring in the GOCCs. This is followed by the Bangko Sentral ng Pilipinas (BSP) with 128 new personnel or 16.7%. The Philippine Children's Medical Center had 82 (10.7%) new hires, majority of which are medical officers, while the Home Development Mutual Fund (HDMF) and the Power Sector Assets and Liabilities Management Corp. (PSALM) had 54 (7.0%) and 48 (6.3%) new employees respectively. (Refer to Table 1.3)

1.1.4 State Universities and Colleges (SUCs)

Forty (40) State Universities and Colleges (SUCs) hired a total of 500 new personnel for the year. Of this figure, the Benguet State University (BSU) had the biggest share with 73 or 14.6% of the total accessions in the SUCs. The Tarlac College of Agriculture followed with 34 or 6.8% while the Central Luzon State University (CLSU) had 32 or 6.4%.

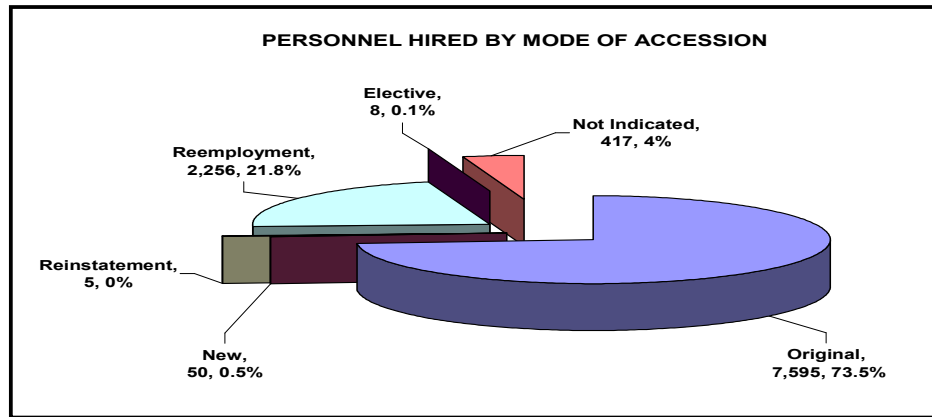
1.2 By Mode of Accession

There were 7,595 original appointments counted which made up 73.5% of all reported accessions. Of these, 3,492 (46%) were granted permanent status which accounted for 33.8% of the total accessions. Teacher posts and various entry level technical positions comprised this subgroup. Original appointments with temporary and substitute status involved mostly teaching positions (Teacher I, Instructor I), uniformed police positions (PO I), medical positions (Medical Officer III/IV, Nurse I) as well as officers in the Bureau of Jail Management and Penology (BJMP) and Bureau of Fire Protection (BFP).

During the year, there were 2,256 incidences of reported reemployment of personnel, making up 21.8% of the total hired. Among these, 830 persons or 36.8% (8% of total accessions) were granted

permanent status. Three-fourths of these or 625 persons were appointed to teaching positions (Teacher I-III/Master Teacher I). Reemployment with substitute status was issued to 522 personnel or 23.1%. All of these were appointed to teaching positions. Reemployed persons with casual status numbered 474 (21%). Among these, 200 or 42.2% were administrative staff and utility workers based in LGUs. Reemployed workers receiving contractual appointments reached 239 (10.6%), 93 of which were in teaching positions.

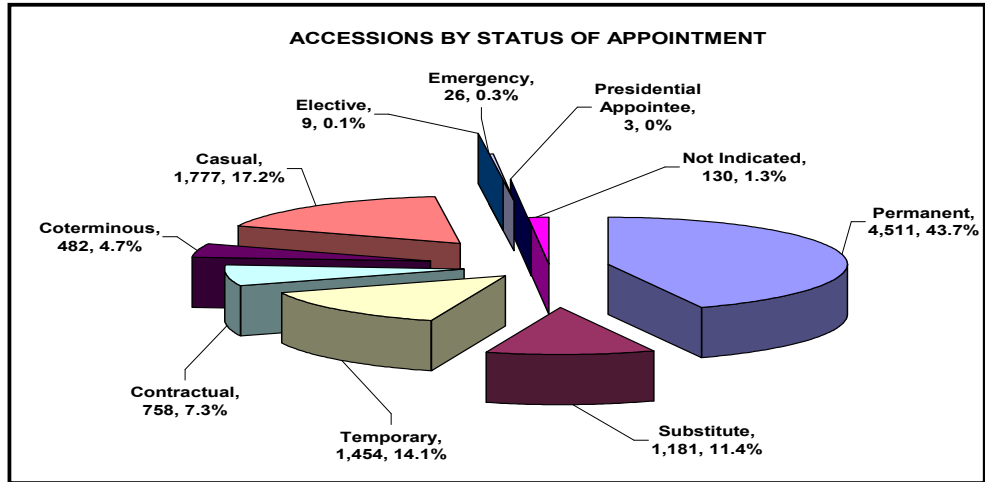
There are 50 incidences of new appointments or 0.5% of total accession. These involve different new positions in the LGUs. Reinstatements only accounted for 5 incidences while elective officials totaled 8 or 0.1% of total accessions. Incidences with modes “not indicated” (NI) totaled 417 or 4% of the overall reported accessions. (Refer to Table 2)



1.3 By Status of Appointment

Appointments to career posts reached 7,146 or 69.2% of total accessions reported for the year 2008. Permanent appointments were issued to 4,511 new employees, 43.7% of the total hired during the year. Substitute appointments for the year reached 1,181 or 11.4%. Teacher I-III items made up 34% (1,534) of the total permanent appointments and 95.8% (1,131) of all substitute appointments. Temporary appointees for the year numbered 1,454 (14.1%), 391 of which were posted to medical positions (Medical Officers I-III, Nurse I-II, Public Health Nurse) and 305 were Police Officers I.

Non-career appointments reached 3,055 or 29.6% of total accessions for the year. Casual status was granted to 1,777 appointees or 17.2% of total accessions. Contractual status was granted to 758 appointees, making up 7.3% of non-career appointments. Coterminous appointments reached 482 or 4.7% of total accessions. (Refer to Table 3)



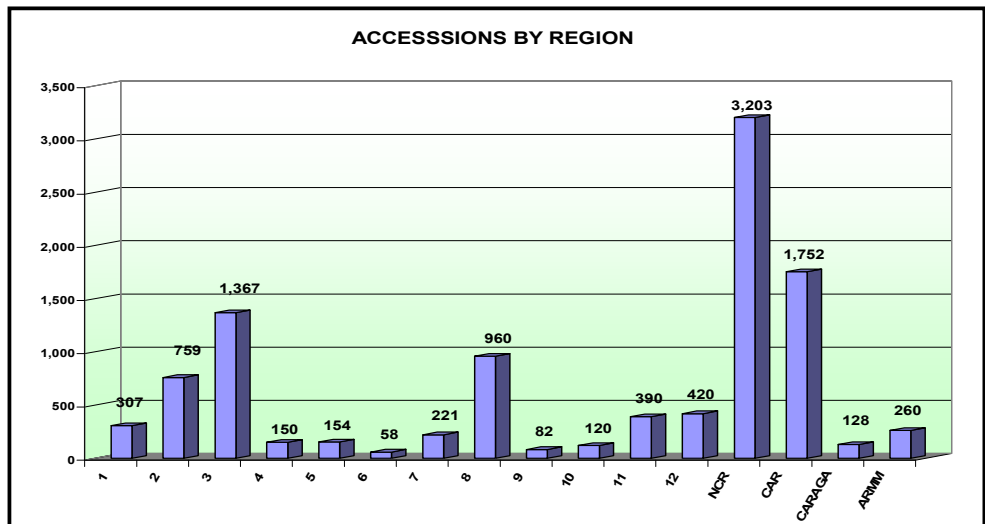
1.4 By Geographical Distribution

Accessions in the National Capital Region (NCR) accounted for 3,203 hirees or 31% of the total accessions for the year. CAR followed in terms of share with 1,752 accessions or 17%, and Region 3 with 1,367 or 13.2%.

Region 8 recorded a total of 960 incidences of accession for the year or 9.3% of the nationwide total, while Region 2 recorded a total of 759 incidences or 7.3%.

Regions 11 and 12 accounted for 7.9% of accessions in the year with 390 and 420 hirees, respectively. Accession in Region 1 totaled 307 or 3%.

ARMM recorded 260 (2.5%) total accessions and Region 7 registered 221 (2.1%) hirees. Regions 4 & 5 accounted for 3% of total accessions with 150 and 154 hirees respectively while CARAGA hired a total of 128 new personnel or 1.2% of total accessions. Regions 10, 9 and 6 had 120 (1.2%), 82 (0.8%) and 58 (0.6%) new employees, respectively. (Refer to Table 4)

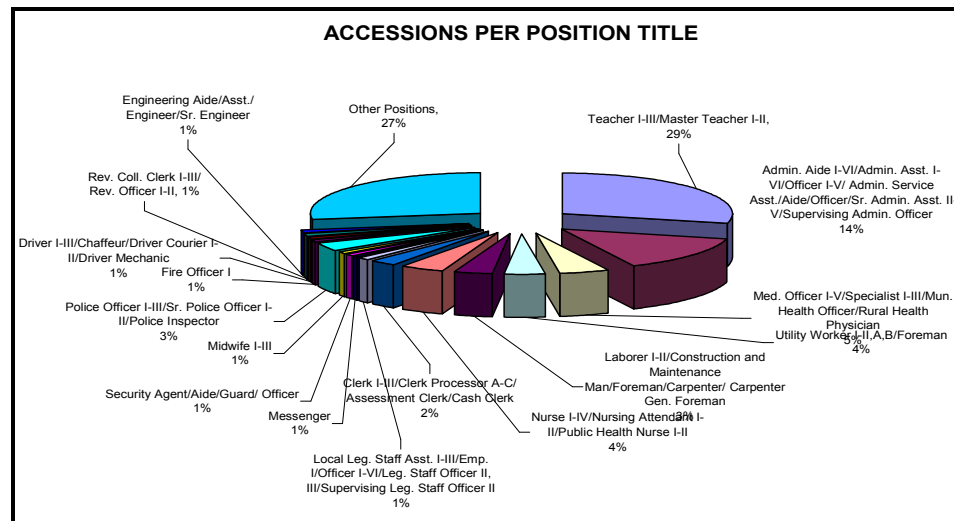


1.5 By Position Title

Positions in the education sector (Teachers/Instructors) dominated accessions for the year accounting for 3,337 hirees or 32.3% of total accessions. Basic education positions of Teacher I-III/Master Teacher I-II were filled up by 2,976 personnel or 28.8% of hirees. Hiring for Teachers I-III was heavy in CAR with 662, Region 3 with 648, NCR with 438, Region 2 with 383 and Region 8 with 363. These regions accounted for 85.1% of all Teacher I-III hirees. Positions for Instructor I-III were taken by 331 educators. Majority of them were hired by the Benguet State University with 65 hirees, Mariano Marcos State University with 28, Abra State Institute of Science and Technology with 22, while the Tarlac College of Agriculture and the Central Luzon State University hired 20 new Instructors each.

Administrative positions (Administrative Aides, Administrative Assistants and Administrative Officers) had the second largest share with 1,479 or 14.3%. This is followed by the hiring of medical personnel (1,055 or 10.2%) with 469 doctors, 439 nurses, 83 midwives and 64 Medical Technicians/Technologists/Laboratory Technicians.

The hiring of Police Officers (339 or 3.3%) and Intelligence Officers/Investigation Agents (420 or 4.1%) totaled 759 or 7.4% of overall accessions. The utility workers hired for the year totaled 426 or 4.1% accessions, while there are 354 new laborers or 3.4%. (Refer to Table 5)



1.5.1 Teaching Personnel

The Cordillera Administrative Region (CAR) hired the most number of teaching personnel for the year which totaled 782 or 23.6% of teachers hired. Of this figure, 662 or 84.7% assumed functions of Teacher I positions, while 120 or 15.3% were Instructors I & II.

Region 3 hired a total of 703 teaching personnel or 21.2% of the total teaching positions. Teachers I totaled 648 or 92.2% while Instructors I totaled 55 or 7.8%.

The National Capital Region (NCR), Regions 8 and 2 also hired a significant number of teachers and instructors with 506 (15.3%), 404 (12.2%) and 397 (12.0%), respectively. (Refer to Table 5.1)

1.5.2 Administrative Staff

For the administrative staff positions, the National Capital Region (NCR) hired the most number of new employees with a figure of 288 or 19.5% of the total administrative staff hiring. Of this figure, 165 or 57.3% were hired by the Philippine Drug Enforcement Agency (PDEA).

Region 8 had a total of 201 new administrative staff, 75.1% (151) of which were hired by the different LGUs in the region. The Cordillera Administrative Region (CAR), Regions 12, 11, 3 and ARMM had 162 (11.0%), 142 (9.6%), 129 (8.7%), 121 (8.2%) and 101 (6.8%) new administrative staff, respectively. (Refer to Table 5.2)

1.5.3 Medical Personnel

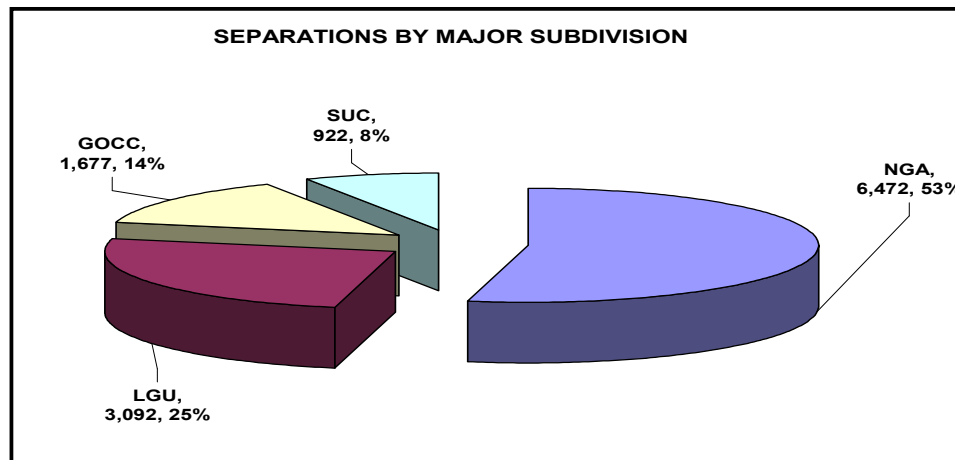
The different government hospitals and LGUs in the National Capital Region (NCR) hired a total of 263 (56.1%) new medical personnel for the year. This is followed by the Cordillera Administrative Region (CAR) with 55 or 11.7% while Region 11 had a total of 50 or 10.7%. (Refer to Table 5.3)

2. Separation in the Year 2008

A total of 12,163 civil servants were reported to have left the service or were separated for the year 2008.

2.1 By Government Subdivision

The National Government Agencies (NGAs) accounted for more than half of the total separations for the year with 6,472 or 53.2% of total separations. Local Government Units (LGUs) followed with 3,092 separations or 25.4%. Separations at Government Owned and Controlled Corporations (GOCCs) totaled 1,677 or 13.8%, while State Universities and Colleges (SUCs) had a total of 922 incidences of separations or 7.6%. (Refer to Table 6)



2.1.1 National Government Agencies (NGAs)

The Department of Education accounted for 27.2% of separations in the NGA sector with 1,759 incidences, mostly retiring teachers from various districts. This is followed by the massive retirement, resignation and expiration of appointments at the Metropolitan Manila Development Authority (MMDA) which totaled 1,161 or 17.9%. The Philippine National Police had a total of 833 separations or 12.9%, majority of which were due to the retirement of 409 (49.1%) Sr. Police Officers. The Department of Health also had a significant number of personnel separated from the service with a total figure of 423 or 6.5%. (Refer to Table 6.1)

2.1.2 Local Government Units (LGUs)

The Local Government of Manila accounted for a visible 9.6% share of separations in the LGUs with 296, involving mostly the ending of casual and coterminous appointments of Utility Workers and Local Legislative Staffs. The Lipa City Government followed with a total of 205 incidences or 6.6% of total separations at the LGUs. The Municipality of Malungon in General Santos had a total of 161 separations or 5.2% while the Municipality of Gattaran in Region 2 had 99 or 3.2%. (Refer to Table 6.2)

2.1.3 Government Owned and Controlled Corporations (GOCCs)

Retirement of Government Service Insurance System (GSIS) personnel dominated separations at GOCCs, which totaled 682 or 40.7% of total separations at GOCCs. This is followed by separations at the Philippine Postal Corporations with a total figure of 169 or 10.1%, while the Philippine Children's Medical Center had 98 incidences or 5.8%. (Refer to Table 6.3)

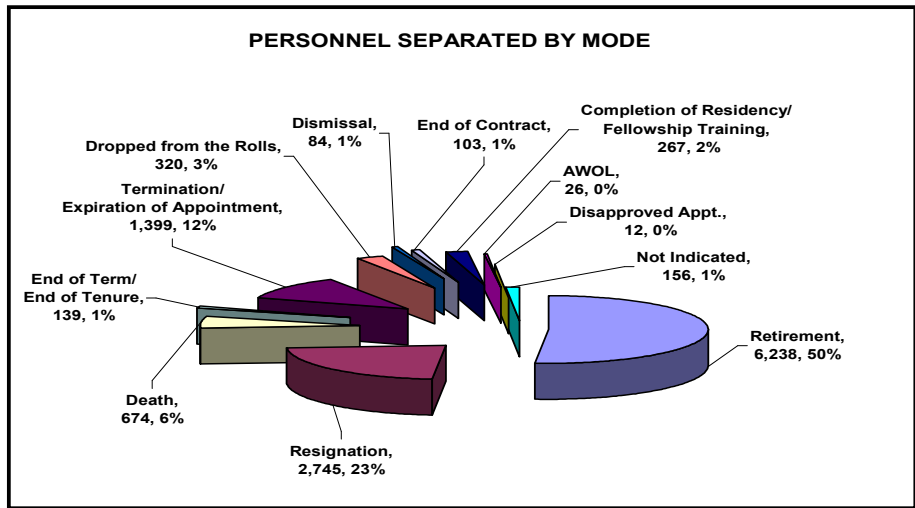
2.1.4 State Universities and Colleges (SUCs)

About 60% (545) of separations in the SUCs occurred at the University of the Philippines. The Benguet State University (BSU) had only 39 separations or 4.2%, while the Central Luzon State University (CLSU) and the Mariano Marcos State University (MMSU) had 36 (3.9%) and 33 (3.6%), respectively. (Refer to Table 6.4)

2.2 By Mode of Separation

The number of civil servants who retired from the service totaled 6,238 or 51.3% of total separations for the year. Around 18% of these were educators, mostly Teachers I-III who retired or opted to retire.

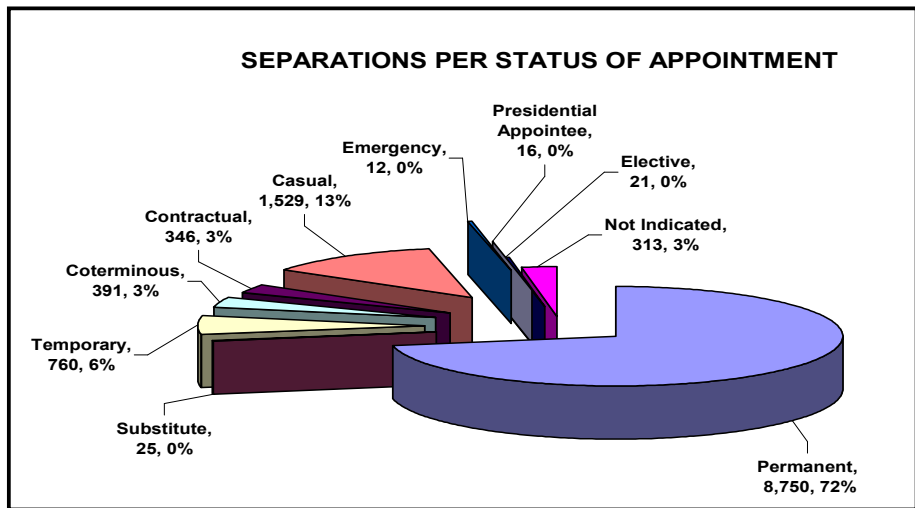
Resignation took the next big slice of separations with 2,745 (22.6%) incidences. Expiration and termination of mostly casual and contractual appointments were also high during the year which totaled 1,399 or 11.5% of total separations. Deaths and dropping from the rolls totaled 674 (5.5%) and 320 (2.6%) respectively, while medical officers and medical specialists who have completed their residency/fellowship training totaled 267 or 2.2%. (Refer to Table 7).



2.3 By Status of Appointment

A total of 9,535 government employees with career appointments had left the service during the year, making up 78.4% of total separations during the period. Of this figure, around 72% (8,750) held permanent appointments while separations from temporary career appointments numbered 760 or 6.2%. Separations from substitute appointments involved only 25 personnel or 0.2%.

For non-career appointments, a total of 2,315 separations were recorded during the year accounting for 19.0% of total separations. Casual appointments made up the bulk of non-career separations with 1,529 incidences or 12.6% of total separations. Employees separated with coterminous and contractual appointments accounted for 391 and 346 incidences, respectively, or 6% of total separations. (Refer to Table 8)

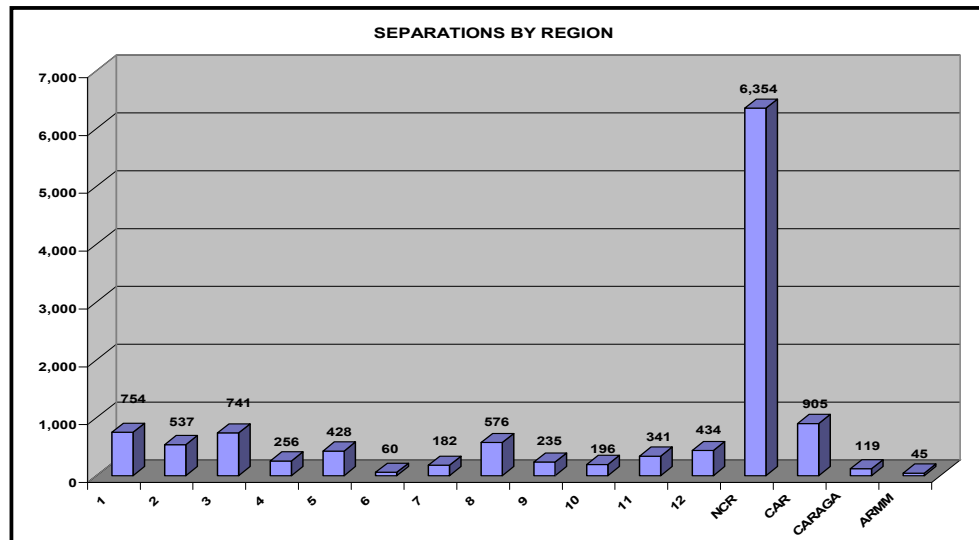


2.4 By Geographical Distribution

There were 6,354 civil servants based in the National Capital Region (NCR) who vacated their posts during the year, representing 52.2% of total separations for the period.

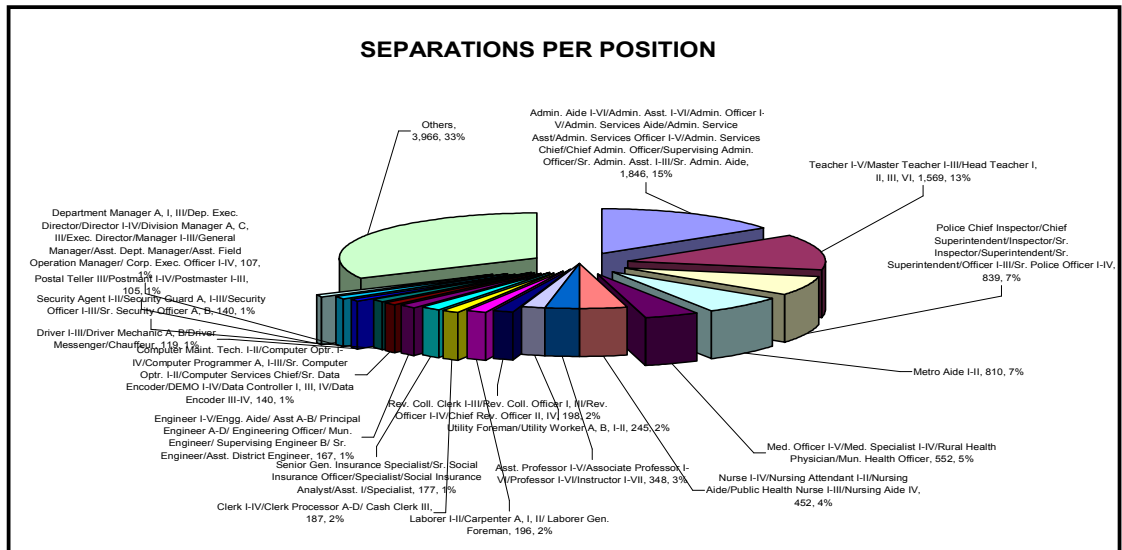
The Cordillera Administrative Region posted the next larger share of separations in the period with 905 incidences or 7.4%. Of this figure, around 30% or 265 were teachers, majority of whom have retired or their appointments had been terminated.

Region 1 took the third largest share with 6.2% of total separations and involved 754 personnel, while Regions 8 and 2 had 576 (4.7%) and 537 (4.4%), respectively. (Refer to Table 9)



2.5 By Position Title

A total of 1,846 administrative personnel were separated from the government service during the year, accounting for the biggest share of total separations or 15.2%. Teachers, Master Teachers and Head Teachers followed with a total figure of 1,569 or 12.9%. Separated teachers in CAR, NCR and Regions 1 & 2 totaled 1,161 and accounted to around 66% of total number of teachers separated. Positions in the police force which were vacated during the year totaled 839 or 6.9%. (Refer to Table 10)



2.5.1 Administrative Staff

The National Capital Region (NCR) had the biggest number of separated administrative personnel which totaled 460 or 24.9%. Expiration of casual administrative appointments at Region 2 accounted for the majority of separations in the region which totaled 231 or 12.5%. Separations in Region 1 totaled 227 or 12.3%, involving mostly the resignation of casual administrative personnel as well as expiration of appointments. (Refer to Table 10.1)

2.5.2 Teaching Personnel

The number of separated teaching personnel in the Cordillera Administrative Region (CAR) reached 314 or 17.7% of total separated teachers. Of this figure, 224 or 71.3% were Teachers I and III. Separation of teachers in Region 1 followed with a total figure of 291 or 16.4%, while Region 3 and NCR had recorded 279 (15.7%) and 277 (15.6%) incidences of teacher separations, respectively.

2.5.3 Police Personnel

Majority of police personnel separated from government service during the year were assigned at the National Capital Region (NCR) totaling 692 or 82.5% of total police separations. The Cordillera Administrative Region (CAR) had only 61 separations or 7.3%. Region 12, CARAGA and Region 2 had 36 (4.3%), 35 (4.2%) and 15 (4.2%) incidences of separations, respectively, while the other regions did not report any incidences of separations at the police force.

3. Comments and Observations

For the year 2008, a total of 10,331 civil servants joined the government service while 12,163 left the service. This means that for every 6 people hired by the government, 7 civil servants leave their posts. Net decrease in government personnel for the year was computed as **1,832**.

Manpower requirements in the education sector set the pace of hiring in the government during the year. This accounted for 32.3% of all accessions in the period. This was spearheaded by the DepEd's hiring of around 2,750 educators with the ranks of Teacher I-III, Head Teachers and Master Teachers for public schools across the country.

The 2,976 Teachers/Master Teachers appointees for the year more than compensated for the 1,569 who vacated similar teaching posts. This shows the government's genuine efforts to improve the quality of basic education with the hiring and deployment of more teaching personnel. It can also be assumed that most of the hires are younger in deducing from the fact that more than half of them received original appointments. Positions in basic education dominated the hiring in CAR and Region 3. Consequently, one-third of separations in these regions also involved educators.

The total number of administrative staff hired for the year totaled 1,479 who just probably replaced those who have left the service, which totaled 1,846, considering that 990 or 53.6% of the separated administrative staff were either casual, contractual or coterminous employees.

For the peace and order sector, there were 839 police officers who left the service during the year while only 339 were hired to replace them. The situation may have greater impact in the peace and order situation in Metro Manila deducing from the fact that 82.5% or 692 of the separated police personnel were based in the National Capital Region (NCR) and only 12 new police officers in the same region were reported to have replaced them. The situation may not be the same in the CARAGA though the region reported separations of 35 police officers but only hired 4 replacements. On the other hand, Region 2 which reported 15 incidences of separations in the police force had hired 150 new Police Officer I, while the Cordillera Administrative Region (CAR) which had 61 separations in the same field had hired 151 replacements.

The hiring of personnel by the Philippine Drug Enforcement Agency (PDEA), particularly on the 3rd quarter of the year is an indication that the government is seriously addressing the fight against illegal drugs. It can also be deduced that these hires are younger considering that more than half of them (384 out of 672 or 57.1%) were issued original permanent position of Intelligence Officer I.

The number of medical personnel nationwide may not be enough to address the health needs of our citizenry, but it is still a good indication that the government is doing its part in ensuring that those leaving the service are being replaced. The medical personnel that left the service totaled 1,107 (552 doctors, 452 nurses/nursing aides/nursing attendants, 53 midwives and 50 medical technologists/laboratory technicians). They were replaced by 1,055 personnel who assumed duties and responsibilities on the same fields (469 doctors, 439 nurses/nursing attendants, 83 midwives and 64 medical technologists/laboratory technicians).

The rationalization plan of the government may be one of the factors why some of the government agencies, particularly in the NGA sector, had significant incidences of separations but very few accessions during the year. The Department of Environment and Natural Resources (DENR) had a total of 177 personnel who left the service, but only 12 personnel were added to their personnel complement. The Bureau of Internal Revenue (BIR) had a total of 214 separated personnel, but the reported hiring of new personnel in the agency were only 56. The same situation happens at the Department of Public Works and Highways (DPWH) which had a total of 169 separations and only 5 accessions, while the Department of Transportation and Communications (DOTC) had 152 separations and 33 accessions. The same situation could be said of the other agencies like the Department of Labor and Employment (89 separations and 0 accessions) and the Department of Science and Technology (DOST) with (77 separations and 10 accessions in the Philippine Science High School). The opposite, however, happened at the Department of Interior and Local Government (DILG) which had 222 incidences of accessions and only 120 separations.

In the Local Government Units (LGUs), the Local Government of Manila appeared to have added to their workforce with a net increase of 204 new personnel. There was a reported 600 hirings in the said LGU during the year but the total separations were only 396. The same can be said of the Lamitan City Government which hired a total of 198 new personnel with only 4 incidences of separations, or a net increase of 194 additional personnel complement. The situation at the Lipa City Government, however, was the opposite. The city reported a total of 205 separations with no incidences of accession.

In the case of Government Owned and Controlled Corporations (GOCCs), the 682 reported separations during the year at the Government Service Insurance System (GSIS) is highly noticeable since their reported accessions during the same period were only 16. The Philippine Postal Corporation may also be rationalizing their workforce because their reported separations for the year totaled 169, but only 11 were reported to have replaced those who have left the service. The same could not be said for other GOCCs since the number of their hirees was almost equal or higher than those who have left.

The total separations at the State Universities and Colleges (SUCs) were considerably higher than the hiring of new personnel (922 separations/500 accessions). But the big bulk of separations of personnel had been accounted for by the University of the Philippines (UP) which totaled 545 or 59.1% of total separations at the SUCs. There were only 26 accessions reported by UP. Other SUCs had almost equal separations and accessions except for the Benguet State University (BSU) which had a total of 39 personnel who have left government service and was replaced by 73 new ones.