

2009 ANNUAL REPORT ON ACCESSION AND SEPARATION

EXECUTIVE SUMMARY

The report covers incidences of accession and separation recorded from January to December 2009. The quarterly reports submitted by Civil Service Regional Offices were consolidated which reflect the number of government personnel who were hired (accession) by various government agencies and the number of those who have left the bureaucracy (separation). The data is disaggregated by mode of accession/separations, status of appointments, position title, and the date of effectivity of appointment/separation as well as the name of agency where the appointee assumed office or was previously employed.

A total of 11,698 civil servants joined the government service during the year while 13,924 left the service. Based on these figures, there was a net decrease of **2,226** government personnel during the year. In the National Government Agency (NGA) sector, the Department of Education had the biggest number of personnel hired which totaled 3,844, while the Philippine National Police (PNP) registered the biggest number of separated personnel which totaled 1,634. Among the Local Government Units (LGUs), the City Government of Manila topped the accession (603) as well as the separation (332). For Government Owned and Controlled Corporations (GOCCs), the Government Service Insurance System (GSIS) reported the most number of incidences of accessions (167), while the National Transmission Corporation (TransCo) had the biggest number of separated personnel (3,859). The Benguet State University (BSU) had the biggest share in accession (101) in the State Universities and Colleges (SUCs) sector, while the University of the Philippines recorded the biggest number of separations (240).

Hiring of teaching personnel dominated accession for the year which totaled 4,018 while separation was dominated by administrative staff with a total figure of 2,976.

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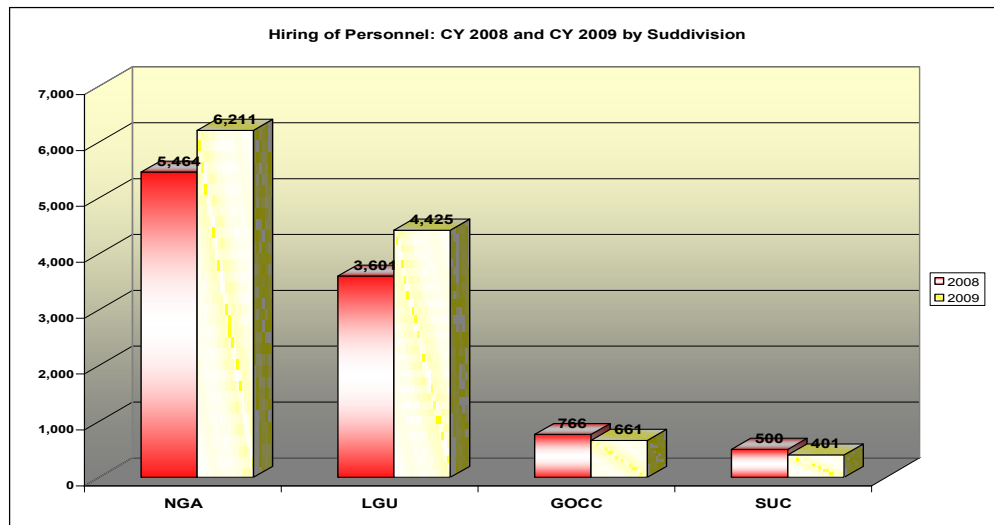
BACKGROUND

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 2009. Sixteen (16) Civil Service Regional Offices have submitted quarterly reports reflective of personnel additions (accessions) as well as deductions (separation) effected during the year 2009.

1. Accession in the Year 2009

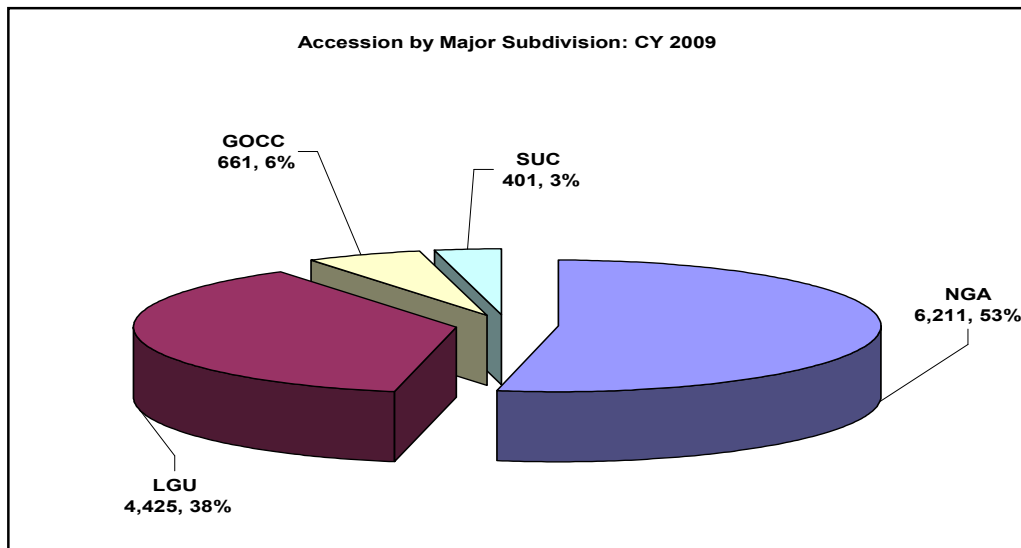


The number of government personnel hired in the year 2009 as reported by various government offices totaled 11,698. The figure is 13.2% more than the personnel hired in 2008 which totaled 10,331. (Refer to Table 1)

Table 1
Number of Personnel Hired: CY 2008 and CY 2009 per Subdivision

SUBDIVISION	CY 2008		CY 2009	
	Number	Share	Number	Share
NGA	5,464	52.9%	6,211	53.1%
LGU	3,601	34.9%	4,425	37.8%
GOCC	766	7.4%	661	5.7%
SUC	500	4.8%	401	3.4%
TOTAL	10,331	100.0%	11,698	100.0%

1.1 By Government Subdivision



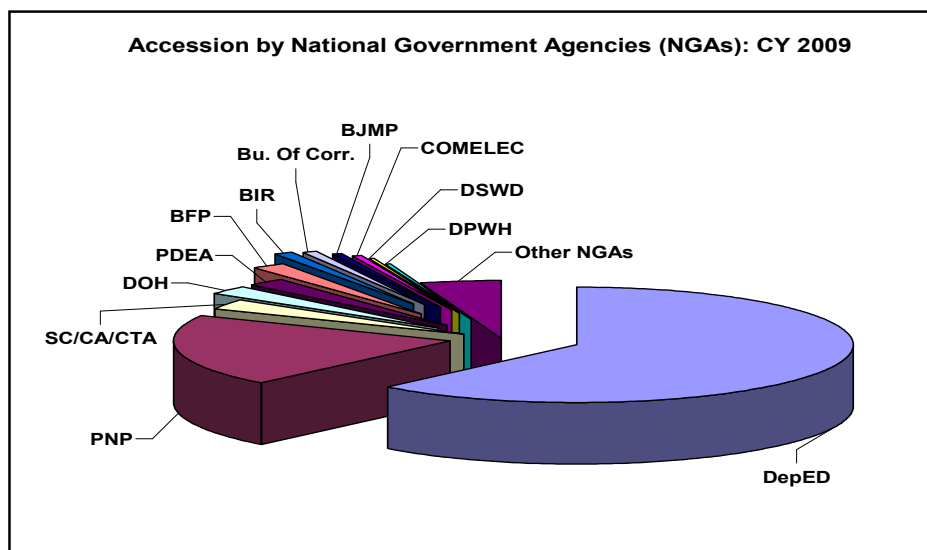
Hiring in government for CY 2009 was dominated by the different National Government Agencies (NGAs) which comprise 53.1% of total accession for the year or 6,211 personnel. The Local Government Units (LGUs) closely followed with 4,425 staff or 37.8% of total hiring for the year.

Government Owned and Controlled Corporations (GOCCs) accounted for only 661 hirees during the year or 5.7% of total accessions. The State Universities and Colleges (SUCs) hired the least number of personnel with 401 or 3.4% of the total. (Refer to Table 2)

Table 2
Accession by Major Subdivision by Quarter: CY 2009

SUBD	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
NGA	1,527	47.7%	925	40.9%	2,785	63.5%	974	52.6%	6,211	53.1%
LGU	1,474	46.1%	912	40.4%	1,314	30.0%	725	39.1%	4,425	37.8%
GOCC	143	4.5%	261	11.6%	186	4.2%	71	3.8%	661	5.7%
SUC	55	1.7%	161	7.1%	102	2.3%	83	4.5%	401	3.4%
TOTAL	3,199	100.0%	2,259	100.0%	4,387	100.0%	1,853	100.0%	11,698	100.0%

1.1.1 National Government Agencies (NGAs)

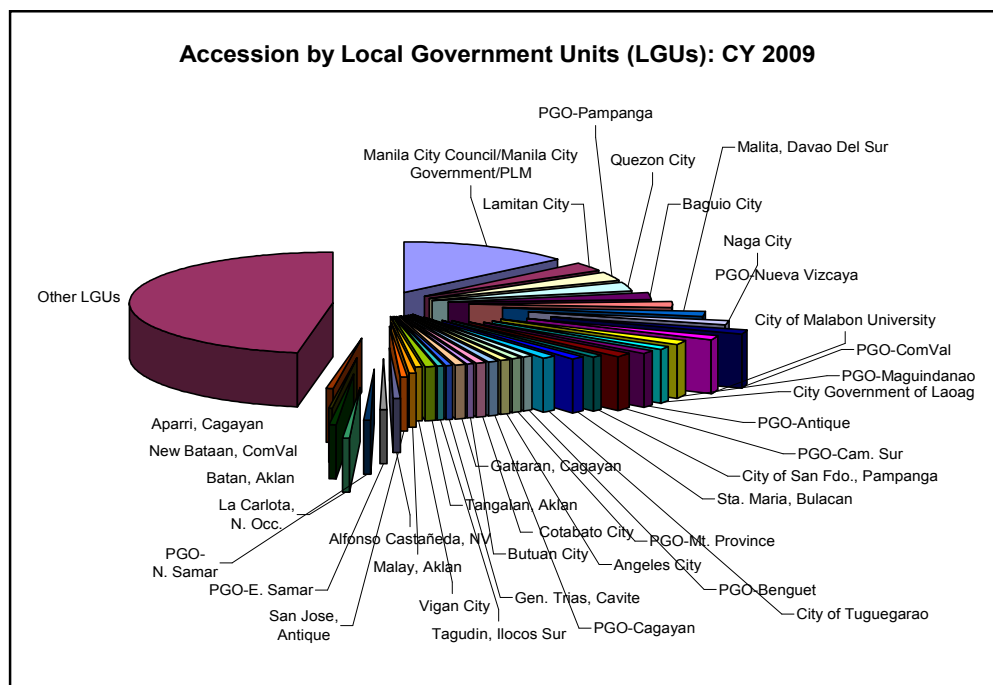


The Department of Education (DepEd) has a total of 3,844 new employees or 61.9% of total accessions in the NGA sector. It is followed by the Philippine National Police (PNP) with 1,262 hirees which comprised 20.3% of the total. The Supreme Court, Court of Appeals and Court of Tax Appeals have a total of 174 new personnel or 2.8%, while the Department of Health (DOH) hired a total of 161 new personnel in 2009 or 2.6% of the total accession. (Refer to Table 2.1)

Table 2.1
Accession by National Government Agencies: CY 2009

NGA	Number	Share
Department of Education/Division of City Schools/High Schools	3,844	61.9%
Philippine National Police	1,262	20.3%
Supreme Court/Court of Appeals/Court of Tax Appeals	174	2.8%
Department of Health/Bureaus/Attached Agencies/Hospitals	161	2.6%
Philippine Drug Enforcement Agency	128	2.1%
Bureau of Fire Protection	119	1.9%
Bureau of Internal Revenue	79	1.3%
Bureau of Corrections	54	0.9%
Bureau of Jail Management and Penology	33	0.5%
Commission on Election	33	0.5%
Department of Social Welfare and Development	22	0.4%
Department of Public Works and Highways	16	0.3%
Other NGAs	286	4.6%
TOTAL	6,211	100.0%

1.1.2 Local Government Units (LGUs)

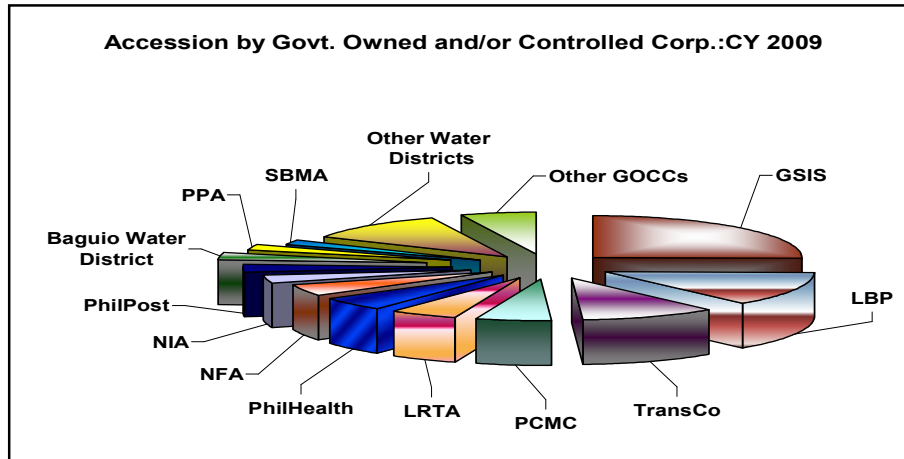


The Manila City Government and the Manila City Council hired the most number of personnel for the year totaling 603 or 13.6% of the total accession in the sector. The Lamitan City Government followed with 127 or 2.9% of the total. The Provincial Government of Pampanga hired a total of 123 (2.8%) personnel, the Quezon City Government hired 113 (2.6%), while the City Government of Baguio hired 98 (2.2%) new staff. (Refer to Table 2.2)

Table 2.2
Accession by Local Government Units (LGUs): CY 2009

LGU	Number	Share
Manila City Council/Manila City Government/PLM	603	13.6%
Lamitan City Government	127	2.9%
PGO-Pampanga	123	2.8%
Quezon City Government	113	2.6%
City Government of Baguio	98	2.2%
Malita, Davao Del Sur	87	2.0%
City Government of Naga	75	1.7%
PGO-Nueva Vizcaya	68	1.5%
PGO-ComVal	60	1.4%
City of Malabon University	59	1.3%
PGO-Maguindanao	58	1.3%
City Government of Laoag	57	1.3%
PGO-Antique	51	1.2%
PGO-Cam. Sur	51	1.2%
City of San Fdo., Pampanga	47	1.1%
Sta. Maria, Bulacan	44	1.0%
City Government of Tuguegarao	43	1.0%
PGO-Benguet	40	0.9%
PGO-Mt. Province	40	0.9%
Angeles City Government	37	0.8%
PGO-Cagayan	36	0.8%
City Government of Cotabato	34	0.8%
Butuan City Government	30	0.7%
Gattaran, Cagayan	30	0.7%
Gen. Trias, Cavite	29	0.7%
Tagudin, Ilocos Sur	29	0.7%
Tangalan, Aklan	28	0.6%
City Government of Vigan	27	0.6%
Malay, Aklan	27	0.6%
San Jose, Antique	26	0.6%
Alfonso Castañeda, Nueva Vizcaya	25	0.6%
PGO-E. Samar	23	0.5%
PGO-N. Samar	23	0.5%
City Government of La Carlota, N. Occ.	23	0.5%
Batan, Aklan	22	0.5%
New Bataan, ComVal	22	0.5%
Aparri, Cagayan	20	0.5%
Other LGUs	2,090	47.2%
TOTAL	4,425	100.0%

1.1.3 Government Owned and/or Controlled Corporations (GOCCs)

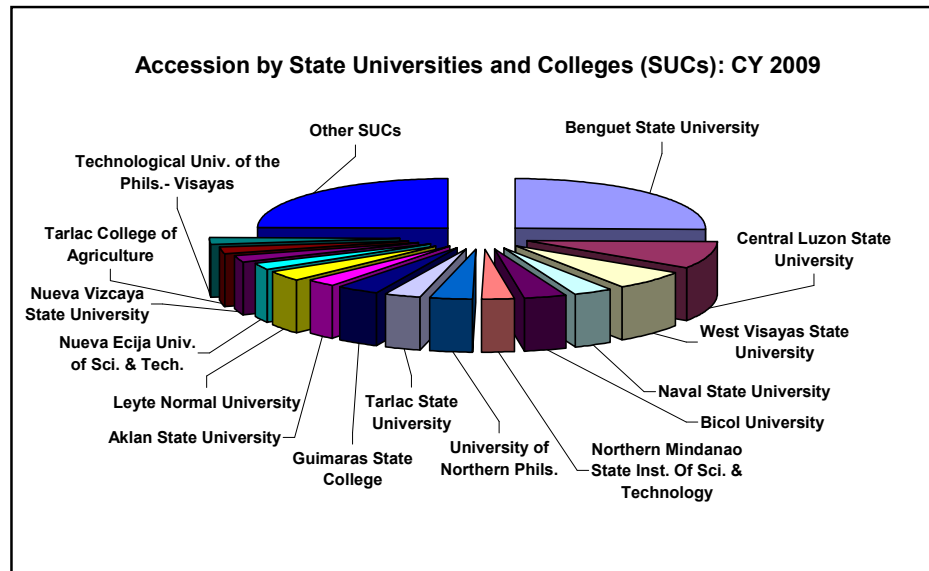


The Government Service Insurance System (GSIS) hired the most number of personnel in GOCC sector with a total figure of 167 or 25.3% of total accession in the GOCCs. The Land Bank of the Philippines (LBP) followed with 88 new hirees or 13.3% of the total, while TransCo hired 70 new personnel or 10.6% of the total accession in the sector. (Refer to Table 2.3)

Table 2.3
Accession by Govt. Owned and/or Controlled Corp. (GOCCs):
CY 2009

GOCC	Number	Share
Government Service Insurance System	167	25.3%
Land Bank of the Philippines	88	13.3%
National Transmission Corporation (TransCo)	70	10.6%
Philippine Children's Medical Center	38	5.7%
Light Rail Transit Authority	36	5.4%
Philippine Health Insurance Corporation	34	5.1%
National Food Authority	29	4.4%
National Irrigation Administration	21	3.2%
Philippine Postal Corporation	20	3.0%
Baguio Water District	18	2.7%
Philippine Ports Authority	15	2.3%
Subic Bay Metropolitan Authority	13	2.0%
Other Water Districts	73	11.0%
Other GOCCs	39	5.9%
TOTAL	661	100.0%

1.1.4 State Universities and Colleges (SUCs)

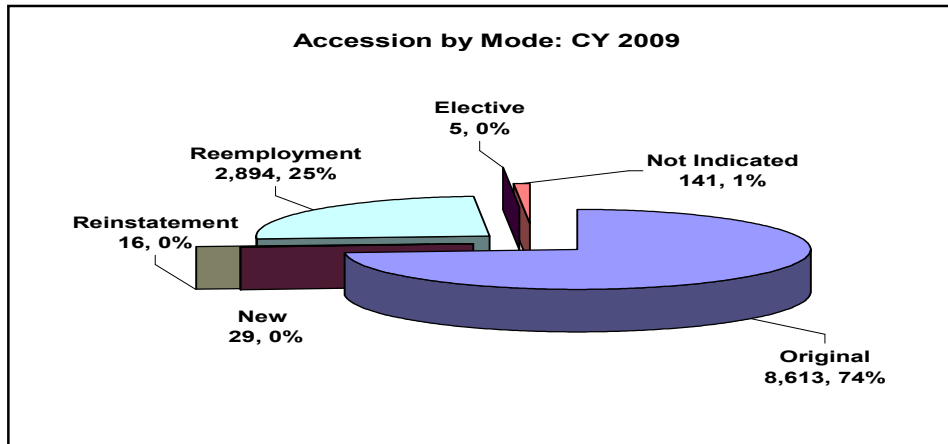


The Benguet State University (BSU) had dominated the hiring of personnel in the SUCs with a total figure of 101 or 25.2% of total accession in the sector. The Central Luzon State University (CLSU) followed with 36 hirees or 9%, while the West Visayas State University (WVSU) hired a total of 26 new personnel or 6.5% of the total. (Refer to Table 2.4)

Table 2.4
Accession by State Universities and Colleges (SUCs): CY 2009

SUC	Number	Share
Benguet State University	101	25.2%
Central Luzon State University	36	9.0%
West Visayas State University	26	6.5%
Naval State University	13	3.2%
Bicol University	15	3.7%
Northern Mindanao State Inst. Of Science and Technology	11	2.7%
University of Northern Philippines	14	3.5%
Tarlac State University	12	3.0%
Guimaras State College	15	3.7%
Aklan State University	10	2.5%
Leyte Normal University	13	3.2%
Nueva Ecija University of Science and Technology	9	2.2%
Nueva Vizcaya State University	9	2.2%
Tarlac College of Agriculture	9	2.2%
Technological Univ. of the Phils.- Visayas	9	2.2%
Other SUCs	99	24.7%
TOTAL	401	100.0%

1.2 By Mode of Accession



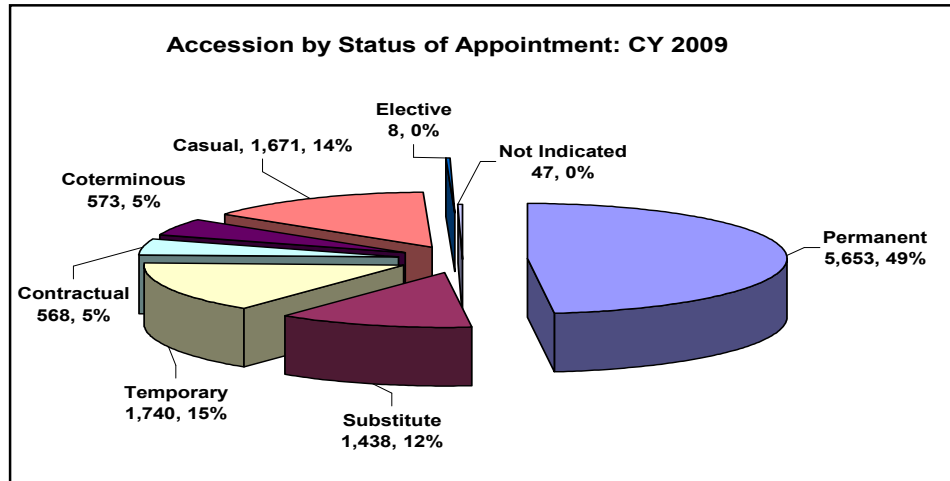
There were 8,613 original appointments issued during the year which made up 73.6% of all reported accessions. Of these, 4,446 (51.6%) were granted permanent status which accounted for 38% of the total accessions. Temporary original appointments totaled 1,535 or 17.8% of all original appointments, while casual original appointments totaled 1,165 or 13.5%. A total of 2,274 original appointments were issued to teachers comprising 56.6% of total accession for the same post during the year. Administrative staff which were issued original appointments totaled 1,523 or 80.9% of total administrative personnel hired, while medical personnel (medical officers/specialist, nurses & midwives) totaled 521.

Reported incidences of reemployment during the year reached 2,894, making up 24.7% of the total hired. Among these, 1,108 personnel or 38.3% (9.5% of total accessions) were granted permanent status. Of these, 849 or 76.6% were appointed to teaching positions. Reemployment on substitute status was issued to 726 personnel or 25%. All of these were appointed to teaching positions. Reemployed persons on casual status numbered 463 (16%), contractual appointments reached 251 (8.7%), while 195 (6.7%) reemployed personnel were issued temporary appointments. (Refer to Table 3)

Table 3
Accession by Mode: CY 2009

Mode	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Original	2,169	67.8%	1,699	75.2%	3,462	78.9%	1,283	69.2%	8,613	73.6%
New	0	0.0%	13	0.6%	16	0.4%	0	0.0%	29	0.2%
Reinstatement	5	0.2%	10	0.4%	0	0.0%	1	0.1%	16	0.1%
Reemployment	977	30.5%	495	21.9%	879	20.0%	543	29.3%	2,894	24.7%
Elective	1	0.0%	2	0.1%	1	0.0%	1	0.1%	5	0.0%
Not Indicated	47	1.5%	40	1.8%	29	0.7%	25	1.3%	141	1.2%
TOTAL	3,199	100.0%	2,259	100.0%	4,387	100.0%	1,853	100.0%	11,698	100.0%

1.3 By Status of Appointment



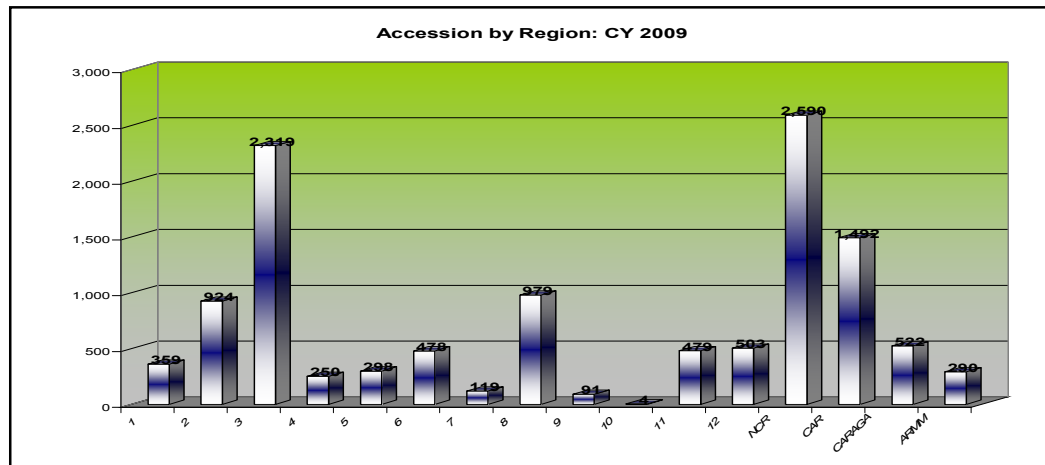
Appointments to career posts reached 8,831 comprising 75.5% of total accessions reported for the year. Permanent appointments were issued to 5,653 employees or 48.3% of the total hired. Of these, 2,298 or 40.7% were appointed to teachers post, 770 or 13.6% were administrative personnel, 315 or 5.6% were medical personnel (medical officers/specialists, nurses and midwives), while 299 or 5.3% were police officers. Substitute appointments totaled 1,438 or 12.3%, while temporary appointees for the year numbered 1,740 or 14.9%. Of the total temporary appointments, 959 or 55.1% were issued to Police Officers I, 141 or 8.1% were issued to medical personnel, 117 or 6.6% were issued to Instructors I-III, while 97 or 5.5% were issued to administrative staff.

Non-career appointments totaled 2,820 or 24.1% of total accessions for the year. Casual status was granted to 1,671 appointees or 14.3%; coterminous appointments reached 573 or 4.9%, while contractual status was granted to 568 appointees, making up 4.9% of total accessions. (Refer to Table 4)

Table 4
Accession by Status of Appointment: CY 2009

Status	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Career	2,203	68.9%	1,665	73.7%	3,504	79.9%	1,459	78.7%	8,831	75.5%
Permanent	1,604	50.1%	1,238	54.8%	1,632	37.2%	1,179	63.6%	5,653	48.3%
Substitute	426	13.3%	205	9.1%	607	13.8%	200	10.8%	1,438	12.3%
Temporary	173	5.4%	222	9.8%	1,265	28.8%	80	4.3%	1,740	14.9%
Non-Career	988	30.9%	578	25.6%	863	19.7%	391	21.1%	2,820	24.1%
Contractual	70	2.2%	150	6.6%	177	4.0%	171	9.2%	568	4.9%
Coterminous	233	7.3%	83	3.7%	203	4.6%	54	2.9%	573	4.9%
Casual	684	21.4%	342	15.1%	480	10.9%	165	8.9%	1,671	14.3%
Elective	1	0.0%	3	0.1%	3	0.1%	1	0.1%	8	0.1%
Not Indicated	8	0.3%	16	0.7%	20	0.5%	3	0.2%	47	0.4%
TOTAL	3,199	100.0%	2,259	100.0%	4,387	100.0%	1,853	100.0%	11,698	100.0%

1.4 By Geographical Distribution



Accessions in the National Capital Region (NCR) accounted for 22.1% of the total accession or 2,590 hires. Of these, 603 or 23.3% were hired by the City Government of Manila, 466 or 18% were hired by the different Division of City Schools, while 264 or 10.2% were hired by the Philippine National Police.

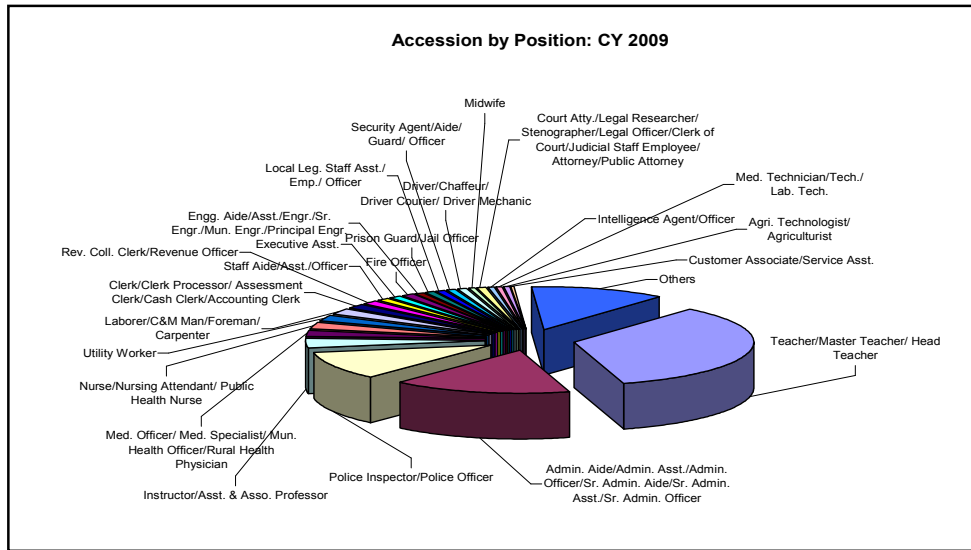
Region 3 followed in terms of share in accession with 2,319 personnel or 19.8%. Of these, 34.9% or 810 were hired by the Department of Education (DepEd), which is 21% of the total personnel hired by DepEd nationwide. The Philippine National Police (PNP) in Region 3 hired a total of 713 police personnel or 30.7% of the total personnel hired in the region. Incidentally, this figure represents 56.5% of the total personnel hired by PNP for the year.

The Cordillera Administrative Region (CAR) hired a total of 1,492 new personnel or 12.8% of the total accession for the year. Regions 8 and 2 hired a total of 979 (8.4%) and 924 (7.9%) staff, respectively. (Refer to Table 5)

Table 5
Accession by Region: CY 2009

Region	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
1	169	5.3%	110	4.9%	71	1.6%	9	0.5%	359	3.1%
2	360	11.3%	107	4.7%	270	6.2%	187	10.1%	924	7.9%
3	92	2.9%	397	17.6%	1,453	33.1%	377	20.3%	2,319	19.8%
4	130	4.1%	17	0.8%	5	0.1%	98	5.3%	250	2.1%
5	74	2.3%	79	3.5%	144	3.3%	1	0.1%	298	2.5%
6	171	5.3%	117	5.2%	101	2.3%	89	4.8%	478	4.1%
7	22	0.7%	13	0.6%	38	0.9%	46	2.5%	119	1.0%
8	310	9.7%	192	8.5%	412	9.4%	65	3.5%	979	8.4%
9	35	1.1%	9	0.4%	16	0.4%	31	1.7%	91	0.8%
10	4	0.1%	0	0.0%	0	0.0%	0	0.0%	4	0.0%
11	349	10.9%	42	1.9%	72	1.6%	16	0.9%	479	4.1%
12	47	1.5%	159	7.0%	96	2.2%	201	10.8%	503	4.3%
NCR	817	25.5%	579	25.6%	795	18.1%	399	21.5%	2,590	22.1%
CAR	453	14.2%	321	14.2%	414	9.4%	304	16.4%	1,492	12.8%
CARAGA	54	1.7%	91	4.0%	355	8.1%	23	1.2%	523	4.5%
ARMM	112	3.5%	26	1.2%	145	3.3%	7	0.4%	290	2.5%
TOTAL	3,198	100.0%	2,259	100.0%	4,387	100.0%	1,853	100.0%	11,698	100.0%

1.5 By Position Title



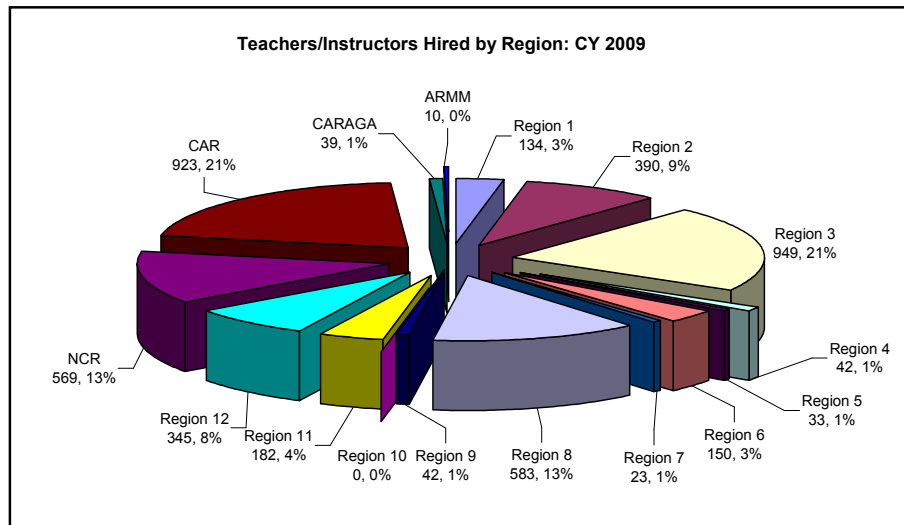
Positions in the education sector (Teachers/Instructors) dominated accessions for the year accounting for 4,414 hirees or 37.7% of total accessions. Basic education positions of Teacher/Master Teacher/Head Teacher were filled up by 4,018 personnel or 34.3% of hirees. Hiring for Teacher I-III was heavy in Region 3 with 885, CAR with 830, Region 8 with 586 and NCR with 467. These regions accounted for 69% of all Teacher I-III hirees. Positions for Instructor I-III were taken by 332 educators, 83 of whom were hired by the Benguet State University (BSU).

Administrative positions (Administrative Aides, Administrative Assistants and Administrative Officers) had the second largest share with 1,883 or 16.10%. This is followed by the hiring of police officers which totaled 1,262 personnel or 10.8% of the total accession. (Refer to Table 6)

Table 6
Accession by Position: CY 2009

Position Title	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Teacher/Master Teacher/ Head Teacher	981	30.7%	645	28.6%	1536	35.0%	856	46.2%	4,018	34.3%
Admin. Aide/Asst./ Officer/	597	18.7%	437	19.3%	602	13.7%	247	13.3%	1,883	16.1%
Med. Officer/Specialist/Mun. Health Officer/Rural Health Physician	119	3.7%	71	3.1%	60	1.4%	36	1.9%	286	2.4%
Utility Worker	173	5.4%	24	1.1%	44	1.0%	24	1.3%	265	2.3%
Laborer/Construction Maintenance Man/Foreman/ Carpenter	95	3.0%	48	2.1%	69	1.6%	33	1.8%	245	2.1%
Nurse/Nursing Attendant/ Public Health Nurse	90	2.8%	58	2.6%	68	1.6%	62	3.3%	278	2.4%
Clerk/ Processor/Assessment Clerk/Cash Clerk/Accounting Clerk	79	2.5%	50	2.2%	58	1.3%	19	1.0%	206	1.8%
Local Leg. Staff Asst./Emp./ Officer	50	1.6%	18	0.8%	20	0.5%	9	0.5%	97	0.8%
Staff Aide/Asst./Officer	46	1.4%	61	2.7%	22	0.5%	9	0.5%	138	1.2%
Security Agent/Aide/Guard/ Officer	24	0.8%	15	0.7%	40	0.9%	13	0.7%	92	0.8%
Midwife	40	1.3%	16	0.7%	19	0.4%	14	0.8%	89	0.8%
Police Inspector/Police Officer	268	8.4%	15	0.7%	965	22.0%	14	0.8%	1,262	10.8%
Driver/Chaffeur/ Courier/ Mechanic	31	1.0%	18	0.8%	31	0.7%	12	0.6%	92	0.8%
Rev. Coll. Clerk/ Officer	25	0.8%	31	1.4%	78	1.8%	21	1.1%	155	1.3%
Engg.Aide/Asst./Engr./Sr. Engr./Mun. Engr./Principal Engr.	29	0.9%	24	1.1%	36	0.8%	22	1.2%	111	0.9%
Executive Asst.	32	1.0%	28	1.2%	46	1.0%	17	0.9%	123	1.1%
Instructor/Asst. & Asso. Professor	21	0.7%	196	8.7%	64	1.5%	115	6.2%	396	3.4%
Court Atty./Leg Researcher/ Officer/ Clerk of Court/Jud. Staff Emp./Atty/ Public Atty.	25	0.8%	25	1.1%	23	0.5%	5	0.3%	78	0.7%
Private Secretary/Secretary	23	0.7%	1	0.0%	8	0.2%	3	0.2%	35	0.3%
Agri. Technologist/ Agriculturist	16	0.5%	13	0.6%	17	0.4%	9	0.5%	55	0.5%
Farm Aide/Worker/Foreman	6	0.2%	13	0.6%	3	0.1%	9	0.5%	31	0.3%
Prison Guard/Jail Officer	15	0.5%	49	2.2%	19	0.4%	20	1.1%	103	0.9%
Med. Technician/Technologist/Lab. Tech.	19	0.6%	16	0.7%	17	0.4%	7	0.4%	59	0.5%
Metro Aide	8	0.3%	7	0.3%	19	0.4%	0	0.0%	34	0.3%
Social Welfare Aide/Asst./Officer	10	0.3%	11	0.5%	8	0.2%	18	1.0%	47	0.4%
Watchman	19	0.6%	4	0.2%	15	0.3%	3	0.2%	41	0.4%
Customer Associate/Service Asst.	3	0.1%	24	1.1%	27	0.6%	0	0.0%	54	0.5%
Election Asst./Officer	8	0.3%	15	0.7%	7	0.2%	1	0.1%	31	0.3%
Intelligence Agent/Officer	3	0.1%	60	2.7%	14	0.3%	0	0.0%	77	0.7%
Fire Officer	0	0.0%	30	1.3%	80	1.8%	9	0.5%	119	1.0%
Others	344	10.8%	236	10.4%	372	8.5%	246	13.3%	1,198	10.2%
TOTAL	3,199	100.0%	2,259	100.0%	4,387	100.0%	1,853	100.0%	11,698	100.0%

1.5.1 Teaching Personnel

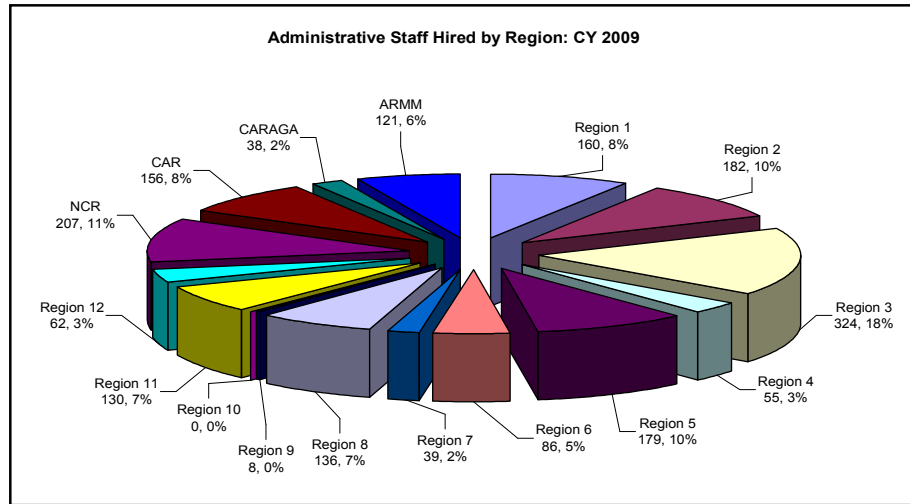


Region 3 hired the most number of teaching personnel for the year which totaled 949 or 21.5% of teachers hired. This is followed by CAR with 923 personnel or 20.9%, while Region 8 and NCR hired a total of 583 (13.2%) and 569 (12.9%) teachers/instructors respectively. (Refer to Table 6.1)

Table 6.1
Teachers/Instructors Hired per Region: CY 2009

REGION	Number	Share
1	134	3.0%
2	390	8.8%
3	949	21.5%
4	42	1.0%
5	33	0.7%
6	150	3.4%
7	23	0.5%
8	583	13.2%
9	42	1.0%
10	0	0.0%
11	182	4.1%
12	345	7.8%
NCR	569	12.9%
CAR	923	20.9%
CARAGA	39	0.9%
ARMM	10	0.2%
TOTAL	4,414	100.0%

1.5.2 Administrative Staff

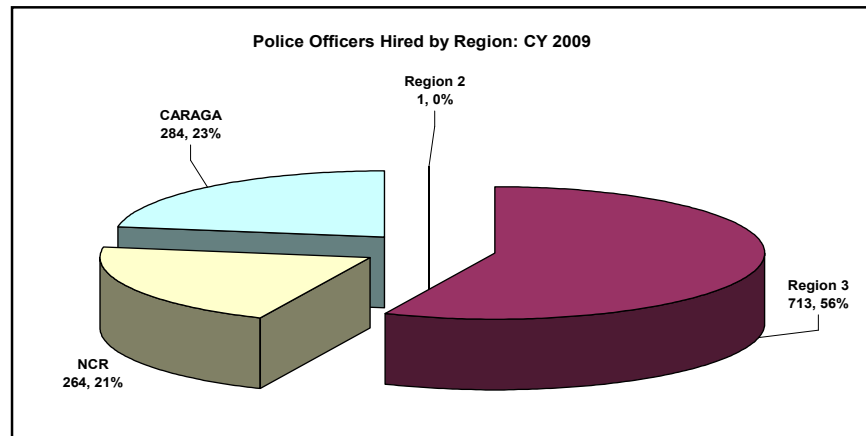


Region 3 also dominated the hiring of administrative staff totaling 324 or 17.2% of total administrative personnel hired during the year. The National Capital Region (NCR) followed with 207 or 11%, while Regions 2 and 5 hired 182 (9.7%) and 179 (9.5%) administrative staff, respectively. (Refer to Table 6.2)

Table 6.2
Administrative Staff Hired by Region: CY 2009

REGION	Number	Share
1	160	8.5%
2	182	9.7%
3	324	17.2%
4	55	2.9%
5	179	9.5%
6	86	4.6%
7	39	2.1%
8	136	7.2%
9	8	0.4%
10	0	0.0%
11	130	6.9%
12	62	3.3%
NCR	207	11.0%
CAR	156	8.3%
CARAGA	38	2.0%
ARMM	121	6.4%
TOTAL	1,883	100.0%

1.5.3 Police Officers

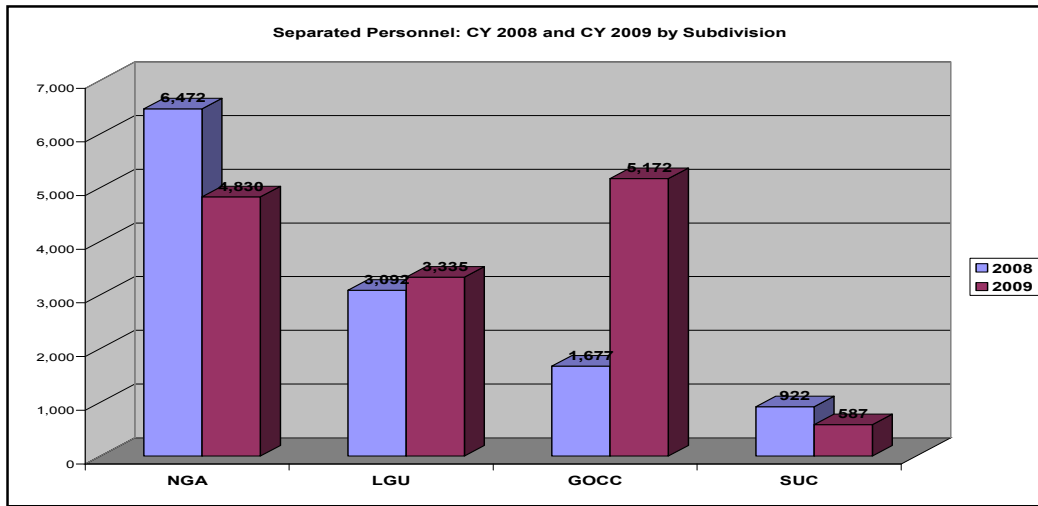


Only four (4) regions hired police officers during the year. Region 3 had the biggest share with a total of 713 police officers comprising 56.5% of the total police officers hired. This is followed by CARAG with 284 or 22.5%, while hiring of police officer in NCR totaled 264 or 20.9%. On the other hand, only 1 (0.1%) police officer was reportedly hired in Region 2. (Refer to Table 6.3)

Table 6.3
Police Officers Hired by Region: CY 2009

REGION	Number	Share
2	1	0.1%
3	713	56.5%
NCR	264	20.9%
CARAGA	284	22.5%
TOTAL	1,262	100.0%

2. Separation in the Year 2009

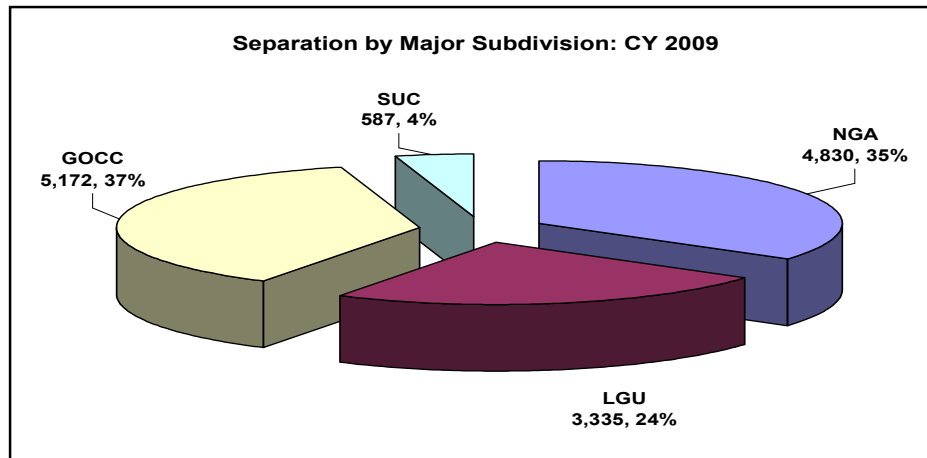


A total of 13,924 civil servants were reported to have left the service or were separated for the year 2009. The figure is 14.5% more than the separation reported in CY 2008 which reached a total of 12,163 personnel. (Refer to Table 7)

Table 7
Number of Separated Personnel: CY 2008 and CY 2009 per Subdivision

SUBDIVISION	CY 2008		CY 2009	
	Number	Share	Number	Share
NGA	6,472	53.2%	4,830	34.7%
LGU	3,092	25.4%	3,335	24.0%
GOCC	1,677	13.8%	5,172	37.1%
SUC	922	7.6%	587	4.2%
TOTAL	12,163	100.0%	13,924	100.0%

2.1 By Government Subdivision

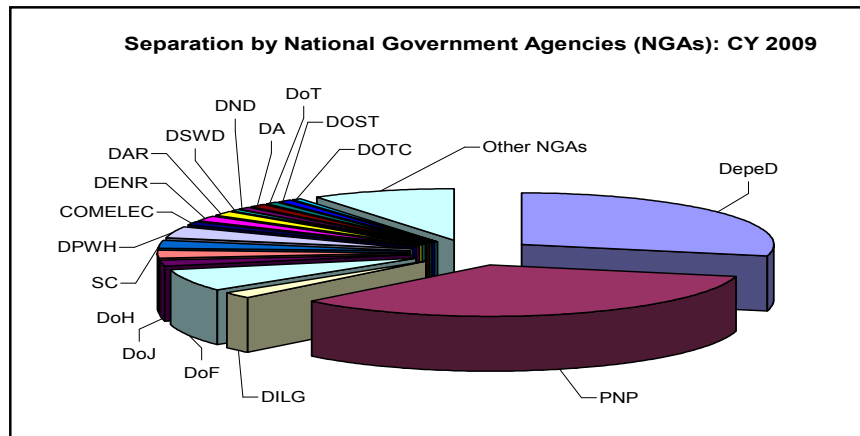


The Government Owned and/or Controlled Corporations (GOCCs) had the biggest share in the number of personnel that left government service in year 2009, which totaled 5,172 or 37.1% of the total separation for the year. The National Government Agencies (NGAs) followed with 4,830 separated personnel or 34.7%, while separations in the Local Government Units 3,335 or 24% of total separations nationwide. The reported incidences of separation in the State Universities and Colleges (SUCs) totaled 587 or 4.2%. (Refer to Table 8)

Table 8
Separation by Major Subdivision: CY 2009

Subdivision	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
NGA	993	41.7%	1524	25.0%	1,081	29.4%	1,232	70.0%	4,830	34.7%
LGU	918	38.6%	1113	18.2%	905	24.6%	399	22.7%	3,335	24.0%
GOCC	271	11.4%	3359	55.0%	1,474	40.1%	68	3.9%	5,172	37.1%
SUC	199	8.4%	111	1.8%	215	5.9%	62	3.5%	587	4.2%
TOTAL	2,381	100.0%	6,107	100.0%	3,675	100.0%	1,761	100.0%	13,924	100.0%

2.1.1 National Government Agencies (NGAs)

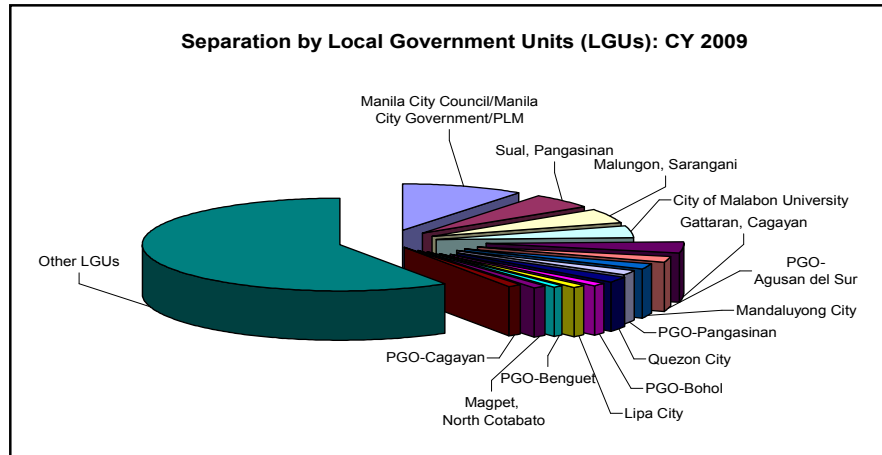


The Philippine National Police (PNP) accounted for 33.8% of separations in the NGA sector with 1,634 incidences, 75.3% or 1,230 of which were due to retirement. This is followed by the massive retirement and resignation at the Department of Education (DepEd) which totaled 1,386 or 28.7%. Separation of personnel at the Department of Finance/BIR/BoC/BoT totaled 330 or 6.8% of total separations, while there were 178 (3.7%) recorded incidences of separation at the Department of Public Works and Highways (DPWH). (Refer to Table 8.1)

Table 8.1
Separations by National Government Agencies (NGAs): CY 2009

NGA	Number	Share
Philippine National Police	1,634	33.8%
Department of Education/Division of City Schools/High Schools	1,386	28.7%
Department of Finance/Bureau of Internal Revenue/Bureau of Customs/Bureau of Treasury	330	6.8%
Department of Public Works and Highways	178	3.7%
Supreme Court/Court of Appeals/Court of Tax Appeals	123	2.5%
Department of Health/Bureaus/Attached Agencies/Hospitals	119	2.5%
DILG/Bureau of Fire Protection/Bureau of Jail Management and Penology	98	2.0%
Department of Justice/Bureau of Corrections/NBI	92	1.9%
Department of Environment and Natural Resources/MGB/NAMRIA	87	1.8%
Department of Agrarian Reform	62	1.3%
Department of Tourism	51	1.1%
Department of Agriculture/Agricultural Training Inst./Fiber Industry Devt. Authority	49	1.0%
Commission on Election	48	1.0%
Department of National Defense/VMMC/PMA/AFP	46	1.0%
DOST/PAGASA/Phil. Science HS	33	0.7%
Dept. of Transportation and Communication/MARINA/MRT/LTO/LTRFB	27	0.6%
Department of Social Welfare and Development	23	0.5%
Other NGAs	444	9.2%
TOTAL	4,830	100.0%

2.1.2 Local Government Units (LGUs)

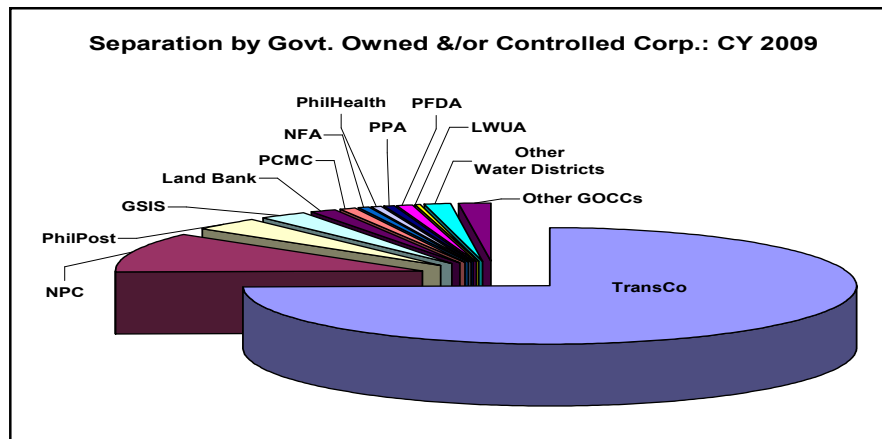


The Local Government of Manila accounted for a visible 10% share of separations in the LGUs with 332 incidences, involving mostly the ending of casual and coterminous appointments. The Municipality of Sual, Pangasinan followed with a total of 182 incidences or 5.5% of total separations at the LGUs. These involved the resignation of casual administrative staff in the said municipality. The expiration of the appointments of administrative staff in the Municipality of Malungon, Sarangani totaled 166 incidences accounting for 5% of the total separations in the LGUs. (Refer to Table 8.2)

Table 8.2
Separation by Local Government Units (LGUs): CY 2009

LGU	Number	Share
Manila City Council/Manila City Government/PLM	332	10.0%
Sual, Pangasinan	182	5.5%
Malungon, Sarangani	166	5.0%
City of Malabon University	136	4.1%
Gattaran, Cagayan	129	3.9%
PGO-Agusan del Sur	67	2.0%
Mandaluyong City Government	61	1.8%
PGO-Pangasinan	60	1.8%
Quezon City Government	58	1.7%
PGO-Bohol	39	1.2%
Lipa City Government	36	1.1%
PGO-Benguet	35	1.0%
Magpet, North Cotabato	33	1.0%
PGO-Cagayan	33	1.0%
Other LGUs	1,968	59.0%
TOTAL	3,335	100.0%

2.1.3 Government Owned and/or Controlled Corporations (GOCCs)

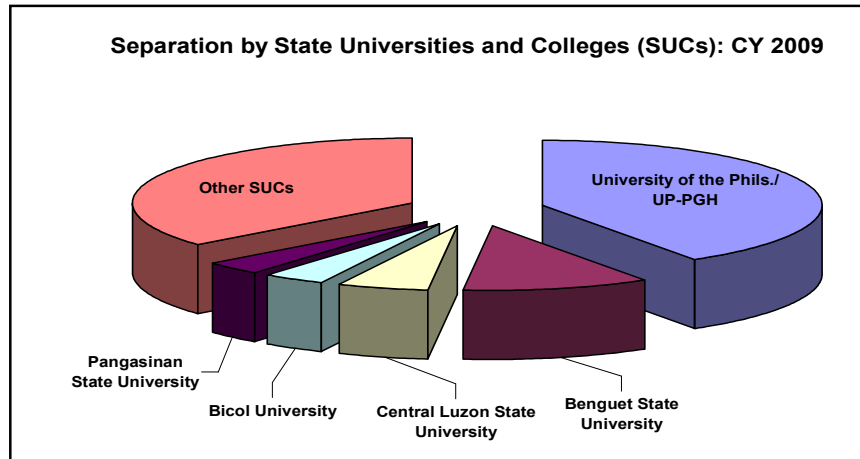


Separated personnel in the National Transmission Corporation (TRANSCO) accounted for three-fourths (74.6%) of the total separations in the sector for the year totaling 3,859 incidences. National Power Corporation followed with 581 incidences or 11.2%, while separations at the Philippine Postal Corporation reached 189 or 3.7% of total separation in the sector. Separation of personnel at the Government Service Insurance Corporation totaled 120 or 2.3%. (Refer to Table 8.3)

Table 8.3
Separation by Govt. Owned and/or Controlled Corp. (GOCCs):
CY 2009

GOCC	Number	Share
National Transmission Corporation (TransCO)	3,859	74.6%
National Power Corporation (NPC)	581	11.2%
Philippine Postal Corporation	189	3.7%
Government Service Insurance System	120	2.3%
Land Bank of the Philippines	81	1.6%
Philippine Children's Medical Center	37	0.7%
National Food Authority	32	0.6%
Philippine Health Insurance Corporation	32	0.6%
Philippine Port Authority	32	0.6%
Philippine Fisheries Devt. Authority	31	0.6%
Local Water Utilities Administration	20	0.4%
Other Water Districts	75	1.5%
Other GOCCs	83	1.6%
TOTAL	5,172	100.0%

2.1.4 State Universities and Colleges (SUCs)

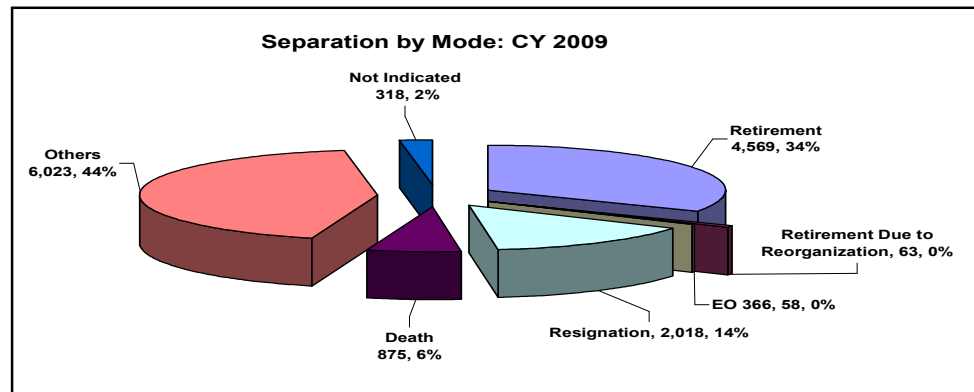


About 41% (240) of separations in the SUCs occurred at the University of the Philippines including incidences of separations at the UP-PGH. The Benguet State University (BSU) had 64 incidences of separations or 10.9%, while the Central Luzon State University (CLSU) and the Bicol State University had 30 (5.1%) and 22 (3.7%), respectively. (Refer to Table 8.4)

Table 8.4
Separation by State Universities and Colleges (SUCs):
CY 2009

SUC	Number	Share
University of the Phils./UP-PGH	240	40.9%
Benguet State University	64	10.9%
Central Luzon State University	30	5.1%
Bicol University	22	3.7%
Pangasinan State University	19	3.2%
Other SUCs	212	36.1%
TOTAL	587	100.0%

2.2 By Mode of Separation



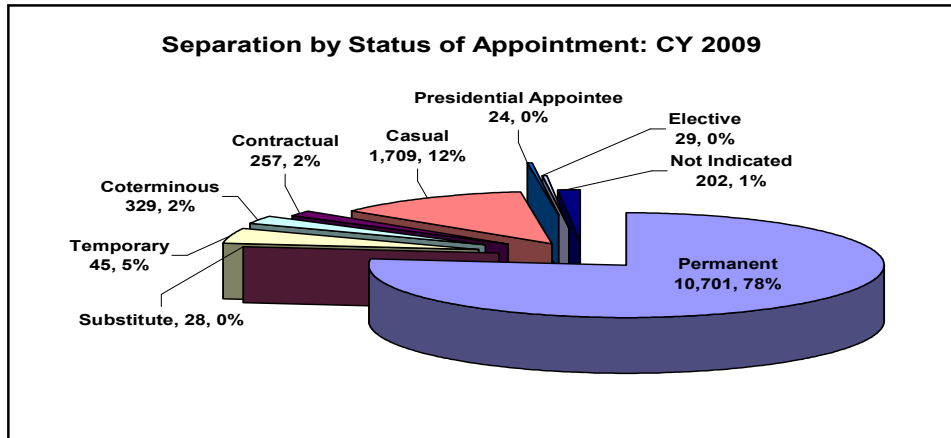
The number of civil servants who retired from the service due to reorganization or retirement package under EO 366 and other mode of retirement totaled 4,690 or 33.7% of total separations for the year. Around 26% or 1,205 of these were police officers, while 22% or 1,027 were educators (861 teachers and 166 instructors/professors).

Separation due to privatization or reorganization took the next big slice in separations with 4,358 incidences or 31.3% of the total separations. Resignation as the mode of separations followed with 2,018 (14.5%) incidences. Expiration and termination of mostly casual and contractual appointments were also high during the year which totaled 1,013 or 7.3% of total separations, while deaths and dropping from the rolls totaled 875 (6.3%) and 300 (2.2), respectively. (Refer to Table 9).

Table 9
Separation by Mode: CY 2009

Mode	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Retirement	1,049	44.1%	1,427	23.4%	1019	27.7%	1,074	61.0%	4,569	32.8%
Retirement Due to Reorganization	0	0.0%	26	0.4%	37	1.0%	0	0.0%	63	0.5%
EO 366	5	0.2%	16	0.3%	37	1.0%	0	0.0%	58	0.4%
Resignation	617	25.9%	604	9.9%	608	16.5%	189	10.7%	2,018	14.5%
Death	223	9.4%	273	4.5%	218	5.9%	161	9.1%	875	6.3%
Others	331	13.9%	3,719	60.9%	1,643	44.7%	330	18.7%	6,023	43.3%
<i>Separated due to Privatization/Due to Rationalization</i>	47	2.0%	3,147	51.5%	1,164	31.7%	0	0.0%	4,358	31.3%
<i>End of Term/End of Tenure</i>	4	0.2%	3	0.0%	22	0.6%	2	0.1%	31	0.2%
<i>Termination/Expiration of Appointment</i>	176	7.4%	350	5.7%	352	9.6%	135	7.7%	1,013	7.3%
<i>Dropped from the Rolls</i>	66	2.8%	100	1.6%	56	1.5%	78	4.4%	300	2.2%
<i>Dismissal</i>	13	0.5%	39	0.6%	14	0.4%	25	1.4%	91	0.7%
<i>End of Contract</i>	2	0.1%	60	1.0%	10	0.3%	87	4.9%	159	1.1%
<i>Completion of Residency/Fellowship Training</i>	14	0.6%	2	0.0%	13	0.4%	2	0.1%	31	0.2%
<i>AWOL</i>	7	0.3%	3	0.0%	9	0.2%	0	0.0%	19	0.1%
<i>Disapproved./Invalidated Appt.</i>	2	0.1%	15	0.2%	3	0.1%	1	0.1%	21	0.2%
Not Indicated	156	6.6%	42	0.7%	113	3.1%	7	0.4%	318	2.3%
TOTAL	2,381	100.0%	6,107	100.0%	3,675	100.0%	1,761	100.0%	13,924	100.0%

2.3 By Status of Appointment



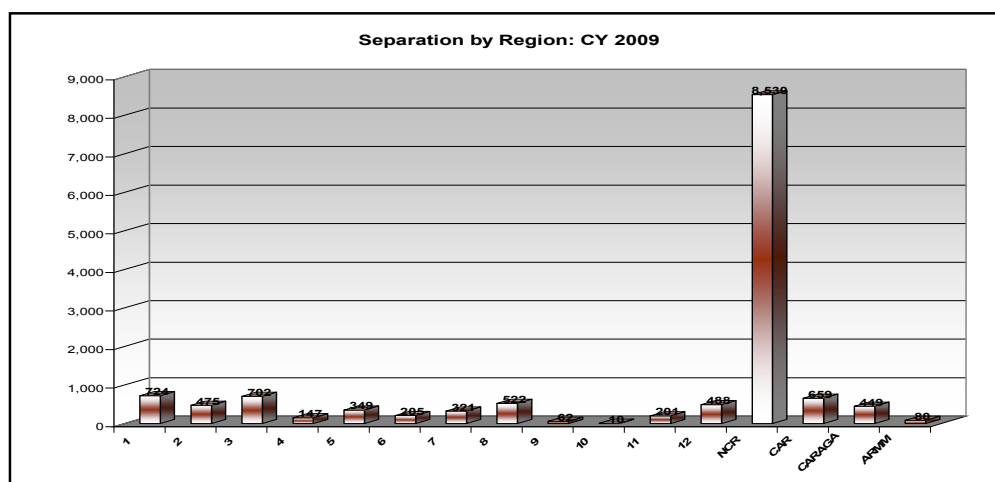
A total of 11,374 career personnel left the service during the year, making up 81.7% of total separations during the period. Of this figure, around 77% (10,701) held permanent appointments, temporary career appointments numbered 645 or 4.6%, while Separations from substitute appointments involved only 28 personnel or 0.2%.

For non-career appointments, a total of 2,348 separations were recorded during the year accounting for 16.9% of total separations. Casual appointments made up the bulk of non-career separations with 1,709 incidences or 12.3% of total separations. Employees separated with coterminous and contractual appointments accounted for 329 (2.4%) and 257 (1.8%), respectively. (Refer to Table 10)

Table 10
Separation by Status of Appointment: CY 2009

Status	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Career	1,917	80.5%	4,856	79.5%	3,090	84.1%	1,511	85.8%	11,374	81.7%
Permanent	1,830	76.9%	4,603	75.4%	2,886	78.5%	1,382	78.5%	10,701	76.9%
Substitute	11	0.5%	2	0.0%	8	0.2%	7	0.4%	28	0.2%
Temporary	76	3.2%	251	4.1%	196	5.3%	122	6.9%	645	4.6%
Non-Career	449	18.9%	1,092	17.9%	564	15.3%	243	13.8%	2,348	16.9%
Coterminous	75	3.1%	79	1.3%	125	3.4%	50	2.8%	329	2.4%
Contractual	50	2.1%	75	1.2%	25	0.7%	107	6.1%	257	1.8%
Casual	308	12.9%	925	15.1%	403	11.0%	73	4.1%	1,709	12.3%
Presidential Appointee	5	0.2%	3	0.0%	7	0.2%	9	0.5%	24	0.2%
Elective	11	0.5%	10	0.2%	4	0.1%	4	0.2%	29	0.2%
Not Indicated	15	0.6%	159	2.6%	21	0.6%	7	0.4%	202	1.5%
TOTAL	2,381	100.0%	6,107	100.0%	3,675	100.0%	1,761	100.0%	13,924	100.0%

2.4 By Geographical Distribution



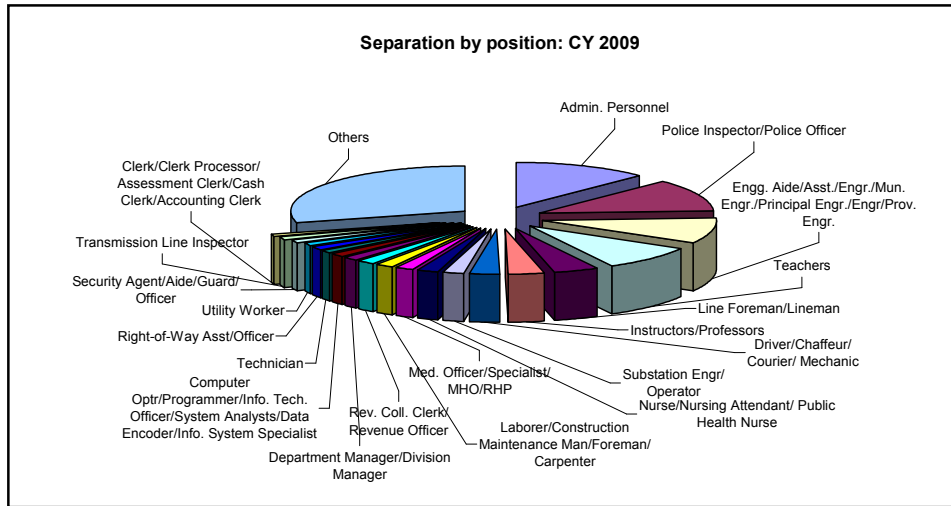
There were 8,530 civil servants based in the National Capital Region (NCR) who vacated their posts during the year, representing 61.3% of total separations for the period. Of these, 3,859 or 45.2% were former employees of the National Transmission Corporation (TransCo), 1,484 or 17.4% were former police officers from the Philippine National Police (PNP), 581 or 6.8% were from National Power Corporation (NPC), and 332 or 3.9% were former employees of the City of Manila.

Region 1 posted the next larger share of separations in the period with 724 incidences or 5.2%. Region 3 followed with 702 (5%), the Cordillera Administrative Region (CAR) with 659 (4.7%), while Regions 8, 12 and CARAGA had recorded 522 (3.7%), 488 (3.5%) and 449 (3.2%) incidences of separations, respectively. (Refer to Table 11)

Table 11
Separation by Region: CY 2009

Region	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
1	277	11.6%	237	3.9%	175	4.8%	35	2.0%	724	5.2%
2	136	5.7%	86	1.4%	170	4.6%	83	4.7%	475	3.4%
3	155	6.5%	203	3.3%	193	5.3%	151	8.6%	702	5.0%
4	75	3.1%	48	0.8%	8	0.2%	16	0.9%	147	1.1%
5	239	10.0%	110	1.8%	0	0.0%	0	0.0%	349	2.5%
6	71	3.0%	49	0.8%	47	1.3%	38	2.2%	205	1.5%
7	57	2.4%	93	1.5%	111	3.0%	60	3.4%	321	2.3%
8	191	8.0%	153	2.5%	116	3.2%	62	3.5%	522	3.7%
9	26	1.1%	13	0.2%	17	0.5%	6	0.3%	62	0.4%
10	10	0.4%	0	0.0%	0	0.0%	0	0.0%	10	0.1%
11	55	2.3%	59	1.0%	41	1.1%	46	2.6%	201	1.4%
12	69	2.9%	280	4.6%	96	2.6%	43	2.4%	488	3.5%
NCR	704	29.6%	4,456	73.0%	2,387	65.0%	983	55.8%	8,530	61.3%
CAR	170	7.1%	141	2.3%	156	4.2%	192	10.9%	659	4.7%
CARAGA	106	4.5%	145	2.4%	152	4.1%	46	2.6%	449	3.2%
ARMM	40	1.7%	34	0.6%	6	0.2%	0	0.0%	80	0.6%
TOTAL	2,381	100.0%	6,107	100.0%	3,675	100.0%	1,761	100.0%	13,924	100.0%

2.5 By Position Title

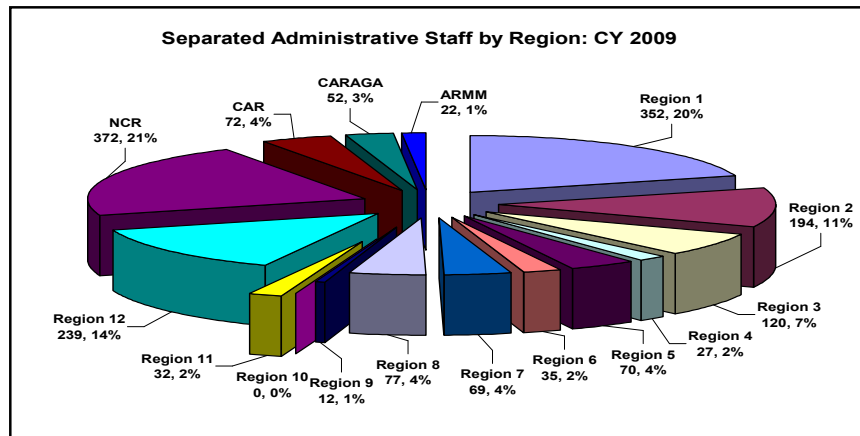


A total of 1,745 administrative personnel were separated from the government service during the year, accounting for the biggest share of total separations or 15.1%. Police Officers/Police Inspectors followed with a total figure of 1,634 or 14.1%. Separated engineers totaled 1,634 (14.1%), while separated teachers reached 1,219 or 10.5%. (Refer to Table 12)

Table 12
Separation by Position: CY 2009

Position Title	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		TOTAL	
	Number	Share	Number	Share	Number	Share	Number	Share	Number	Share
Admin. Aide/Asst./Officer/	452	19.0%	630	10.3%	511	13.9%	152	8.6%	1,745	12.5%
Police Inspector/Police Officer	35	1.5%	821	13.4%	24	0.7%	754	42.8%	1,634	11.7%
Engg. Aide/Asst./Engr./Sr. /Mun./Prov./Principal Engr.	57	2.4%	987	16.2%	213	5.8%	12	0.7%	1,269	9.1%
Teacher/Master Teacher/ Head Teacher	360	15.1%	215	3.5%	454	12.4%	190	10.8%	1,219	8.8%
Line Foreman/Lineman	7	0.3%	452	7.4%	124	3.4%	0	0.0%	583	4.2%
Instructor/Asst. & Asso. Professor	94	3.9%	133	2.2%	121	3.3%	111	6.3%	459	3.3%
Driver/Chaffeur/Courier/ Mechanic	35	1.5%	170	2.8%	180	4.9%	7	0.4%	392	2.8%
Substation Engr/Operator	4	0.2%	277	4.5%	14	0.4%	0	0.0%	295	2.1%
Nurse/Nursing Attendant/PHN	71	3.0%	54	0.9%	100	2.7%	29	1.6%	254	1.8%
Med. Officer/Specialist/MHO/RHP	88	3.7%	47	0.8%	78	2.1%	18	1.0%	231	1.7%
Laborer/Construction Maintenance Man/Foreman/ Carpenter	70	2.9%	55	0.9%	91	2.5%	15	0.9%	231	1.7%
Rev. Coll. Clerk/Revenue Officer	88	3.7%	67	1.1%	58	1.6%	10	0.6%	223	1.6%
Department /Division Manager	8	0.3%	158	2.6%	43	1.2%	1	0.1%	210	1.5%
Computer Optr/Programmer/ITO/ SA/Data Encoder/Info. System Specialist	25	1.0%	104	1.7%	60	1.6%	5	0.3%	194	1.4%
Technician	0	0.0%	122	2.0%	41	1.1%	0	0.0%	163	1.2%
Right-of-Way Asst/Officer	0	0.0%	138	2.3%	24	0.7%	0	0.0%	162	1.2%
Utility Worker	53	2.2%	43	0.7%	45	1.2%	17	1.0%	158	1.1%
Security Agent/Aide/Guard/ Officer	42	1.8%	51	0.8%	45	1.2%	19	1.1%	157	1.1%
Transmission Line Inspector	0	0.0%	83	1.4%	70	1.9%	0	0.0%	153	1.1%
Clerk/Processor/Assessment /Cash /Accounting Clerk	44	1.8%	31	0.5%	49	1.3%	25	1.4%	149	1.1%
Others	532	22.3%	710	11.6%	696	18.9%	270	15.3%	4,043	15.9%
TOTAL	2,381	100.0%	6,107	100.0%	3,675	100.0%	1,761	100.0%	13,924	100.0%

2.5.1 Administrative Staff

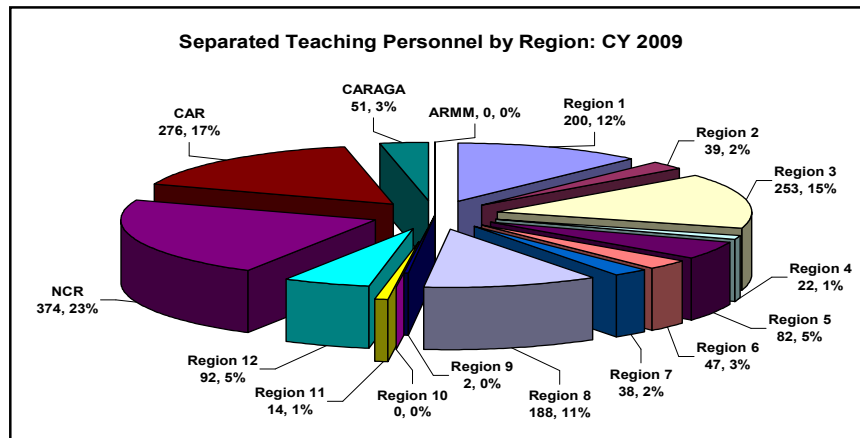


The National Capital Region (NCR) had the biggest number of separated administrative personnel which totaled 372 or 21.3% of the total separated administrative staff. Region 1 followed closely with 352 incidences of separation or 20.2%. Regions 12, 2 and 3 had 239 (13.7%), 194 (11.1%) and 120 (6.9%) separated personnel during the year. (Refer to Table 12.1)

Table 12.1
Separated Administrative Staff by Region: CY 2009

REGION	Number	Share
1	352	20.2%
2	194	11.1%
3	120	6.9%
4	27	1.5%
5	70	4.0%
6	35	2.0%
7	69	4.0%
8	77	4.4%
9	12	0.7%
10	0	0.0%
11	32	1.8%
12	239	13.7%
NCR	372	21.3%
CAR	72	4.1%
CARAGA	52	3.0%
ARMM	22	1.3%
TOTAL	1,745	100.0%

2.5.2 Teaching Personnel

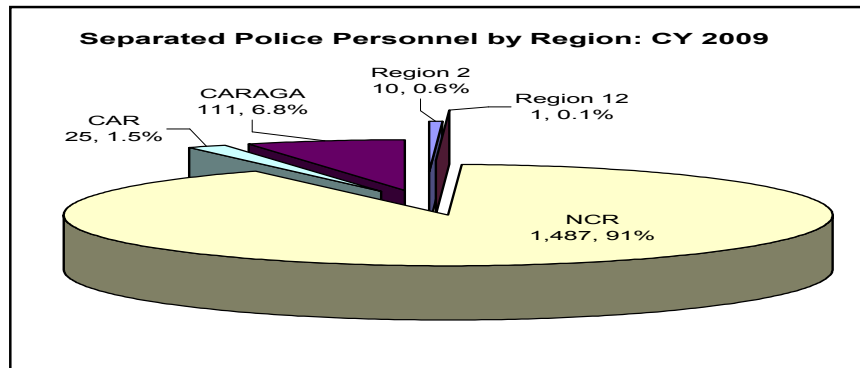


NCR also had the biggest share in the number of separated teaching personnel (teachers, instructors, professors) for the year which totaled 374 or 22.3% of the total separation in the same post. The Cordillera Administrative Region (CAR) followed with 276 or 16.4%, while the number of separated teaching personnel in Region 3 reached 253 or 15.1% of the total. Regions 1 and 8 have 200 (11.9%) and 188 (11.2%) separated teaching personnel, respectively. (Refer to Table 12.2)

Table 12.2
Separated Teaching Personnel by Region: CY 2009

REGION	Number	Share
1	200	11.9%
2	39	2.3%
3	253	15.1%
4	22	1.3%
5	82	4.9%
6	47	2.8%
7	38	2.3%
8	188	11.2%
9	2	0.1%
10	0	0.0%
11	14	0.8%
12	92	5.5%
NCR	374	22.3%
CAR	276	16.4%
CARAGA	51	3.0%
ARMM	0	0.0%
TOTAL	1,678	100.0%

2.5.3 Police Personnel



The majority of police personnel separated from government service during the year were assigned at the National Capital Region (NCR) totaling 1,487 or 91% of total police separations. CARAGA followed with 111 police separations or 6.8% of the total. The Cordillera Administrative Region (CAR) had only 25 separations or 1.5%, while Regions 2 and 12 had 10 (0.6%) and 1 (0.1%) incidences of separations, respectively. The other regions did not report any incidences of separations at the police force. (Refer to Table 12.3)

Table 12.3
Separated Police Personnel by Region: CY: 2009

REGION	Number	Share
NCR	1,487	91.0%
CARAGA	111	6.8%
CAR	25	1.5%
2	10	0.6%
12	1	0.1%
TOTAL	1,634	100.0%

3. Comments and Observations

For CY 2009, a total of 11,698 civil servants joined the government service while 13,924 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 **2,226**.

The education sector set the pace of hiring in the government during the year. This accounted for 36.3% of all accessions in the period. This was spearheaded by the DepEd's hiring of 3,795 educators with the ranks of Teacher I-III, Head Teachers and Master Teachers for public schools across the country.

The 4,018 Teachers/Master Teachers appointees for the year more than compensated for the 1,219 who vacated similar teaching posts. The net increase in teaching personnel for the year was computed at 2,799. In the case of administrative staff, however, a net increase of 138 was computed with 1,883 hired and 1,745 separated. For the peace and order sector, there were 1,634 police officers who left the service during the year while only 1,262 were hired to replace them, with a net decrease of 372. The situation may have an impact in the peace and order situation in Metro Manila deducing from the fact that 91% or 1,487 of the separated police personnel were based in the National Capital Region (NCR) and only 264 new police officers in the same region were reported to have replaced them. The net decrease in police personnel in NCR during the year was computed as 1,223. The situation in Region 3 is not the same since the region has reported hiring a total of 713 police personnel with no reported separation in the same field.

In terms of medical personnel, record shows that those who left the service during the year is 46% less than those who left in the previous year. In 2008 a total of 1,055 medical professionals (doctors, nurses, midwives, medical technologists) left government service, while only 572 were reported to have left in 2009. It is a good indication that the government is doing its part in ensuring that those who have left the service are not just replaced but even more are hired.

Noticeable during the year is the massive separation of personnel in the National Transmission Corporation (TransCo) which totaled 3,859 and in National Power Corporation (NPC) which totaled 581 personnel. The situation was due to the continued privatization and restructuring of our country's electric power industry, including, among others, the privatization of generation assets, real estate, other disposable assets, independent power plants and the liquidation of all liabilities and stranded contract cost of NPC¹. TransCo has hired a total of 70 personnel only, while NPC has not reported any incidence of accession during the year.

¹ 2008 NPC Annual Report; www.napocor.gov.ph