



Republic of the Philippines  
**DEPARTMENT of AGRARIAN REFORM**

October 17, 1988

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MEMORANDUM CIRCULAR

NO. 10  
Series of

SUBJECT: Reappointment of  
Separated Personnel

Pursuant to Executive Order No. 129-A reorganizing the Department, some positions were abolished. While the management has tried its best to accommodate all personnel in the New Staffing Pattern, it is inevitable that there will be displaced employees because of the abolition of their positions. Furthermore, their respective qualifications are not appropriate to any of the vacancies.

However, if only to protect the interest of displaced personnel, Republic Act 6656 provided for ample protection of the rights and privileges of the affected personnel, particularly the payment of separation pay and retirement benefits.

In view hereof, all concerned may avail of the following options:

1. Transfer to other offices;
2. Retire if you have been in the service for 20 years or you are 60 years old and above;
3. File your claim for separation pay; or
4. File your appeal with the Department of Agrarian Reform Reorganization Appeals Board, if you feel aggrieved, within 10 days from receipt hereof, pursuant to R.A. 6656.

Should the displaced officials and personnel not avail of the above-mentioned options, the management may reappoint them on a daily basis (casual).

Therefore, the Bureau Directors, Service Chiefs, Chiefs of Offices and the Regional Directors are hereby enjoined to submit the list of personnel covered by this Order to the Chief, Administrative Service not later than December 31, 1988 for appropriate action.

For guidance and/or compliance.

  
PHILIP ELLA JUICO  
Secretary

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