



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

- 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)**.
- 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

Dissemination of Executive Order No. 176

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**ACKNOWLEDGMENT RECEIPT**

RECEIVED BY:



**DIOSDADO M. SAN ANTONIO**

Director IV

\_\_\_\_\_  
Schools Division Superintendent  
Division of: \_\_\_\_\_

\_\_\_\_\_  
District Supervisor  
District of: \_\_\_\_\_

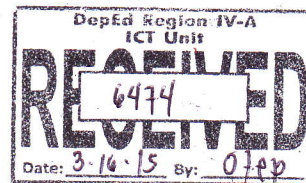
**RECEIVED AND DISSEMINATED BY:**

\_\_\_\_\_  
School Principal

\_\_\_\_\_  
Name of School

District: \_\_\_\_\_

Division of: \_\_\_\_\_





MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

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)”**

**WHEREAS**, Section 27, Article II, 1987 Constitution, provides that it is the policy of the State to maintain honesty and integrity in the public service and to undertake positive and effective measures against graft and corruption;

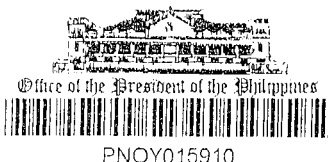
**WHEREAS**, Section 2, of Republic Act No. 6713, otherwise known as the "Code of Conduct and Ethical Standards for Public Officials and Employees," declares that it is the policy of the State to promote a high standard of ethics in public service. Public officials and employees shall at all times be accountable to the people and shall discharge their duties with utmost responsibility, integrity, competence, and loyalty, act with patriotism and justice, lead modest lives, and uphold public interest over personal interest;

**WHEREAS**, the Philippines, as State Party to the United Nations Convention Against Corruption (UNCAC), is obliged to comply with its treaty obligation to develop, implement and maintain effective, coordinated anti-corruption policies and measures that promote the participation of society and reflect the principles of the rule of law, proper management of public affairs and public property, integrity, transparency and accountability; and

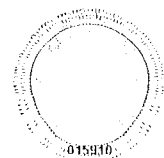
**WHEREAS**, the Office of the President and the Office of the Ombudsman (OMB), signed a Memorandum of Agreement on 14 June 2013 recognizing the compelling need to consolidate and align the country's anti-corruption thrusts, programs, and measures to generate strategic interventions in reducing corruption, promoting integrity, enhancing government effectiveness towards building a corruption intolerant society and agreeing to establish a harmonized and simplified integrity program which will be jointly implemented across the bureaucracy as the flagship anti-corruption program of the government.

**NOW, THEREFORE, I, BENIGNO S. AQUINO III**, President of the Philippines, by virtue of the powers vested in me by law, do hereby order:

**SECTION 1. Integrity Management Program.** An Integrity Management Program (IMP) is hereby established as the national corruption prevention program of the government, which covers six (6) dimensions or management systems that are linked together to enhance both individual and systems integrity, namely: *Service Delivery, Institutional Leadership, Human Resource Management and Development, Financial,*



THE PRESIDENT OF THE PHILIPPINES



*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:

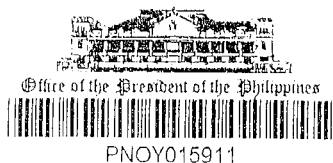
- a) Serve as the program overseer of the IMP and shall provide overall direction to the program;
- b) Undertake policy making to ensure effective implementation of the IMP;
- c) Provide secretariat support in the implementation of the IMP in the agency level as stipulated in the abovementioned OP-OMB 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.

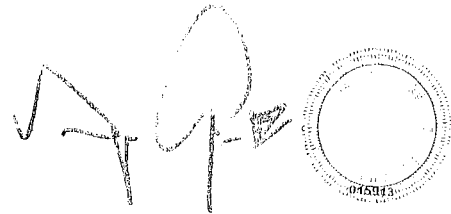
**SECTION 8. Funding.** Departments/Agencies are mandated to allocate sufficient funds/resources for the implementation of the IMP and the establishment of the IMS, as well as the implementation of their Department/Agency's Integrity Management Plans, which shall be charged against the current appropriations 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

