



Masaganang Agrikultura,  
Mamulad na Ekonomiya

REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF AGRICULTURE  
BUREAU OF AGRICULTURAL RESEARCH

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MEMORANDUM FROM THE DIRECTOR

TO : ALL BAR STAFF

SUBJECT : UPHOLDING ETHICAL STANDARDS AND PREVENTING UNAUTHORIZED MONEY-LENDING ACTIVITIES

This memorandum serves as a reminder to all DA-BAR staff of our collective responsibility to uphold the highest standards of public service, as mandated by the **Code of Conduct and Ethical Standards for Government Employees**. As public servants, we are obligated to provide quality service to the public and conduct ourselves in a manner that reflects integrity, professionalism, and accountability.

It has come to our attention, via a complaint filed through the Citizen's Complaint Hotline, that there have been reports of alleged money-lending activities taking place during office hours. Should these allegations prove to be true, they would represent not only a breach of ethical standards but also a potential tarnishing of the reputation of the entire bureau.

In light of this, we would like to highlight key provisions of the Civil Service Commission's implementing rules under Republic Act No. 6713, also known as the **Code of Conduct and Ethical Standards for Public Officials and Employees**, which emphasizes the following:

*"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".*

Additionally, lending money at usurious rates is explicitly prohibited under P.D. No. 807, or the **Civil Service Law**, and such actions may be penalized as an offense **under Rule XIV of the Omnibus Rules Implementing the Civil Service Law**. This further underscores the severity of engaging in any form of unauthorized money-lending activity during working hours.

To reinforce our commitment to professionalism, any employee found guilty of engaging in such misconduct will be subject to strict disciplinary action. Penalties may range from suspension to immediate dismissal, depending on the severity of the offense, in accordance with existing rules and regulations.

As a reminder, DA-BAR staff are encouraged to avail themselves of legal, authorized loan services through the employees' cooperative. This official channel ensures that financial transactions remain ethical and do not lead to conflicts of interest or workplace disruptions.

Let us all take this opportunity to reaffirm our commitment to serving the public with the highest level of integrity and professionalism.

Please be guided accordingly.

  
JUNEL B. SORIANO, PhD

