

Reference No. 2024- 02
January 5, 2024

MEMORANDUM FROM THE DIRECTOR

TO : MELODY T. MEMITA
President, ABARE

SUBJECT : RESPONSE TO THE LETTER FROM THE ABARE PRESIDENT, MS. MELODY MEMITA REQUESTING THE MANAGEMENT TO REVISIT THE PROVISIONS OF THE COLLECTIVE NEGOTIATION AGREEMENT OF THE DEPARTMENT OF AGRICULTURE AND DA EMPLOYEE'S ASSOCIATION (DAEA) 2023-2025 ON HIRING AND PROMOTION

This pertains to the letter of the ABARE President Ms. Melody T. Memita dated December 21, 2023, regarding her request to revisit the provisions of the Collective Negotiation Agreement between the Department of Agriculture and the DA Employee's Association (DAEA) 2023-2025, particularly Article VI, Sections 2.1 and 2.2 on Hiring and Promotion. The request to revisit the said provision was related to your inquiry on the appointing authority's endorsement of candidates for the Statistician I and Agriculturist II vacant positions.

The selection process was done in the spirit of objectivity and fair judgement. DA-BAR management through the Human Resource Merit, Promotion and Selection Board (HRMPSB) facilitated the selection process in accordance with the prescribed CSC rules and regulations guided by the approved Agency Merit Selection Plan (MSP) of the Department of Agriculture. As such, the HRMPSB was unanimous in their decision on who among the candidates had the best qualifications suited for the position of Statistician I and Agriculturist II, respectively. Likewise, these candidates were selected by the Director/Appointing Authority based on the evaluation of the HRMPSB. Those with the highest scores were chosen by the Appointing Authority and endorsed to the Office of the Secretary for approval. With fairness and in the interest of the Bureau, the undersigned has endorsed the most qualified applicants for the positions with the expectations that they can contribute significant and comprehensive knowledge in research and development program.

Finally, all candidates underwent the same selection process and were treated with utmost fairness, objectivity and without prejudice in accordance with the equal employment opportunity principle as contained in the DA MSP. We hope that this has clarified your concerns and we hope that ABARE will continue to work amicably with DA-BAR management for the shared vision of ensuring that qualified and competent candidates are hired to fill-up its manpower complement.

Thank you for your time and effort.


JUNEL B. SORIANO, PhD

Cc:
JHLales - Asst. Director
MAResma - Compliance Officer