



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF AGRICULTURE
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Reference No. 2025- 310

July 11, 2025

MEMORANDUM FROM THE OIC DIRECTOR

TO : ALL BAR PERSONNEL

**SUBJECT : REITERATION OF MEMORANDUM NO. 2025-37:
"UPHOLDING ETHICAL STANDARDS AND PREVENTING
UNAUTHORIZED MONEY-LENDING ACTIVITIES"**

This is a reiteration of Memorandum No. 2025-37 which serves as a reminder to all DA-BAR personnel 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, it is our obligation to provide quality service to the public in a manner that reflects integrity, professionalism, and accountability. Thus, lending money at usurious rates is explicitly prohibited under P.D. No. 807, or the Civil Service Law, and it further underscores the severity of engaging in any form of unauthorized money-lending activity if done during working hours.

Let us all be reminded of the key provisions of the Civil Service Commission's Code of Conduct and Ethical Standards for Public Officials and Employees, which states 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"**.

To reinforce our commitment to uphold ethical standards, any employee found guilty of engaging in such misconduct will be subject to strict disciplinary action. For permanent employees, penalties will depend on the severity of the offense and in accordance with existing rules and regulations while such acts of COS personnel will be regarded as violation of the provisions of its service contract with the Bureau and may result in the non-renewal or pretermination of contract.

Everyone is advised to avail of loan services through official channels which ensures that financial transactions do not lead to conflicts of interest or work disruptions. Let us all reaffirm our commitment to serving the public with the highest level of integrity and professionalism.

For strict compliance


JOELL H. LALES, R Agr, MTM
OIC Director

