



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF AGRICULTURE
BUREAU OF AGRICULTURAL RESEARCH
RDMIC Bldg., Elliptical Road corner Visayas Avenue, Diliman, Quezon City 1104
(+632) 8461 2800 and (+632) 8461 2900 • r4d@bar.gov.ph

Reference No. 2024 - 01 16
January 17, 2024

MEMORANDUM FROM THE DIRECTOR

TO : ALL CONCERNED COS STAFF

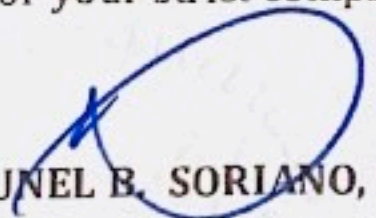
ATTENTION : HUMAN RESOURCE MANAGEMENT UNIT

SUBJECT : ATTENDANCE TO THE FLAG RAISING CEREMONY

It has been observed that in the previous flag raising ceremonies up until this month, there has been a significant decrease in the number of Contact of Service (COS) employees attending the ceremony. Hence, the management would like to remind all concerned that pursuant to Republic Act No. 8491¹, **all organic and contract of service personnel are mandated** to attend the flag raising ceremony.

To this, the Human Resource Management Unit (HRMU) is hereby directed to strictly monitor the attendance of each and every employee during the said ceremony and enforce the corresponding penalty for those who fail to comply. In addition to this, the HRMU is further instructed to submit to the Office of the Director a monthly report regarding the attendance of our personnel highlighting those that are frequently absent during the flag raising ceremony.

For your strict compliance.


JUNEL B. SORIANO, PhD

¹ Republic Act No. 8491: "Flag and Heraldic Code of the Philippines"

