

**DENR Administrative Order**

**No. 98 - 02**

**January 07, 1998**

**SUBJECT : Renaming Human Resource Development Service to Human Resource Management Service (NRMS) and Transferring the Personnel Division Under the Supervision of HRMS.**

**1. Declaration of Policy**

Pursuant to Section 7 (b) of Executive Order No. 192 dated 10 June 1987 and in order to achieve a more holistic approach in the management of the services for the human resources in the Department, thereby promoting a more sound career management system, further strengthening the merit and rewards system and institutionalizing a management climate conducive to public accountability while at the same time promoting sustainable management of natural resources and protection of the environment, it is hereby declared that henceforth, human resource management instead of human resource development shall be given more emphasis.

**2. Functional Realignment**

In pursuit of the new policy, the Human Resource Development Service is hereby renamed Human Resource Management Service (HRMS) and the Personnel Division, Administrative Service is hereby transferred to HRMS from Administrative Service. The transfer of Personnel Division to HRMS shall include the functions, appropriations, funds, records, equipment, facilities and personnel thereof, which shall be placed under the direct control and supervision of the HRMS Director.

Furthermore, the HRMS shall continue to perform functions as mandated in DAO No. 95-25 and DAO No. 1, Series of 1988.

Likewise, the Chief, Administrative Divisions of Staff Bureaus and Regional Offices are hereby designated as HR Coordinators.

### **3. Continuing Support to HRMS**

The HRMS shall institutionalize programs that will promote continuous improvement including Human Resource Information System, Job Analysis, Competency Profiling, Performance Appraisal System and other human resource management endeavors thereby ensuring the effective implementation of human resource management programs in the Department.

### **4. Repealing Clause and Effectivity**

This Order hereby amends DAO No. 1, Series of 1988, DAO No. 14, Series of 1992, DAO No. 25-95 and DAO No. 96-01 and all other administrative issuances inconsistent herewith and shall take effect immediately.

**(Sgd.) VICTOR O. RAMOS**  
Secretary