

**PALAWAN COUNCIL FOR SUSTAINABLE DEVELOPMENT STAFF
MORAL RENEWAL ACTION PLAN (MRAP) CY 2009**

Priority Measures	Objectives	Proposed Activities	Target/Performance Indicator	Resources	Schedule
Pillar I: Ethical Leadership					
Top officials should demonstrate commitment and support to moral renewal and integrity development. Political commitment to ethics through leadership by example reinforces the ethical conduct of public servants.					
1. SENIOR STAFF session/s on Moral (Spiritual Renewal)	To renew top level commitment to ethical leadership	Attendance to Spiritual Enhancement Activity	Conduct of values formation seminar by the third quarter Regular monthly mass/or religious talk from an invited resource person Proposed PCSDS MRAP with resource allocation submitted	Partnership with institutions that can provide spiritual guidance and inspiration MRAP prepared	September June
2. Observance of all top management of the principle of moral/ethical leadership by example	To make the management/and senior staff champions of moral / ethical leadership To promote moral / ethical leadership through the practice of good governance	Reiteration of the Observance of the code of Ethical Conduct for Public Officials Renewal of oath of office highlighting the core values and ethical standards Cascading of the values of being: Maka-Diyos, Maka-tao, Maka-bayan, and Maka-kalikasan	Integration of Maka-Diyos, Maka-tao, Maka-bayan and Maka-kalikasan values in all staff activities	Institutions that can provide executive coaching on ethical leadership	August
Pillar II: Enhancing Individual Integrity					
To address ethical issues and guide individuals in dealing with ethical dilemmas, values and ethical standards must be made clear and mechanism must be put in place to ensure that the ethical rules and observed. Integrity building requires sustained promotion of ethical behavior and incentives for good conduct					
1. Adoption of agency-specific	To heighten awareness and	Integration of the Code of Conduct	Partnership with concerned CSOs/private	Samples of Customized	September

Code of Conduct consistent with RA 6713	<p>promote observance of the Code of Ethical Conduct for Public Officials and Employees</p> <p>To make clearer the ethical guidelines and expected behavior of public officials and employees</p>	<p>in the PCSDS Employee's Manual</p> <p>Inclusion of the Code of Conduct in the contract of employment, staff induction</p> <p>Establishment of CoC compliance monitoring and procedure to immediately deal with misconduct</p>	sector groups in observance and monitoring of CoC	<p>CoCs provided to the staff</p> <p>Resource institutions that can provide assistance in the development of CoCs</p> <p>Existing feedback mechanisms e.g. agency complaints desk/hotlines, TextCSC, etc to solicit feedback from the transacting public</p>	As need arises
2. Promotion of values and ethical conduct	<p>To instill greater consciousness on the values espoused by the Philippine Constitution and RA 6713</p> <p>To promote ethical behavior and provide incentives for good conduct</p>	<p>Conduct of Moral Renewal Programs in line with the values e.g. Maka-Diyos, Maka-tao, Maka-bayan, Maka-kalikasan and others reiterated in AO 255</p> <p>Values formation activities e.g. FORMATION: conscience, habit, character slogan, holy week return</p> <p>Integration of integrity standards in the Performance Evaluation System</p> <p>Integrity vesting in personnel appointment and promotion</p>	Resolution of employees towards moral renewal/ethical conduct	<p>Standard module on Moral Renewal/ Values Formation</p> <p>Accredited institutions that provide values formation programs</p>	September

Pillar III: Strengthening Systems Integrity

The sound control environment will promote ethical conduct. Instituting and strengthening accountability procedures and mechanisms will strengthen the integrity of systems in government, reduce vulnerability to corruption, and enhance resistance of individuals to wrongdoings and corrupt activities.

1. Adoption of Integrity Development Action Plan (IDAP)	To apply IDAP doable that can further strengthen integrity of the agency	Orientation on IDAP for the staff	Compliance to IDAP doables	IDAP reference materials provided to the staff	Tentative July-September
2. Integrity Development Review	To assess the corruption resistance and corruption vulnerability of the agency	Conduct of IDR	IDR completed	Trained IDR for PCSDS	December
3. Implementation Government Quality Management Systems Standards PMS-OPES	To raise public accountability and enhance quality of public service	Highlighting ethical conduct in the establishment of Citizen's Charter Highlighting ethical conduct in public service quality standards	PMS-OPES Reference output table prepared	Staff, MDT member & Calibration Committee	December

Pillar IV Monitoring, Evaluation and Affirmation

Instituting mechanisms to monitor the implementation of the Moral Renewal Program and provide recognition for good practices and consistent observance of desired values and ethical conduct

1. Establishment of Integrity Committees	To establish An internal team to coordinate and see to the implementation of MRAP	Creation of Integrity Committee	Integrity Committee for PCSDS created through Special Order	PCSDS IC Grievance Committee	September
		Designation of an Integrity Officer or equivalent	Positive results of MRAP and IDAP		September
2. Creation of Monitoring Team	To monitor progress and results of MRAP To evaluate effectiveness of MRAP measures and recommend appropriate action To sustain MRAO	Periodic reporting	Updates on MRAP activities Participation of CSOs in monitoring activities CSC appreciation of MRAP accomplishments		November

3. Spot-lighting best practices on integrity development	To motivate good ethical behavior as image of the organization in general	Documentation of best practices Presentation of Integrity awards/GLOW	Conduct of IEC Awardees identified	IC Team	October October
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