



**REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF BUDGET AND MANAGEMENT**

Proposed Government Optimization Program (GOP)

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Outline

- 1. Background on the GOP**
 - 2. Salient Features of the GOP**
 - 3. Ways Forward**
-

History of Government Reorganization and Reforms

1960s - Present

Marcos, Sr. Administration

- Conduct of studies on a major functional area of government
- Creation of an Integrated Reorganization Plan
- Pursued organizational actions

Aquino Administration

- Adoption of guiding principles of (i) promotion of private initiative; (ii) decentralization; (iii) cost-effectiveness; (iv) efficiency in frontline services; and (v) accountability
- Organization of policy group and survey teams

Ramos Administration

- Agency-level assessment and streamlining based on set criteria
- Submission of Streamlining Report by department/agency
- Focus on eliminating duplication/redundancies and strengthening support to key functions and priority programs/projects

Estrada Administration

- Formulation of Institutional Strengthening and Streamlining Program
- Creation of a Presidential Committee on Effective Governance
- Preparation of Public Sector Institutional Strengthening and Streamlining Agenda and Integrated Administrative Reform Plan

Arroyo Administration

- Government Rationalization Program
- Anti-corruption measures
- Anti-Red Tape Act
- New Government Centers Program
- E-Government

Aquino III Administration

- Merit-based and good governance incentive programs
- OpenGov PH
- Creation of the Governance Commission for GOCCs
- Streamlining of government operations (budget and business permits)
- Reorganization of the Office of the President

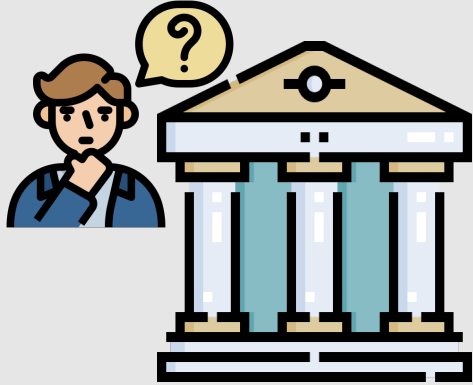
Duterte Administration

- Reengineering of Government Systems and Processes
- Ease of Doing Business and Efficient Government Service Delivery
- Creation of Anti-Red Tape Authority
- Full devolution functions/services of the Executive Branch to LGUs

Marcos, Jr. Administration

- E-Governance and digital transformation
- Full devolution of functions/services to LGUs
- Regulatory reviews
- Rightsizing the bureaucracy

Governance and Administration Issues



ORGANIZATION AND MANAGEMENT ISSUES

- Redundant, overlapping, and duplicating functions
- Agencies performing functions that are conflicting
- Fragmented operations among agencies
- Low performing agencies



PERSONNEL ISSUES

- Underutilized plantilla positions
- Mismatch in technical capabilities of government employees



SERVICE DELIVERY ISSUES

- Inefficient systems and processes
- Ineffective programs/projects

The Need for Transformational Reforms



"...daunting task now of transforming our government into an **agile bureaucracy** that is **responsive** to the needs of the public, provide good and solid data to ensure **informed decision-making**, as well as allow **secure and seamless** access to public services."

- First State of the Nation Address (2022)

"It is an invitation to all of us to think about being a Filipino and view the nation from a renewed perspective. It is a call for transformation. The transformation of our idea of being a Filipino, and the **transformation of our economy, of governance, of society...**"

- Bagong Pilipinas Kick-Off rally (2024)

Source: Presidential Communications Office

Chapter 14: Philippine Development Plan 2023-2028



PRACTICE GOOD GOVERNANCE AND IMPROVE BUREAUCRATIC EFFICIENCY



PARTICIPATORY GOVERNANCE DEEPENED

- ✓ Ensure sufficient and functional participatory spaces
- ✓ Broaden public access to information
- ✓ Improve the quality of participation
- ✓ Increase inclusivity and accessibility of elections



PUBLIC ACCOUNTABILITY AND INTEGRITY BOLSTERED

- ✓ Enhance public feedback loops
- ✓ Intensify transparency in public spending
- ✓ Strengthen implementation and monitoring of anti-corruption laws and programs
- ✓ Improve national governance assessments



GOVERNMENT FUNCTIONS, SYSTEMS, AND MECHANISMS RATIONALIZED AND STRENGTHENED

- ✓ Pursue rightsizing and the whole-of-government approach in re-engineering systems and procedures
- ✓ Accelerate digital transformation in government
- ✓ Raise the productivity performance of agencies



COMPETENT, MOTIVATED, AGILE, AND RESILIENT PUBLIC SERVANTS SUPPORTED

- ✓ Guarantee complete and capable human resources in government
- ✓ Promote conducive working environments

SALIENT FEATURES OF THE GOVERNMENT OPTIMIZATION PROGRAM

Government Optimization Program

The **Government Optimization Program (GOP)** is a reform mechanism primarily aimed to enhance government's institutional capacity, enabling the government to:

**Implement
transformational
reform initiatives**



**Improve
public service
delivery**



**Focus on the
performance of
the vital/core
functions of
agencies**



**Simplify
systems and
processes of
agencies**



Coverage of the Program

Mandatory Coverage of the Program



All departments and agencies of the **Executive Branch**

Excluded in the Program Implementation



Teaching and teaching-related positions in schools



Military and uniformed personnel



GOCCs and GFIs covered by the GCG
(pursuant to RA No. 10149, s. 2011)

For Optional Adoption of the Program



Legislature: Senate and HOR



Judiciary



Office of the Ombudsman



Constitutional Commissions



LGUs

President's Authority to Optimize the Executive Branch

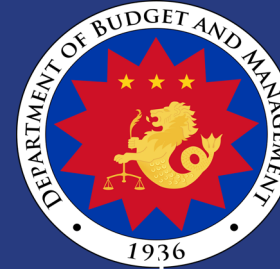


Committee on Optimizing the Executive Branch

**Executive Secretary
(Chairperson)**



**DBM Secretary
(Co-chairperson)**



**NEDA Secretary
(Member)**



**CSC Chairperson
(Member)**



**ARTA Director General
(Member)**

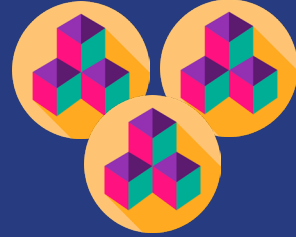


**Government Employee
Representative
(Member)**

Conduct of Strategic Review and Study on the Bureaucracy



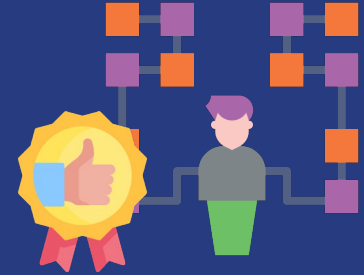
Determine the role of the government, including the extent of government intervention



Identify areas of dysfunctions, bureaucratic inefficiencies



Assess the relevance of an agency's mandates, functions, programs and projects



Provide recommendations on transformational and organizational changes that could be implemented

Options for Affected Personnel

Option 1: Availment of retirement benefits and separation incentives



Retirement benefits
under existing laws



Separation
Incentives



Refund of HDMF
contributions



Commutation of
unused leave credits

Separation Incentives Rate

Years of Service	Separation Incentives Per Year of Service
5 to < 11 years	1 $\frac{1}{4}$ of actual basic salary
11 to < 21 years	Actual monthly basic salary
21 to < 31 years	$\frac{3}{4}$ of actual monthly basic salary
31 years and above	$\frac{1}{2}$ of actual monthly basic salary

Options for Affected Personnel

Option 2: Reskill/upskill for re-appointment/deployment



**Reskilling and
upskilling**



**Deployment to agencies which
require their qualifications,
skills, and competencies**

Benefits of the GOP



**Address government
dysfunctions**



**Improve organizational and
employee productivity**

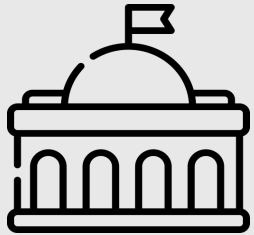


**Improve government
interoperability and service delivery**

WAYS
FORWARD

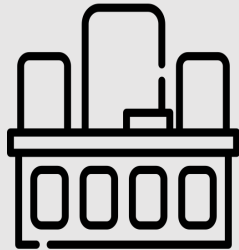
Shepherd Passage of the GOP Bill in the 19th Congress

**AUG
2022**



- Submitted proposed administration version of the NGRP bill

**JAN - DEC
2023**



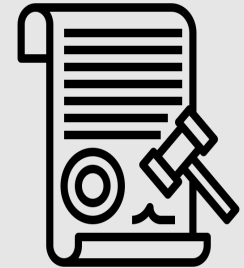
- Approval of **HB No. 7240** on third and final reading in the HOR on 14 March 2023
- SB No. 2502** was filed by Senator Joel Villanueva on 5 December 2023

**JAN – DEC
2024**



- Continued conduct of briefings in the Senate
- Sponsorship of **SB No. 890** by Senate President Escudero on 18 December 2024

**JAN 2025 -
Present**



- Conduct of consultative meeting on SB No. 890 on 7 January 2025
- SB No. 890, as amended, has been approved on second reading in the Senate on 5 February 2025

Continual Conduct of Stakeholder Engagements



Stakeholder
Consultations



Coordination
Meetings

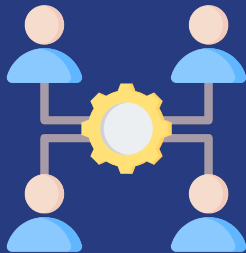
Implement NGGR Program through ADB-DBM Partnership



Strategic review and technical study on the NGGR and institutional framework



Legal and technical advice on the NGGR



Stakeholder engagement on governance strategic review and reform framework

Can LGUs undertake optimization efforts?



**Are LGUs mandatorily
covered by the GOP?**



**Can LGUs provide the
same incentives and
adopt the same rates?**





REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF BUDGET AND MANAGEMENT

Thank you!

For questions and/or concerns, you may email the
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