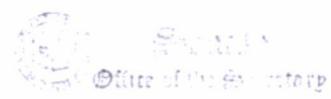


EIGHTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session



SENATE
S.B. NO. 835

19 JUL 30 P5:14

RECEIVED

Introduced by Senator Maria Lourdes Nancy S. Binay

**AN ACT
STRENGTHENING THE NATIONAL AGRICULTURE AND FISHERIES
EXTENSION SYSTEM TO ACCELERATE AGRICULTURE AND FISHERIES
DEVELOPMENT, APPROPRIATING FUNDS THEREFOR AND FOR OTHER
PURPOSES**

EXPLANATORY NOTE

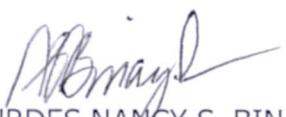
Article II, Section 9 of the 1987 Philippine Constitution provides:

"The State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all."

Agriculture and fisheries are essential factors in our lives since they both contribute to the food we consume to feed our families every day as well as providing the resources that are necessary for us to survive. Thus, it is critical to our society and therefore should be promoted and provided for by the State.

This proposed measure seeks to create the Philippine Agriculture and Fisheries Extension Agency (PAFEA) to serve as the national organization to unify agricultural and fisheries extension systems to ensure food security and to accelerate development.

In view of the foregoing, the passage of this measure is earnestly sought.



MARIA LOURDES NANCY S. BINAY
Senator

EIGHTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
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SENATE
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*19 JUL 30 P5:15

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AN ACT
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DEVELOPMENT, APPROPRIATING FUNDS THEREFOR AND FOR OTHER
PURPOSES**

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

1 **ARTICLE I**
2 **GENERAL PROVISIONS**
3

4 Section 1. *Short Title.* – This Act shall be known as the "Agriculture and
5 Fisheries Extension Act."

6
7 Sec. 2. *Declaration of Policy.* – The goals of national economy are a more
8 equitable distribution of opportunities, income and wealth; a sustained increase
9 in the amount of goods and services produced by the nation for the benefit of
10 the people; and expanding productivity as the key to raising the quality of life for
11 all, especially the underprivileged.

12 The State shall promulgate economic modernization and full employment
13 based on sound agricultural development and agrarian reform, through
14 industries that make full and efficient use of human and natural resources, and
15 which are competitive in both domestic and foreign markets. In pursuit of these
16 goals, all sectors of the economy and all regions of the country shall be given
17 optimum opportunity to develop.

1 Thus, it is hereby declared the policy of the State to enable those who
2 belong to the agriculture and fisheries sector to participate and share in the fruits
3 of development and growth in a manner that utilizes the nation's resources in
4 the most efficient and sustainable way possible by establishing a more equitable
5 access to assets, income, basic and support services, and infrastructure.

6 The State shall give priority to promote science, technology and human
7 resource development as essentials for national development and progress.

8 The State shall utilize research results through information, education,
9 extension and communication services. It shall support the development of a
10 national extension system that will help accelerate the transformation of
11 agriculture and fisheries sectors of the country from a resource-based industry to
12 a knowledge-based and market-oriented industry.

13 The State shall adopt a market approach as the enabling framework for
14 the agriculture and fisheries sector to attain food security, poverty alleviation,
15 sustainable development and environmental protection, and balanced urban and
16 rural development while addressing the welfare of the consumers for more
17 affordable nutritious food especially among the lower income groups. The State
18 shall promote market-oriented policies in its agricultural development program to
19 enable agriculture producers to transform their enterprises into technologically
20 advanced profitable ventures.

21 The State shall empower the agriculture and fisheries sector to develop
22 and sustain itself to meet present and future needs of the country. Towards this
23 end, the State shall ensure the establishment and development of the agriculture
24 and fisheries extension system that increases and sustains its contributions
25 towards the achievement of the goals of agriculture modernization as mandated
26 by Republic Act No. 8435: (a) Poverty Alleviation and Social Equity; (b) Food
27 Security; (c) Rational Use of Resources and Sustainable Development; (d) Global
28 Competitiveness; and (e) People Empowerment.

29

30 Sec. 3. *Definition of Terms.* – As used in this Act, the terms:

- (a) "Agriculture Development Worker (ADW)" or "Agriculture Extension Worker (AEW)" shall refer to a person who is a graduate of at least a bachelor's degree in agriculture, agriculture engineering, agriculture economics, or any related course registered and licensed with the Professional Regulation Commission (PRC) or Civil Service Commission (CSC); who perform communication, curriculum development, agricultural/coastal community organizing, econometrics, water management, veterinary work, statistical work, training and extension works in agriculture production, trade, and processing including crop and animal protection, food safety, agriculture and natural resource economics, and marketing. For purposes of this Act, the term "Agriculture Development Worker (ADW)" is interchangeably used with "Agriculture Extension Worker (AEW)";
 - (b) "Agriculture Engineer" refers to a person registered with the Professional Regulation Commission or Civil Service Commission performing training and extension work in agricultural and fisheries mechanization, irrigation, drainage, soil and water conservation, agricultural buildings and structures, agricultural processing and post-harvest facilities;
 - (c) "Agriculture Extension" refers to an educational and informative service aimed at the transformation of the behavioral traits or characteristics of agriculture and fishery producers, consumers, or traders as a consequence of "new knowledge" or research results. Agriculture extension services include all those provided by both national and

1 local governments, non-governmental organizations, and
2 the private sector;

3 (d) "Agroforester" refers to a person who is a graduate of a
4 four-year course in forestry, agroforestry, or related fields
5 and licensed with the Professional Regulation Commission
6 or Civil Service Commission;

7 (e) "Barangay Technician" refers to a successful
8 agriculture/fishery producer who volunteers and is assigned
9 to assist farmers and other agriculture producers in their
10 respective barangays towards the modernization of their
11 respective AF enterprises. The barangay agricultural
12 technician works closely with the barangay agriculture
13 committee for the planning of projects to be implemented
14 at the barangay level;

15 (f) "Catalytic Financing" refers to the provision of financial
16 assistance by the National Government as a counterpart
17 grant to the resources provided by the local government
18 units to achieve increased investment by the private sector
19 in the implementation of agriculture and fisheries extension
20 services to accelerate the achievement of national goals;

21 (g) "Civil Society" refers to the group of organizations whose
22 voluntary collective action revolves around shared interests,
23 purposes and values. Civil societies are organizations
24 composed of community groups, women's organizations,
25 faith-based organizations, professional associations, trade
26 unions, self-help groups, social movements, business
27 associations, coalitions, and advocacy groups;

28 (h) "Consumers" are those that acquire goods or services for
29 direct use or ownership rather than for resale or use in
30 production and manufacturing;

- (i) "Empowerment" refers to the expansion of assets and capabilities of people to participate in, negotiate with, influence, control and hold accountable institutions that affect their lives; it involves providing authority, responsibility, and information to people directly engaged in agriculture and fishery production, primarily at the level of the farmers, fisherfolk, and those engaged in food and non-food production and processing, in order to give them enhanced economic rights;
 - (j) "Extension System for Agriculture and Fisheries" refers to the extension service delivery system of the country that includes all services provided by national, local, non-governmental organizations, and the private sector;
 - (k) "Farmer-to-Farmer or Fisher-to-Fisher Extension Approach" refers to the modality of extension where farmers or fishers systematically learn from their successful peers new knowledge or skills to improve the productivity and income of their enterprises;
 - (l) "Fisheries" refers to all interrelated activities which include the production, growing, harvesting, processing, marketing, developing, conserving, and managing of all aquatic and fisheries areas;
 - (m) "Fisheries Technologist" refers to a person who is a graduate of a four-year course in Fisheries and registered and licensed with the Professional Regulation Commission or Civil Service Commission;
 - (n) "Food Security" refers to the national policy objective of meeting the food requirements of the present and the future generations of Filipinos in substantial quantity, ensuring the availability and affordability of safe and

nutritious food for all, either through local production or importation, or both, based on the country's existing and potential resource endowment and related production advantages, and consistent with the overall national development objectives and policies;

- (o) "Formula Grants" refer to financial transfers from the National Government to the local governments to enable them to meet national standards in the provision of Agriculture and Fisheries Extension Services (AFES) especially among the poor. The funding formula takes into consideration, among others, the financial capacity of a municipality or a province.
- (p) "Knowledge Management" is a systematic approach which invents, understands, shares, creates and utilizes knowledge in order to create values such as producer's value, customer's value, employee's value, stockholder's value, business partner's value and social value to achieve the vision and goal of the organization;
- (q) "Partnership" refers to the relationship between and among agencies that is characterized by mutual cooperation and responsibility towards the achievement of shared goals;
- (r) "RBOs" are rural based organizations or people's organizations composed of various sectors of the rural community such as farmers, fisherfolk, growers, seed producers, women, and youth;
- (s) "Targeted Financial Transfer" is a financial support provided by the National Government to the LGUs to enable them to plan and implement projects in agriculture extension aimed at helping the poor and economically disadvantaged rural beneficiaries;

- (t) "Value Chain" is a process from seed to shelf or from the producers to the consumers, showing activities and interventions of/for a chosen commodity/ies based on understanding the needs for such interventions; and
 - (u) "Veterinarian" refers to a person registered with the Professional Regulation Commission performing professional services related to the practice of veterinary medicine including training and extension on disease prevention control and animal health.

10

11 Sec. 4. *Statement of Goals.* – Agricultural Extension is a policy instrument
12 for agriculture and fisheries development aimed at empowering individuals and
13 organizations; Public agriculture extension shall contribute towards the
14 achievement of the national goals of agriculture development.

15

16 Sec. 5. *Statement of Objectives.* – Agriculture and fisheries extension shall
17 contribute to the following objectives:

18

19 poor, to use the most appropriate technologies they feel
20 will give them the best profit and to choose the most
21 affordable loans in producing the quality and quantity of
22 products and to sell their products freely; traders, to move
23 goods in the expectation of profits unconstrained by serious
24 lack of knowledge and information; and consumers,
25 regardless of their geographic location, to buy safe and
26 nutritious foods at the lowest prices possible;

27

28 organizational capabilities of producers, traders and
29 consumers; and

- (c) To help create an enabling environment that strengthens the linkage between knowledge generation and knowledge use, and encourages increased investment in agriculture extension by the private sector, civil society, and local governments.

7 Sec. 6. *Clients.* – The clients of Philippine agricultural and fisheries
8 extension system are the producers (farmers, fisherfolk, and agricultural
9 processors), traders and consumers along the value chain. Public extension shall
10 focus on the delivery of public goods. The priority clients shall be the
11 economically and socially disadvantaged groups in agriculture and fisheries. Local
12 government units shall put primary attention to these groups in the provision of
13 extension services.

ARTICLE II

STRUCTURE AND ORGANIZATION

18 Sec. 7. *Creation of the Philippine Agriculture and Fisheries Extension*
19 *Agency (PAFEA).* – The Agricultural Training Institute is hereby strengthened and
20 transformed into the Philippine Agriculture and Fisheries Extension Agency
21 (PAFEA). It shall serve as the national apex organization for a unified and
22 efficient agriculture and fisheries extension system of the country. It shall ensure
23 that public extension services meet the national standards of performance and
24 effectively contribute towards the achievement of national goals of agriculture
25 and fisheries modernization and sustainable development.

27 Sec. 8. Powers and Functions. —

- 28 (a) Provide direction in the development of national extension
29 policies in agriculture and fisheries;

- (b) Orchestrate the development of an extension strategic plan including its financing in coordination with the Department of Budget and Management and stakeholders;
 - (c) Develop and implement national policies and programs aimed at the continuous improvement of the quality of extension methods, products, and services towards a more efficient and client-responsive national agriculture and fisheries knowledge management system;
 - (d) Develop a system towards the management of the country's extension resources for agriculture and fisheries to ensure a sustainable participatory and efficient system of funding for information education, and communication materials (IEC); and to help achieve optimal efficiency along the value chain;
 - (e) Provide leadership in the development and implementation of the National Agriculture and Fisheries Knowledge Network (NAFKN) in agriculture and fisheries of the Department through a system of partnerships that may include, but is not limited to, the local government units (LGUs), the Regional Development Council (RDC), the Regional Agriculture and Fisheries Council (RAFCs), the academe especially the state universities and colleges (SUCs) of agriculture and fisheries, the Civil Society Organizations (CSOs), producers, Rural-Based Organizations (RBOs), and the private sector;
 - (f) Provide national leadership in developing extension partnerships towards increased investment and robust private sector participation in consultation with agriculture and fisheries councils (AFCs);

- (g) Harness centers of research excellence in collaboration with state universities and colleges (SUCs) of agriculture and fisheries for the implementation of national programs particularly in the areas of extension innovations, national training, impact assessment, and monitoring and evaluation of extension institutions, programs and projects;
 - (h) Provide leadership in developing and implementing a national system of strengthening institutional extension capacities at all levels of implementation; and
 - (i) In coordination with the Department of Budget and Management (DBM), the Local Government Units, the Department of Interior and Local Government (DILG), and other stakeholders, the PAFEA shall set up a review mechanism for all agriculture and fisheries extension programs and budgets of national agencies to determine cost-effectiveness of operations and impacts to national and local goals.

Sec. 9. Structure of PAFEA. – The PAFEA shall be headed by a Director General (DG) with a rank of Assistant Secretary who shall be assisted by two Deputy Director Generals (DDG) who shall be appointed by the President upon recommendation of the Secretary of Agriculture from a list submitted by an Independent Search Committee organized and based on the qualification standards set by the Council of Extension Research Development in Agriculture and Fisheries (CERDAF). They shall have a fixed tenure of six (6) years and may be re-appointed for an additional term of four (4) years based on very satisfactory performance.

29 Sec. 10. *The Council for Extension Research Development in Agriculture*
30 *and Fisheries (CERDAF).* – The Council for Extension Research Development in

1 Agriculture and Fisheries (CERDAF) is hereby strengthened. It shall ensure that
2 the agriculture and fisheries research, development and extension policies and
3 programs of the Department are consistent with national policies and priorities.

4 As part of its functions and duties, the Council for Extension Research
5 Development in Agriculture and Fisheries (CERDAF) shall:

- 6 (a) Recommend to the Secretary of the Department of
7 Agriculture policies covering program priorities and resource
8 allocation in agriculture and fisheries research and
9 extension of all agencies of the Department;
- 10 (b) Enhance coordination and linkage of government
11 institutions involved in agriculture and fisheries research,
12 development and extension;
- 13 (c) Strengthen the participation of various stakeholders,
14 especially the civil society, local government units, and
15 private sector in the development of the National Research
16 Development and Extension (NRDE) agenda and programs;
- 17 (d) Strengthen the institutional efficiency of the NRDE system
18 including the creation of a monitoring and evaluation
19 system on the effectiveness and efficiency of its various
20 components; and
- 21 (e) Set guidelines for the use of services and facilities,
22 collection of fees, and the utilization of income.

23
24 Sec. 11. *Composition of the Council for Extension Research Development*
25 *in Agriculture and Fisheries (CERDAF)*. – The Undersecretary for Policy and
26 Planning of the DA shall be the Chair of the Council. There shall be a Vice Chair
27 to be elected from among the other members of the Board. The Executive
28 Director of the Philippine Agriculture and Fisheries Extension Agency (PAFEA)
29 and the Director of the Bureau of Agriculture Research (BAR) shall be the ex-

1 *officio* members, and the Chair shall appoint the Executive Director of the PAFEA
2 as Secretary of the Council.

3 The CERDAF shall have the following members:

4 (a) Designated Undersecretaries for Policy and Planning of the
5 following Departments:

6 (1) Department of Science and Technology;
7 (2) Department of Environment and Natural
8 Resources; and
9 (3) Department of Interior and Local Government;

10 (b) Presidents of the following LGU organizations:

11 (1) League of Provinces; and
12 (2) Union of Local Authorities of the Philippines
13 (ULAP);

14 (c) Four (4) CSO representatives or one each from the rural
15 youth, rural women, farmer, and fisherfolk as identified and
16 selected by the Department of Agriculture;

17 (d) One (1) private sector representative appointed by the DA
18 Secretary;

19 (e) One (1) representative each from the following national
20 professional scientific societies/organizations recommended
21 by the Secretary of the Department of Science and
22 Technology:

23 (1) crops;
24 (2) agriculture economics;
25 (3) fisheries and aquatic science;
26 (4) livestock/animal science;
27 (5) plant protection; and
28 (6) sociology/anthropology/communications.

29

1 Sec. 12. *Offices under the PAFEA.* – To carry out and discharge its
2 functions, the PAFEA shall have four technical offices as follows:

- 3 (1) Policy Development;
4 (2) Extension Innovations and National Training;
5 (3) Knowledge Products and Services Development; and
6 (4) Extension Governance and Partnerships.

7 The PAFEA shall maintain a small regional office to:

- 8 (1) Liaise with Department Regional Field Units (RFUs), which
9 should serve as the principal arm of the Department in the
10 implementation of extension policies and programs in the
11 regions;
12 (2) Provide technical assistance in the efficient implementation
13 of PAFEA policies and programs; and
14 (3) Monitor and evaluate extension programs and projects
15 funded by the DA that are being undertaken in the region.

16 The PAFEA is authorized to utilize existing Agricultural Training Institute
17 (ATI) plantilla positions and to convert them into positions most appropriate to
18 the Agency to provide national technical and managerial leadership.

19

20 ARTICLE III

21 **ORGANIZATION OF THE LOCAL GOVERNMENT EXTENSION SERVICES**

23 Sec. 13. *Province as the LGU Unit of Operation for Agriculture and
24 Fisheries Extension.* – To achieve efficiency and to provide more responsive
25 services, the planning and implementation unit of the extension services at the
26 level of the LGUS shall be the province through a Provincial Agriculture and
27 Fisheries Extension Services under the Office of the Governor. Towards this end,
28 all technical and financial assistance for agriculture and fisheries development
29 from the National Government to the LGUs shall be coursed through, and
30 coordinated by, the province.

1 The Provincial Agriculture and Extension Services shall be headed by a
2 technically qualified career Provincial Agriculturist and Fisheries Officer (PAFO).
3 The PAFO shall have two deputies or Assistant PAFOs; one for fisheries and one
4 for agriculture development. The PAFOs shall be appointed by the Director
5 General of PAFEA chosen from three qualified nominees per position submitted
6 by the Governor. Its staff shall be composed of technically qualified career
7 agriculturists, economists, statisticians, agricultural engineers, fishery
8 technologist, and veterinarians appointed by the Provincial Governor.

9

10 *Sec. 14. Extension Personnel in Municipalities and Non-chartered Cities.* –
11 Upon the effectivity of this Act, all municipal and non-chartered cities agriculture
12 and fisheries extension personnel shall become provincial government employees
13 unless the LGU concerned chooses to retain these personnel under their own
14 plantilla and budget. Municipal and city extension employees transferred to the
15 province shall be issued a new appointment by the Governor as organic
16 personnel of the Provincial Agriculturist and Fisheries Office (PAFO). Transferred
17 extension personnel may continue to serve their respective municipalities and
18 non-chartered cities as detailed employees of the province based on a
19 rationalized organizational structure submitted by the LGUs and approved by the
20 PAFEA and the DBM. Existing employees of municipalities or cities that opt to
21 retain their personnel do not need to issue new appointments to staff of the
22 same positions.

23 The Municipal/City Agriculture and Extension Services shall be headed by
24 a technically qualified career Municipal/City Agriculturist and Fisheries Officer
25 (M/CAFO) based on the criteria set by the PAFEA. They shall be appointed by the
26 PAFEA chosen from three (3) qualified nominees submitted by the governors.
27 Existing MAOs or CAOs who are not reappointed for reasons other than for just
28 cause, shall serve as Supervising Agriculturists with salaries equal to that of their
29 existing positions. M/CAFO whether under the plantilla of the province or the

1 municipalities/cities shall have direct day-to-day supervision of all extension
2 municipal/city personnel whether organic or detailed to the municipalities.

3 On the other hand, the PAFO shall have direct technical supervision of all
4 M/CAFOs in the province regardless of their sources of salaries. As such,
5 M/CAFOs and their personnel are obligated to attend meetings, workshops,
6 seminars, and other activities organized by the province that require their
7 participation. In addition, they shall, on a periodic basis, submit data and reports
8 required by the province or the national government. In cooperation with the
9 PAFEA and the state colleges and universities of agriculture, all provinces are
10 required to design and implement a periodic external or third party evaluation of
11 all municipal and city extension programs and services.

12

13 Sec. 15. *Salaries and Wages of Extension Personnel.* – The salaries and
14 wages of all agriculture and fisheries technical extension personnel under the
15 payroll of the provincial government shall be paid by the National Government
16 through an annual grant-in-aid to be paid out of the regular appropriation of the
17 PAFEA of the Department of Agriculture; *Provided, however,* That during the first
18 year of the effectivity of this Act, the local government concerned shall reallocate
19 its savings from the personal services for agriculture personnel to its agriculture
20 and fisheries extension; *Provided, further,* That ever year thereafter, the
21 concerned LGU shall appropriate the equivalent funds paid by the national
22 government as the minimum amount for its agriculture and fisheries operation or
23 counterparts to national grant-in-aid in agriculture and fisheries, without
24 prejudice to the provision of additional funds that may be allocated by the LGUs
25 for this purpose.

26 The salaries and wages of technical extension personnel for both
27 agriculture and fisheries shall be standardized so as to equal or be comparable
28 with similar positions of national employees without prejudice to the provision of
29 additional staff benefits by concerned LGUs where their finances warrant. The
30 provision of grants-in-aid to pay for the salaries and wages of the technical

1 personnel of the LGU extension services shall be subject to external review and
2 evaluation every five (5) years to determine its impact to the quality of services,
3 its cost-effectiveness, and impact on the goals of AFMA. A copy of the report
4 shall be provided to Congress and serve as the basis for the continuation or
5 modification of the grants-in-aid.

6

7 *Sec. 16. Structure of the Provincial Extension Services.* – The provincial
8 and municipal agriculture and fisheries extension services shall organize and
9 structure its services based on the agricultural and extension needs of the
10 province and on the standards set by the PAFEA. The technical positions of the
11 Provincial and Municipal Extension Services shall be rationalized to provide the
12 appropriate number of positions for agriculturists, mixed crop-livestock/tree
13 specialist, communication and curriculum specialists, community
14 organizers/anthropologists, economist/agribusiness economists, agricultural
15 engineers, fisheries technologists, and veterinarians.

16

17 *Sec. 17. LGU Livestock Production Services.* – In recognition of the need
18 to provide an integrated extension approach to total farm development, the LGU
19 livestock production services shall be part and parcel of the Provincial Agricultural
20 Office (PAO). In cases where these functions were earlier integrated into the
21 Provincial Veterinary Services, they shall be returned and re-integrated to the
22 rest of the PAO services. This is to prevent conflict of interest between regulatory
23 functions and livestock extension functions.

24

25 *Sec. 18. Strategic Plan in Agriculture and Fisheries.* – To provide
26 coherence of all government plans in agriculture and fisheries and to achieve
27 efficiency in the use of resources, all provincial governments are required to
28 develop a five-year strategic plan in agriculture and fisheries based on the
29 framework and principles provided by the Department of Agriculture (DA). The

1 Strategic Plan shall serve as the basis for the Provincial Annual Work Program
2 and Budget and for the DA to provide short-term and long-term assistance.

3

4 **ARTICLE IV**
5 **AGRICULTURAL SERVICE CAREER DEVELOPMENT**
6

7 Sec. 19. *Professionalization of Extension Services.* – The State shall
8 support the development and professionalization of agricultural service by
9 providing the necessary compensation and benefits to various extension workers
10 based on their duties, responsibilities and qualifications. For this purpose, the
11 PAFEA, in coordination with the Civil Service Commission, shall develop
12 qualification standards beyond the minimum set by the Civil Service Commission
13 for the various managerial, technical and non-technical positions of the extension
14 services of the country including that of all local government units. The PAFEA
15 shall also develop a career path of all technical extension personnel that will
16 allow them, regardless of assignment or location in government, to move
17 vertically in the promotion system. Managerial positions shall be open to all
18 qualified personnel regardless of geographic or agency assignment.

19 Towards this end, the PAFEA shall issue guidelines for the creation of a
20 merit promotion boards in all extension agencies/office to include representatives
21 of civil societies and the SUCs of agriculture and fisheries. In determining the
22 salaries of agriculture and fishery development workers, the provisions of Joint
23 Resolution No. 4, series of 2009, entitled "Joint Resolution Authorizing the
24 President of the Philippines to Modify the Compensation and Position
25 Classification System of Civilian Personnel and the Base Pay Schedule of Military
26 and Uniformed Personnel in the Government, and for Other Purposes," shall
27 apply.

28

29 Sec. 20. *Mandatory Managerial Positions for Agricultural Services in Local*
30 *Government Units.* – The creation of the following positions are hereby made

1 mandatory in addition to the prescribed positions under the Local Government
2 Code of 1991:

- 3 (a) Provincial Agriculture and Fisheries Officers (PAFO)
 - 4 (1) Asst. PAFO for Fisheries Development
 - 5 (2) Asst. PAFO for Agriculture Development;
- 6 (b) City Agriculturist and Fisheries Officer (CAFO); and
- 7 (c) Municipal Agriculturist and Fisheries Officer (MAFO).

8

9 *Sec. 21. Transfer of Geographical Reassignment of Agricultural Officers*
10 *and Employees of the LGUs.* – No transfer or geographical reassignment shall be
11 made or effected without prior written notice to the personnel concerned stating
12 therein the reason therefor; *Provided*, That said written notice shall be made
13 thirty (30) days prior to the date of transfer or reassignment; *Provided, further*,
14 That if the employee concerned disagrees with the order of transfer or
15 reassignment, he/she may appeal said order with the Civil Service Commission or
16 the Department of Agriculture, as the case may be; *Provided, further*, That
17 pending appeal, such transfer or reassignment shall be held in abeyance;
18 *Provided, furthermore*, That no transfer or reassignment shall be made three (3)
19 months prior to any local or national election; *Provided, finally*, That the
20 necessary expenses of the transfer and/or reassignment of the agricultural
21 worker or employee and his/her immediate family shall be paid by the
22 Government.

23

24 *Sec. 22. Security of Tenure.* – An agricultural extension worker holding a
25 permanent position shall not be terminated except for just cause; *Provided*, That
26 in the event he/she is found to unjustly dismissed as verified by the Civil Service
27 Commission, he/she shall be entitled to reinstatement without loss of seniority
28 rights and back wages with twenty per centum (20%) interest to be computed
29 from the time compensation has been withheld. In cases, however, where the
30 agricultural extension worker does not desire to be reinstated, he/she shall be

1 entitled to back wages and separation pay with twenty per centum (20%)
2 interest.

3

4 Sec. 23. *Discrimination Prohibited.* – An agricultural extension worker shall
5 not be discriminated by reason of creed, sect, political belief, civil status, and
6 ethnic grouping in the exercise of his/her profession.

7

8 Sec. 24. *Safeguards in Administrative Proceedings.* – In every
9 administrative proceeding, an agricultural extension worker shall have:

- 10 (a) The right to be informed of the charges;
- 11 (b) The right to full access to evidence against him/her;
- 12 (c) The right to defend himself/herself through counsel of
13 his/her choice;
- 14 (d) The right to be given adequate time to prepare his/her
15 case, which shall not be less than seven (7) days from
16 receipt of the formal charge;
- 17 (e) The right to appeal to designated authorities;
- 18 (f) The right to cross-examine witness and to process for the
19 production of witnesses;
- 20 (g) The right to reimbursement for reasonable expenses
21 incurred in his/her defense in case of exoneration or
22 dismissal of the charges; and
- 23 (h) Such other rights provided by other national agencies and
24 local government units to their respective officers and
25 employees to ensure fairness and impartiality in
26 prosecution.

27

28 Sec. 25. *Code of Conduct.* – All agricultural extension workers shall be
29 guided by a code of ethics not contrary to law, morals, safety, health, public
30 policy and public order, which shall be prepared by the Secretary of Agriculture

1 in consultation with the recognized national associations of agricultural extension
2 workers.

3

4 Sec. 26. *Training and Scholarship Programs.* – The Department of
5 Agriculture through the PAFEA shall undertake training and scholarship programs
6 for agricultural extension workers, which shall be provide adequate budgetary
7 support by the National Government.

8

9 Sec. 27. *Married Agricultural Extension Workers.* – Whenever possible, the
10 proper authorities shall take steps to enable married couples both of whom are
11 public agricultural extension workers, to be employed or assigned in the same
12 municipality.

13

ARTICLE V INCENTIVES AND REWARDS SYSTEM

17 Sec. 28. *Criteria for Incentives and Rewards System.* – The PAFFEA shall
18 develop a reward and incentive system for agricultural extension workers
19 provided under this Act, to encourage them to stay in the service, promote their
20 productivity and reward them for extraordinary performance.

21

22 Sec. 29. *Other Compensation and Benefits.* – All agricultural extension
23 workers shall be entitled to the following additional compensation and benefits:

24

25 Provincial/City/Municipal AF Officers shall be entitled to
26 Representation Allowance and Traveling Allowance (RATA)
27 equivalent to the Department Head of the equivalent Local
28 Government Units:

29

30 assigned in difficult areas, strife-torn or embattled areas,

distressed or isolated stations, animal/plant/fisheries breeding station, plant nurseries, plantations and demonstration farms, laboratories especially those handling x-rays, radioisotopes, chemicals, etc., sea-borne patrols, construction and installation of agricultural infrastructure projects, and other areas declared under a state of calamity or emergency which exposes them to great danger, occupational risks of perils of life, shall be compensated with hazard allowance equivalent to at least twenty per centum (20%) of the monthly basic salary;

- (c) Subsistence Allowance – All agricultural extension workers who are required to render services in the communities, institutions, animal and plant breeding nurseries, plantations and demonstration farms and other barrier programs and projects of the Department of Agriculture in order to make their services available at all times, shall be entitled to full daily subsistence allowance of three (3) meals, which shall be computed in accordance with the prevailing circumstances;
 - (d) Longevity Pay – A longevity pay equivalent to five per centum (5%) of the monthly basic pay shall be paid to an agricultural extension worker for every three (3) years of continuous, efficient and meritorious services rendered;
 - (e) Clothing Allowance – All agricultural extension workers shall be entitled to a clothing allowance in accordance with the approved laws and regulations or as mandated by law;
 - (f) Housing – All agricultural extension workers who are on tour of duty and those who, because of unavoidable circumstances, are forced to stay in the institution or community shall receive housing allowances unless the

1 government is able to provide free public accommodation.
2 Housing allowance shall be reviewed periodically and
3 adjusted accordingly.

- 4 (g) Motor and Vehicle Loan – All agricultural development
5 workers shall be entitled to avail of the motor and vehicle
6 loan of the Department of Agriculture. The National
7 Government shall provide adequate budgetary support for
8 this purpose.

9

10 **ARTICLE VI**
11 **THE FARMER-TO-FARMER APPROACH**
12

13 Sec. 30. *The Farmer-to-Farmer Approach.* – The farmer-to-farmer
14 approach in extension is hereby institutionalized. The PAFEA, in cooperation with
15 centers of research excellence and interested LGUs, shall take leadership in
16 developing a highly flexible and innovative system in no more than ten (10)
17 years. For the initial implementation of this provision, an initial budget of Twenty
18 Million Pesos (P20,000,000.00) is hereby allocated for the first year. Every year
19 thereafter the budget shall be adjusted accordingly depending on the needs and
20 response of the LGUs and non-governmental organizations subject to review by
21 the CERDAF.

22

23 **ARTICLE VII**
24 **FUNDING FOR EXTENSION SERVICES**
25

26 Sec. 31. *Initial Appropriation.* – For the first year of implementation of this
27 Act, the initial amount of Ten Billion Pesos (P10,000,000,000.00) shall be
28 appropriated out of the total budget of the Department of Agriculture (DA) for
29 personal services, grants-in-aid to the LGUs, operation and capital outlay
30 requirements of the Philippine Agriculture and Fisheries Extension Agency
31 (PAFEA).

1 The Department of Budget and Management (DBM) is hereby mandated
2 to include annually in the President's program of expenditures for submission to
3 Congress and release, an amount not less than Ten Billion Pesos
4 (P10,000,000,000.00) or one percent of the gross value added in agriculture and
5 fisheries, whichever is higher, for the implementation of this Act. Five Billion
6 Pesos (P5,000,000.00) of this amount shall be allocated to the salary grant to
7 LGUs for the local extension personnel and operation of the PAFE. The
8 Department of Agriculture is hereby tasked accordingly to rationalize its budget
9 to meet the requirements of this Act.

10 The PAFEA is authorized to utilize part of its yearly appropriation to set up
11 or upgrade necessary facilities to improve the provision of national extension
12 services. All assets, resources both human and financial of Agricultural Training
13 Institute (ATI), shall be transferred to the PAFEA.

14 All revenues generated out of the use of services, facilities and equipment
15 shall be utilized by the Agency to augment its maintenance and operating
16 expenditures subject to the approval of the Governing Board.

ARTICLE VIII FINAL PROVISIONS

21 Sec. 32. *Phased Implementation.* – The implementation of this Act shall be
22 phased over a period of five (5) years.

Sec. 33. *Oversight Committee.* – The Congressional Oversight Committee for Agriculture and Fisheries Modernization (COCAFAM) shall oversee the implementation of this Act for a period not exceeding five (5) years from its effectiveness.

29 Sec. 34. *Implementing Rules and Regulations.* – Within ninety (90) days
30 from the effectivity of this Act, the implementing rules and regulations (IRR) shall

1 be formulated by the Department of Agriculture in close coordination with the
2 Department of Interior and Local Government, the Leagues of Governors and
3 Mayors, and relevant members of the civil society, which shall include an
4 implementation plan indicating a phased approach to provide smooth transition
5 from the present to the reformed extension system under this Act. The Secretary
6 of the Department of Agriculture shall furnish a copy of the IRR to the
7 Committee of Agriculture of both Houses of Congress.

8

9 Sec. 35. *Repealing Clause.* – All laws, decrees, executive orders, rules and
10 regulations, issuances or parts thereof inconsistent with this Act are hereby
11 repealed or amended accordingly.

12

13 Sec. 36. *Separability Clause.* – If any provision of this Act is declared
14 invalid or unconstitutional, the other provisions not affected thereby shall remain
15 valid and subsisting.

16

17 Sec. 37. *Effectivity Clause.* – This Act shall take effect thirty (30) days
18 after its publication in at least in two (2) national newspapers of general
19 circulation.

Approved,