



Republic of the Philippines  
 DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT  
**BUREAU OF JAIL MANAGEMENT AND PENOLOGY**  
 Juco Building, 144 Mindanao Avenue, Project 8, Quezon City



**MORAL RECOVERY ACTION PLAN (MRAP)**

Priority Measures	Objectives	Proposed Activities	Target/ Performance Indicators	Resources	Responsible Agency/Persons
<p><b>Pillar I. Ethical Leadership</b></p> <p style="text-align: center;"><b>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.</b></p>					
1. Cabinet- level sessions/s on Moral (Spiritual) Renewal	<ul style="list-style-type: none"> <li>• To renew top management's level of commitment to ethical leadership.</li> <li>• To have all Cabinet Secretaries and Heads of Agencies devote certain time to spiritual enhancement where no representatives are allowed.</li> </ul>	<ul style="list-style-type: none"> <li>• Spiritual Enhancement</li> <li>• Workshop/s for the Chief, BJMP and his deputies, Directors of Directorates, Chiefs of Offices and Regional Directors.</li> <li>• Declaration of the BJMP's top officials' resolution on moral/ethical leadership.</li> <li>• Announcement of Moral Renewal Action Plans during Personnel Information and Education or Flag Ceremony</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct of Spiritual Enhancement Workshop within the year.</li> <li>• 100% attendance of top officials to Moral Renewal session or its equivalent</li> <li>• BJMP's MRAP with resource allocation submitted and publicly announced</li> </ul>	<ul style="list-style-type: none"> <li>• PCVF, Pres'l Council for Inter-faith Initiative, Layforce Ministry, Ombudsman, CSC and BJMP Chaplaincy</li> </ul>	<ul style="list-style-type: none"> <li>• PAGC</li> <li>• BJMP</li> </ul>
2. Observance of all top public officials of the principle of	<ul style="list-style-type: none"> <li>• To make the top officials serve as champions of</li> </ul>	Reiteration of the ff: <ul style="list-style-type: none"> <li>• Observance of the Code of Ethical Standards, Customs and</li> </ul>	<ul style="list-style-type: none"> <li>• IAS shall coordinate with Finance Service Unit and DHRRM in monitoring submission of BJMP top</li> </ul>	<ul style="list-style-type: none"> <li>• PCVF, Pres'l Council for Inter-faith Initiative, Layforce Ministry,</li> </ul>	<ul style="list-style-type: none"> <li>• Office of the President, PAGC, C, BJMP and</li> </ul>

<p>moral/ethical leadership by example</p>	<p>moral/ethical leadership</p> <ul style="list-style-type: none"> <li>• To demonstrate top level observance and adherence to the code of conduct for public officials</li> <li>• To promote moral/ethical leadership through the practice of good governance</li> </ul>	<p>Traditions for all BJMP personnel</p> <ul style="list-style-type: none"> <li>• Conflict of interest</li> <li>• Declaration of SALN</li> <li>• Craft Code of Ethics for family members (the spouse and children and relatives of BJMP personnel)</li> <li>• BJMP's Code of Ethical Standards, Customs and Traditions to be included as part of curriculum to all jail personnel undergoing training.</li> <li>• Head of Agencies to set example and lead the cascading of the values of being: Maka-Diyos, Maka-tao, Makabayan, and Makakalikasan .</li> <li>• Top level involvement in preparation of the bureau's MRAP.</li> <li>• Immediate disciplinary action for erring top officials</li> <li>• Integrity vetting in the appointment process</li> </ul>	<p>officials' SALN, their salary (all BJMP personnel and spouse), investments, business interest, properties, and loans incurred.</p> <ul style="list-style-type: none"> <li>• Reduction of allegations of impropriety among top officials thru closely monitoring the cases filed against personnel in the CSC, Ombudsman, DILG and the bureau itself.</li> <li>• Improved public perception on government's sincerity to fight corruption, strict adherence to BJMP Citizen's Charter and Code of Ethical Standards, Customs and Traditions</li> <li>• Active participation of top officials in the preparation and implementation of MRAP</li> <li>• Improve approval rating thru: <ul style="list-style-type: none"> <li>a) Creation of agency's Integrity and Development Committee</li> <li>b) Sustained lateral coordination with CSC and DILG in terms of recruitment and promotion</li> <li>c) Intensified dissemination of anti-corruption laws thru PI &amp; E and posting the bureau's battle cry slogan against corruption in strategic areas</li> </ul> </li> </ul>	<p>Ombudsman, CSC and BJMP Chaplaincy</p>	<p>Heads of NHQ and regional offices</p>
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<p><b>Pillar II: Enhancing Individual Integrity</b></p> <p>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 are observed. Integrity building requires sustained promotion of ethical behaviour and incentives for good conduct.</p>					
<p>1. Adoption of agency-specific Code of Conduct consistent with RA 6713</p>	<ul style="list-style-type: none"> <li>• To heighten awareness and promote observance of the Code of Ethical Conduct for Public Officials and Employees</li> <li>• To make clearer the ethical guidelines and expected behaviour of public officials and employees</li> </ul>	<ul style="list-style-type: none"> <li>• Information campaign on policies involving:               <ol style="list-style-type: none"> <li>1) Conflict of interest</li> <li>2) Gift-giving</li> </ol> </li> <li>• Creation of policy on the protection of whistleblowers.</li> <li>• Involving service-providers /NGOs and other stakeholders in strategic planning and documenting of such on the improvement of jail system in the jail level.</li> <li>• Integration of the BJMP's Code of Ethical Standards, Customs and Traditions in the Employee's Manual.</li> <li>• Inclusion of the Code of Ethical Standards, Customs and Traditions in the contract of employment and oath of office of jail recruits and newly-promoted officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Ethical Standards, Customs and Traditions finalized and disseminated to all employees thru PI and E.</li> <li>• Partnership with concerned CSOs/private sector groups in the observance and monitoring of Code of Ethical Standards, Customs and Traditions.</li> <li>• Zero (or at least reduced) violation of Code of Ethical Standards, Customs and Traditions</li> <li>• Reduction in complaints against jail employees by the public, its clients or fellow personnel.</li> <li>• Increase in citation of government employees</li> <li>• Improvement in perception of the bureau's efforts to fight corruption.</li> </ul>	<ul style="list-style-type: none"> <li>• Finalized Code of Ethical Standards, Customs and Traditions and signed Pledge of Commitment which shall form part of a personnel's 201 File.</li> <li>• Existing feedback mechanisms thru I-Dial kay Dial and TextCSC, as well as installation of complaints desk in jails, regional offices and NHQ to be manned by duty NORs, Officer of the Day and Sr Officer of the Day to solicit feedback from the transacting public.</li> </ul>	<p>PAGC, CSC, Agency Head, HR or Admin Officers</p>

		<ul style="list-style-type: none"> <li>• Posting of agency's Code of Ethical Standards, Customs and Traditions, Citizen's Charter in the BJMP website.</li> <li>• Establishment of monitoring system, compliance and procedure to immediately deal with misconduct.</li> </ul>			
2. Promotion of values and ethical conduct.	<ul style="list-style-type: none"> <li>• To instil greater consciousness on the values espoused by the Philippine Constitution and RA 6713</li> <li>• To promote ethical behaviour and provide incentives for good conduct</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Values formation activities e.g. FORMation: conscience, habit, character slogan, holy week return.</li> <li>• Coordinate with PAGC in the conduct of Good Citizenship and Values Formations seminars.</li> <li>• Integration of integrity standards in the Performance Evaluation System.</li> <li>• Coordinate with the Ombudsman in the conduct of anti-corruption seminars such as Ehem! and Aha!</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of BJMP personnel. already signed in the Pledge of Commitment to the Code of Ethical Standards, Customs and Traditions.</li> <li>• Reduction in complaints on employee misconduct thru publication and implementation of frontline services.</li> <li>• Improvement in perception of the agency's sincerity to fight corruption as evidenced by creating an agency-specific Citizen's Charter.</li> <li>• Inclusion to the Weekly Flag Raising Ceremony of character-building dictum or proverb to be observed/practiced for the week.</li> </ul>	<ul style="list-style-type: none"> <li>• Year-round schedule of seminars on Moral Renewal/Values Formation or equivalent.</li> <li>• Tap assistance of. PCVF, Pres'l Council for Inter-faith Initiative, Layforce.</li> <li>• Ministry, Ombudsman, CSC, BJMP Chaplaincy &amp;</li> <li>• Jail religious service providers</li> </ul>	PAGC CSC, PCVF, Ombudsman, RDs, BJMP IAS and Inspectorate, BJMP Chaplaincy, Host Office for the Week

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<p><b>Pillar III. Strengthening Systems Integrity</b></p> <p><b>The sound control of environment will promote ethical conduct. Instituting and strengthening of accountability procedures and mechanisms will strengthen the integrity of system in government, reduce vulnerability to corruption, and enhance resistance of individuals to wrongdoings and corrupt activities.</b></p>					
1. Adoption of Integrity Development Action Plan (IDAP)	<ul style="list-style-type: none"> <li>To widen the application of IDAP doables that can strengthen systems integrity of agencies</li> </ul>	<ul style="list-style-type: none"> <li>Request PAGC to conduct IDAP doables' orientation to top level officials.</li> <li>Require Reg'l level to submit IDAP accomplishments.</li> </ul>	<ul style="list-style-type: none"> <li>Higher level of accomplishment with 22 IDAP Doables in the field offices.</li> <li>Improved perception on BJMP's sincerity to fight corruption.</li> </ul>	IDAP reference materials	PAGC, BJMP
2. Integrity Development Review	<ul style="list-style-type: none"> <li>To assess the corruption resistance and corruption vulnerability of agencies and identify measures to strengthen systems integrity</li> </ul>	<ul style="list-style-type: none"> <li>Provision of Do-It-Yourself guide to IDR in all regional offices</li> <li>Tap service providers/NGOs and other stakeholders to participate in the bureau's IDR in the field level.</li> <li>Conduct periodic inspections to monitor implementation of policies and SOPs.</li> <li>Intensified "I-Dial kay Dial" campaign in every jail.</li> <li>Request seminar on Integrity Development Review for the bureau's pool of assessors.</li> <li>Include in the PRAISE and</li> </ul>	<ul style="list-style-type: none"> <li>No. of regional offices/jails that have gone thru IDR</li> <li>No. of IDR recommendations acted upon/adopted by agencies</li> <li>Improved perception on government sincerity to fight corruption</li> </ul>	Service Providers/NGOs and other stakeholders to include the inmates	PAGC, DAP, BJMP-IAS, BJMP-BAC, RDs, PRAISE and Awards Committee

		Awards Criteria the Best Anti-Corruption Effort or Program by a Jail Regional Director, Provincial Administrator, City Jail Warden, Municipal Warden, Junior Officer, Senior Officer, Non-Officer and Non-Uniformed Personnel			
3. Implementation of Citizen's Charter, Government Quality Management Systems Standards, PMS-OPES	<ul style="list-style-type: none"> <li>To raise public accountability that enhances quality of public service</li> </ul>	<ul style="list-style-type: none"> <li>Highlight ethical conduct in the establishment of Citizen's Charter.</li> <li>Highlight ethical conduct in public service quality standards</li> <li>Attend seminars on Govt Quality Mgt Systems Standards or Internal Control System or the likes.</li> </ul>	<ul style="list-style-type: none"> <li>Improved perception on government effort to raise transparency, public accountability, enhance service quality thru minimized: <ul style="list-style-type: none"> <li>a. jail riots</li> <li>b. complaints against personnel</li> <li>c. text messages to "I-Dial kay Dial" Program.</li> </ul> </li> <li>No. of commendations/recognitions or awards from C, BJMP, RDs, Warden or NGOs, LGUs, etc. relative to a personnel's meritorious public service or performance.</li> <li>No. of participants to Govt Quality Mgt Systems Standards or Internal Control System</li> </ul>	Jail Service Providers, COA, Regional HRs, texting public and inmates	PAGC, CSC, OMB, DAP, Government Quality Mgt. Council, BJMP-IAS and DHRRM

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<b>Pillar IV: Monitoring, Evaluation and Affirmation</b>					
<b>Instituting mechanisms to monitor the implementation of the Moral Renewal Program and provide the recognition for good practices and consistent observance of desired values and ethical conduct</b>					
1. Establishment of Integrity Committees in every department, agency, bureau, and office	<ul style="list-style-type: none"> <li>To establish a focal point that will coordinate and see to the implementation of MRAP at the agency level</li> </ul>	<ul style="list-style-type: none"> <li>Creation of Integrity Committee which shall be headed by the Deputy Chief for Operation and to be assisted by the C, IAS and Inspectorate.</li> <li>Designation of an Integrity Officer or equivalent in every regional offices.</li> </ul>	<ul style="list-style-type: none"> <li>100% of regional offices with Integrity Committee headed by the Regional Directors themselves.</li> <li>Positive results generated from implementation of MRAP and IDAP</li> </ul>	PAGC's Director for Education Division	PAGC, DC for Operation, IAS and Inspectorate
2. Creation of Monitoring Team composed of PAGC and CSOs	<ul style="list-style-type: none"> <li>To monitor progress and results of MRAP of agencies</li> <li>To evaluate effectiveness of MRAP measures and recommend appropriate actions.</li> <li>To sustain MRAP</li> </ul>	<ul style="list-style-type: none"> <li>Periodic Rating by PAGC and CSOs</li> </ul>	<ul style="list-style-type: none"> <li>% of completion of MRAP activities</li> <li>Participation of CSOs in monitoring activities</li> <li>CSO appreciation of MRAP accomplishments</li> </ul>	c/o PAGC and CSC	PAGC, CSOs
3. Spot-lighting best practices on integrity development	<ul style="list-style-type: none"> <li>To motivate those with good ethical behaviour</li> <li>To disseminate information on best practices for adoption by other agencies.</li> </ul>	<ul style="list-style-type: none"> <li>Documentation of best practices by the PRAISE and Awards Committee.</li> <li>Expansion of Integrity awards</li> </ul>	<ul style="list-style-type: none"> <li>Increase in the no. of awardees</li> <li>Improved perception on sincerity of government to enhance integrity and fight corruption</li> </ul>	Inspection Documents, Folders subject for evaluation by the PRAISE and Awards Committee.	PAGC, CSC, PIA, concerned agencies.

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