



Administrative Order
No. 26
Series of 2022

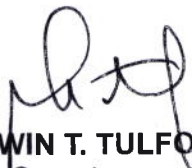
**SUBJECT: AMENDMENT TO MC NO. 21, SERIES OF 2012
(DSWD Code of Conduct)**

Memorandum Circular No. 21, series of 2012 (*Enhanced Guidelines on the Code of Conduct for Personnel of the Department of Social Welfare and Development*), particularly Section V (*Policy on Nepotism*), is hereby amended to read as follows:

- a. Pursuant to civil service law and rules on nepotism, no appointments in the career service shall be made in favor of a relative of the appointing or recommending authority or, or of the head of office, or of the immediate supervisor of the appointee within the third degree of affinity or consanguinity. The nepotism rule shall also apply to designation and to all DSWD personnel.
- b. In case of marriage between personnel of the same office, bureau or service, - and one of the spouses has direct supervision over the other - change of place of assignment, reassignment or transfers of at least one personnel to another office, bureau or service shall be done.

This amendment shall take effect immediately and supersedes any issuance inconsistent herewith.

Issued in Quezon City, this 7 day of OCTOBER 2022.


ERWIN T. TULFO
Secretary

Certified True Copy


Ramil R. Egamino
Administrative Officer V 13 OCT 2022
Records and Archives Mgt. Division

