



Republic of the Philippines  
**PROVINCE OF ISABELA**  
City of Ilagan

*Office of the Governor*

**EXECUTIVE ORDER NO. 14**  
Series of 2026

**AN ORDER ADOPTING ENERGY CONSERVATION MEASURES AND  
FLEXIBLE WORK ARRANGEMENTS (FWAs) IN THE  
PROVINCIAL GOVERNMENT OF ISABELA**

**WHEREAS**, Section 16 of Republic Act (R.A.) No. 7160, otherwise known as the Local Government Code of 1991, grants local government units the authority to exercise powers necessary and appropriate for effective governance and for the promotion of the general welfare;

**WHEREAS**, Section 1, Chapter 1, Subtitle B, Title I, Book V of Executive Order No. 292 (Administrative Code of 1987) provides that all government resources shall be managed and utilized in accordance with relevant laws, rules, and regulations to ensure efficiency, economy, and effectiveness in government operations;

**WHEREAS**, R.A. No. 11285, otherwise known as the Energy Efficiency and Conservation Act, declares it a policy of the State to institutionalize energy efficiency and conservation as a national way of life and promote the efficient and judicious utilization of energy;

**WHEREAS**, the Civil Service Commission (CSC), under Memorandum Circular No. 06, series of 2022, institutionalized Flexible Work Arrangements (FWAs) in government to ensure the efficient and effective performance of public functions, uphold employee welfare, and manage emergent situations affecting service delivery;

**WHEREAS**, the Office of the President issued Memorandum Circular No. 114, series of 2026, directing all government agencies and instrumentalities to strictly adopt energy conservation protocols, including the adoption of FWAs;

**WHEREAS**, under Section 465 of R.A. No. 7160, the Provincial Governor is empowered to initiate executive and administrative actions to ensure the delivery of basic services and the efficient management of human resources under his jurisdiction; and

**WHEREAS**, there is an urgent need to adopt strict energy conservation measures to further reduce the energy footprint of government operations and optimize the use of public resources;

**NOW, THEREFORE, I, FRANCIS FAUSTINO A. DY**, Acting Governor of the Province of Isabela, by virtue of the powers vested in me by law, do hereby order the following:

**SECTION 1. *Adoption of Energy Conservation Measures.*** In accordance with Republic Act No. 11285, otherwise known as the Energy Efficiency and Conservation Act, the Provincial Government of Isabela shall adhere to the Government Energy Management Program.

*Nagkaisa para sa Isabela*

Within ten (10) calendar days from the effectivity of this Order, each department or office shall designate a Compliance Officer, who shall report to the designated Provincial Energy Efficiency and Conservation Officer for consolidation.

All departments and offices shall adopt measures reasonably calculated to attain a reduction of between ten percent (10%) and twenty percent (20%) in electricity and fuel consumption. This shall be measured, where data are available, against the comparable consumption for the corresponding period of the preceding year, taking into account operational demands, climatic conditions, and the imperative of uninterrupted government service.

**SECTION 2. *Energy Conservation Measures in the Workplace, and on Travel and Transportation.*** All departments and offices shall adopt the following energy conservation measures:

(a) A standard thermostat setting of 24°C for air-conditioned spaces shall be maintained. Natural ventilation may be utilized in workplaces where the room temperature does not exceed 24°C.

(b) All office equipment shall be turned off or placed in “sleep” settings when not in use. All non-essential lights and electronic equipment shall be turned off after office hours, except when the rendition of overtime services is required.

(c) Official travel, whether domestic or international, shall be limited to essential and indispensable functions only.

(d) All departments and offices shall strengthen their fleet-efficiency measures to reduce fuel consumption and improve the fuel-economy performance of government transport vehicles.

(e) All officials and personnel are encouraged to use the available shuttle services, whenever practicable. Those who have private motor vehicles are encouraged to carpool with fellow employees, except where the safety and security of the official or employee is at risk.

(f) These measures shall not apply to rooms or areas requiring the maintenance of specific temperatures (e.g., laboratories, clinics), nor to vehicles where fuel consumption is necessary to maintain specialized performance, particularly those utilized by hospitals and for emergency services.

**SECTION 3. *Adoption of Other Energy Saving Measures.*** Nothing in this Order shall preclude departments and offices from implementing other appropriate energy conservation measures to ensure the efficient, judicious, and responsible use of energy resources in their operations, consistent with applicable laws, regulations, and policies on energy efficiency and conservation.

**SECTION 4. *Adoption of Flexible Work Arrangements.*** Effective immediately, the Provincial Government of Isabela shall adopt a flexible work arrangement consisting of four (4) days of on-site work and one (1) day of Work-From-Home (WFH). All officials and employees shall maintain a five-day workweek, rendering eight (8) hours of work per day from Monday to Thursday on-site and Friday under WFH, from 8:00 a.m. to 5:00 p.m., consistent with the 40-hour workweek requirement under Civil Service rules and regulations.

Personnel on WFH status shall remain reachable during office hours through official communication channels and shall attend required meetings, hearings, conferences, or report for on-site work when so directed by their respective heads of office.

**SECTION 5. *Uninterrupted Public Service.*** All departments and offices shall ensure the continuous and uninterrupted delivery of public services during official hours, as well as during lunch breaks. Staff rotation, skeleton workforce, or on-call systems shall be implemented as necessary to maintain full-service coverage.

**SECTION 6. *Coverage and Exceptions.*** This Order shall apply to all officials and employees under the authority of the Provincial Government of Isabela, except those whose duties require full-time onsite presence.

(a) The following offices, which perform essential and front-line services, shall maintain regular work arrangements:

- Provincial Jail
- Provincial Security Group
- All hospitals operated by the Provincial Government of Isabela
- Isabela Rice Processing Complex

(b) Meanwhile, the following offices shall adopt appropriate skeleton workforce or on-call arrangements to ensure 24/7 operational readiness:

- Public Safety Office
- Provincial Social Welfare and Development Office
- Provincial Disaster Risk Reduction and Management Office
- Integrated Provincial Health Office

**SECTION 7. *Monitoring and Compliance.*** The Provincial Human Resource Management Office, in coordination with the Office of the Provincial Administrator's Office, shall oversee the implementation of this Order, monitor compliance, provide technical assistance, and recommend policy or operational adjustments as needed.

**SECTION 8. *Effectivity.*** This Order shall take effect immediately upon issuance and shall remain in force until amended, superseded, or revoked.

Let copies of this Order be furnished to all concerned for their information, guidance, and strict compliance.

Issued this 9<sup>th</sup> day of March 2026, in the City of Ilagan, Province of Isabela.

  
**FRANCIS FAUSTINO A. DY**  
Acting Governor