

# The Public Manager



THE OFFICIAL ELECTRONIC NEWSLETTER OF THE CAREER EXECUTIVE SERVICE

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## MC 1 Guidelines out — affirms tenure of CESOs occupying CES positions

Executive Secretary Paquito N. Ochoa, Jr. promulgated the implementing guidelines of Memorandum Circular No. 1 in a Memorandum dated 16 July 2010.


The guidelines clarified the status of coterminous appointees and

positions, the status of presidential appointees occupying positions in an acting/ OIC capacity, and the status of CESOs and non-CESOs occupying CES positions.

**The tenure of CESOS occupying CES positions is respected**

**in accordance with their respective CESO ranks.** The Guidelines provide for the possible reassignment of CESOs subject to adherence to CESB Resolution No. 640, series of 2006 outlining the “*Guidelines on Reassignment and Transfer of CESOs who are Presidential Appointees Occupying CES Positions*”

“All **non-CESOs occupying CES positions** in all agencies of the Executive Branch shall remain in office until 31 July 2010 or until their resignations have been accepted, and/ or until their respective replacements have been appointed or designated whichever comes first, unless they are reappointed in the meantime.”

The Guidelines also spelled out the status of contractual and/ or casual employees whose contracts expired on 30 June 2010. 

## CESB meets Cab Secs



(L-R) CESB Secretariat Atty. Arturo M. Lachica, Deputy Executive Director; Atty. Maria Anthonette V. Allones, Executive Director and Atty. Ronald D. Mabazza, Chief of the Policy, Planning & Legal Division discuss the guidelines of MC 1 with Br. Armin A. Luistro, DepEd Secretary, Atty. Alberto T. Muyot, Asst. Sec. Rey Laguda and others from the DepEd on July 22, 2010.

Executive Director Maria Anthonette V. Allones recently met, on two separate occasions, with Department of Agriculture (DA) Secretary Proceso J. Alcala and Department of Education (DepEd)

Secretary Armin Luistro, in line with CESB's effort to brief newly-appointed cabinet secretaries on pertinent policies governing appointments to the career executive service (CES) and to further President

Aquino's thrust of promoting careerism in the civil service.

The Executive Director also presented Secretaries Alcala and Luistro the CES Bluebook, a handy guidebook that contains complete and updated agency-specific information on the CES, to provide department secretaries an inventory of all executive positions within their respective departments, the incumbents occupying these positions, the vacancies that remain available for appointment as well as the pool of available CESOs and eligibles in the agency.

**Omnibus Advisory on the Issuance of Executive Order No. 883****Granting Career Service Officer Rank to Lawyers in the Government Executive Service and other Purposes**

Consequent to the issuance by the Office of the President of Executive Order No. 883, Granting Career Service Officer Rank to Lawyers in the Government Executive Service, and other Purposes, the Board has been beset by queries and requests pertaining to the appointment to ranks of lawyers occupying government positions pursuant to the said Executive Order No. 883.

The requests and recommendation tend to convey the impression that the grant of CESO rank is automatic in favor of the officer/employee who has complied with the requirements set forth in the said EO 883.

Attention is invited to Paragraph 5(a), Article IV, Part III of the Integrated Reorganization Plan (IRP), as approved by Presidential Degree (PD) No. 1 dated 24 September 1972, which states:

*“a. **Membership.** A person who meets such managerial experience and other requirements and passes examinations, as may be prescribed by the Board, shall be included in the register of career executive eligibles and upon appointment to appropriate class in the Career Executive Service, become an active member of the service. x x x”*

Further, Paragraph 5(c), Article IV, Part III of the IRP also provides:

*“c. **Appointment.** Appointment to appropriate classes in the Career Executive Service shall be made by the President from the list of career executive eligibles **recommended by the Board.** Such appointments to higher ranks which qualify the incumbents to assignments as undersecretary and heads of bureaus and offices and equivalent positions shall be with the confirmation of the Commission on Appointments. x x x” (Underscoring supplied)*

The aforementioned provisions effectively laid down the procedure in the conferment of CES eligibility and the subsequent appointment to CES rank, that is, one is first conferred the CES eligibility by the Board, thru the issuance of a formal Board resolution to that effect, and **is subsequently recommended by the Board to the President for rank appointment.** Such procedure is also embodied in the existing policy of the Board provided in Section 2 and 3, Article I and Section 1, Article II of CESB Resolution No. 807, s. 2009, entitled “Revised Rules and Procedures on Original and Promotional Appointment CES Ranks”. Thus, it is clear that the recommendation by the Board is a *sine qua non* for the appointment to a CESO rank. Moreover the final act of issuance of an appointment to the appropriate rank by the President has to be performed to complete the appointment process. Assuming that EO 883 allowed the grant of CESO rank III or higher to lawyers under EO 883, something still remains to be done, i.e. recommendation by the Board and Appointment by the President. It is for this reason that the Board, pursuant to its mandate, still has to prescribe and adopt the implementing guidelines in order to carry out the provisions of EO 883.

Relative thereto, we are holding in abeyance all actions concerning recommendations/ endorsements submitted to our office from various Departments or Agency Heads pursuant to EO 883. 🌐

**86 aspirants hurdle CES WE**

Eighty six government executives successfully hurdle the Nationwide CES Written Examination out of 245 examinees in the designated testing centers in Manila, Cebu and Davao on June 6, 2010.

The successful candidates can now proceed to the next stage of the Career Executive Service Eligibility examination. The CES WE is the first step of the four-stage CES eligibility process and followed by the Assessment Center, Validation of On-the-Job Performance and the Panel Interview.

Another Nationwide CES WE is scheduled on August 29, 2010 in the same testing centers. Other WE schedules may be viewed and application forms may be downloaded from [www.cesboard.gov.ph](http://www.cesboard.gov.ph). For other pertinent information, please communicate directly to the Examination and Rank Appointment Division (ERAD) at 951-4981 locals 118 and 832. 🌐

**Written Exam Advisory**

Please be informed that the Nationwide CES Written Examination (WE) scheduled on July 25 and August 27, 2010 have been moved to August 29, 2010 to be held in three testing centers, namely: Quezon City, Cebu and Davao.

You may coordinate with the Eligibility and Rank Appointment Division (ERAD) for other details of the exam. Telephone nos.: 9514985 loc. 118 or 832 / 9514983.



## CAREER EXECUTIVE SERVICE BOARD

Isang Karangalan ang Maglingkod sa Bayan

### ANNOUNCEMENT

The CESB conducts anew the Gawad CES, an annual Presidential awards program that recognizes CESOs and Eligibles for remarkable accomplishments, excellent performance and unquestionable integrity. The following eleven CESOs and Eligibles have been nominated and short-listed for validation:

1. **NUNA E. ALMANZOR**  
Director  
Industrial Technology  
Development Institute  
DOST
2. **MERLY M. CRUZ**  
Undersecretary  
DTI (Former Regional Director,  
DTI-XI)
3. **PATRICIO S. FAYLON**  
Executive Director  
Phil Council for Agriculture,  
Forestry and Natural  
Resources  
Research and Development
4. **MARIA-BERNARDITA T. FLORES**  
Executive Director IV  
National Nutrition Council  
DOH
5. **ARNEL B. GARCIA**  
Regional Director  
DSWD Region II
6. **MARIA LOURDES D. LIM**  
Regional Director  
NEDA Region XI
7. **ALBERTO C. MANDURIAO**  
Regional Vice-President  
Philippine Health Insurance  
Corporation
8. **REMIGIO A. MERCADO**  
Regional Director  
NEDA Region III
9. **URDUJAH A. TEJADA**  
Regional Director  
DOST Region II
10. **MARIO C. VILLAVERDE**  
Undersecretary  
DOH
11. **DENIS F. VILLORENTE**  
Director  
Advanced Science  
and Technology Institute

The CESB requests the public for any feedback, report or opposition to the nomination of any of the above officials. Please send any information or feedback to the CESB on or before 26 July 2010.

Please address reports to the GAWAD CES Committee on Awards, CESB Office, No. 3 Marcelino Street, Holy Spirit Drive, Diliman, QC; or e-mail to [gawad\\_ces@yahoo.com](mailto:gawad_ces@yahoo.com) or fax number 951-4986 or 951-3306.

All information received by CESB shall be considered with STRICT CONFIDENTIALITY.

# **NEW ELIGIBLES**

**Resolution No. 878**  
**dated July 31, 2010**



**ULYSSES JUSTINIANI ABELLERA**

Chief, Discipline Law and Order  
Division  
Philippine National Police

**EMERSON GACAYAN CUYO**

Department Manager II  
Small Business Corporation

**CRISELDA SACDALAN**

**MARTIN-FUNELAS**  
Chief of Staff, Office of the President  
Philippine Electricity Marketing  
Corporation

**ROMULO TAMAYAO**  
**AGGANGAN**

Chief Science Research Specialist  
Philippine Council for Agriculture,  
Forestry, and Natural Resources  
Research and Development  
(PCCARD)  
Department of Science  
and Technology

**LIONEL LACANIENTA DALOPE**

Local Government  
Operations Officer V  
Department of the Interior  
and Local Government

**MARIE JO HIPONIA MILLENDEZ**

Junior Partner  
A.Q. Ancheta & Partners

**RAUL CELIS ALVAREZ, JR.**

Dean of Instruction  
VMA Global College

**JASMINE DELA LLANA IGNACIO**

Officer-in-Charge, Fire  
and Safety Division  
Philippine Economic  
Zone Authority

**ANIANO MORALINA OGAYON**

Assistant Schools Division  
Superintendent  
Division of Quezon, Department  
of Education

**ROGELIO BAÑEZ BERNAL**

Department Manager A  
National Electrification  
Administration

**MARIZA SABINO MAGAN**

Elementary School Principal III  
(OIC, Assistant Schools  
Division Superintendent)  
Department of Education

**RICARDO MALINAO PEREZ**

Corporate Executive Officer III  
Small Business Corporation

**CELIA CARPIO CARLOS**

Medical Specialist VII  
Research Institute for Tropical  
Medicine  
Department of Health

**JENNILYN GULLOD**  
**MALATEO-DAWAYAN**

Finance Manager  
John Hay Management  
Corporation

**BUENAFE SUICO STA. RITA**

Director III  
Technical Education and  
Skills Development Authority

**VIVIAN RANCAP CERRER**

Division Chief III  
Philippine Economic  
Zone Authority

**JONATHAN PALMERO**  
**MANGAOANG**

Attorney VI  
Commission on Audit

**CHONA SIENES YAP**

Department Manager III  
Philippine Health  
Insurance Corporation

**HERNANI SUNGA YAP**

Human Resource Management  
Officer IV  
Technology Resource Center

# 6<sup>th</sup> C.I.R.C.L.E. Forum tackles ‘green growth’

*CESOs and eligibles called on to address climate change*



Green is definitely ‘in’.

This was the message conveyed to CESOs and eligibles who attended this year’s 6<sup>th</sup> CES Creative Innovations and Reforms for Committed Leadership and Effectiveness (CES C.I.R.C.L.E.) Forum held at the PHILVOCS Auditorium in UP Diliman last July 22, 2010.

With the theme “Is Green Growth Possible? The Role of CESOs in Adapting to Climate Change”, the event sought to introduce the idea of “green growth” both as a viable strategy to achieve environmentally sustainable economic growth and as an effective measure to mitigate the harmful effects of climate change.

Keynoted by former CES Board Member Rolando L. Metin, the event was likewise graced by

Undersecretary Gaudioso Carlos A. Garcia VI of Climate Change Commission-Philippines and climate change expert Albert A. Magalang of the Environment Management Bureau.

In his presentation, USEC Garcia VI lamented the fact that the Philippines is among the countries that are “most vulnerable but least responsible” to climate change as he challenged all CESOs and eligibles to be on “war footing” against the known global threat. This means, according to Garcia, that public managers should introduce, within their respective fronts, measures aimed at climate change adaptation and mitigation. These includes, among others, the installation of waste management or segregation

systems that help reduce methane in the environment, the conduct of tree-planting activities to promote clean air, the practice of energy conservation among government offices and the implementation of disaster preparedness programs as well as information and education campaigns on global warming and climate change.

Magalang, the Forum’s second speaker, also discussed specific strategies to address climate change. In his presentation, Magalang framed the issue of climate change in terms of the deadly calamities that has cost lives, infrastructure and investment and has also threatened the food security of the nation. He stressed the need not only for adaptation

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## ➤ 1 | CESB meets Cab Secs



*CESB ED Allones and DED Lachica held a meeting with DA Secretary Alcala, CESB Board Member and President of the Development Academy of the Philippines (DAP) Antonio D. Kalaw, Jr. and other DA officials on July 9, 2010. Said meeting aimed to promote professionalism and careerism in the higher civil service.*

Allones also took the opportunity to reiterate the guidelines provided on Memorandum Circular 1 (MC 1), particularly paragraph IV, which provides for the status of non-CESOs occupying CES positions. CESB clarified that non-CESO officials who are re-appointed to their positions must comply with their CES eligibility requirements within two (2) years. On the other hand, those who are already in the process of acquiring their eligibilities are given one (1) year to comply with the requirements.

Meanwhile, CES eligibles are given one (1) year to comply with the requirements for original appointment to rank. However, those who have not undergone the examination process for the last five (5) years but are still in their CES positions are recommended not to be re-appointed while those who have not taken the eligibility

process for the last nine (9) years should be weeded out from the list. 🌐

## ➤ 5 | Green growth...

and mitigation measures but also for sustainability mechanisms to ensure the continuity of such measures over the long term.

In his keynote presentation, Metin, a former Undersecretary of the Department of Environment and Natural Resources (DENR), tackled the Green Growth and Clean Development Mechanism (CDM) and its promise of balancing economics and ecology. The CDM, as discussed by Metin, promotes the pursuit of a low-carbon development strategy that lessens the adverse impact of industries on the environment. Metin argued that the

## 2nd Wellness Camp to be held in Davao

The Career Executive Service Board is pleased to invite all CESOs and CES eligibles to its second offering of the CES Executive Leadership and Wellness Camp which will be held at the Waterfront Insular Hotel in Davao City on August 25-27, 2010.

With the theme, “*Detox, Destress, Deliver, and Discover: A CES Work-Life Balance Camp*”, this is part of CESB’s advocacy to promote total wellness, work-life balance and sustained productivity among government executives. It is also a continuous response to the clamor from CESOs for a seminar on holistic stress management that not only deals with physical and emotional, but also spiritual and social, well-being aspects.

Completion of the program entitles the participant to 24 hours of training credits. For relative concerns, please contact Ms. Sharina Mae E. Ponferrada at 951-4981 locals 109, 113 or 127 or by email at [cesb\\_pdd@yahoo.com](mailto:cesb_pdd@yahoo.com). 🌐