



Republic of the Philippines
CAREER EXECUTIVE SERVICE BOARD
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**PROVIDING GUIDELINES IN THE CONDUCT
AND ADMINISTRATION OF THE SENIOR
CAREER EXECUTIVE OFFICER ASSESSMENT
PROGRAM OR THE HURDLE**

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RESOLUTION NO. 576

WHEREAS, Presidential Decree No. 1, as amended, mandates the creation of a Career Executive Service that shall provide government *"with a pool of well-selected and development-oriented career administrators who shall provide competent and faithful service"*;

WHEREAS, the Board issued Resolution No. 453, dated September 10, 2002, which provides for a Revised Policy on Original and Promotional Appointment to Career Executive Service (CES) Ranks;

WHEREAS, said Resolution also provides that in addition to the requirements for promotional appointment to CES ranks, a CESO IV shall be required to hurdle a screening process established by the Board prior to his/her entry to a senior CESO rank;

WHEREAS, the Board needs to establish guidelines on the conduct and administration of the hurdle;

WHEREFORE, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to adopt the following Guidelines on the conduct and administration of the hurdle:

Section 1. Admission Requirements. All participants to the hurdle must comply with the following requirements before they can be admitted to participate in the screening process:

- a) Must have at least three (3) years incumbency as CESO IV with three (3) "Very Satisfactory" rating in said CES rank. Provided, that an "Outstanding" CESPES rating obtained by the CESO during the

year shall be equivalent to two (2) years of experience in the CES rank.

- b) Must submit a self-certification stating that he/she has no pending administrative or criminal case filed against him/her.

Section 2. Categories of Ratings. Participants in the hurdle shall receive a rating of either "High Pass", "Pass", "Not Ready", or "Fail". The four (4) categories of ratings shall be governed by the following rules:

- a) Those who obtained a rating of either "High Pass" or "Pass" in the hurdle shall be recommended for promotion to CESO III, provided, they have already complied with all the requirements prescribed under CESB Resolution No. 453, s. 2002.
- b) Those who have been found "Not Ready" for promotion to CESO III shall be allowed to retake the hurdle after one (1) year from the hurdle last taken.
- c) Those who obtained a rating of "Fail" shall be allowed to retake the hurdle only after three (3) years reckoned from the date of the hurdle last taken.

RESOLVED FURTHER, that in no case shall a retaker in the hurdle will receive a "High Pass" rating.

APPROVED this 9th day of March 2005 in Quezon City, Philippines.

signed
KARINA CONSTANTINO-DAVID
Chairperson

signed
RAMON F. NIEVA
Vice Chairperson

absent
MA. CONCEPCION C. ALFILER
Member

signed
FERDINAND B. CUI, JR.
Member

signed
GODOFREDO C. DE GUZMAN
Member

absent
EDUARDO T. GONZALEZ
Member

signed
GERARDO A. PLANA
Member

signed
CARINA S. VALERA
Member

Attested by:

BETTINA MARGARITA S. LAYUGAN
Acting Board Secretary