



Republic of the Philippines
CAREER EXECUTIVE SERVICE BOARD
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**GUIDELINES GOVERNING THE
CONDUCT OF THE PERFORMANCE
VALIDATION ON-THE-JOB OF
APPLICANTS FOR CES ELIGIBILITY
WHO HAVE LEFT GOVERNMENT
SERVICE**

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RESOLUTION NO. 587

WHEREAS, Article IV, Part III of Presidential Decree No. 1, as amended, provides for the creation of the Career Executive Service Board to serve as “the governing body of the Career Executive Service” and mandated to “promulgate rules, standards, and procedures in the selection, classification, compensation, and career development of members of the Career Executive Service;”

WHEREAS, the same law provides that “a person who meets such managerial experience and other requirements and passes such examinations as may be prescribed by the Board shall be included in the register of career executive eligibles;”

WHEREAS, the Board adopted CESB Resolution No. 459 series of 2002, providing for a four-stage examination process for the conferment of Career Executive Service Eligibility: 1) Management Aptitude Test Battery (MATB); 2) Assessment of Managerial Capability and Competence (Assessment Center); 3) Interview by the Board; and 4) Performance Validation On-the-Job;

WHEREAS, while CESB Resolution No. 459 series of 2002 lays down the guidelines in the conduct of Performance Validation, the same does not spell out clear-cut rules governing applicants who have left the government service;

NOW THEREFORE, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to adopt, in addition to the rules provided under Article VI of the Revised Rules on CES Eligibility (CESB Resolution No. 459 s. 2002), the following guidelines in the conduct of Performance Validation On-the-Job of applicants who have left the government service:

- I. The Performance Validation On-The-Job of applicants who have been out of government service for one (1) year or less shall be conducted based on their performance in the position they held prior to their separation from government service.
- II. The Performance Validation On-The-Job of applicants who have been out of government service for more than one (1) year shall be conducted based on their performance in the position they occupy at the time of the performance validation, provided that they have established residency of at least six (6) months in their new office.

The conduct of Performance Validation On-The-Job shall be in accordance with the existing rules and regulations of the Board and without prejudice to the running of the prescriptive period to complete the CES Eligibility examination process provided under the Revised Rules on CES Eligibility (CESB Res. No. 459 s. of 2002)

RESOLVED FURTHER that this resolution shall take effect fifteen (15) days after publication in the Official Gazette or in a newspaper of general circulation in the Philippines.

APPROVED, this 10th day of May, 2005 in Quezon City, Philippines.

SIGNED
KARINA CONSTANTINO-DAVID
Chair

SIGNED
RAMON F. NIEVA
Vice Chair

ABSENT
MA. CONCEPCION C. ALFILER
Member

SIGNED
FERDINAND B. CUI, JR.
Member

SIGNED
GODOFREDO C. DE GUZMAN
Member

SIGNED
EDUARDO T. GONZALEZ
Member

SIGNED
GERARDO A. PLANA
Member

SIGNED
CARINA S. VALERA
Member

Attested by:

SIGNED
BETTINA MARGARITA S. LAYUGAN
Acting Board Secretary