



Republic of the Philippines
CAREER EXECUTIVE SERVICE BOARD
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AMENDATORY POLICY ON ATTENDANCE TO TRAINING PROGRAMS AS A REQUIREMENT FOR ORIGINAL AND PROMOTIONAL APPOINTMENT TO CESO RANKS PURSUANT TO THE REVISED POLICY ON ORIGINAL AND PROMOTIONAL APPOINTMENT TO CESO RANKS (CESB RESOLUTION NO. 453 S. 2002)

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Resolution No. 653

WHEREAS, Article IV, Part III of the Integrated Reorganization Plan, as approved by Presidential Decree No. 1, as amended, dated September 24, 1972 created the Career Executive Service Board (CESB) to serve as the governing body of the Career Executive Service (CES) and mandated it to promulgate rules, standards, and procedures on the selection, classification, compensation and career development of members of the CES;

WHEREAS, the Board, pursuant to its mandate, adopted the Revised Policy on Original and Promotional Appointment to CES Ranks (CESB Resolution No. 453 dated September 10, 2002) which provides for three (3) major criteria, namely: broad levels of responsibility; personal qualifications; and demonstrated competence as a requirement for original appointment of a CES eligible to CESO Rank VI and the promotional appointment of a CESO to the next higher CESO rank by the President upon the recommendation by the Board;

WHEREAS, the same policy resolution cited-above requires one, who is qualified for original or promotional appointment to CESO rank, to meet the three (3) minimum personal qualification requirements, namely: Experience on CESO Rank, Training and Eligibility as a condition precedent before the Board can recommend to the President for their appointment to CESO ranks;

WHEREAS, there is a need to clarify the interpretation and to amend the provisions on attendance to training programs as a requirement for original and promotional appointment to CESO ranks pursuant to CESB Res. No. 453 s. 2002;

NOW THEREFORE, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, to amend the provisions on attendance to training programs as a requirement for original and promotional appointment to CESO ranks

pursuant to the Revised Policy on Original and Promotional Appointment to CESO ranks (CESB Resolution No. 453 dated September 10, 2002), as follows:

- 1.0. Training requirements for purposes of promotional appointment to CESO ranks III, II, I provided under Section 4, Article II of CESB Resolution No. 453 s. 2002 shall be as follows:

Rank	Training Requirement
CESO I Program	Completion of the Senior Executives Development (SEDP) and three (3) accredited trainings or forty-eight (48) hours of relevant training
CESO II trainings	Completion of the SEDP and two (2) accredited or thirty-two (32) hours of relevant training
CESO III training passing the	Completion of the SEDP and one (1) accredited or sixteen (16) hours of relevant training; Senior Career Executive Officer Assessment Program (SCAP)

Relevant training programs, for this purpose, refer to formal courses such as seminars, workshops (and the like) provided by reputable training institutions, and non-formal human resource development interventions such as coaching, mentoring and job rotation, that enhance one's managerial and leadership capabilities. A certification relative to the non-formal human resource development intervention should be issued by the agency's human resource management officer.

- 2.0 The requirement to attend the Executive Leadership Program (ELP) or any of its courses for original or promotional appointment to CESO ranks shall not be applied retroactively. Hence, those who have obtained their respective CESO ranks at the time when attendance to the ELP was not yet required need only to take the training requirements prescribed for the next higher CESO rank.

RESOLVED FURTHERMORE, that the following provisions shall be taken as part and parcel of this policy resolution:

- 1.0 **Separability Clause.** If any section or part of this resolution shall be held to be invalid, the remaining provisions shall be given full force and effect as if the part held invalid had not been included therein.
- 2.0 **Repealing Clause.** All existing CES rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.
- 3.0 **Effectivity.** This resolution shall take effect fifteen (15) days after publication in a newspaper of general circulation or in the Official Gazette.

APPROVED this 12th day of December, 2006 in Quezon City, Philippines.

Approved by:

signed
KARINA CONSTANTINO-DAVID
Chair

signed
BERNARDO P. ABESAMIS
Member

signed
MARIA PAZ W. FORONDA
Member

signed
ELMOR D. JURIDICO
Member

signed
ANTONIO D. KALAW JR.
Member

signed
ROLANDO L. METIN
Member

signed
JAIRUS D. PAGUNTALAN
Member

signed
CARINA S. VALERA
Member

Attested by:

signed
BETTINA MARGARITA L. VELASQUEZ
Acting Board Secretary