



**POLICY ON DEFERMENT AND DENIAL
OF THE CONFERMENT OF CES ELIGIBILITY.**

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RESOLUTION NO. 1131

WHEREAS, Paragraph 2, Article IV, Part III of the Integrated Reorganization Plan (IRP), implementing Presidential Decree (P.D.) No. 1, as amended, mandated the Career Executive Service Board (CESB) as the governing body of the Career Executive Service (CES) to promulgate rules, standards, and procedures on the selection, classification, compensation, and career development of members of the CES.

WHEREAS, it is the policy of the State to ensure that honesty, integrity, and merit and fitness shall be the measure of entry into the public service.¹

WHEREAS, the CES Eligibility process is designed to ensure that entry to the CES is based on merit and fitness.

WHEREAS, the CES Eligibility, which is granted upon hurdling the four (4)-stage CES Eligibility Examination Process, is an appropriate eligibility for appointment to a position in the CES.²

WHEREAS, Performance Validation, which is the third (3rd) stage of the CES Eligibility Examination Process, facilitates assessment of the applicant's performance on the job, leadership capacity and integrity as a public officer or employee, and ascertains the applicant's potential as a public manager.³

WHEREAS, the Board Interview is the fourth (4th) stage of the CES Eligibility Examination Process wherein the Interview Panel determines and assesses the applicant's confidence, creativity, self-worth and outlook on his/her work and on the bureaucracy, and provides an opportunity to give feedback to the applicant in his/her performance in the three (3) previous stages of the CES Eligibility.⁴

¹ Section 1, Republic Act Number 9146.

² Section 2, in relation to Section 5, Rule 1, Resolution Number 791, Series of 2009.

³ Section 1, Rule IV, *Ibid.*

⁴ Section 1, Rule V, *Ibid.*

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CERTIFIED TRUE PHOTOCOPY:

[Signature] 01/15/14
JAYPEE ABESAMIS
Board Secretary III
Career Executive Service Board

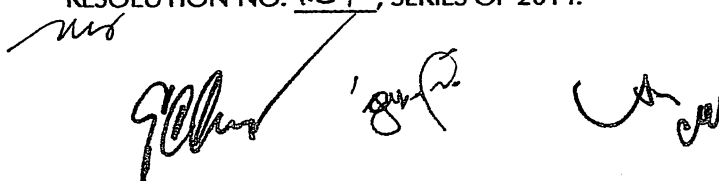
WHEREAS, the conferment of CES Eligibility may be deferred on justifiable grounds based on the results of the performance validation and interview.

WHEREAS, there is a need to standardize and rationalize the grounds upon which the conferment of CES Eligibility as well as the periods therefor, may be deferred, and/or upon which said conferment of CES Eligibility may be denied.

WHEREFORE, it is **RESOLVED**, as it is hereby **RESOLVED**, to adopt this Policy on Deferment and Denial of the Conferment of CES Eligibility.

Section 1. Grounds and Periods of Deferment. The Performance Validation Process and the conferment of CES Eligibility may be deferred for such periods as hereunder stated and on the following grounds:

- a. For six (6) months:
 - a.1. Workplace incivility, or acting with disregard for others in the workplace in violation of workplace norms for respect, including unjustified competitiveness and inattentiveness towards co-workers and/or clients;
 - a.2. Unsociable behavior such as irritability, gossiping, cursing, temper flaring, and the like, which may not have a material or physical negative impact on government service but negatively affects the morale and wellbeing of the workforce;
 - a.3. Overtly passive behavior such as shyness, lack of assertiveness, and the like, which may be interpreted as a deficiency in leadership/managerial skills; and
 - a.4. Absenteeism, tardiness, failure to meet deadlines, failure/refusal to follow standard operating procedures, and other similar acts; provided, that such has a mere minimal negative impact on government service.
- b. For one (1) year:
 - b.1. Evident failure to demonstrate leadership/management competence;
 - b.2. Deficiency in any of the critical dimensions of the CES competency framework, including planning and organizing, problem solving, decision making, and delegating and monitoring;

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- b.3. Manifest favoritism on the part of the candidate, deliberate or grossly neglectful misuse of information, and other similar acts which show the candidate's questionable reputation, honesty, sense of accountability/transparency, fairness, objectivity, courage and conviction; and
- b.4. Failure to exhibit professionalism in dealing with co-workers and clients including soliciting favors from co-workers and clients and combining personal business with official transactions, which may be perceived as morally or socially improper although not constituting a criminal or administrative offense.

Section 2. Grounds for Denial of Conferment of CES Eligibility. In addition to integrity issues and conviction in an administrative case and for a crime involving moral turpitude, the commission of any of the following acts shall constitute a ground for denial of CES Eligibility:

- a. Insubordination;
- b. Abuse of authority;
- c. Substance abuse;
- d. Workplace violence, sexual harassment, and/or physical acts of aggression against co-workers and clients; and
- e. Theft and/or sabotage of the agency's properties and equipment.

For the purpose of this policy, moral turpitude is defined as "everything which is done contrary to justice, modesty, or good morals; an act of baseness, vileness or depravity in the private and social duties which a man owes his fellowmen, or to society in general."⁵

Section 3. Repealing Clause. All existing CES rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.

Section 4. Separability Clause. If, for any reason, any provision or section of this Resolution is declared invalid or unconstitutional, the remaining provisions or Sections not affected thereby shall continue to be in force and effect.

⁵ Teves vs. COMELEC. G.R. No. 180363. 28 April 2009.

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JAYPEE G. ABESAMIS
Board Secretary III
Career Executive Service Board
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Section 5. Effectivity. This resolution shall take effect within fifteen (15) days following its publication in a newspaper of general circulation.

APPROVED this 13th day of January 2014 in Quezon City, Philippines.

FRANCISCO T. DUQUE, III
Vice Chairperson

By Authority:


NIEVES L. OSORIO
Commissioner


CHARITO R. ELEGIR
Member



ANTONIO D. KALAW, JR.
Member

ANGELITO M. TWAÑO
Member


EVANGELINE C. CRUZADO
Member

SUSANA D. VARGAS
Member

Attested by:


JAYPEE O. ABESAMIS
Board Secretary III