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POLICIES ON THE APPOINTMENT OF THOSE IN THE PERSONAL AND CONFIDENTIAL STAFF AND THOSE WHO HAVE REACHED THE COMPULSORY RETIREMENT AGE OF 65

CSC MEMORANDUM CIRCULAR NO. 37, September 16, 1992

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Pursuant to CSC Resolution No. 92-1297 dated September 10, 1992, the Civil Service Commission hereby adopts and promulgates the following policies and guidelines on the reappointment/reemployment/hiring or retention in the service of those who have reached the compulsory retirement age of 65:

1. The mandatory retirement age of 65 applies to all officials and employees in the government except those identified as elective officials, Chairmen and Members of Commissions and Boards with fixed term of office, Secretaries and other officials of Cabinet rank and other political appointees. All other employees, including the personal and confidential staff of the above mentioned officials, are subject to this requirement. Thus, no person who has reached the compulsory retirement age of 65 can be appointed to any of these positions. Moreover, appointees to positions in the primarily confidential staff shall likewise meet the qualification standard for the position except the civil service eligibility.

2. The services of any employee, except if he is governed by a special law on retirement, who has reached his compulsory retirement age of 65, and which employee is and has qualified for retirement, may only be extended for a maximum period of 6 months following his 65th birthdate and upon prior request by the proper appointing authority.

3. In recognition, however, of the expertise and experience that may have been earned by these retirees in their particular field of specialization, the Commission allows their appointment as Consultants to the Heads and other officials of departments and other agencies including local government units.

4. These Consultants are understood to be on call-basis and the terms and conditions of their employment shall be governed by the Consultancy Contracts which may be executed by and between the parties concerned, and which contracts shall be submitted to the Civil Service Commission for recording purposes.

5. Any appointment issued in violation of this policy be disapproved.

This Circular shall take effect immediately.

Adopted: 16 Sept. 1992

(SGD.) SAMILO N. BARLONGAY
Acting Chairman

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