NATIONAL ADMINISTRATIVE REGISTER · NOVEMBER 10, 2006

CLARIFICATORY GUIDELINES ON THE GRANT OF SALARY ADJUSTMENT EQUIVALENT TO SALARY GRADE 25 TO GRADUATES OF THE NATIONAL DEFENSE COLLEGE OF THE PHILIPPINES (NDCP) PURSUANT TO CESB ...

CESB RESOLUTION NO. 658, November 10, 2006

Read online (full-text search, related cases, audio case brief): https://batas.org/library/1b343c9a91d4/

WHEREAS, the Career Executive Service Board published in the Official Gazette CESB Circular No. 4, series of 2006, entitled “Supplemental Guidelines on the Grant of Salary Adjustment Equivalent to Salary Grade 25 to Graduates of the National Defense College of the Philippines (NDCP)” on June 26, 2006;

WHEREAS, CESB Circular No. 4, s.2006 was crafted in order to address numerous queries and issues on the implementation of Civil Service Commission (CSC) Resolution No. 94-5840, s. 1994, entitled “Rules on Compensation in the Career Executive Service (CES) including Those of Graduates of NDCP and CESDP;

WHEREAS, despite the issuance of CESB Circular No. 4, s. 2006, the Board continues to receive several requests for clarification regarding the entitlement of NDCP graduates to the salary equivalent to Salary Grade 25 pursuant to CSC Resolution No.

94-5840, including its implementation and date of effectivity;

WHEREAS, there is a need to finally address various problems, issues and policy gaps relative to the entitlement of NDCP graduates to a salary adjustment to SG 25;

NOW, THEREFORE, foregoing premises considered, the Board RESOLVES, as it is hereby RESOLVED, to adopt the following clarificatory guidelines in the implementation of CESB Circular No. 4, s. 2006 (Supplemental Guidelines On The Grant Of Salary Adjustment Equivalent To SG 25 To Graduates Of The National Defense College Of The Philippines [NDCP]:

1)

CESB Circular No. 4, series of 2006 (Supplemental Guidelines On The Grant Of Salary Adjustment Equivalent To SG 25 To Graduates Of The National Defense College Of The Philippines [NDCP], was published in the Official Gazette on June 26, 2006. Hence, it became effective on July 12, 2006 or fifteen (15) days after its publication;

2)

NDCP graduates, who hold positions below Division Chief or its equivalent and are receiving the SG 25 adjustments, shall no longer be entitled to the said adjustment upon the effectivity of CESB Circular No. 4 s. 2006. However, they shall not be required to refund the salary adjustments previously received by them because they obtained the same in good faith and, therefore, they have acquired a color of vested rights thereto;

3)

Turn this case into an audio lecture - facts, issues, ruling and doctrine - at batas.org

NDCP graduates, who were not appointed to Division Chief Position or its equivalent prior to the effectivity of CESB Circular No. 4 s. 2006 but were subsequently appointed to the said position after its effectivity, shall be entitled to SG 25 salary adjustments.

RESOLVED FURTHER, that a copy of this Resolution be furnished the Civil Service Commission, the Department of Budget and Management and the National Defense College of the Philippines.

Adopted: 10 Nov. 2006

(SGD.) KARINA CONSTANTINO-DAVID
Chair

(SGD.) BERNARDO P. ABESAMIS
Member

(SGD.) MARIA PAZ W. FORONDA
Member

(SGD.) ELMOR D. JURIDICO
Member

(SGD.) ANTONIO D. KALAW, JR.
Member

(SGD.) ROLANDO L. METIN
Member

(SGD.) JAIRUS D. PAGUNTALAN
Member

(SGD.) CARINA S. VALERA
Member

Attested by:

(SGD.) THERESA C. NICOLAS
Acting Board Secretary

Bar review courses, mock exams and a study planner that keeps you on pace - batas.org

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at https://batas.org

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.