CLARIFICATORY GUIDELINES ON THE IMPLEMENTATION OF THE NEW RULES ON ASSESSMENT CENTER (AC) RETAKE

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WHEREAS, Article IV, Part III of Presidential Decree No. 1, as amended, dated September 24, 1972, provides for the creation of the Career Executive Service Board to serve as “the governing body of the Career Executive Service” and mandated it to “promulgate rules, standards, and procedures on 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 passed CESB Resolution No. 459, s. 2002 adopting a four-stage examination process for conferment of Career Executive Service Eligibility, namely: 1) Management Aptitude Test Battery (MATB); 2) Assessment of Managerial Capability and Competence or Assessment Center; 3) Interview by the Board; and, 4) Validation of Performance on-the-job;

WHEREAS, the Assessment Center (AC), which is the second stage of the CES Eligibility Examination, is a series of simulation exercises designed to measure an examinee’s managerial capability and potential;

WHEREAS, under the old policy on AC retake, the Board, through CESB Resolution No. 137, s. 1996, allows examinees who fail in the Assessment Center for the first time to go through AC for the second time at their own expense and upon the recommendation of DAP. However, an examinee who fails the AC for the second time will have to go back and retake the MATB before he/she can be allowed to take the AC again;

WHEREAS, the new rules on AC retake provides that, “An applicant shall be allowed to take the Assessment Center only three (3) times after which he/she shall be disqualified from continuing the examination process.”

WHEREAS, in view of the revised rules on CES Eligibility and inasmuch as there are applicants for CES eligibility who have taken the AC under the old policy, there is a need to come up with clear cut guidelines on the implementation of the new policy on AC retake;

NOW, THEREFORE, the above-mentioned premises considered, the Board RESOLVES, as it is hereby RESOLVED, that the following clarificatory guidelines in the implementation of the new rules on Assessment Center retake shall be adopted by the Board pursuant to the 1st paragraph of Section 4, Article IV of the Revised Rules on CES Eligibility (CESB Resolution No. 459, s. 2002);

1. An applicant scheduled to take the Assessment Center for the first time after the effectivity of the revised rules on CES Eligibility Examination (CESB Resolution No. 459, s. 2002) shall be allowed to take the Assessment Center only three (3) times after which he/she shall be disqualified from continuing the CES Eligibility examination process.

2. An applicant, however, who took and failed the Assessment Center for the first time prior to the effectivity of the revised rules on CES Eligibility (CESB Res. No. 459, s. 2002), shall be allowed to re-take the same for the

second time subject to the old policy on the Assessment Center retake, as specified under CESB Res. No. 137, s. 1996 (Allowing Assessment Center Flunkers to Go through Another Assessment Center without Retaking MATB upon the Recommendation of DAP-AC).

The old policy provides that an applicant who fails the Assessment Center (AC) for the first time shall be allowed to go through Assessment Center for a second time at his/her own expense if the Assessors of the Development Academy of the Philippines (DAP) would recommend the Assessment Center re-take.

An applicant, who fails the Assessment Center for the second time, shall be required to retake the MATB. A retake in the MATB allows an applicant to be governed by the Revised Rules on CES Eligibility (CESB Res. No. 459 s. 2002).

3. The Board shall shoulder the cost of the first Assessment Center taken by applicants enumerated under item 5.1 of Section 5, Article IV of the Revised Rules on CES Eligibility. For purposes of payment of the Assessment Center Cost, an Assessment Center taken by the applicant after a MATB retake shall be considered as an Assessment Center retake. Hence, payment thereof shall be shouldered by the applicant concerned.

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

Adopted: 29 May 2003

(SGD.) KARINA CONSTANTINO-DAVID
Chair

(SGD.) RAMON F. NIEVA
Vice-Chair

(SGD.) HENEDINA R. ABAD
Member

(SGD.) ELISA C. ALEJO
Member

(SGD.) MA. CONCEPCION C. ALFILER
Member

(SGD.) GODOFREDO C. DE GUZMAN
Member

(SGD.) EDUARDO T. GONZALEZ
Member

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