NATIONAL ADMINISTRATIVE REGISTER · JULY 30, 1990

POLICY TO ALLOW DISABLED PERSONS TO TAKE CIVIL SERVICE EXAMINATIONS

CSC RESOLUTION NO. 90-668, July 30, 1990

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WHEREAS, the Civil Service Commission as the central personnel agency of the government is empowered to promulgate policies, standards and guidelines governing recruitment and selection of officers and employees into the Career Service;

WHEREAS, the Commission pursuant to paragraph (1), Section 12, Book V of the Executive Order No. 292 is empowered to administer and enforce the constitutional and statutory provisions on the merit system for all levels and ranks in the civil service;

WHEREAS, Section 26, Article II of the Constitution which reads: "The State shall guarantee equal access to opportunities for public service "x x x" is interpreted to cover appointment to public office which appointments shall be based on the principle of merit and fitness to be determined as far as practicable by competitive examinations;

WHEREAS, the Commission, in line with the constitutional mandate on the application and implementation of the merit and fitness principle in the appointment of government employees, regularly conducts open and competitive civil service examinations for the career service. Further, pursuant to specific special laws, such as R.A. 1080, as amended (Board/Bar) and P.D. 907, the Commission grants civil service eligibilities to qualified applicants;

WHEREAS, Section 21, Chapter 5, Book V of the Executive Order No. 292 provides, thus:

> " Opportunity for government employment shall be open to all qualified citizens and positive efforts shall be exerted to attract the best qualified to enter the service. Employees shall be selected on the basis of fitness to perform the duties and assume the responsibilities of the positions."

WHEREAS, the National Council for the Welfare of Disabled Persons which is mandated by law to promote the welfare of disabled persons, specifically their right to equal opportunities, passed Resolution No. 11, series of 1990, requesting all Examination Administering Boards and Government Agencies issuing licenses to allow disabled persons to take board/civil service examinations and to be issued all types of licenses made available to normal persons;

WHEREAS, the CSC Memorandum Circular No. 17, series of 1989 (Physical and Mental Fitness for Continued Employment in the Public Service), which provides that "the Commission shall maintain a healthy government workforce that can adequately meet the requirements of the service. A healthy employee works more efficiently, more productively and possesses a better and more responsive work attitude than a sickly employee" should not be interpreted to disqualify or disenfranchise persons who are merely crippled, deaf, mute, or blind and those who only suffer partial physical disabilities, which deformities do not render them incapable and unable to perform their duties as public officers or employees;

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WHEREFORE, foregoing premises considered, the Commission resolved to adopt, as it hereby adopts and promulgates a policy allowing disabled persons (crippled, deaf, mute, or blind and persons who suffer partial disability) but whose deformities do not physically and mentally render them incapable of performing the duties of certain positions to which they may be appointed and/or impair the efficient performance of such duties, to take the Civil Service Examinations. Moreover, these disabled persons who pass the Civil Service Examinations shall be issued the prescribed certificates of eligibilities.

Adopted: 30 July 1990

(SGD.) PATRICIA A. STO. TOMAS
Chairman

(SGD.) SAMILO N. BARLONGAY
Commission

(SGD.) MARIO D. YANGO
Commissioner

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