

FAMILY/HOME VISIT PRIVILEGE FOR INCUMBENTS OF CAREER EXECUTIVE SERVICE (CES) POSITIONS

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WHEREAS, Presidential Decree No. 1, dated September 24, 1972, created the Career Executive Service Board (CESB) to serve as the governing body of the Career Executive Service (CES) and mandates the Board to promulgate rules, standards and procedures on the compensation of members of the Career Executive;

WHEREAS, the same law provides that members of the Career Executive Service shall be compensated according to rank and shall be provided with attractive salaries, fringe benefits and reasonable allowances;

WHEREAS, assignment to work stations away from their homes and families is common among incumbents of CES positions since they are bound by the mobility principle enshrined in Article IV, Part III of the Integrated Reorganization Plan (IRP), as approved by Presidential Decree No. 1;

WHEREAS, the institution of a family/home visit privilege is in line with the government's thrust of promoting the values of professionalism and humanism in the bureaucracy, as it aims to soften the impact of displacement of an affected official as a result of his/her being assigned in a work station away from his domicile and family;

WHEREAS, the family/home visit privilege is a complementary policy measure to the principle of mobility in the 3rd level as enshrined in the IRP which provides that "Any provision of law to the contrary notwithstanding members of the Career Executive Service may be reassigned or transferred from one position to another; provided that such reassignment or transfer is made in the interest of public service and involves no reduction in rank or salary; provided, further, that no member shall be reassigned or transferred oftener than every two years; xxx"

WHEREAS, Section 31, Chapter 5, Title 1-A of the Administrative Code of 1987 (Executive Order No. 292) provides that "Section 31. Career and Personnel Development Plans. - Each department or agency shall prepare a career and personnel development plan which shall integrate into a national plan by the Commission. Such career and personnel development plans shall include provisions on merit promotions, performance evaluation, in service training including overseas and local scholarships and training grants, job rotation, suggestions and incentive award systems, and such other provisions for employees' health, welfare, counseling, recreation and similar services."

WHEREAS, displacement is a recognized plight in the CES which impacts on the emotional, psychological health and well being of the official who is away from his family, the Board, in its September 10, 2009 meeting, came up with rules that shall grant family/home visit privilege to incumbents of CES positions to soften the impact of their displacement from their domiciles;

WHEREFORE, based on the foregoing premises considered, the Board RESOLVES, as it is hereby RESOLVED, to adopt the following guidelines in the grant of the Family/ Home Visit Privilege for Incumbents of Career Executive Positions:

1. The monthly family/home visit privilege is a paid family visit granted once a month to incumbents of CES positions who are assigned to work stations that are at least fifty (50) kilometers away from their domicile, or that which requires travel by sea or air.

2. The privilege is made up of two (2) working days a month inclusive of travel time from work station to residence and vice versa, consisting of a half (1/2) day travel time from the work station to the residence and another half (1/2) day travel time from the residence to the work station and shall be considered as official time. If the travel time falls on a declared special non-working holiday, the day after the holiday shall be considered as official travel time.
3. The days allotted to the monthly family/home visit privilege shall not be cumulative and should the privilege be not availed of within the given month, the same shall be deemed forfeited.
4. Only actual transportation expenses shall be allowed/charged against the MOOE of the office where the officers are assigned, subject to availability of funds.
5. In its initial implementation, funds for the family/home visit privilege shall be charged from the savings of the agency. Subsequently the agency concerned may include the same in the agency's budget for the succeeding years.
6. If any section or part of this resolution shall be held to be invalid, the remaining provisions shall be given full force and effect as if the part held invalid had not been included therein.
7. All existing CES rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.
8. This resolution shall take effect fifteen (15) days after publication in a newspaper of general circulation or in the Official Gazette.

Adopted: 10 September 2010

(SGD.) BERNARDO P. ABESAMIS

Chairperson

(SGD.) MARIA PAZ W. FORONDA

Vice-Chairperson

(SGD.) ELMOR D. JURIDICO

(SGD.) ANTONIO D. KALAW

Member

Member

(SGD.) ROLANDO L. METIN

(SGD.) JAIRUS D. PAGUNTALAN

Member

Member

Attested by:

(SGD.) GLENN NINO M. SARTILLO

Board Secretary

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