

GRANT OF CAREER EXECUTIVE SERVICE (CES) ELIGIBILITY TO GRADUATES OF MASTER IN NATIONAL SECURITY ADMINISTRATION (MNSA) PROGRAM OF THE NATIONAL DEFENSE COLLEGE OF THE PHILIPPINES ...

CESB RESOLUTION NO. 995, February 15, 2012

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WHEREAS, paragraph 2 and 5, Article IV, Part III of the IRP, as amended, mandated the Career Executive Service Board as the governing body of the CES, to promulgate rules, standards and procedures on the selection, classification, compensation and career development of members of the CES;

WHEREAS, Section 8 Paragraph 1 (c) and (2), Chapter 2, Subtitle I, Book V of the Administrative Code of 1987, provides that the "third level shall cover positions in the CES" and that "(e)ntrance to the third level shall be prescribed by the Career Executive Service Board";

WHEREAS, Executive Order No. 696 dated 27 May 1981 states that "initially, NDCP graduates belonging to the government service shall be granted the rank of CESO III with corresponding compensation and other privileges in the Career Executive Service", and that "holders of the degree of Master in National Security Administration shall be given preference in promotion to existing vacant positions, as well as assignments to higher responsibility, particularly those involving policy formulation in their respective units, ministries, agencies, offices or entities;"

WHEREAS, Executive Order No. 771 dated 04 February 1982 states that "graduates of the National Defense College of the Philippines belonging to the civil service. . .who have not yet been appointed to a CESO rank shall be granted initially CESO Rank V, or higher, depending on the recommendation of the Ministry or Agency head concerned and the evaluation of the Career Executive Service Board, with corresponding compensation and other benefits", and that the "Career Executive Service Board, in consultation with the National Defense College of the Philippines, shall promulgate rules and regulations to implement this order;"

WHEREAS, Memorandum Order No. 372 dated 03 July 1991 modified the CES ranking structure and salary schedule from the previous five CES ranks to six with CESO VI as the lowest CESO rank;

WHEREAS, the Civil Service Commission (CSC) having integrated the CESB in to the CSC, by virtue of CSC Resolution No. 93-4359 adopted CSC Resolution No. 94-5840 dated 21 October 1994 which granted to graduates of the NDCP "the salary equivalent to that attached to CESO Rank VI or the salary to the position they are occupying whichever is higher;"

WHEREAS, CESB Resolution No. 764 dated 23 September 2008 accredited the Master in National Security Administration (MNSA) conferred by the NDCP as "equivalent to the Career Executive Service (CES) Written Examination-the first of the four-stage CES eligibility examination process;"

WHEREAS, seeing a need to harmonize the existing MNSA program with the CES eligibility process by the CESB whereby the ongoing MNSA Regular Class of NDCP may be conferred with CES eligibility upon their

graduation, a Memorandum of Understanding (MOU) was entered into by the CESB, DAP, NDCP, and NDCPAAI, which was signed on 14 December 2011 at the Coconut Palace, Manila;

WHEREAS, as provided for in the MOU, the parties agreed to enter into a consultative partnership to work together to explore the possibility of incorporating the 4-stage CES eligibility process within the one-year MNSA program of the NDCP.

WHEREAS, a Technical Working Group (TWG) composed of representatives designated by the principals of the Parties and the representative/s of the NUCESO as a stakeholder in the CES, was created pursuant to the abovementioned MOU;

WHEREAS, the TWG drafted the MOA that embodied the terms and conditions that will serve as the foundation for the grant of CES eligibility to the current and future crop of students undergoing or will be undergoing the MNSA program of the NDCP. The MOA was formally signed on 31 January 2012 at the NDCP Auditorium, with the CESB Chairperson as signatory for the Board;

WHEREAS, pursuant to the MOA, a resolution must be adopted and issued in compliance with what is incumbent upon the Board to perform pursuant to provisions of the MOA.

WHEREFORE, foregoing premises considered, the Board RESOLVES as it is hereby RESOLVED, to adopt the following as the policy on the Grant of Career Executive Service Eligibility to the Graduates of the Master in National Security Administration (MNSA) program of the National Defense College of the Philippines (NDCP):

- Scope and Coverage. Herein provisions, pursuant to the Memorandum of Agreement (MOA) dated 31 January 2012, are adopted to facilitate the integration of competency standards of the four-stage CES eligibility process into the one-year MNSA program of the NDCP, to enable MNSA students who are Filipino citizens to be conferred with CES eligibility together with the degree upon graduation. This shall apply beginning with the ongoing MNSA Regular Class of the NDCP upon execution of this MOA dated 31 January 2012.

This policy shall only be applicable to students of the MNSA program and shall not cover students in other NDCP courses such as the Senior Executive Course on National Security or CAPSTONE Course, among others.

- General Policy.

2.1

The NDCP together with CESB shall endeavor to integrate all the essential elements and/or competency standards of the CES Eligibility process in the MNSA Program consisting of academic, non-academic and extramural sub-programs.

2.2

Notwithstanding their full integration into the MNSA program, the said essential elements and/or competency standards of the CES Eligibility process shall be clearly distinguished and differentiated from the other modules and/or activities of the MNSA program.

2.3

The CES Competency standards shall be integrated into the MNSA Program Curriculum and key result areas thereof shall be duly measured.

- Conferment of CES Eligibility.

The following shall be observed for purposes of conferment of CES Eligibility to Filipino students who successfully pass the MNSA program of the NDCP, to wit:

3.1 The Written Examination/MNSA Admission TEST stage -

3.1.1 The CESB shall designate its authorized representative to sit as ex-officio member of the NDCP Board of Admissions to help ensure compliance with the terms and conditions of this Memorandum, subject to existing laws and regulations.

3.1.2 The CESB shall likewise designate its authorized representative to sit as a member of a Technical Examination Committee (TEC) which shall be formed in order to help ensure the harmonization of CESB and NDCP examination processes. The TEC shall be convened before the start of every admission cycle for the MNSA program.

3.1.3 The CESB, together with the NDCP, shall conduct the Written Examination for applicants for the MNSA program which shall incorporate the prescribed materials of the CESB-administered Written Examinations.

3.1.4 For purposes of monitoring and coordination purposes, a copy of the list of successful MNSA applicants shall be furnished to the CESB after compliance with the requirements of posting and publication by the NDCP, pursuant to the MOA.

3.2 The Assessment Center (AC) stage-

3.2.1 The elements of the CES Core Competencies shall be integrated into the MNSA program as one of the modules on National Security Management.

3.2.2 The CESB shall conduct the AC for the NDCP as one of the activities in the Strategic Planning Exercise (SPEX) phase of the MNSA program by providing its pool of Assessors until such time that the NDCP has established their own pool of CESB-accredited Assessors for the MNSA program.

3.3 The Performance Validation stage -

3.3.1 After the MNSA admission process, the Performance Validation of the successful MNSA applicants shall be conducted by the CESB as part of the continuing process within the entire duration of the MNSA program for a particular regular class.

3.3.2 The CESB shall conduct the Performance Validation for the NDCP by providing its pool of Validators until such time that the NDCP is able to establish its own pool of CESB-accredited pool of Validators for the MNSA program.

3.4 The Panel/Board Interview stage -

3.4.1 The elements of the CESB Interview stage shall be incorporated into the deliberation process for candidates for graduation of the MNSA program by providing its Target Selection Interview materials and instruments for the conduct of the Panel/Board Interview.

3.4.2 The CESB shall designate its authorized representative to sit as ex-officio member of the NDCP Academic Board to ensure harmonization of CESB and NDCP processes and to finalize the list of recommended candidates for possible conferment of CES Eligibility.

Only students who have successfully passed the CES Eligibility process as incorporated within the MNSA program may be conferred with CES eligibility during the MNSA graduation ceremony upon approval by the CES Governing Board.

- Prospective Application.

This policy shall have no retroactive effect and the same shall only apply to the current and future MNSA Regular Classes of the NDCP. The word "current" pertains to the students who are undergoing the MNSA program upon the date of the execution of this MOA.

- Transitory Provisions.

To avail of the privileges and/or entitlements provided hereof, the ongoing MNSA Regular Class of the NDCP must undergo all of the stages in the CES eligibility process except the Written Examination stage thereof.

- Separability Clause.

In any section or part of this resolution shall be held to be invalid, the remaining provisions shall be given full force and effect as completely as if part held invalid had not been included therein.

- Repealing Clause.

All existing Career Executive Service rules and regulations, circulars and memoranda inconsistent with this resolution are hereby repealed or amended accordingly.

- Effectivity.

This resolution shall take effect fifteen (15) days after publication in the Official Gazette or a newspaper of general circulation in the Philippines.

- Miscellaneous Provision.

A copy of this resolution shall be furnished to the Civil Service Commission and the Office of the President for purposes of policy and program coordination.

ADOPTED and APPROVED this 15th day of February 2012 in Quezon City, Philippines.

(Sgd.) BERNARDO P. ABESAMIS
Chairperson

FRANCISCO T. DUQUE III
Vice-Chairperson

(Sgd.) PROCESO T. DOMINGO
Member

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

(Sgd.) SUSAN M. SOLO
Member

ANGELITO M. TWAÑO
Member

(Sgd.) SUSANA D. VARGAS
Member

Attested by:

(Sgd.) OCTVIOUS CAESAR D. MACUSI
Acting Board Secretary

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