RECLASSIFYING NEPOTISM AS A GRAVE OFFENSE PUNISHABLE BY DISMISSAL

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Nepotism or prohibited appointments made in favor of relatives in government is a ground for administrative disciplinary action and for criminal prosecution as provided in Section 46 (b) (30) and Section 67, respectively, of Chapter 7, Title I, Book V, of Executive Order No. 292, or the Administrative Code 1987. CSC Resolution No. 89-506 dated July 20, 1989 categorizes the offense as less grave, punishable by suspension of one month and one day to six months for the first offense, and dismissal for the second offense.

Considering the seriousness of the offense, and its adverse implications on the merit system in the civil service, this Commission issued Resolution No. 90-1183 on December 19, 1990 reclassifying Nepotism as a grave offense punishable by dismissal from the service. Accordingly, disciplining authorities should act in conformity with said Resolution in the exercise of their disciplinary power.

This Memorandum Circular shall take effect thirty (30) days after publication in a newspaper of general circulation.

Adopted: 19 Dec. 1990

(SGD.) PATRICIA A. STO. TOMAS

Chairman

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