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ABOLITION OF THE SENIOR CAREER EXECUTIVE OFFICER (CEO) ASSESSMENT PROGRAM PROVIDED UNDER THE REVISED RULES ON ORIGINAL AND PROMOTIONAL APPOINTMENT TO CAREER EXECUTIVE SERVICE OF...

CESB RESOLUTION NO. 721, February 21, 2008

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WHEREAS, Article IV, Part III of the Integrated Reorganization Plan (IRP), as approved by Presidential Decree No. 1 dated September 24,1972, as amended, expressly provides that the Career Executive Service (CES) is created to form a continuing pool of well-selected and development oriented career administrators who shall provide competent and faithful service;

WHEREAS, the above-said law likewise created the Career Executive Service Board (CESB) to serve as the governing body of the CES and is mandated to promulgate rules, standards, and procedures on the selection, classification, compensation and career development of members of the CES;

WHEREAS, in accordance with the aforementioned law, the CESB adopted the Revised Policy on Original and Promotional Appointment to Career Executive Service Officer (CESO) ranks (CESB Resolution No. 453 s. 2002 dated September 10,2002) providing for rules governing the original and promotional appointment of CESOs to ranks;

WHEREAS, the said rules provides for the disassociation of the CESO ranks from the CES positions thereby requiring qualified CES eligibles to start at CESO rank VI and allow CESOs to be promoted to the next higher CESO ranks even if, overtime, they remain to occupy the same CES positions;

WHEREAS, the CES ranking structure provides for six (6) ranks where CESO ranK VI (SG 25) is the lowest and CESO rank I (SG 30) is the highest with CESO ranks HI to I identified as Senior CESOs;

WHEREAS, Section 6, Article II of the Revised Policy on Original and Promotional Appointment to CESO ranks provided that in addition to the requirements for promotions appointment to CESO ranks, a CESO rank IV shall be required to hurdle a screening process established by the CESB prior to their entry to Senior CESO rank III;

WHEREAS, in compliance with the aforementioned policy, the CESB through Resolution No.576, s. 2005 provided for the guidelines in the conduct and administration of the !utl°n Career Executive Officer (CEO) Assessment Program (SCAP) and has adminis-(6) conducts since its implementation in 2005;

WHEREAS, a careful scrutiny of SCAP yields a finding that it does not appropriately sure the managerial capability and competence of CESOs, marked by SCAP's bias Awards CESOs who are articulate;

WHEREAS, the managerial effectiveness of CESOs can be best determined by their oabiiity to perform management function on the job, which is the very essence of CESO rank appointment;

WHEREAS, the competence of the CESOs has already been established when the V passed the rigorous four-stage CES eligibility examination process and after they have been appointed to CESO ranks;

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NOW, THEREFORE, foregoing premises considered, the Board RESOLVES, as it is hereby RESOLVED, to abolish the Senior Career Executive Officer (CEO) Program (SCAP) provided under the Revised Policy on Original and Promotional Appointment to CESO ranks.

RESOLVED, FURTHER, that, henceforth, qualified CESO rank IV candidates may, after compliance with the other requirements prescribed, be recommended by the CESB to the Office of the President for promotion to the next higher CESO rank without need of passing the SCAP.

RESOLVED, FURTHERMORE, that the Office of the President be furnished a copy of this Resolution for its information and guidance.

Adopted: 21 Feb. 2008

(SGD.) HON. BERNARDO P. ABESAMIS

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(SGD.) MA. THERESA C. NICOLAS

Board Secretary

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