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REVISED POLICY ON THE MANDATORY FEEDBACK SESSION FOR ALL ASSESSMENT CENTER (AC) RETAKERS

CESB RESOLUTION NO. 1089, June 13, 2013

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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 to promulgate rules, standards and procedures on the selection, classification, compensation and career development of members of the Career Executive Service;

WHEREAS, Paragraph 5 (a), Article IV, Part III of the Integrated Reorganization Plan, approved under P.D. No. 1 provides that “a person who meets such managerial experience and other requirements and passes such examinations, as may be prescribed by the Board, shall be included in the register of career executive eligibles;”

WHEREAS, the Career Executive Service (CES) Eligibility examination process consists of four stages, namely: 1.) Written Examination; 2.) Assessment Center; 3.) Performance Validation; and, 4.) Board Interview;

WHEREAS, the Assessment Center (AC), which is the second stage of the CES Eligibility Examination is a series of simulation exercises designed to measure an examinee's managerial capability and potential;

WHEREAS, the Board on July 12, 2011 issued Resolution No. 956 which provides for a mandatory feedback session for all Assessment Center (AC) retakers in order to apprise the candidate of his/her performance in the AC prior to the retake and to substantially improve the candidates passing percentage in the AC retake;

WHEREAS, it has been brought to the attention of the Board that there are concomitant risks resulting from the disclosure of the contents and possible courses of action in the AC exercises during feedback which may compromise the integrity of the AC;

WHEREAS, the Board is of the consensus upon its review of Resolution No. 956 supra, that the Assessment Center is not a developmental program but rather a qualifying examination. Hence, feedback on the performance of AC participants may not be warranted and does not serve the purpose and rationale of the AC;

NOW THEREFORE, foregoing premises considered, the Board RESOLVES, as it is hereby RESOLVED, to discontinue the conduct of mandatory feedback for all Assessment Center (AC) retakers.

FRANCISCO T. DUQUE III
Vice-Chairperson

By Authority:

(SGD) NIEVES L. OSORIO

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