

SUPPLEMENTAL GUIDELINES ON THE QUALIFICATION REQUIREMENT FOR COMPETENCY PROFILING AND PORTFOLIO ASSESSMENT

CESB RESOLUTION NO. 991, January 17, 2012

Read online (full-text search, related cases, audio case brief): <https://batas.org/library/efa4a0d8b31e/>

WHEREAS, paragraph 2, Article IV, Part III of the Integrated Reorganization Plan (IRP), as amended, mandated the Career Executive Service Board (CESB) as the governing body of the Career Executive Service (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 1, Book V of the Administrative Code of 1987, provides that the "third level shall cover positions in the Career Executive Service" and the (e)ntrance to the third level shall be prescribed by the Career Executive Service Board";

WHEREAS, the CES Eligibility process is designed to ensure that entry to the Career Executive Service is based on the principle of merit and fitness;

WHEREAS, Paragraph 5 (a), Article IV, Part III of the IRP, as approved under PD 1 provides that, "a person who meets such managerial experience and other requirements and passes examinations as may be prescribed by the Board shall be included in the register of career executive eligibles" and that "(i)n exceptional cases the Board may give unassembled examination for eligibility";

WHEREAS, CESB Resolution No. 791, the Revised Integrated Rules on the Career Executive Service Eligibility prescribes that the CES Written Examination shall be the first stage of eligibility process;

WHEREAS, CESB Resolution No. 957 or the "Rules and Procedures on the Competency Profiling and Portfolio Assessment (CPPA) as an Alternative to the CES Written Examination of the CES Eligibility Process" was adopted in order to make the examination process more responsive and practicable, while ensuring that only those applicants with demonstrated managerial competence needed to succeed in the Career Executive Service shall be considered for CPPA;

WHEREAS, CESB Resolution No. 957 prescribes at least (10) years of managerial experience in a third level position to qualify as an applicant for CPPA;

WHEREAS, the said policy was adopted based on the premise that age is a variable that affects candidate's performance in the Written Examination Process, and that it should be considered, together with considerable managerial and supervisory experience in exacting candidates for CPPA;

WHEREAS, data on the age of officials at the time of initial appointment to a third level position show that seventy-nine percent (79%) of officials were appointed at the age of 41-59; twenty-one percent (21%) of which is within the age range of 41-46, another thirty-two percent (32%) is within the age range of 47-52, and another twenty-six percent (26%) is within the age range of 53-59. The mean age of appointees is over 49 years old;

WHEREAS, given the above statistics, it may be inferred that half of the officials appointed to CES positions

were and will probably be appointed at the age 50 and may qualify for CPPA at the age of 60 years old - a near-retirement age;

WHEREAS, in order to make the program more relevant to the majority of our stakeholders and effective in serving goal of the Career Executive Service, the Board deems it necessary to consider applicant's age and considerable years managerial and supervisory experience in the government service, not necessarily in the third level to qualify for CPPA;

WHEREFORE, considering the above premises, the Board RESOLVES AS IT IS HEREBY RESOLVED to amend Article 2. Qualifications of Applicants for Portfolio Assessment, as follows:

* * *

"Article 2. QUALIFICATIONS OF APPLICANTS FOR PORTFOLIO ASSESSMENT

-

At least 10 years of managerial experience in the third level, or an aggregate of 10 years of managerial and supervisory experience in the government service may be considered;

-

Finished a Masteral degree in public administration, management, business administration, finance, or any of the technical fields of the agency's concern or higher;

-

Have shown consistent outstanding performance as exemplified by his/her significant contributions and outstanding accomplishments and managerial behavior; and

-

Have been nominated or endorsed by the Department Secretary or Head of Office in the case of applicants from GOCCs"

Consequently, the documentary requirements as stipulated in Article 3.2.4. shall be amended as follows:***
"CESPES/ Performance Rating of Outstanding of at least three years within the past five years"

* * *

APPROVED this 17th day of January 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

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at <https://batas.org>

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.