

**[ CESB RESOLUTION NO. 815, September 10, 2010 ]**

**FAMILY/HOME VISIT PRIVILEGE FOR INCUMBENTS OF CAREER EXECUTIVE SERVICE (CES) POSITIONS**

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 mandates the Board to promulgate rules, standards and procedures on the compensation of members of the Career Executive;

WHEREAS, the same law provides that members of the Career Executive Service shall be compensated according to rank and shall be provided with attractive salaries, fringe benefits and reasonable allowances;

WHEREAS, assignment to work stations away from their homes and families is common among incumbents of CES positions since they are bound by the mobility principle enshrined in Article IV, Part III of the Integrated Reorganization Plan (IRP), as approved by Presidential Decree No. 1;

WHEREAS, the institution of a family/home visit privilege is in line with the government's thrust of promoting the values of professionalism and humanism in the bureaucracy, as it aims to soften the impact of displacement of an affected official as a result of his/her being assigned in a work station away from his domicile and family;

WHEREAS, the family/home visit privilege is a complementary policy measure to the principle of mobility in the 3rd level as enshrined in the IRP which provides that "Any provision of law to the contrary notwithstanding members of the Career Executive Service may be reassigned or transferred from one position to another; provided that such reassignment or transfer is made in the interest of public service and involves no reduction in rank or salary; provided, further, that no member shall be reassigned or transferred oftener than every two years; xxx"

WHEREAS, Section 31, Chapter 5, Title 1-A of the Administrative Code of 1987 (Executive Order No. 292) provides that "Section 31. Career and Personnel Development Plans. - Each department or agency shall prepare a career and personnel development plan which shall integrate into a national plan by the Commission. Such career and personnel development plans shall include provisions on merit promotions, performance evaluation, in service training including overseas and local scholarships and training grants, job rotation, suggestions and incentive award systems, and such other provisions for employees' health, welfare, counseling, recreation and similar services."

WHEREAS, displacement is a recognized plight in the CES which impacts on the emotional, psychological health and well being of the official who is away from his