

[CESB RESOLUTION NO. 1100, June 13, 2013]

**AMENDATORY GUIDELINES TO THE PERFORMANCE RATING
REQUIREMENTS FOR ORIGINAL APPOINTMENT TO, AND
ADJUSTMENT IN, RANK**

WHEREAS, Presidential Decree No. 1 dated September 24, 1972 created the Career Executive Service Board (CESB) to serve as the governing body of the CES and mandated it to promulgate rules, standards, and procedures on selection, classification, compensation, and career development of members of the CES;

WHEREAS, CESB Resolution No. 817 s. 2009 amended CESB Resolution No. 798 s. 2009 by providing that the Board shall recommend a CES Eligible for appointment/adjustment in CES rank provided he/she has a performance rating of at least "Very Satisfactory" in his/her previous position for the year immediately preceding his/her appointment/adjustment in CES rank, removing thus the one (1) year incumbency requirement for appointment/adjustment in CES rank; and

WHEREAS, in its July 8, 2013 meeting, the Board revisited the performance rating requirements for original appointment and adjustment to rank, and deemed that amendments thereto are necessary to assist the Board in assessing and evaluating the competence, fitness, maturity, and preparedness of said CES eligible for the concomitant responsibilities of the position as well as of the rank to be conferred.

NOW THEREFORE, foregoing premises considered, the Board **RESOLVES**, as it is hereby **RESOLVED**, that as a requirement for original appointment to CES rank of a CES Eligible in government service, said CES Eligible must have obtained a performance rating of at least "Very Satisfactory" for three (3) consecutive years prior to the year for which he/she is being considered for original appointment to CES rank;

RESOLVED FURTHER, that as a requirement for original appointment to CES rank for one coming from the private sector who is initially appointed to a CES position, he/she must have at least one (1) year incumbency in his/her present CES position before he/she can be recommended for an adjustment in CES rank, and he/she must have obtained a rating of at least "Very Satisfactory" in the CES position he/she is currently occupying during said required 1-year incumbency; and

RESOLVED FURTHER, that as a requirement for adjustment in CES rank, a CESO must have obtained a rating of at least "Very Satisfactory" in the CES position he/she is currently occupying for the year immediately preceding his/her adjustment in CES rank, provided that he/she has been in his/her current position for one (1) - year.

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Vice-Chairperson