

**[ CESB RESOLUTION NO. 483, May 29, 2003 ]**

**CLARIFICATORY GUIDELINES ON THE IMPLEMENTATION OF THE  
NEW RULES ON ASSESSMENT CENTER (AC) RETAKE**

WHEREAS, Article IV, Part III of Presidential Decree No. 1, as amended, dated September 24, 1972, provides for the creation of the Career Executive Service Board to serve as "the governing body of the Career Executive Service" and mandated it to "promulgate rules, standards, and procedures on selection, classification, compensation and career development of members of the Career Executive Service;"

WHEREAS, the same law 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 Board passed CESB Resolution No. 459, s. 2002 adopting a four-stage examination process for conferment of Career Executive Service Eligibility, namely: 1) Management Aptitude Test Battery (MATB); 2) Assessment of Managerial Capability and Competence or Assessment Center; 3) Interview by the Board; and, 4) Validation of Performance on-the-job;

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, under the old policy on AC retake, the Board, through CESB Resolution No. 137, s. 1996, allows examinees who fail in the Assessment Center for the first time to go through AC for the second time at their own expense and upon the recommendation of DAP. However, an examinee who fails the AC for the second time will have to go back and retake the MATB before he/she can be allowed to take the AC again;

WHEREAS, the new rules on AC retake provides that, "An applicant shall be allowed to take the Assessment Center only three (3) times after which he/she shall be disqualified from continuing the examination process."

WHEREAS, in view of the revised rules on CES Eligibility and inasmuch as there are applicants for CES eligibility who have taken the AC under the old policy, there is a need to come up with clear cut guidelines on the implementation of the new policy on AC retake;

NOW, THEREFORE, the above-mentioned premises considered, the Board RESOLVES, as it is hereby RESOLVED, that the following clarificatory guidelines in the implementation of the new rules on Assessment Center retake shall be adopted by the Board pursuant to the 1st paragraph of Section 4, Article IV of the Revised Rules on CES Eligibility (CESB Resolution No. 459, s. 2002);