



RETROSPECT

2021 Career Executive Service Board Annual Report



resilience 4.0

COURAGE, AGILITY AND FUTURE-READY LEADERSHIP



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Message from the Executive Director



A governance context that is characterized by disruption, volatility, uncertainty, complexity, ambiguity, and diversity continues to drive us to think of innovative ways to deliver our mandate. In 2021, we have reexamined our policies, programs, and systems to better serve the Career Executive Service (CES) community. We have also responded to emerging stakeholder wants and needs. Likewise, we have committed more deeply to creating a more accessible and equitable delivery of our services

We quickly adapted to new ways of delivering our services. Moving forward, our blended learning programs will be an essential model for our Leadership and Management Proficiency Program or LAMPP. Our learning management systems have also been redesigned to meet learners where they are.

In closing the book of another historic year, we are reminded that history is marked by the accomplishments of many empowering leaders and of the innovative individuals who took great risks - but those people were always part of TEAMS. This Annual Report highlights the fact that through our UNITY and SYNERGY - as one CES Team and one CES family - the work of promoting and strengthening the CESO brand of leadership is accomplished.

We are extremely grateful for our loyal and generous learning and institutional partners who make much of our work possible. As always, thank you for being part of our vision to raise the level of professionalism and careerism in the third level.

Ecclesiastes chapter 4 verse 9 and 12 says, "Two are better than one and a threefold cord is not quickly broken". Indeed, through UNITY and SYNERGY, nothing is impossible. And while we know that there will still be many challenges ahead, we move forward with enthusiasm and optimism for what 2022 has in store for us. Working together this past year has been a pleasure and I'm proud to have you all with us.

MARIA MARCY COSARE-BALLESTEROS, CESO II

Executive Director

2021 @ a glance

The Career Executive Service Board (CESB) is the governing body of the Career Executive Service (CES). It is mandated to promulgate rules, standards, and procedures on the selection, classification, compensation, and career development of members of the CES.

Under Republic Act No. 11518, the General Appropriations Act for Fiscal Year 2021, the CESB contributes to the sectoral outcome of having a people-centered, innovative, clean, efficient, effective, and inclusive delivery of public goods and services. To achieve this goal, the CESB aims to strengthen merit and fitness system and sustain a pool of competitive Career Executive Service Officers (CESOs). The CESB's target is to ensure that at least half of CES positions are occupied by CESOs and CES Eligibles or 50% CES Occupancy Rating to ensure merit and fitness in the third level.

52.43%

1,034 of 1,972 CES Positions are occupied by CESOs and CES Eligibles



479



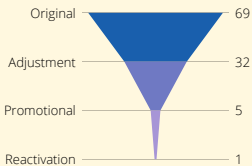
555

Career Executive Screening and Development Program

CES Eligibility Process and Appointment to/ Promotion in CES Rank

107

applications for Rank Appointment/ Promotion Processed within one (1) month of submission of complete documents



45



62

161

Candidates conferred with CES Eligibility



70



91

CES Capacity Building

99.64%

Percentage of participants that provided a rating of at least very satisfactory or higher on the training programs conducted

79



32



47

CESOs and CES Eligibles completed Leadership and Management Proficiency Program

17

Training Events conducted

Legend: female Male

CES Performance Management and External Relations

100% Percentage of officials with complete ratings processed within thirty (30) days after closing of online submission

12 Strategic Conversation Sessions with NGAs conducted

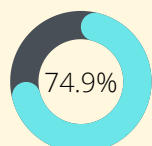
14 12 Monthly e-Public Manager Newsletter published
2 Quarterly Public Manager Magazine posted online

9 Requests for endorsement for Executive Placement processed

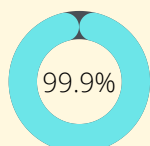
2 Presidential Gawad CES Winners conferred by the President

4 CES Very Innovative Person (VIP) and Outstanding Cost-Effective Officer (CEO) Awardees recognized

General Administration and Support



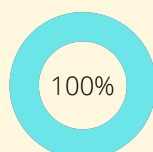
Obligations Budget Utilization Rate



Disbursement Budget Utilization Rate



Compliance with Budget and Financial Accountability Report Submission



Compliance with Financial Report Submission to the Commission on Audit



Completion of building and equipment improvements



COVID-19 Vaccination Rate

Support to Operations

5 New Policies formulated

- CESB Resolution No. 1579, "Guidelines on the Portfolio Assessment for the Career Executive Service (PACES) Eligibility Process", (22 February 2021);
- CESB Resolution No. 1580, "Classifying the Positions of Executive Director V, Deputy Executive Director IV, and Two (2) Director III in the Office for Alternative Dispute Resolution (OADR) as Career Executive Service (CES) Positions and the Attorney V Position Therein as a Non-CES Position", (18 March 2021);
- Presidential approval of Executive Order (E.O.) No. 145 entitled, "AMENDING EXECUTIVE ORDER NO. 771, SERIES OF 1982, GRANTING CAREER EXECUTIVE SERVICE OFFICER RANK TO GRADUATES OF THE NATIONAL DEFENSE COLLEGE OF THE PHILIPPINES AND OTHER RELATED PURPOSES" as prepared by the Secretariat and endorsed by the CES Governing Board, (03 August 2021);
- CESB Resolution No. 1604, "Application Fee for the Portfolio Assessment for the Career Executive Service (PACES) Eligibility Process", (12 August 2021); and
- CESB Resolution No. 1612, "Classifying the Director General, Head Executive Assistant, and Two (2) Attorney VI Positions in the Anti-Red Tape Authority (ARTA) as Non-Career Executive Service (non-CES) Positions, and the Three (3) Deputy Director General and Five (5) Director IV Positions therein as CES Positions", (30 September 2021).

2 Performance Review and Planning Sessions conducted

Other Accomplishments



The CESB retained its ISO 9001: 2015 Quality Management System Certification in a recertification audit conducted on 27 November with the following best practices:

Commendable

1. The consistent support and participation of the top management in the implementation of the QMS.
2. The Homegrown Program- Training Events and Learning Management System, implemented in November 2020, which covers the following process of events management:
 - a. Registration;
 - b. Posting of payment; and
 - c. Updating of learning materials.
3. The awareness and knowledge of employees on the requirements of ISO 9001 standard and internal management system documentation.
4. The detailed process implementation with complete and readily available documents.
5. The implementation of the following for customer satisfaction:
 - a. On-line survey; and
 - b. Immediate reaction for concerns raised by issuing a Request for Action Report (RAR) for concerned section.

Good Practice

1. The Improvement of Eligibility and Rank Appointment Division workspace area.
2. The documented competency of employees, i.e., individual profiling – CBS.

IMPORTANT EVENTS

2021

JANUARY

- 6-8** Strategic Planning Workshop
- 22** Online Workshop on Panel Interview and Performance Validation On-the-job

FEBRUARY

- 3-5** Paglaum Training Workshop
- 9** 2021 Strategic Conversations Kick-off with Department of Education - Region 7
- 10** 1st Quarter Human Resource (HR) Managers' Fellowship Meeting and Learning Session
- 15** Appointment by President Rodrigo Roa Duterte of Ms. Maria Marcy Cosare-Ballesteros as Executive Director
- 26** 2021 CES Leadership Conclave Inaugural Session with the theme, "Resilience 4.0: Courage, Agility, and Future-Ready Leadership"

MARCH

- 16, 19 & 23** Strategic Conversations with DepEd Central Office, Region 1, and Region 11
- 30** First Online Wellness Program

APRIL

- 14** 2nd Quarter HR Managers' Fellowship Meeting and Learning Session
- 21** Paglaum Training Workshop

MAY

- 3-24** 43rd Salamin-Diwa ng Paglilingkod Session
- 4-5** Mock Assessment Center
- 15** Inter-Agency Task Force Approval of the Conduct of the Blended CES Written Examination (WE) and Assessment Center (AC)

JUNE

- 10, 18, & 21** Strategic Conversations with National Meat Inspection Service, Philippine Fiber Development Authority, and National Economic and Development Authority
- 26** First Blended CES WE
- 29-30** 2nd Public Leaders' Summit with the Theme, "Leading Change with Impact"





JULY

3 & 17 First Blended AC

5, 6, 7, 9 & 22 Strategic Conversations with Securities and Exchange Commission, National Commission for Indigenous Peoples, DepEd-MIMAROPA, Department of Information and Communications Technology, and Bureau of Customs

16 Launching of Project Youman, in collaboration with Aboitiz Equity Ventures

AUGUST

44th Salamin-Diwa ng Paglilingkod Session **6-31**

Conferment of 2nd Semester 2020 CES Very Innovative Person Award to DepEd Schools Division Superintendent (SDS) Alejandro G. Ibañez, SDS Romelito G. Flores, and DENR Regional Director Arleigh J. Adrable and Outstanding Cost Effective Officer Award to National Kidney and Transplant Institute Deputy Executive Director Nerissa M. Gerial **12**

3rd Quarter HR Managers' Fellowship Meeting and Learning Session **18**

SEPTEMBER

3-27 40th Gabay ng Paglilingkod Session

24 2021 CES Leadership Conclave

OCTOBER

45th Salamin-Diwa ng Paglilingkod Session **12**

Strategic Conversations with DepEd Officials **11**

Blended CES -WE **9 & 23**

Blended AC **16 & 30**

NOVEMBER

5 Strategic Conversations with Philippine Statistics Authority

6 & 20 Blended CES AC

9-12 CES Lifelong Learning for Leadership Congress

15 41st Gabay ng Paglilingkod Session Opening

13 & 28 Blended CES WE

27 ISO External Recertification Audit

29 Mass and Partners' Appreciation Day

DECEMBER

Blended CES AC **4 & 18**

Blended CES WE **11**

4th Quarter HR Managers' Fellowship Meeting and Learning Session **16**

Year-end Performance Review **19-21**



Breakthroughs

CES Eligibility Process in the New Normal: THE BLENDED WRITTEN EXAMINATION AND ASSESSMENT CENTER



The COVID-19 tested the CESB Secretariat's agility to continue the four-stage Career Executive Service (CES) Eligibility examination processes, namely: Written Examination (WE), Assessment Center (AC), validation of on-the-job performance, and Panel Interview amid the physical restrictions, while ensuring the integrity and confidentiality of test material and the reliability in test administration.

On January 22, 2021, the Eligibility and Rank Appointment Division (ERAD) kicked-off the year with an online training program entitled, "Shifting to Online Performance Validation and Panel Interview Process". The program aimed to provide a venue to discuss lived experiences, current practices, concerns, and insights in using online platforms and propose new guidelines, tools, and procedures apt for the conduct of online Targeted Selection Interview and evaluation of On-the-Job Performance.

Anticipating the approval of the Inter-agency Task Force (IATF) for the Management of Emerging Infectious Diseases, the CESB Secretariat conducted a mock AC on May 4-5, 2021 to simulate the conduct of a blended AC methodology. Under this set-up, the assessors are located remotely, while, the candidates and the administrators will be in separate rooms within the AC Resource Center.

Through Resolution No. 115 dated 13 May 2021, the IATF approved the conduct of the CES WE and the AC provided that the prescribed protocols and minimum public health standards shall be strictly observed. The Secretariat resumed the conduct of CES WE on June 26, 2021 and AC on July 3, 2021 and every other Saturday and Sunday thereafter whenever the level of quarantine restriction allows.

By the end of 2021, the CESB Secretariat has completed the conduct of eight (8) blended CES WE with 65 participants and eight (8) blended AC with 48 examinees. It has also processed the validation of on-the-job performance of 91 CES Eligibility candidates, and the conduct of Panel Interview for 205 CES Eligibility candidates resulting in the conferment of CES Eligibility to 161 candidates.



Breakthroughs

Experiential Learning: THE CAPSTONE LEARNING INTEGRATION MODULE

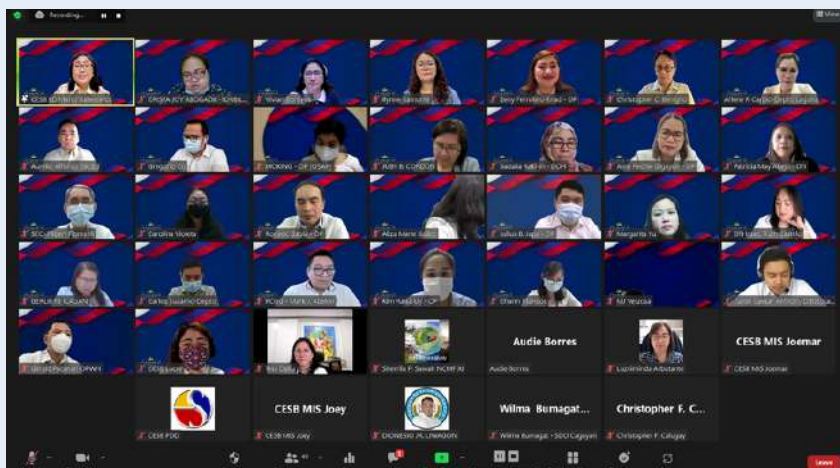


The Professional Development Division (PDD) continues to spearhead the CESB's learning and development (L&D) program, namely: the CES Leadership Conclave, the Paglaum Training Workshop, the Human Resource Managers' Fellowship Meeting and Learning Session, the Work-Life Balance and Wellness Program, the Public Leaders Summit (PLS), and its banner core program, the Leadership and Management Proficiency (LAMP) Program, completing 17 L&D events by end of 2021. Like in 2020, these programs were delivered via virtual platform due to the restrictions on physical distancing brought about by the COVID-19 pandemic.



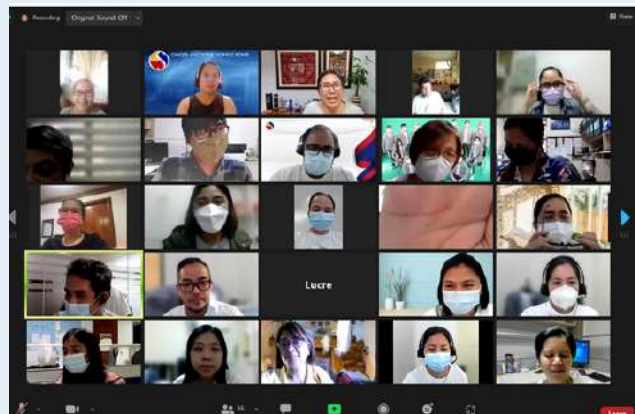
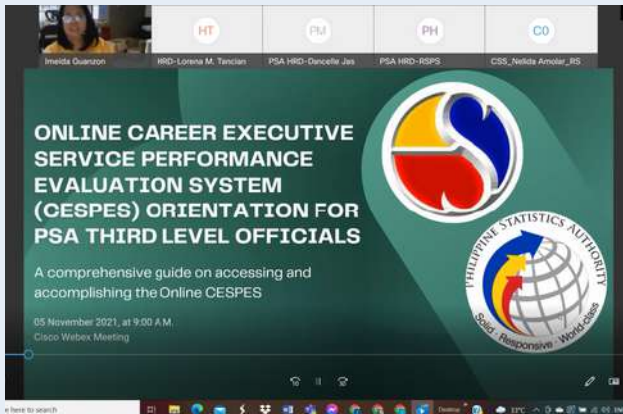
One of the milestones of this year's L&D is the resumption of the Salamin-Diwa ng Paglilingkod, which was temporarily suspended in 2020 because of the need to redesign the Community Engagement Module (CEM) as its terminal module. The CEM provides Career Executive Service Officers (CESOs) with a unique experience that binds the CES as one community. Built on experiential learning approaches, the CEM harnessed structured processes and action research methods and tools in a contrived and chosen community to validate, deepen and more meaningfully shape their leadership and managerial competencies in performing their key role in governance and development.

In order to achieve the goals of the CEM while ensuring observance of the health protocols, the PDD went to the drawing board to stage the CLIM or the Capstone Learning Integration Module. Under the CLIM, learners collaborate as Study Teams to produce Capstone Policy Papers – the “crowning achievement” culminating their e-SALDIWA learning pathway experience. The capstone paper encapsulates a comparative assessment of policy alternatives and proposals to issues, problems, and challenges affecting governance and development. At the end of the CLIM, the scholarly papers are presented in a formal revalida before the class and a panel of reactors in a plenary.



Breakthroughs

Keeping Connections: THE REVIVAL OF STRATEGIC CONVERSATIONS



In this pandemic, the CESB made sure to keep its brand of service and that we remain close to our stakeholders despite physical distance. In 2021, we revived the Strategic Conversations (StratCon), a venue to discuss various issues and foster stronger ties within the CES Community. Initially launched in 2008, the StratCon played a pivotal role in formulating policies and programs and in strengthening the various associations of CESOs in the different regions and agencies.

The 2021 StratCon is centered on strengthening the CESB's performance management and recognition programs by leveling-off with the CES officials concerning possible issues in its implementation. The initiative is in line with the Board's directive to assist the agencies in preparing their Performance Contract and Review Form (PCRF), making it more transparent, progressive, and relevant.

After its pilot implementation on February 9, 2021 with the Department of Education - Region 7, the CESB has conducted 11 more StratCons which were participated by over 600 CES officials and rank-and-file employees.



CESCON 2021

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COURAGE, AGILITY AND FUTURE-READY LEADERSHIP



The 4-day Lifelong Learning for Leadership Congress (CESCON) conducted on November 9 – 12, 2021 highlighted the 48th Founding Anniversary of the Career Executive Service (CES), with no less than President Rodrigo Roa Duterte gracing its opening ceremony.

Breakthroughs

The 48th CES Anniversary

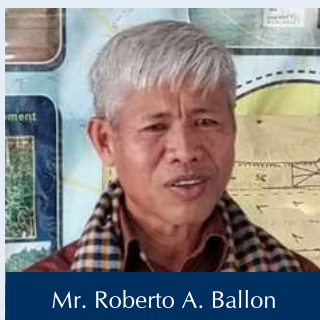
THE CES LIFELONG LEARNING FOR LEADERSHIP CONGRESS HIGHLIGHTS



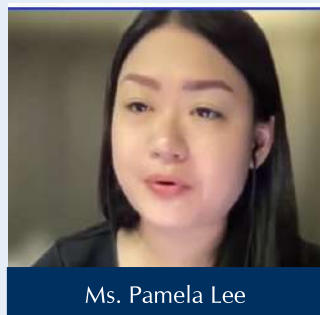
Prior to the President's message, CESB Executive Director Maria Marcy Cosare-Ballesteros, CESO IV provided in her welcome remarks an overview of what to expect during the 4-day event. Meanwhile, Career Executive Service Board and Civil Service Commission Chairperson Alicia dela Rosa-Bala delivered an inspirational message and administered the oath for the 111 new CES eligibles.

The President's presence was followed by two keynote speakers: 2021 Ramon Magsaysay awardee Roberto 'Ka Dodo' Ballon and Director of Singapore's Public Service Division, Ms. Pamela Lee. For the opening learning session, Former CESB Executive Director and now Chief Operating Officer of the Tourism Promotions Board, Atty. Maria Anthonette V. Allones, CESO I, discussed how we could leap into the future using the resilient framework given the current challenges.

The first plenary session focused on the building blocks of resilient organization, such as people, culture, and leadership. facilitated by the following eminent speakers: Clinical psychologist, academican, and mental health advocate Dr. Violeta V. Bautista, Former CES Governing Board Member Dr. Serafin Talisayon, and Former Senator Orlando S. Mercado.



Mr. Roberto A. Ballon



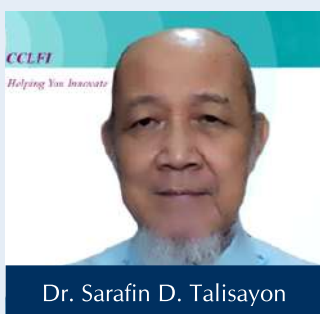
Ms. Pamela Lee



Atty. Maria Anthonette V. Allones, CESO I



Dr. Orlando S. Mercado



Dr. Serafin D. Talisayon



Dr. Violeta V. Bautista

Day 2 showcased government programs and innovations with speakers, Department of Science and Technology Undersecretary Rowena Guevarra, Mayor Bernard Faustino Dy of Cauayan City, Isabela. Atty. Luis Meinrado C. Pañgulayan, Undersecretary of the Department of Agrarian Reform, and Dr. Rafaelita Aldaba, Undersecretary of the Department of Trade and Industry. It ended on a high note by celebrating the 79 CES eligibles who graduated from the virtual LAMPP despite the many challenges brought by the COVID-19 pandemic.



Engr. Rowena Christina L. Guevara, CESO I



Mayor Bernard Faustino M. Dy



Atty. Luis Meinrado C. Pañgulayan, CESO I



Dr. Rafaelita M. Aldaba

Day 3 aimed to spark agility through an agility power workshop led by Ms. JV Wong of the People Ignite, Inc. Before day 3 closed, CES retirees were given due recognition for their lifetime of public service.



Ms. JV Wong



Mr. Sabin M. Aboitiz

The learning sessions during the final day of the 2021 CESCO focused on lessons which may serve as everyday leadership toolkit. Its powerhouse speakers include Aboitiz Group President and Chief Executive Officer Sabin M. Aboitiz, Mr. David R. Hardoon, Managing Director of the Aboitiz Data Innovation and Senior Advisor of the Union Bank of the Philippines, Human Resource Innovations and Solutions (HURIS) consultants Albert Entao Jr., Mr. J. Edgardo Sabat, and Mr. Allan Allas.



Mr. David R. Hardoon



Mr. Alberto I. Entao



Mr. J. Edgardo Sabat



Mr. Allan Allas

Breakthroughs

The 48th CES Anniversary

THE CES LIFELONG LEARNING FOR LEADERSHIP CONGRESS HIGHLIGHTS

The closing ceremony was a celebration and recognition of public service excellence. President Duterte once again honored the 2021 CES Congress with his virtual presence to confer the 2020 Gawad CES to Presidential Communication Operations Office Undersecretary Michel Kristian R. Ablan and Intellectual Property Office Director Lolibeth R. Medrano.

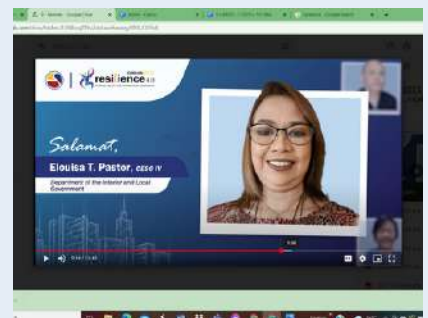
Also witnessed during the closing ceremony is the tribute for Chairperson Bala, whose fixed term ended on February 2, 2021. A 2012 Gawad CES Awardee, Chairperson Bala devoted more than 40 years of her life in public service, which she believes to be both a calling and a privilege.

As a fitting closure to the 2021 CES Congress, Center for Asia Leadership Initiatives Founder and President Mr. Samuel Kim challenged the participants to choose to lead a growth-oriented organization, which can face the future with confidence, ergo future-ready.

The congress would have not been complete without the anniversary greetings or "pagbati" of CES partners and members of the CES Community, the CES Conference Dance Challenge, and the virtual tour video at the start of each session and the wellness sessions facilitated by Ms. Carol T. Tongco in between sessions.

Actress and motivational speaker Issa Litton hosted the 4-day event, which also featured performances by Serenata, Malaya Dance Theater, and The Company.





Breakthroughs The 48th CES Anniversary

THE CES ANNIVERSARY CULMINATING ACTIVITY

The Career Executive Service Board concluded the celebration of the 48 successful years of the Career Executive Service (CES) with thanksgiving during the CES Anniversary Thanksgiving and Healing Mass in the morning, which was followed by a Partners' Appreciation Day in the afternoon of 29 November 2021.

Father Jerry Orbos officiated the CES Thanksgiving and Healing Mass, via zoom and streamed through Facebook live.

Before nightfall, the CESB braved another unknown as it conducted its first hybrid event for the CES Partners' Appreciation Day and Victory Dinner live at the Makiling 2 Ballroom of Park Inn by Radisson North EDSA and streamed via Zoom.

Civil Service Commission and CES Chairperson Alicia Dela Rosa-Bala, CESO I welcomed the almost 200 virtual and live guests. In her message, Chairperson Bala enunciated the value of partnership in the time of the pandemic.

Over a hundred awards were given to various CES partners, who were recognized for being: Outstanding CESB Assessors; Outstanding CESB Validators; Top Agencies in CESPES Compliance; Top Agency partners for timely and consistent submission of CES Occupancy Reports; Financial and Administrative Division Individual and Institutional Partners; 2021 CES Lifelong Learning for Leadership Congress partners; Contributors to the Development of the CES Compassion Project Video; CESB Secretariat Vaccination Program Partner; and 2020 Gawad CES Committee on Awards Members.





As the event came to a close, Executive Director Ballesteros thanked the CES Governing Board, her fellow CESOs and eligibles, institutional and individual partners, and the CESBies, who made the CESB's first hybrid event successful. She pointed out the CES partners' contributions in the realization of its mandates and purpose, which is to provide continuity and stability in government, especially in this time of the pandemic. She also mentioned how the unprecedented challenges led her to find greatest inspirations from the CESBies whose energy and enthusiasm ensure that the CES programs run efficiently. She also expressed her admiration to the resilience shown by the CESOs and eligibles that allowed them to rise above the governance challenges during the pandemic which led her to conclude, "no matter what the past two years have presented, we have persevered together as a community and came out stronger."



The opening and awarding ceremonies were made more colorful and entertaining by the music of the G7 Band and Ms. Darlene Brioso, who also sang the Philippine National Anthem. As the formal activity came to an end, the CESBies and its partners continued the celebration with conviction and commitment for more years of partnership for the service of the CES community and the Filipino people.

Her contributions that carved into CES History

CESB SIGNIFICANT POLICY RESOLUTIONS FROM OCTOBER 2015 - FEBRUARY 2022

- 1342. Guidelines On Mandatory Drug Test As A Requirement For Conferment Of Career Executive Service (CES) Eligibility And Appointment To/Adjustment Of/ Promotion In/Reactivation Of CES Rank
- 1354. Revised Policy On The Admission Requirements Of The Career Executive Service Written Examination (CES WE)
- 1362. Revitalizing The CESO Pool As The Government Executive Resource Pool And Providing Guidelines Therefor
- 1370-(A). Adjusting The CESPES Calendar From An Annual Rating Period To A Semestral Rating Period
- 1370. Affirming the Reconstitution of the Three-Member Panel of Interviewers in the Interviewers in the Interview Stage of the Career Executive Service (CES) Eligibility Examination Process
- 1445. Revised Guidelines on Strengthening Performance Accountability Through the Enhanced Career Executive Service Performance Evaluation System (CESPES)
- 1446. Amending Sections 4 to 8 of CESB Resolution No. 1281, "Supplemental Policy on the CES Accreditation and Equivalency System (CESAES)", and Providing for the Amendatory Policy on the CES Accreditation System
- 1447. Amending Section 9 of CESB Resolution No. 1281, "Supplemental Policy on the CES Accreditation and Equivalency System (CESAES)," and Providing for the Amendatory Policy on the CES Equivalency
- 1464. Guidelines on Secondment of Career Executive Service Officers (CESOs), Third Level Eligibles and Officials/Employees Occupying Second Level Executive/Managerial Positions
- 1478. Amending Section 4.2 of CESB Resolution No. 1447 "Supplemental Policy on the CES Accreditation and Equivalency System," By Removing the Five-Year Validity Requirement of Training Programs Submitted for Equivalency and Recognition of Prior Learning (ERPL) By Career Executive Service Officers
- 1516-A. Revised Omnibus Policies on Rank Appointments in the Career Executive Service (CES)
- 1516-B. Amending Section 3 of CESB Resolution Number 726, Series of 2008, ("The Revised Guidelines on the Reactivation of Career Executive Service (CES) Ranks")
- 1579. Guidelines on the Portfolio Assessment for the Career Executive Service (PACES) Eligibility Process
- 1639. Implementing Guidelines of Executive Order No. 145 (s. 2021), Entitled, "Reinforcing the Policy on the Grant of Career Executive Service Officer Rank to Graduate of the National Defense College of the Philippines, Further Amending Executive Order No. 696 (s. 1981), as Amended for the Purpose"



A 2013 Gawad Career Executive Service (CES) awardee, Alicia Dela Rosa-Bala's 46 years in government service is marked by significant contributions to the CES and to public service in general. A champion of social welfare development, her leadership was key in founding institutional reforms within the department and the social protection sector aimed at improving service delivery.

As Chairperson of the CES Governing Board, she championed policies that are development-focused, ensuring that it achieves the mandate of the CESB to create a continuing pool of well-selected and development-oriented career leaders by providing opportunities for individuals to grow, develop, and eventually pass the standard of competence and excellence required of a CESO.

AUDITED FINANCIAL STATEMENTS

as of December 31, 2021

STATEMENT OF FINANCIAL POSITION

	2021	2020 (as restated)
ASSETS		
Current Assets		
Cash and Cash Equivalents	37,024,814.63	31,504,806.29
Receivables	1,297,189.28	1,092,394.24
Inventories	9,764,972.97	8,572,831.88
Other Current Assets	433,396.90	311,735.04
Total Current Assets	48,520,373.7	41,481,767.45
Non - Current Assets		
Investments	47,000.00	47,000.00
Property, Plant and Equipment	38,238,023.40	34,224,897.93
Intangible Assets	1,427,691.11	1,993,103.63
Total Non-Current Assets	39,712,714.51	36,265,001.56
TOTAL ASSETS	88,233,088.29	77,746,769.01
LIABILITIES		
Current Liabilities		
Financial Liabilities	1,945,521.61	2,810,686.85
Inter-agency Payables	640,272.30	549,176.42
Trust Liability	223,548.49	240,138.00
Total Current Liabilities	2,809,342.40	3,600,001.27
Non-Current Liabilities		
Other Deferred Credit	10,645.98	10,645.00
Total Non-Current Liabilities	10,645.98	10,645.00
TOTAL LIABILITIES	2,819,988.38	3,610,646.27
Total Assets less Liabilities	85,413,099.91	74,136,122.74
NET ASSETS/EQUITY		
Accumulated Surplus/(Deficit)	85,413,099.91	74,126,121.76
Total Net Assets/Equity	85,413,099.91	74,126,121.76

STATEMENT OF FINANCIAL PERFORMANCE

	2021	2020 (as restated)
REVENUE		
Service and Business Income	10,902,080.00	10,505,443.57
Total Revenue	10,902,080.00	10,505,443.57
Less: Current Operating Expenses		
Personal Services	39,786,514.00	34,617,193.11
Maintenance and Other Operating Expenses	37,461,662.48	31,492,791.48
Financial Expenses	100.00	1,510.00
Non-Cash Expenses	5,373,846.24	4,737,358.23
Total Current Operating Expenses	82,622,122.72	70,848,852.82
Surplus (Deficit) from Current Operation	(71,720,042.72)	(60,343,409.25)
Net Financial Assistance/Subsidy	83,007,020.87	62,853,603.74
Losses	-	(1,049,308.52)
Surplus (Deficit) for the Period	11,286,978.15	1,460,885.97

STATEMENT OF CHANGES IN NET ASSESTS/EQUITY

	2021	2020 (as restated)
Balance as at January 1	74,402,039.5	74,182,186.18
Changes in accounting policy		
Prior Period Adjustments	(275,917.74)	(1,460,950.39)
Restated balance	74,126,121.76	72,721,235.79
Add/(Deduct):		
Changes in Net Assets/Equity for the Calendar Year		
Surplus/Deficit for the Year	11,286,978.15	1,460,885.97
Others- *1		(56,000.00)
Balance at December 31	85,413,099.91	74,126,121.76

*1- Direct adjustment to Net Assets/Equity which are not revenues or expenses (e.g. cancellation and nreplacement of prior year check staled directly charged to Accumulated Surplus/(Deficit))

STATEMENT OF BUDGET AND ACTUAL AMOUNT

Particulars	Budget Amounts		Actual Amounts on Comparable Basis	Difference Final Budget and Actual
	Original	Final		
RECEIPTS				
Tax Revenue	-	-	-	-
Services and Business Income	-	-	-	-
Assistance and Subsidy	-	-	-	-
Shares, Grants and Donations	-	-	-	-
Gains	-	-	-	-
Others	-	-	-	-
Total Receipts	-	-	-	-
PAYMENTS				
Personnel Services	33,020,000.00	40,611,463.38	37,946,449.29	2,665,014.09
Maintenance and Other Operating Expenses	46,837,000.00	49,035,533.64	34,750,845.43	14,284,688.21
Capital Outlay	9,772,000.00	9,772,000.00	8,648,516.19	1,123,483.81
Financial Expenses	4,000.00	4,750.00	-	4,750.00
Others				
Total Payments	89,633,000.00	99,423,747.02	81,345,810.91	18,077,936.11
NET RECEIPTS/(PAYMENTS)	(89,633,000.00)	(99,423,747.02)	(81,345,810.91)	(18,077,936.11)

STATEMENT OF CASH FLOW

	2021	2020 (as restated)
Cash Flow from Operating Activities:		
Cash Inflows		
Receipt of Notice of Cash Allocation (NCA)	89,179,253.99	76,015,653.23
Collection of Income/Revenues	10,902,080.00	10,520,443.57
Other Receipts	31,527.30	0.00
Total Cash Inflows	100,112,861.29	86,536,096.80
Cash Outflows	63,000.00	99,457.18
Remittance to National Treasury	62,152,040.63	57,124,863.20
Payment of Expenses	1,914,048.69	1,401,825.27
Purchase of Inventories	2,233,857.25	2,589,693.33
Grant of Cash Advances	555,472.37	489,583.07
Prepayments	89,999.00	0.00
Refund of Deposit		
Payments of Prior Year's Accounts Payable	1,671,076.13	980,939.35
Remittance of Personnel Benefits Contributions and Mandatory Deductions	10,309,071.46	8,924,398.02
Release of Inter-Agency Fund Transfers	224,950.30	552,205.48
Other Disbursements	17,196.05	2,449.10
Adjustments	5,606,241.22	12,709,606.79
Total Cash Outflows	84,836,953.10	84,875,020.79
Net Cash Provided by (Used in) Operating Activities	15,275,908.19	1,661,076.01
Cash Outflows		
Purchase/Construction of Property, Plant and Equipment	9,621,499.85	467,430.48
Purchase of Intangible Assets	134,400.00	467,430.48
Total Cash Outflows	9,755,899.85	(467,430.48)
Net Cash Provided by (used in) Investing Activities	(9,755,899.85)	(467,430.48)
Increase (Decrease) in Cash and Cash Equivalents	5,520,008.34	1,193,645.53
Cash and Cash Equivalents, January 1, 2021	31,504,806.29	30,311,160.76
Cash and Cash Equivalents, December 31, 2021	37,024,814.63	31,504,806.29

The Career Executive Service Board and Secretariat

**Hon. Alicia dela Rosa-Bala, CESO I
Chairperson
(Ex officio Member)**

**Hon. Engelbert C. Caronan Jr.
President, DAP
(Ex officio Member)**

**OP-designated
Members**

Hon. Alberto A. Bernardo, CESO I

Hon. Erwin M. Enad

Hon. Ricardo P. Bernabe III

Regular Members

Hon. Millalin S. Javellana

Office of the Executive Director



(standing from L-R) Becca, Aubrey, Mike, Maki, and Connie;
(seated from L-R) Carmela, Executive Director Marcy, and Atty. Lem

Financial and Administrative Division



(standing from L-R) Lito, Nonoy, Allan, Lindy, AJ, Michael, Fernan, and Agu; (seated 2nd row from L-R) Jane M., Amy, Jo, Van, and Cristy; (seated 1st row from L-R) Alex, Jane A., and Gesh

Eligibility and Rank Appointment Division



(standing from L-R) Kin, Mylene, Liza, and Yvonne;
(seated from L-R) Ercee, Darius, and Shang

Professional Development Division



(standing from L-R) Chris, and Pau;
(seated from L-R) Lhuz, Lucre, and Beng

Policy Planning and Legal Division



(standing from L-R) Joey, Jomar, Al, and Kirk; (seated from L-R)
Mike, Ryan, Atty. Marian, and Atty. Enzo

Performance Management and Assistance Division



(standing from L-R) Gina and Gian;
(seated from L-R) Imee, and Ed

