

Trailblazing the Path of Excellent Service



The Career Executive Service Board's 2016 Annual Report

Message from the Chairperson



2016 marks the leadership transition in Philippine government as President Rodrigo Roa Duterte sworn in as the 16th President of the Republic of the Philippines and began his six-year term with the end in mind – restore the public trust in government by promoting good governance and eliminating the bureaucracy of corruption, among others.

In view of the President's desire to get rid of corruption in government, the Office of the President (OP) issued Memorandum Circular (MC) No. 4 on 22 August 2016 directing all Presidential appointees from the previous administration to tender their unqualified resignations immediately.

Amidst this leadership challenge halfway through the year, the CES Governing Board was at the forefront in promoting values of professionalism while upholding morale and welfare in the bureaucracy. A day after the issuance of MC 4, the Board promulgated CESB Circular No. 1, providing policy guidance in Items 1(c) and 1(f) of the exceptions thereof. Consistent with existing laws and jurisprudence on the matter, a career official is defined as one who is appointed to a CES position and who possesses both the CES eligibility and an appointment to CESO rank. Further, CES eligibles whose recommendations for original appointment to their respective CESO ranks have already been submitted to OP as of 22 August 2016, likewise fall under the exception under Item 1(f) of MC4.

Going the extra mile, the Board requested OP to give favorable consideration to third level eligibles (including CSEEs) occupying CES positions to be exempt from MC 4. On 24 August 2016, the OP granted the Board's request, thus, they need not submit courtesy resignations but have to complete their appointment process before the year ends.

As the policy-making body of the CES, the Board remained steadfast in infusing policy reforms in the career development and lifelong learning programs as well as in the performance management of its members for higher quality and swift public service delivery.

The foundational capacity-building program for CESOs and third level eligibles has been renamed to Leadership and Management Proficiency (LAMP) Program from Executive Leadership Program (ELP) and the curriculum for its three-pronged training courses (Salamin, Diwa and Gabay ng Paglilingkod) has been likewise revised. Similarly, the CESPES rating requirement of third level officials for the grant of the performance-based bonus for FY 2016 was amended from "Very Satisfactory" to "Satisfactory". The conduct of position classification studies in all government agencies has been further strengthened to ensure that the coverage of the CES is only limited to managerial/executive positions requiring Presidential appointments.

It is with an awe-inspiring sense of pride that I congratulate the men and women behind the productive and meaningful year of the CES in 2016. In synergy with the able CESB Secretariat under the dynamic leadership of Executive Director Tonette Velasco-Allones and in strong convergence with NUCESO along with the regional associations, agency chapters, various national government organizations, other institutional partners and the CESOs and CES eligibles, the Board kept in step with the call of the times even in tough situations.

Tunay na isang karangalan ang paglilingkuran ang ating bayan!


ALICIA dela ROSA-BALA, CESO I
Chairperson



Message from the Executive Director

It is with pride and gratitude that we report the accomplishments of the Career Executive Service Board (CESB) for 2016.

Such pride is grounded on CESB's demonstrated consistent outstanding performance in accomplishing our set program targets, in a manner that utilized public resources judiciously and sustainably. Our mindful efforts to track our progress and to maintain our absorptive capacity at improved levels throughout the years are key to ensuring the CESB brand of service excellence. And ultimately, the success of our endeavors is deeply driven by our unwavering commitment to foster meritocracy and careerism while promoting the morale and welfare of the members of the CES.



As we submit this Report, we gratefully acknowledge the efforts and support of all those who untiringly shared the servant-leadership journey with us, particularly since 2016 had its unique set of transition challenges.

On behalf of the CES community, we thank our CES champions at the Office of the President and the chambers of Congress, the officers and members of the National Union of CESOs for the continuing partnership, our institutional learning facilitators, the faculty corps of our residential training programs and lifelong learning activities, REDIRAS for the successful conduct of our 15th Annual CES Convention, DPWH for the turn-over of the CES Resource Center and the members of the COA Team at CESB. Also, we remain thankful for the policy guidance provided by the members the CES Governing Board. And finally, kudos and thank you are equally due the wonderful CESBie guys!

MARIA ANTHONETTE VELASCO-ALLONES, CESO I
Executive Director



CES at a glance

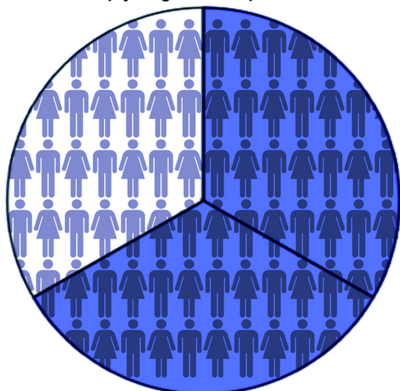


2,714 active CESOs and CES eligibles in the roster



7 for every 10 CES positions are occupied

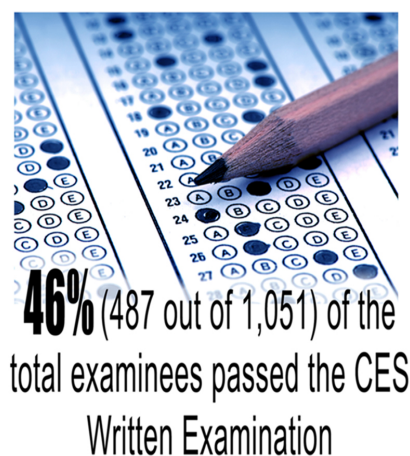
2:3 is the ratio of women to men occupying CES positions



53% of the incumbents of CES positions are CESOs and CES eligibles



Four-stage CES Eligibility Examination Process and Rank Appointment

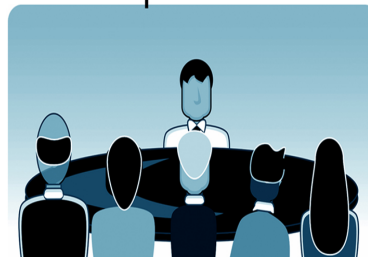


3 out of 10 assesseees successfully hurdled the Assessment Center



295 candidates went through actual job performance validation

146 hopefuls endured panel interview



98% (171 out of 175) of the candidates who passed the four-stage examination process conferred CES eligibility



100% (214 out of 214) rank appointments recommended and endorsed to the Office of the President



Professional Development



98% of the participants rated the training programs conducted as very satisfactory or higher



100% of the training programs conducted on schedule

22 core competency-based training programs conducted



10 training programs offered by institutional partners accredited



151 career executives graduated from the Leadership and Managerial Proficiency (LAMP) Program, the foundational capacity building program for entrants to the CES

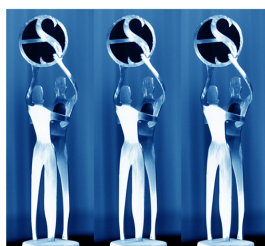


Recognition programs and External Relations



4 CESOs awarded as CES VIPs (Very Innovative Persons)

3 CES exemplars conferred 2016 Gawad CES Presidential Award



17 issues of The Public Manager, the official publication of the CES, published



4 CES Club learning sessions conducted



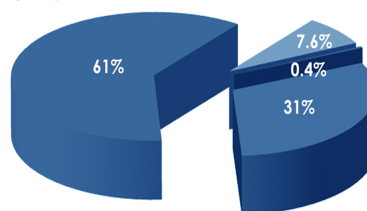
790 career officials convened for the 15th Annual CES Conference

Performance Management



2,450 incumbents of CES positions, including those designated in an Acting Capacity or as Officer-in-Charge, accomplished the online CESPES for CY 2015

92% of CES officials have complete performance ratings



- 31% Outstanding
- 61% Very Satisfactory
- 7.6% Satisfactory
- 0.4% Poor

Policy, Legal and Management Information System



19 CES policy resolutions promulgated

50% of the 4 IT projects (Online Executive 201 Profile, Online Plantilla Management System, Eligibility and Rank Information System and Enhance Online CESPES) developed, launched and deployed



Revving Up Innovations

Providing equal opportunity for all CESO aspirants

In line with the government's commitment to provide an equal opportunity of suitable employment for all, the CESB started using Jobs Access with Speech (JAWS) software for visually impaired takers of the CES Written Examination (WE). The first and lone visually impaired examinee passed the CES WE.

Embracing technological advancement in the CES eligibility process

The introduction of the computer-assisted Assessment Center (AC) aided the assessees in acing the series of simulation exercises that depicts a typical day in the life of a career executive and yielded a positive result as the average passing rate increased from 28 percent to 33 percent.

Ensuring harmonization of existing policies on performance management

Recognizing the exigency of ensuring harmonization of existing policies on national government performance monitoring system, the CES Governing Board amended the CESPES rating requirements of incumbents of CES positions from "Very Satisfactory" to "Satisfactory" for the grant of the Performance-Based Bonus.

Shifting to a developmental-focused CES eligibility process

In its integrative and holistic efforts to continuously improve the four-stage CES eligibility examination process, the CESB started to conduct training workshops and refresher sessions on the current Assessment System, Targeted Selection Interview, and on-the-job Performance Validation, which were attended by potential and active assessors, panel interviewers, and validators nationwide. A team of AC administrators and assessors further visited South Korea for a benchmarking dialogue on the AC process of Korea's government managers in the first week of July.

December

Upholding quality service delivery

Lo and behold, the CESB was commended by external auditors for six (6) good practices in its sixth year of ensuring quality service delivery under the ISO-certified processes of Eligibility and Rank Appointment, as follows:

1. Orderliness and cleanliness of work area;
2. Introduction of improvement programs in the organization, such as employees' time recording, online system for Career Executive Service Performance Evaluation System (CESPES), facility improvement, among others;
3. Eligibility and Rank Appointment Division's operations;
4. Zero customer complaint as of time of audit;
5. Completeness of required documents in Internal Quality Audit (IQA); and
6. Management support and employees cooperation on the QMS implementation.

for a Stronger CES

Providing an Assessment Center and training hub for public leader-managers

In partnerships with the Department of Public Works and Highways and the National Housing Authority, the groundbreaking construction works for the three-storey multi-purpose CES Resource Center, which will serve as a venue primarily for the conduct of the AC and other lifelong learning programs of the CES, have already started and is expected to be completed by the end of July 2017.

July

Rolling out innovative practices to continuously improve public service

Thought leaders and public service exemplars were featured in the CES Leadership Conclave series, a rebranded version of the CES Creative Innovations and Reforms for Committed Leadership and Effectiveness (CIRCLE) Forum, to share how their "*Innovation: Innovations for the Nation*" has become the essential driver of growth and performance in the higher civil service in pursuit of national progress.

February



September

November

Adding prestige and honor to CES paragons

The Gawad CES Statuette, a symbolic accolade to winners of the Gawad CES Presidential Award, was bestowed upon the 2015 Gawad CES awardees during the 15th Annual National CES Conference to add prestige and honor for being paragons of excellence in the field of public service. It was crafted by sculptor Jose Manuel Sicat, Visual Communication Department Chair of the University of the Philippines College of Fine Arts.

Ensuring continuing competent and faithful service amidst leadership change

A compact 20-module Leadership and Management Proficiency (LAMP) Program was designed and pioneered by the CESB to aid third level eligibles to comply with the training requirements for appointment to CESO rank in line with the directive of the Office of the President to give favorable consideration for all eligibles occupying CES positions to complete their rank appointment process within the year.

Converging for genuine change

Close to 800 CES members flocked to Naga City, the heart of Bicol, to commemorate the 43rd anniversary of the CES through the 15th Annual National CES Conference. Fittingly themed "Convergence for Change: Inspiring Leadership, Integrity in Innovation, Inclusive Development," the annual gathering featured CES paragons who utilized innovation as an essential driver of development in pursuit of achieving national and global goals. It also seeks to give emphasis on President Duterte's pillars of development agenda: just and lasting peace, shift to federalism, and strengthening of patriotism.

Operationalizing full public disclosure and transparency

Pursuant to Executive Order No. 2, s. 2016 issued on 23 July 2016 and signed by President Duterte, the CESB implemented a People's Freedom of Information (FOI) Manual on November 25, which provides guidance for the CESB in dealing with requests of information received.

FINANCIAL STATEMENT SUBMITTED TO

As of December

Revenue

Service and Business Income

Service Income	
Clearance and Certification Fees	18,990.00
Processing Fees	7,371,550.00
Other Service Income	120,800.00
Total Service Income	7,511,340.00

Business Income	
Seminar/Training Fees	18,608,500.00
Examination Fees	1,227,200.00
Income from Printing and Publications	34,000.00
Income from Hostels/Dormitories and Other like facilities	1,350.00
Other Business Income	46,900.00
Total Business Income	19,917,950.00

Total Revenue	27,429,290.00
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Less: Current Operating Expenses

Personal Services

Salaries and Wages	
Salaries and Wages - Regular	18,356,093.66
Total Salaries and Wages	18,356,093.66

Other Compensation	
Personal Economic Relief Allowance (PERA)	1,089,639.80
Representation Allowance (RA)	528,500.00
Transportation Allowance (TA)	449,272.69
Clothing/Uniform Allowance	230,000.00
Productivity Incentive Allowance	-
Honoraria	266,666.40
Longevity Pay	-
Overtime and Night Pay	186,567.49
Year End Bonus	1,572,963.00
Cash Gift	231,500.00
Other Bonuses and Allowances	3,366,202.50
Total Other Compensation	7,921,311.88

Personnel Benefit Contributions	
Retirement and Life Insurance Premiums	2,202,946.31
Pag-ibig Contributions	54,700.00
PhilHealth Contributions	188,675.00
Employees Compensation Insurance Premiums	54,726.88
Provident/Welfare Fund Contributions	596,640.00
Total Personnel Benefit Contributions	3,097,688.19

Other Personal Benefits	
Terminal Leave Benefits	1,163,422.90
Other Personnel Benefits	1,880,723.64
Total Other Personnel Benefits	3,044,146.54

Total Personal Services	32,419,240.27
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Maintenance and other Operating Expenses

Traveling Expenses	
Traveling Expenses - Local	
Traveling Expenses - Foreign	
Total Traveling Expenses	

Training and Scholarship Expenses	
Training Expenses	
Training and Scholarship Expenses	

Supplies and Materials Expenses	
Office Supplies Expenses	
Accountable Forms Expense	
Fuel, Oil and Lubricants Expenses	
Total Supplies and Materials Expenses	

Utility Expenses	
Water Expenses	
Electricity Expenses	
Total Utility Expenses	

Communication Expenses	
Postage and Courier Services	
Telephone Expenses	
InternetSubscription Expenses	
Cable, Satellite, Telegraph and Radio Expenses	
Total Communication Expenses	

Awards/Rewards Expenses	
Awards/Rewards Expenses	
Total Awards/ Rewards Expenses	

Confidential, Intelligence and Extraordinary Expenses	
Extraordinary and Miscellaneous Expenses	
Total Confidential, Intelligence and Extraordinary Expenses	

Professional Services	
Auditing Service	
Other Professional Services	
Total Professional Services	

General Services	
Janitorial Services	
Security Services	
Other General Services	
Total General Services	

Repairs and Maintenance	
Repairs and Maintenance - Building and Other Structures	
Repairs and Maintenance - Machinery and Equipment	
Repairs and Maintenance - Transportation Equipment	
Repairs and Maintenance - Other Property Plant and Equipment	
Repairs and Maintenance - Furniture and Fixtures	
Total Repairs and Maintenance	

THE COMMISSION ON AUDIT (COA)

31, 2016

2,739,204.37
990,540.58
3,729,744.95

22,771,149.02
22,771,149.02

1,533,054.03
5,055,600.00
312,502.18
6,901,156.21

344,917.74
1,197,895.72
1,542,813.46

424,060.80
837,142.49
785,704.23
20,476.00
2,067,383.52

80,000.00
80,000.00

278,400.00
278,400.00

100,800.00
12,218,739.44
12,319,539.44

659,041.45
709,954.42
52,340.80
1,421,336.67

989,505.06

226,318.42

195,551.00

136,645.00

61,327.50
1,609,346.98

Taxes, Insurance Premiums and Other Fees
Taxes, Duties and Licenses 186,269.68
Fidelity Bond Premium 79,076.00
Insurance Expense 539,685.95
Total Taxes, Insurance Premiums and Other Fees 805,031.63

Other Maintenance and Operating Expenses
Advertising Expenses 423,718.39
Printing and Publication Expenses 750,629.75
Representation Expenses 2,423,822.63
Rent/Lease Expense 371,560.00
Membership Dues and Contributions to Organizations 17,618.71
Subscriptions Expenses 22,412.94
Donations 45,700.00
Total Other Maintenance and Operating Expenses 4,055,462.42

Total Maintenance and Operating Expenses 57,581,364.30

Financial Expenses

Financial Expenses
Bank Charges 3,300.00
Total Financial Expenses 3,300.00

Non-Cash Expenses

Depreciation 7,898.07
Depreciation - Other Land Improvements 617,055.88
Depreciation - Building and Other Structures 1,979,376.93
Depreciation - Machinery and Equipment 40,855.85
Depreciation - Furniture, Fixtures and Books 797,134.92
Depreciation - Transportation Equipment 257,631.61
Depreciation - Other Property, Plant and Equipment **3,699,953.26**
Total Depreciation

Amortization
Amortization - Intangible Assets 279,480.81
Total Amortization 279,480.81

Total Non-Cash Expenses 3,979,434.07

93,983,338.64

Surplus (Deficit) for the Period (66,554,048.64)

Financial Assistance/Subsidy from NGAs, LGUs, GOCCs

Cash-Tax Remittance Advice 5,856,752.59
Subsidy from National Government 76,574,976.57
Total Financial Assistance/Subsidy from NGAs, LGUs, GOCCs 82,431,729.16

Surplus (Deficit) for the Period 15,877,680.52

7,374,033.09

8,503,647.43

15,877,680.52



OUR MISSION

**We will maintain continuity
and stability in the civil service
and serve as a critical link
between government
and the Filipino people.**

**We will infuse our ranks
with well-selected
and development-oriented leaders,
and through them,
bring change, expertise and leadership
for a responsive public service.**

OUR VISION

**A Career Executive Service
that provides leadership
and continuity in governance,
imbues relevance, builds collaboration
and inspires trust in achieving
national development goals
hand in hand with political leaders,
the bureaucracy and the citizens.**



THE CAREER EXECUTIVE SERVICE BOARD

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