



# CAREER EXECUTIVE SERVICE

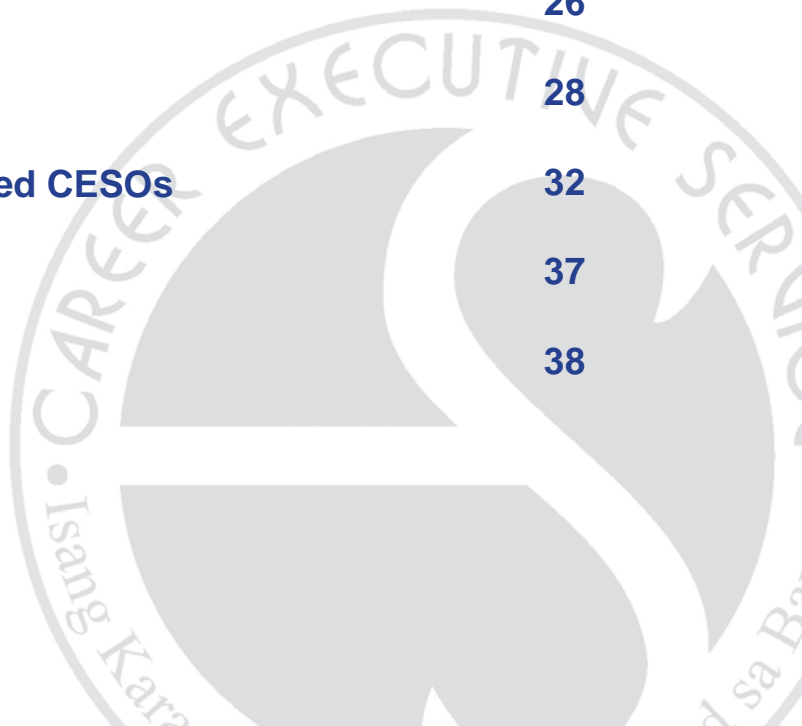
## 2007 ANNUAL REPORT



CAREER EXECUTIVE  
SERVICE BOARD

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# MESSAGE



2007 is the last year of my journey as Chairperson of the Civil Service Commission and the Career Executive Service Board.

It has been a winding path to the dreams that I have woven in 2001 of a strong and professional bureaucracy, especially at the third level where the direction, quality and speed of public service is defined and set. I dreamt of a third level insulated from politics. This I strongly believe, then and now, is weakening the core of good governance. Thus, most of the bold policy and program reforms I initiated as CESB Chair were made to ensure that the selection and career movement of CES officials would be free from political discretion and/or intervention and that tenure in the CES is based on performance.

Last year, I continued to push for more rigorous screening procedures and requirements for entrance, promotion, recognition and retention in the career executive service. Foremost of these is the full rollout of the Career Executive Service Performance Evaluation System (CESPES). The CESPES, which is part of the comprehensive Performance Management System (PMS), would be the backbone of the performance-based security of tenure philosophy.

While the process of institution-building both for the third level and the entire civil service is seldom painless, its outcomes rarely visible, and never immediately understood and appreciated, I take this opportunity to thank all those who made the process less burdensome and more productive. As I prepare to end my term in February 2008, I am convinced that the CESB Secretariat and the CES community shall endeavor to pursue our aspirations for the CES.

**KARINA CONSTANTINO-DAVID**  
Chairperson

# FROM THE EXECUTIVE DIRECTOR



**T**he year 2007 was an exciting time of transition for the Career Executive Service Board. After assuming my post as CESB Executive Director on August 1, 2007, I realized that the leadership challenges in this particular corner of the bureaucracy were broader and deeper than I conceived of.

## Strategic value of CES

While the regular “taong gobyerno” knows what the CES is about, its strategic value in the overall scheme of moving the country forward is underrated — this is evident in the movements affecting career people within the CES, the amount of investments we have put to ensure that the capabilities, knowledge and experiences of our career officials can keep pace with the growing demands of public management in a globalizing world that makes competitiveness an imperative — and the list can go on, but that is not what I wish to underscore in this piece.

I desire to reiterate the importance of the CES in our quest for good public gover-

nance. Unmindful of political colors, the members of the CES community provide continuity in government policies, programs and initiatives at the third level of the bureaucracy where both steering and rowing of people and resources happen so that outcomes are felt by the public whom we serve.

## Ten initiatives

At the level of the Secretariat, we have started (1) **administrative reforms** in the administration of the **4-stage eligibility examination process**, hopefully to clear the backlog of candidates in the pipeline for CES eligibility by end of 2008.

We are mid-way in the (2) **Executive Profile Project**, which we hope to put online by the end of the first quarter, 2008. It is a database that contains essential information on all CES members, hopefully to serve as a basic input for formulating policies and implementing programs affecting CES members, particularly in ensuring an (3) **effective executive movement and placement program**.

We are improving the guidelines and mechanisms for a better-managed conduct of the annual (4) **Search for Outstanding Career Executive Officers** while sustaining our (5) **initiatives to strengthen our linkages with the CES community**, through our birthday greetings, distribution of corporate tokens, the initiation of our Strategic Conversations with regional associations of career executives, among others.

The (6) **CESPES roll-out** saw the Secretariat members scattering themselves to reach as many agencies and constituents for orientation purposes. In addition, (7) **professional development projects** are in the pipeline to create a CES Competency Grid and a new Capacity Enhancement Framework by April 2008. We also intend to engage stakeholders towards developing a relevant Sabbatical Policy for CES members.

The Secretariat renews its commitment for a (8) **great customer service**, including the timely issuance of legal opinions, and the efficient and courteous dispensing of assistance to NUCESO and other partner CES organizations.

We have been able to succeed this far by adhering to (9) **basic housekeeping tasks** that have instilled discipline and efficiency in the ways by which the Secretariat operates. We are also pursuing cost-saving measures so we can rationalize the use of resources that are available to us.

On top of these, I consistently stress the need for us to (10) **have FUN** in doing all the tasks before us, whether they are mundane or strategic. I personally believe that half of the work is done when we do it with a light heart and a pleasant disposition.

### Grateful acknowledgements

It is in this context that I now thank all those who have made the year 2007 worth working for, starting with Chair KCD, whose sharp mind and constantly innovating spirit held us to standards; the able members of the CES Board, whose constant support and friendship have made the work less burdensome, as well as the regional associations of CESOs and the NUCESO for their partnership and collaboration in the initiatives we have laid out.

I have also been blessed with bright and promising men and women at the CESB, who are eager to learn new things, tireless in their efforts, patient with my impatience and who are unselfish in their smiles.

Of course, the 6,000 strong career executives keep me sleepless at night — I continue to share their aspirations, I am strengthened by their support, I am encouraged by their inspiration.

Finally, I thank the countless families we each have within the CES family — for their generosity, allowing us to share our time, commitments and talents with the bureaucracy we all care about.

**MARIA ANTHONETTE V. ALLONES**  
Executive Director



# Career Executive Serv



**Hon. KARINA CONSTANTINO - DAVID**  
CHAIRMAN OF THE BOARD



**Hon. JAIRUS P. PAGUNTALAN, CESO VI**  
MEMBER



**Hon. ROLANDO L. METIN, CESO II**  
MEMBER



# vice Board



**Hon. MARIA PAZ W. FORONDA, CESO V**  
VICE CHAIRMAN



**Hon. ELMOR D. JURIDICO, CESO II**  
MEMBER

**Hon. CARINA S. VALERA, CESO I**  
MEMBER



**Hon. ANTONIO D. KALAW, Jr., CESO III**  
MEMBER

**Hon. BERNARDO P. ABESAMIS**  
MEMBER



**Hon. ANA MARIA A. CADENA, CESO III**  
MEMBER

The Career Executive Service Board (CESB) continued to enhance its systems and processes in the selection, training and performance management of career executive service officers in pursuit of CES values of competence, excellence and service.

## RECRUITMENT AND SELECTION

Screening of applicants for Career Executive Service (CES) eligibility was rationalized through the unified Career Executive Officer examination process jointly administered by the Civil Service Commission (CSC) and the Career Executive Service Board (CESB). Now called the Career Executive Officer Examination (CEOE), the selection process starts with a written examination conducted by the CSC.

The CESB conducts the succeeding three stages – assessment center (AC), interview and performance validation before the Board confers the CEO eligibility on a successful candidate.

In 2007, the CESB adopted more stringent mechanisms in evaluating candidates for CES eligibility to ensure that only those who pass the competency hurdle would enter the Career Executive Service.

### Rationalizing AC administration

Further to the enhancement of AC materials, the CESB formulated new Internal Rules and Procedures in the Conduct of Assessments to ensure a uniform administration and application of standards among Assessors. Two (2) re-orientation meetings with assessors were also conducted. Simulation exercises were also

recorded in DVD form to enable assessors to easily review the performance of successful candidates during the calibration process.

In 2007, a total of four hundred (400) candidates underwent 18 ACs, starting in March, with a 57% AC passing rate.

Two sessions of the Senior CEO Assessment Program (SCAP) were also conducted in 2007, enabling twenty five (25) senior officials out of 42 participants to qualify for promotion to senior CESO rank III.

### Fast-tracking Board interview

The development of template interview guides and the support of Board Members facilitated the successful interview of one hundred ninety four (194) candidates (82%) who were recommended to proceed to the last stage of the examination process.

### Simplifying the validation process

The CESB adopted a New Validation System (NVS) that ensures the integrity, reliability and objectivity of the fourth stage of the eligibility process. The new system established simplified validation instruments, a systematic queuing policy, and the expansion of carefully selected validators.

The NVS has two levels, namely the rapid validation process (RVP) and the in-depth validation process (IVP).

All candidates who have passed the interview stage will go through the rapid validation process using the Rapid Validation Checklist (RVC). The basic tool in

conducting the RVP, the RVC focuses on three dimensions for validation – performance, managerial and behavioral competencies, and the integrity of the candidates. To ensure an efficient mainstreaming of highly qualified and deserving candidates, the CESB has required validators in the RVP to complete the data-gathering in one day and to submit performance validation results to the CESB within a week from its conduct.

### Widening the net for feedback

To broaden the sources of information and feedback about a candidate, the CESB embarked on a mechanism for feedback gathering by publishing the candidates' names in a newspaper of general circulation prior to the conduct of validation. Any adverse feedback or information, particularly about the integrity of the candidate, becomes a valuable consideration in subjecting the concerned candidate to a more in-depth validation.

The in-depth performance validation process entails a more focused and rigorous data-gathering and interview of resource persons that usually takes three to four days.

Carried over as additional filter is the CESB policy requiring candidates for CES eligibility to be cleared by the CSC, the Office of the Ombudsman, Sandiganbayan and the Presidential Anti-Graft and Corruption (PAGC) from any administrative or criminal charges. Under the NVS, and as part of enhancing customer service orientation, the CESB now secures the document clearances from these government agencies in behalf of all the candidates.

### Validating the validators

To ensure the observance of the highest standard of professionalism and integrity in the performance validation stage, the CESB instituted a more exacting process of identifying and training validators. A Validator certification process was adopted through which twenty six (26) validators were screened, trained and certified from September to October, 2007.



### Systematizing the queuing of candidates

To purposively deal with the 1,414 AC backlog since 2005, the CESB adopted a queuing policy that prioritizes incumbents of CES positions as well as non-incumbents who are considered high-flyers. The latter are those who belong to the top 10 percent of their batch in the written examination. Priority may also be accorded candidates who have been certified by their respective agencies' highest human resource official as being considered for placement or promotion to a CES-third level position. Other candidates who do not belong to these three groups are processed on a "first-confirm, first-served" basis.

A policy dealing with “no-show” candidates was adopted to compel a degree of commitment among candidates. A candidate who fails to show up on the day of the scheduled AC slides down to the last slot unless they can show proof that justifies their absence.

In 2007, ninety three (93) candidates were subjected to the performance validation process, reducing the two-year validation backlog by at least sixty eight per cent (68%).

### Conferring CES eligibilities

As a result of enhanced procedures, the CESB conferred CES eligibility to a total of forty seven (47) new CES eligibles in 2007 after having successfully completed the four stage process.



### Appointing eligibles to CESO Ranks

After having been conferred with CES eligibility, government officials are appointed to CESO ranks by the President of the Republic.

In 2007, a total of one hundred sixty four (164) officials were appointed to appropri-

ate CESO ranks by President Gloria Macapagal-Arroyo while thirty three (33) other qualified officials were promoted to higher CESO ranks.

## HUMAN RESOURCE DEVELOPMENT

The CESB adopted new approaches that enabled government executives participating in the different training programs to minimize the time they have to be away from their offices, pay better training cost efficiencies and choose training modules that match agency skills and competency needs.

### Revisiting the ELP

The Executive Leadership Program or ELP is the basic training program for third level eligibles and CESOs which seeks to provide third level career executives with a common frame of reference on how to lead and manage a public office.

It enhances their effectiveness as leaders and managers who must provide directions and serve as role models to the people they work with, ultimately making governance accountable and responsive to the people's needs. The ELP is premised on the three-pronged leadership and management imperatives of: (1) knowing oneself; (2) relating with others; and (3) leading the organization.

The ELP was originally built on three courses, namely Salamin sa Paglilingkod or Salamin which is focused on building and deepening self-knowledge and mastery; Diwa ng Paglilingkod or Diwa, which seeks to improve one's relationship with others; and Gabay ng Paglilingkod, which aims to impart advanced leadership skills for managing organizations.

## Reengineering course designs

In 2007, the CESB adopted a new and more compact course design for Salamin and Diwa through a 5-day integrated residential program called SALDIWA. The program integrates intensive lectures and skills building exercises on values, leadership, communication, team-building, customer service and conflict negotiation and resolution with structured learning activities on visioning and community immersion in pre-selected barangays.



GABAY was modularized into a three-day non-residential course to allow executives to choose and attend any three modules most relevant to their needs and interests as public managers and at schedules of their choice. These modules focus on the set of skills and competencies needed by third level career executives for them to remain effective on the job and to enhance their appreciation of government policies and programs.

A six-day, three-module, residential and integrated GABAY course was also conducted for the first time in September last year. For more flexibility, completion of the SALAMIN and DIWA courses was no longer required as a prerequisite for attending the GABAY course.



A total of fifty eight (58) career executives completed two SALDIWA courses conducted in 2007 at the Development Academy of the Philippines (DAP) Conference Center in Tagaytay City. The participants had their community immersions in Barangay Kapito, Malaruhan and Bungahan in the Municipality of Lian, Batangas.

Another one hundred seventy three (173) officials completed five separate modules and one integrated course of GABAY. The five (5) new GABAY modules introduced were the Rights-Based Approach (RBA) to Governance and Development, Information Communications Technology (ICT) for Managers, Public Service Ethics and Accountability (PSEA), Financial Management for Public Managers (FMPM), and the Workshop on Administrative Justice (WAJ).



### Creating multi-skilled career executives

The five different modules that compose GABAY seek to develop or enhance various managerial skills and competencies of third level career executives. The PSEA module empowers and motivates executives in spearheading desired changes in the public sector's work culture to promote higher ethical and accountable service to the public.

The FMPM aims to retool third level career executives by passing on techniques, methods, policies and mechanisms to enable them to design and install structures, systems and processes that strengthen financial management in public agencies.

The WAJ provides participants with basic knowledge and skills needed to properly observe and implement existing civil service rules and regulations on both administrative disciplinary and non-disciplinary matters.

RBA, on the other hand, was developed to increase awareness and enhance appreciation among third level career executives on the need to deliberately mainstream gender-based and human rights standards in developing policies, programs and projects. Pilot tested in May 2007 by CESB, RBA workshops were conducted to elicit feedback and suggestions that improved the module before its first regular run in August 2007. This module was designed and developed in partnership with the Commission on Human Rights under the coordination and supervision of Directors Elzy Ofreneo and Karen Dumpit.

ICT was a result of CESB's partnership with the Commission on Information

and Communications Technology (CICT) and Intel Philippines. After the conduct of three focus group discussions in Luzon, Visayas and Mindanao, a consolidated profile of fundamental ICT competencies for third level career executives was developed, validated and refined in a workshop conducted in May 2007. More than twenty (20) CES officers and eligibles, as well as representatives from the academe, attended the pilot run of the module in August 2007.

The CESB also conducted a Seminar on Women's Human Rights – Situationer and Policy Mandates for the Philippine Bureaucracy as a pioneering gender and development (GAD) activity in celebration of the International Women's Month in March 2007. Ms. Luz Rodriguez, National Coordinator for the Convention on the Elimination of Discrimination against Women (CEDAW) provided the orientation.

### Expanding avenues for professional development

One hundred twenty one (121) third level career executives attended the various accredited training programs and workshops designed to enhance executive leadership and management performance.

One of CESB's partners, the Center for Leadership and Change Inc. (CLCI), con-





ducted three runs of the two-day intensive, application-oriented Course on the Seven Habits for Highly Effective Managers attended by forty six (46) third level career executives. This course focused on the fundamentals of good leadership and shared practical tools to help executives meet daily management challenges in the workplace.

There were also two runs of the two-day Power Principle Workshop which oriented twenty six (26) third level career executives to a new paradigm on power to help them discover, explore and harness inner sources of power, improve their influencing skills, increase motivation and productivity and introduce new lessons, principles and processes of power as a leverage in attaining organizational effectiveness.

Thirty four (34) third level career executives participated in the two Problem Analysis and Decision Making (PADM) Workshops conducted by the SGV-Development Dimensions International (SGV-DDI). The PADM introduced useful tools that could help government leaders solve problems proactively, formulate high-quality and effective decisions, recognize factors affecting influential decisions and enable them to gain commitment and support for preferred solutions.

The Delegating and Monitoring (DM) Workshop, also conducted by SGV-DDI, was attended by fifteen (15) third level career executives. The workshop sought to sharpen delegation skills as a critical leadership function in achieving significant results. This workshop further enhanced executive skills in evaluating, establishing and implementing effective monitoring systems.

### Exploring new frontiers for executive development

The CESB continued to develop new courses to meet the changing training needs of government executives. By year-end, CESB inked a partnership with the Development Academy of the Philippines for the design and conduct of the Policy Appreciation Course for Managers. This course is a three-day non-residential module designed to instill among third level career executives a clear understanding and appreciation of public policy processes and their roles in the policy process. It also provides an overview of the basic concepts, approaches, tools and skills needed in policy analysis and formulation to serve as reference in crafting meaningful, practical and outcome-oriented policies, as well as to provide tools for effectively implementing, monitoring and evaluating policies as good governance tools. The course is expected to be pilot tested in early 2008.

### Building the CES capability grid

The CES Competency Profile and Capacity Enhancement Framework project was started in October 2007 to serve as a comprehensive, objective and competency-based guide in prescribing CES professional development programs.

The project launch kicked off with the conduct of a nationwide survey that sought to analyze existing job functions, as well as identify skill, knowledge and attitudinal requirements among third level career executives.

Data results that are currently under review will form the basis for the CES Competency Profile, which will map out the core and specialized competencies and results-based standards needed for high-quality, high value and effective work performance at various ranks of the CES.

The profile will also lay the basic framework for developing the CES Capacity Enhancement Program that provides the structure, systems and mechanisms for developing and engaging relevant, responsive and a wider range of capacity building programs for the CES.

## PERFORMANCE MANAGEMENT

### Breaking grounds in performance evaluation



After five years of development, the new Career Executive Service Performance Evaluation System (CESPES) was finally launched in 2007. Designed to be the

Board's flagship performance management instrument, the CESPES was introduced through an intensive awareness campaign to ensure that a critical mass of CESPES users are adept in the use of the new instrument before it is fully implemented by 2008.

In May 2007, the CESB issued Resolution No. 661, adopting the CESPES Guidelines, Rules and Regulations (GRR) to facilitate a responsive, meaningful, systematic, accountable and practicable implementation of the new policies and procedures.

Among the key activities conducted by the CESB was the CESPES Re-orientation Seminar in June 2007, which was attended by one hundred twenty eight (128) human resource directors and staff from various agencies and departments.

In October 2007, the CESB secretariat also conducted an internal Trainors' Training to deepen appreciation and build a higher confidence level among the CESPES orientation training teams, resulting to the conduct of thirty one (31) orientation sessions in different agencies.

Three pilot agencies, namely the Philippine Ports Authority, Civil Service Commission and the Department of Environment and Natural Resources, successfully processed the performance ratings of four hundred three (403) officials using the new CESPES.

A total of three hundred ninety nine (399) performance ratings were also processed under the former CESPES upon the request of a number of agencies.

## Recognizing Outstanding CEOs

Now on its third year, the Search for third level career executives who are distinguished for their exemplary performance, leadership and achievements culminated with the awarding of five (5) winners during the first CES Testimonial Dinner held on November 16, 2007. The 2007 Outstanding CEOs include:

- Serafin P. Barretto Jr.  
Jail Senior Superintendent,  
Regional Director - NCR  
Bureau of Jail Management  
and Penology
- Ma. Lourdes T. Baua  
Assistant Secretary  
Department of Trade and Industry  
Rudy P. Brioso
- Plant Manager, Pulangi IV  
Hydroelectric Power  
National Power Corporation
- Chona M. Mantilla  
Regional Director - Caraga  
Department of Labor  
and Employment
- Milagros A. Rimando  
Regional Director – Region II  
National Economic and  
Development Authority

The CESB opened the nomination in the first quarter of 2007, and actively disseminated information nationwide and bureaucracy-wide to obtain nominees to the Search. A total of twenty (20) nominations were pre-screened and initially evaluated by the Secretariat.

The 2007 Committee on Awards was composed of CES Board Members Rolando L. Metin and Maria Paz W. Foronda; Dean Antonio G.M. La Viña of the Ateneo School of Government, Executive Director Alberto A. Lim of the Makati Business Club and Director Erlinda C. Pefianco of SEAMEO-Innotech. The committee members were identified and chosen on the bases of their impeccable integrity, professional competence, and commitment to the cause of good governance and interest in public service.

The Committee chose nine (9) finalists from among the twenty (20) nominees. Nine (9) field validation research teams from the CESB and the UP-NCPAG undertook a two-month rigorous validation on the accomplishments, performance and integrity of these finalists.



## EXTERNAL RELATIONS

### Capturing public awareness and support

The CESB initiated efforts in 2007 to fully realize the potential of different forms of media in increasing institutional awareness on the CES. The year saw improvements

on substance as well as form on how information was being presented to its stakeholders.

Four quarterly issues of The Public Manager (PM), the official magazine of the CES, were published in 2007. Each of these issues were designed to inform on current and important policies and programs of the CESB, discuss relevant issues concerning the third level, and highlight innovative ideas, best practices and outstanding achievements by the members of the CES community.

"The Making of an Institution," the first PM issue for the year, focused on the 33rd anniversary celebrations of the CES. Featuring Onofre D. Corpuz, the "father of the CES," on the cover, the issue presented CES' 33 year history as an institution through one-on-one interviews with its past and present chairpersons including O.D. Corpuz, Armand Fabella, Patricia Sto. Tomas, Corazon Alma de Leon and Karina Constantino-David. The issue also covered the various activities held in observance of the CES month in November 2006.

The second issue on 'Brainstorming Good Governance' showcased the bright ideas of the winners of the Search for Outstanding CEO in 2006. The issue featured their development proposals as discussed during the National Conference on Governance Innovations held on February 15 and 23, 2007. Significant accomplishments of the CESB secretariat in 2006 were also reported.

The third quarter issue on "Managing Development" featured government executives engaged in managing national development – from those who study and craft national development poli-

cies to those who actually implement them at the grassroots level. The issue also published in full, the new CESPES Guidelines, Rules and Regulations (GRR) as well as the lecture-speech on 'Leading Smart in the Civil Service' of newly-appointed Executive Director Tonette Allones, originally delivered during a leadership training seminar for senior executives in Clark, Pampanga under the auspices of Australia's Griffith University and the Development Academy of the Philippines.

The December issue on "Celebrating Excellence" featured the outstanding accomplishments of the 2007 winners of the Search for Outstanding CEO as well as the different events held in celebration of the 34th anniversary of CES in November.

### Engaging the CES via the information highway

Beyond its quarterly publications, the CESB also explored other forms of media to further increase awareness on the CES and expand its engagement of CES community members. A major effort on this front is the reinvention of the CESB website ([www.cesboard.gov.ph](http://www.cesboard.gov.ph)) to give it a streamlined look and render it user-friendly. News on CESB-related programs, activities and initiatives are communicated to its clients at internet speed through weekly news bulletins. These news bulletins are also posted and emailed on internet forums such as the Yahoo! Group of ELP Graduates.

Efforts to render the website more interactive were started, and a glimpse of such innovations was seen during the 34th anniversary celebration of the CES where a special link to the CES Anniver-



sary Web was created, providing updated coverage of the month-long events. The special website included features such as an audio-visual gallery and current news bulletin posted during the entire anniversary month.

The CESB was also featured in the November 18, 2007 issue of the Philippine Panorama magazine, highlighting the 2007 Search for Outstanding CEO winners in an article entitled "Celebrating Competence, Excellence, Service".



## Expanding governance linkages

The CESB was elected member of the Executive Council of the Eastern Regional Organization of Public Administrators (EROPA) during the 21st EROPA Conference held in Tehran, Iran on November 19-21, 2007.

## Learning and nurturing career executives

Five (5) Learning and Nurturing Programs (LNPs) were conducted nationwide for three hundred ninety five (395) executives from various agencies. With the support from the Philippine National

Oil Company, lectures on Organizational Greatness and the Four Disciplines of Execution were delivered by Mr. Carlos Bulatao of CLCI on 5 June 2007, attended by seventy five (75) third level career executives.

In July 2007, a Symposium on the State of the Philippine Economy – What's the Real Score? was attended by ninety four (94) executives from different government agencies. The speakers in this symposium included NEDA Director General Romulo Neri, Undersecretary Thomas Aquino of the Department of Trade and Industry and Undersecretary Gil Beltran of the Department of Finance.



In August 2007, the CESB partnered with the Cultural Center of the Philippines (CCP) in offering the Arts Therapy Workshop for Managers. The session aimed to foster out-of-the-box management approaches by using different art media to harness and stimulate "right-brain" skills needed in performing management functions. Now extended into a whole-day creative event, the workshop gathered fifty seven (57) executives from national and regional offices of various agencies.

The LNPs were designed to serve as meaningful, innovative and effective forums for enhancing awareness and appreciation of vital governance issues; personal and professional development of executives; and strengthening strategic networks with partners who share in the mission of improving governance and the tasks of managing partnerships, development and change.

### Strategic Conversations

As envisioned by the CESB, the strategic conversations with different organizations and associations of executives served as an activity to spark and enhance stronger collaboration and to eventually identify ways by which the Secretariat can better serve its clients.

Every conversation is documented — comments and questions received by the

CESB are addressed/ forwarded to the specific divisions that handle the matters that were discussed/ raised. These in turn, will drive policies, actions and programs to be pursued by the CESB. In 2007, the CESB conducted strategic conversations in regions 7 to 11.

### Inspiring leaders

As part of the CES 34th Anniversary celebrations, a Symposium on Politics, Good Governance and Leadership was held at the SEAMEO-INNOTECH in Quezon City last 9 November 2007, with seventy seven (77) executives in attendance. The symposium featured Naga City Mayor Jesse Robredo, a multi-awarded local government chief executive, including the 2000 Ramon Magsaysay Laureate for Government Service and 1990 CSC Dangal ng Bayan Award. Mayor Robredo shared lessons, ideas and insights which deepened awareness and appreciation on vital governance and management imperatives and issues. He also inspired the executives to work for higher levels of competence, professionalism, dedication and integrity, and to achieve excellence in public service.

Another anniversary LNP on the Challenges of Being a CESO in Modern Times



was also held on 29 November 2007 in Davao City. Former CESB and CSC Chairperson Patricia Sto. Tomas, and current Chairman of the Development Bank of the Philippines, led the activity with ninety two (92) executives from Regions 10, 11 and 12 in attendance.



### Celebrating yet another strong year for the institution

Described as an evening of excellence and a moving farewell, the CES Testimonial Dinner was the peak experience of the CESB's 34th anniversary celebration on November 16.

The dinner-celebration honored new eligibles, recent graduates of the Executive Leadership Program, and the five Outstanding CEOs for 2007. The event also paid tribute to retiring CEOs from the different government agencies.



A surprise tribute was likewise tendered to outgoing CESB Chair David, who was visibly moved by such a gesture and declared "I will always be with you in spirit even after I retire," in a speech that was met with a standing ovation by an appreciative crowd of CEOs, eligibles, past and present members of the CES Board, heads of agencies, institutional partners and friends of the CESB.



### Networking with Global Partners

In 2007, CESB hosted the 2007 Study Visit of Delegates from the Public Service Commission of the Republic of Indonesia and the Ministry of Personnel of the People's Republic of China. The delegates were oriented on the mandate, purpose and salient features of the CES;



the policies, rules and mechanics of the eligibility conferment system; and the CESB core programs. The experience provided them a comparative perspective with which to review and assess the Chinese and Indonesian experiences vis-a-vis the development and administration of the Philippine career executive service.

## **POLICY AND PROGRAM DEVELOPMENT**

### **Providing policy research**

The CESB continued to provide policy framework and support to managing the most critical leadership sector in the bureaucracy.

The Board adopted Resolution No. 640, establishing a set of Rules on Reassignment and Transfer of CESOs Who Are Presidential Appointees Occupying CES Positions to ensure that the redeployment of career executives is done fairly, equitably and without bad faith.

In March 2007, the CESB issued Resolution No. 667 to amend Resolution 640, clarifying the application of the rules on reassignment and redeployment.

## **MANAGEMENT INFORMATION SYSTEM**

### **Improving data management**

Continuing enhancements of the CESB information systems were undertaken in 2007 for smoother data generation and greater connectivity of the various office databases.

In addition to enhancing the CESB website, the MIS unit has started to work on

an online information system that would provide e-services to third level career executives and other CES stakeholders and partners. The MIS unit is also building a local intranet mechanism that will further integrate existing management information systems and complement the online CESB information system.

The CESB maintains a database of personal information of CESOs and CES eligibles and passers, contact information of agency coordinators who assist the CESB in updating the 201 files of CES officials, heads of agencies and CESB board members and an archive of CESB resolutions, circulars, agenda, office orders, and CSC resolutions and circulars.

## **ADMINISTRATIVE MATTERS AND SERVICES**

### **Rationalizing the CESB Secretariat**

The CESB Rationalization Plan was implemented in 2007 with the vision of strengthening the Secretariat's capacity as a policy making and implementing body. Partnerships with major stakeholders were reinforced to ensure successful implementation of programs and projects particularly for executives in the third level.

The unit in charge of CESB's placement mechanisms was strengthened to allow for enhanced measures ensuring that outstanding CESOs would be promoted and placed in CES positions of higher responsibility. A separate unit was also created to be responsible for quasi-judicial and legal functions of the CESB.

The rationalized structure of the CESB secretariat provides for a leaner staff complement of fifty, with an 88 percent fill-up in 2007.



## Sharpening the saw among staff

Considered a critical resource of the organization, the CESB management and personnel participated in various trainings, seminars and conferences aimed at upgrading their skills and competencies.

These include the workshop on Rights-Based Approach for Gender and Development, Seven Habits for Managers; Alternative Dispute Resolution, Arts Therapy for Managers; Delegating and Monitoring; and Competency Career Development Workshop of the People Management Association of the Philippines (PMAP).

The staff also participated in an observation tour on human resource information systems, GSIS electronic online system hands-on training as well as conferences such as the 2007 PICPA MMR and SMR Joint Conference; 44th People Management Association of the Philippines (PMAP) Annual Conference, EROPA 21st General Assembly and Conference on Service Quality in Public Sector: An Outcome-Based Approach.

The Secretariat continued to implement programs and projects aimed at promoting gender equality awareness and development.



## Building a sense of family

To foster camaraderie and teamwork, a three-day Staff Development activity was conducted in Dapitan Shrine and Dakak Park and Beach Resort in Zamboanga del Norte from May 3-5, 2007. The activity also helped deepen the CESB secretariat's appreciation of the Philippines' cultural heritage and the history of Jose Rizal.

The CESB also sponsored activities aimed at strengthening family ties and reinforcing moral values and religious foundations. Religious masses, retreats and recollections were regularly held, giving CESB personnel the time to reflect on things that matter most



in life, thereby renewing their commitment to offer better service to their clientele.

A Summer Arts Workshop for CESB Kids was facilitated by Teacher-artist Lorrie Pacampara in May 2007 allowing the children of CESB personnel to have a productive summer vacation.



## Setting the house in order

To enhance institutional capacity on procurement, supplies and property management, the Secretariat's Committees on Bids and Awards and Disposal were reconstituted and orientation on procurement was conducted with the help of Government Procurement Policy Board's Executive Director, Ruby Alvarez. The Secretariat also embarked on programs and projects that promoted efficiency in

records management like the digitization of files and the revival of the 5S principle – sort, set, sweep shine, standardize and sustain.

Cultivating a culture of fiscal discipline, the secretariat set ceilings on consumption of utilities, and strictly enforced observance of energy conservation measures. A building improvement project was likewise undertaken creating a more conducive and healthier work environment.



**The proposed CES Resource Center**

# CES Occupancy Statistics Report as of December 31, 2007

SECTOR / AGENCY	No. of CES Positions	Occupied by CESOs & Eligibles	%	Vacant	Non-CES Eligibles
<b>Constitutional Offices</b>					
1. Civil Service Commission	165	40	24.24	30	95
2. Commission on Elections	60	12	20.00	19	29
3. Commission on Human Rights of the Philippines	9	3	33.33	3	3
4. Office of the Ombudsman	20	6	30.00	4	10
<b>Subtotal</b>	<b>254</b>	<b>61</b>		<b>56</b>	<b>137</b>
<b>Executive Branch</b>					
<b>National Government Agencies</b>					
1. Department of Agrarian Reform	240	71	29.58	34	135
2. Department of Agriculture	143	67	46.85	35	41
3. Department of Budget and Management	66	36	54.55	14	16
4. Department of Education	418	169	40.43	67	182
5. Department of Energy	23	5	21.74	11	7
6. Department of Environment and Natural Resources	209	103	49.28	40	66
7. Department of Finance	246	85	34.55	100	61
8. Department of Foreign Affairs	3	0	0.00	0	3
9. Department of Health	132	55	41.67	18	59
10. Department of Justice	201	34	16.92	37	130
11. Department of Labor and Employment	231	101	43.72	48	82
12. Department of National Defence	32	5	15.63	11	16
13. Department of Public Works and Highways	249	75	30.12	87	87
14. Department of Science and Technology	67	35	52.24	12	20
15. Department of Social Welfare Development	58	29	50.00	11	18
16. Department of Interior and Local Government	217	57	26.27	33	127
17. Department of Tourism	35	12	34.29	1	22
18. Department of Trade and Industry	183	112	61.20	45	26
19. Department of Transportation and Communications	145	48	33.10	16	81
20. National Economic and Development Authority	94	51	54.26	15	28
21. Office of the President	195	67	34.36	37	91
22. Office of the Press Secretary	18	2	11.11	9	7
<b>Subtotal</b>	<b>3,205</b>	<b>1,219</b>		<b>681</b>	<b>1,305</b>
<b>Government Financial Institutions and Corporations</b>					
1. Banko Sentral ng Pilipinas	130	73	56.15	24	33
2. Bases Conversion Development Authority	25	9	36.00	9	7
3. Cebu Ports Authority	1	0	0.00	1	0
4. Center for International Trade Exposition and Mission	5	3	60.00	1	1
5. Cottage Industry Technology Center	3	1	33.33	2	0
6. Cotton Development Administration	7	3	42.86	1	3
7. Cultural Center of the Philippines	12	4	33.33	5	3
8. Development Academy of the Philippines	53	6	11.32	41	6
9. Development Bank of the Philippines	416	117	28.13	232	67
10. Employees' Compensation Commission	2	1	50.00	1	0
11. Government Service Insurance System	138	65	47.10	29	44
12. Home Development Mutual Fund	61	35	57.38	5	21
13. Home Guaranty Corporation	35	13	37.14	22	0
14. Laguna Lake Development Authority	2	1	50.00	0	1
15. Land Bank of the Philippines	499	136	27.25	45	318
16. Light Rail Transit Authority	5	0	0.00	2	3
17. Local Water Utilities Administration	28	16	57.14	5	7
18. Lung Center of the Philippines	10	2	20.00	0	8
19. Mactan-Cebu International Airport Authority	2	0	0.00	1	1

SECTOR / AGENCY	No. of CES Positions	Occupied by CESOs & Eligibles	%	Vacant	Non-CES Eligibles
20. Manila International Airport Authority	14	2	14.29	6	6
21. Metropolitan Waterworks and Sewerage System	19	8	42.11	5	6
22. National Dairy Authority	9	5	55.56	3	1
23. National Development Company	12	0	0.00	5	7
24. National Electrification Administration	20	10	50.00	7	3
25. National Food Authority	70	43	61.43	13	14
26. National Home Mortgage Finance Corporation	79	38	48.10	9	32
27. National Housing Authority	30	6	20.00	14	10
28. National Irrigation Administration	37	14	37.84	15	8
29. National Kidney and Transplant Institute	8	1	12.50	4	3
30. National Power Corporation	163	71	43.56	17	75
31. National Tobacco Administration	23	7	30.43	8	8
32. National Resources Development Corporation	3	0	0.00	2	1
33. Occupational Safety and Health Center	2	2	100.00	0	0
34. Overseas Workers Welfare Administration	11	5	45.45	4	2
35. Philippine Aerospace Development Corporation	13	3	23.08	9	1
36. Philippine Charity Sweepstakes Office	56	26	46.43	16	14
37. Philippine Children's Medical Center	8	1	12.50	4	3
38. Philippine Coconut Authority	30	13	43.33	10	7
39. Philippine Convention and Visitors Corporation	8	0	0.00	4	4
40. Philippine Crop Insurance Corporation	23	15	65.22	5	3
41. Philippine Deposit Insurance Corporation	87	22	25.29	45	20
42. Philippine Economic Zone Authority	65	17	26.15	34	14
43. Philippine Fisheries Development Authority	16	2	12.50	3	11
44. Philippine Health Insurance Corporation	38	21	55.26	1	16
45. Philippine Heart Center	7	1	14.29	0	6
46. Philippine Institute for Development Studies	4	1	25.00	1	2
47. Philippine International Trading Corporation	24	3	12.50	16	5
48. Philippine National Oil Company	21	15	71.43	4	2
49. Philippine National Railways	20	2	10.00	10	8
50. Philippine Ports Authority	47	28	59.57	6	13
51. Philippine Postal Corporation	84	23	27.38	31	30
52. Philippine Reclamation Authority	22	9	40.91	8	5
53. Philippine Retirement Authority	6	1	16.67	1	4
54. Philippine Rice Research Institute	5	2	40.00	3	0
55. Philippine Tourism Authority	18	6	33.33	5	7
56. Quedan and Rural Credit and Guarantee Corporation	10	6	60.00	2	2
57. Small Business Guarantee and Finance Corporation	9	7	77.78	0	2
58. Social Security System	247	42	17.00	83	122
59. Southern Philippines Development Authority	5	2	40.00	2	1
60. Sugar Regulatory Administration	10	3	30.00	4	3
61. Technology and Livelihood Resource Center	37	4	10.81	27	6
62. The Livelihood Corporation	22	2	9.09	19	1
63. Trade and Development Corporation of the Philippines	17	3	17.65	5	9
64. Zamboanga City Special Economic Zone Authority	6	0	0.00	3	3
<b>Subtotal</b>	<b>2,899</b>	<b>977</b>		<b>899</b>	<b>1,023</b>
<b>Legislative Branch</b>					
House					
1. House of Representatives Secretariat	31	5	16.13	3	23
<b>Grand Total</b>	<b>6,389</b>	<b>2,262</b>	<b>35%</b>	<b>1,639</b>	<b>2,488</b>

*Career Executive Service Board*  
**DETAILED BALANCE SHEET**  
*As of December 31, 2007*

**ASSETS**

**Current Assets**

Cash (Note 5)			
Petty Cash Fund	P	4,837.85	
Cash - Collecting Officers		-	
Payroll Fund		2,409.10	
Cash in Bank - Local Currency, Current Account		9,121,804.58	9,129,051.53
<i>Total Cash</i>			
Receivables (Note 6)			
Accounts Receivable		11,000.00	
Advances to Officers and Employees		230,024.20	
Disallowances/Charges		155,334.37	396,358.57
<i>Total Receivables</i>			
Inventories (Note 7)			
Office Supplies Inventory		3,083,027.32	
Other Supplies Inventory		4,509.15	3,087,536.47
<i>Total Inventories</i>			
Prepayments			
Prepaid Insurance		130,032.32	
Other Prepaid Expenses		38,791.67	168,823.99
<b>Other Current Assets</b>			
Guaranty Deposits		221,281.05	
Investment in Stocks		147,400.00	368,681.05
<i>Total Other Current Assets</i>			

**Property, Plant and Equipment (Note 8)**

Land	P	10,584,000.00	
Office Buildings		19,043,228.65	
Accumulated Depreciation		5,683,421.99	13,359,806.66
Other Structures		442,747.50	
Accumulated Depreciation		61,612.43	381,135.07
Office Equipment		918,260.60	
Accumulated Depreciation		390,755.04	527,505.56
Furniture and Fixtures		1,634,733.48	
Accumulated Depreciation		1,160,265.37	474,468.11
IT Equipment and Software		9,976,451.60	
Accumulated Depreciation		3,559,388.17	6,417,063.43
Library Books		51,178.03	
Accumulated Depreciation		36,851.28	14,326.75
Communication Equipment		1,856,992.66	
Accumulated Depreciation		780,330.55	1,076,662.11
Motor Vehicles		5,917,500.00	
Accumulated Depreciation		2,768,450.78	3,149,049.22
Other Property, Plant and Equipment		3,173,877.72	
Accumulated Depreciation		2,416,451.97	36,741,442.66
<i>Total Property, Plant and Equipment</i>		53,598,970.24	
Less: Accumulated Depreciation		16,857,527.58	
<i>Property, Plant and Equipment - Net</i>		36,741,442.66	
<b>TOTAL ASSETS</b>			P 49,891,894.27

**LIABILITIES AND EQUITY**

**Liabilities**

Current Liabilities			
Accounts Payable	P	5,400.00	
Due to BIR		1,174,916.28	
Due to GSIS		26,755.63	
Due to PAG-IBIG		(806.62)	
Due to PHILHEALTH		523.35	
Other Payables		16,895.02	1,223,683.66

**Equity**

Government Equity			48,668,210.61
<b>TOTAL LIABILITIES AND EQUITY</b>			P 49,891,894.27



## DIRECTORY OF KEY OFFICIALS

**Atty. MA. ANTHONETTE VELASCO-ALLONES**  
Executive Director

**Atty. ARTURO M. LACHICA**  
Deputy Executive Director  
Policy, Planning, Legal, Assistance  
and Information Service

**Ms. BLESILDA V. LODEVICO**  
Director III  
Recruitment and Career Development Service



## MANAGEMENT COMMITTEE MEMBERS

**Atty. CHRISTIAN DION V. YAP**

Attorney V, Policy, Planning and Legal Division

**JOSE FEDERICO M. TABINO III**

Chief, Examination and Rank Appointment Division

**MA. THERESA R. ESCOLANO**

Chief Personnel Specialist

**BETTINA MARGARITA L. VELASQUEZ**

Chief Personnel Specialist

**CHRISTOPHER F. CALUGAY**

OIC, Professional Development Division

**EMMANUEL B. SUAREZ**

OIC, Performance Management and Assistance Division

**GERTRUDES T. TOMINES**

Chief, Finance and Administrative Division

# CESB Secretariat



**Office of the Executive Director**



**Eligibility and Rank Appointment  
Division**



**Policy, Planning and Legal  
Division**



**Management**



**Committee**



**Performance Management and Assistance Division**







**Professional Development Division**



**Finance and Administrative Division**







# THE 2007 PERFORMANCE SCOREBOARD

## Core Commitments Career Executive Service Board

PROGRAMS	2007 TARGETS	2007 ACCOMPLISHMENTS
Policy Research, Formulation, Review, Enhancement and Monitoring		
A. Formulation, enhancement, review and monitoring of CESB policies and operational guidelines	One Hundred percent (100%) and timely formulation/completion of policy resolutions	100%  Met target.
B. Drafting of position papers / agenda items concerning CES matters	One Hundred percent (100%) and timely formulation/completion of position papers / agenda items	 Met target.
Professionalizing the Career Executive Service		
A. Conferment of CES Eligibility		
• Assessment Center	Conduct 15 Assessment Centers	 Exceeded target. Conducted 18 Assessment Centers
	Conduct 1 Assessors Re-Orientation	 Exceeded target. Conducted 2 Assessors' Re-Orientation
	Revision of AC Materials	 Met target.
	Development of AC Materials for Retakers	 Below target. Initially coordinated with Consultant
	Interview 237 candidates	 Below target. Interviewed 194 candidates
	Validate 65 candidates	 Exceeded target. Validated 93 candidates Adopted the New Validation System which fast tracked the backlog
	Conduct 1 Validators training / orientation	 Exceeded target. Conducted 3 Validators training / orientation
• Conferment of CES Eligibility	Confer CES Eligibility to 150 candidates	 Below target. Forty-seven (47) officials conferred CES Eligibility

PROGRAMS	2007 TARGETS	2007 ACCOMPLISHMENTS
B. Promotion to/Appointment in CES Ranks	Process 66 applications for original and promotional appointments to CES ranks	100% Exceeded target. Appointed 164 officials to CES ranks; Promoted 33 officials to CES ranks.
• Senior CEO Assessment Program (SCAP)	Conduct 2 SCAP	Met target.
C. Conduct of Executive Leadership Programs (ELP) Australian Experiences	Conduct 9 ELPs	Exceeded target. Conducted 10 ELPs
D. Development and Enhancement of ELP Modules	Conduct Information and Communication Technology (ICT) Competency Profiling	Met target.
	Conduct Rights Based Approach in Governance and Development	Met target.
E. Conduct of CESB-Accredited Training Programs	Conduct 9 Accredited Training Programs	Below target. Conducted 8 Accredited Training Programs
F. Conduct of Learning and Nurturing Programs (LNP)	Conduct 4 LNPs	Exceeded target. Conducted 5 LNPs
G. Development of the Policy Appreciation Course	Develop the Policy Appreciation Course	Ongoing. Course outline approved.
H. CES Sabbatical Program	Review Concept	Comparative Matrix of Models prepared as working paper for discussion and further study
I. Implementation of the Career Executive Service Performance Evaluation system (CESPES)	Facilitate "roll-out" mentoring program to all government agencies	Below target. 75% of major departments are now ready to implement the CESPES
J. Conduct of the 2007 CESB-PAHRDF National Conferences on Governance Innovations - The Philippine and Australian Experiences	Conduct conferences	Met target.
Provide Direct Assistance to Client and Stakeholders in installing CESB System and Programs		
A. Publication and Dissemination of CESB Policies	Publish and disseminate CESB policy/ies to all departments and agencies covered by CES within a week after receipt of signed Circular	Met target.

PROGRAMS	2007 TARGETS	2007 ACCOMPLISHMENTS
<b>B. CESB Information System</b>		
• CES Occupancy	Update Occupancy Report of 250 agencies	<div> <div></div> <div>Below target. Updated occupancy report of 94 agencies.</div> </div>
• Executive Profile Management	Update Executive Profile	<div> <div></div> <div>On-going. Added 24 profiles of new CES Eligibles</div> </div>
• Internet Connectivity	Establish internet connection	<div> <div></div> <div>Met target.</div> </div>
• IT Infrastructure	Enhance IT Infrastructure (hardware and software)	<div> <div></div> <div>On-going. Thirty percent (30%) completed.</div> </div>
• CES Workstations	Full System Optimization	<div> <div></div> <div>On-going. Ninety eight percent (98%) completed</div> </div>
<b>C. Digitization of Files</b>	Digitize CESB Files	<div> <div></div> <div>On-going.</div> </div>
<b>D. CESB Website</b>	Interactive Website	<div> <div></div> <div>On-going. Indicative workplan on the CESB Information Management On-Line (CSIMON) completed.</div> </div>
<b>Transforming the CESB into a Learning and Assistorial Organization</b>		
<b>A. Public Awareness on the CES</b>		
• The Public Manager / Annual Report	Publish and circulate 4 quarterly issues at month-end following the last month of the quarter	<div> <div></div> <div>Below target. Published 3 quarterly issues</div> </div>
• Press Release	Publish 1 press release in newspaper / website every semester	<div> <div></div> <div>Met target.</div> </div>
• Strategic Conversations	Conduct Strategic Conversations in all the regions	<div> <div></div> <div>On-going.</div> </div>
<b>B. CES Anniversary Celebration</b>	Conduct the CES Anniversary Celebration	<div> <div></div> <div>Met target.</div> </div>
<b>C. Mid-year / Year-end Assessment</b>	Conduct mid-year / year-end assessment program	<div> <div></div> <div>Met target.</div> </div>

PROGRAMS	2007 TARGETS	2007 ACCOMPLISHMENTS
Capacity Building for CES		
A. Search for Outstanding Career Executive Officers Program	Confer award to 5 Outstanding Career Executive Officer	100%  Met target.
Effective and Efficient Administration of Resources, Systems and Services		
A. CESB Rationalization Plan	Implement the CESB Rationalization Plan	 Met target. Filled-up 88% of plantilla items.
B. Staff Development Activities	Facilitate Staff Development Activities	 Met target. Successfully conducted staff development
C. Utility Consumption	Monitor utility consumption	 Met target. Set ceilings on utility consumption resulting to savings.
D. Building Renovation	Repair/renovate building and grounds	 Met target.
E. Maintenance of Equipment	Monitor repair/maintenance of equipment	 Met target. Strictly monitored maintenance of vehicles.

## 2007 CES ELIGIBLES

**AL MAYO C. ABAD**  
Senior Attorney  
Social Security System

**RAMON FIEL G. ABCEDE**  
Chief Administrative Officer  
Department of Education

**ROMEO V. ALEJANDRO**  
Special Assistant to the President  
National Transmission Corporation

**JOSEPH PHILIP T. ANDRES**  
Real Property Accounts Manager  
Government Service Insurance System

**MARIA KARLA B. BALILI-GUIA**  
Former Consultant  
Commission on Elections

**NATIVIDAD P. BAYUBAY**  
Education Supervisor I  
Department of Education  
Division of Kalinga

**EUGENE V. BORLONGAN**  
Section Chief  
Philippine Deposit Insurance  
Corporation

**SIGFRED T. BRIONES**  
Corporate Executive Officer I  
OIC Project Management and  
Implementation Department  
Home Development Mutual Fund

**CEZAR MANUEL A. CABANSAG**  
Planning Officer V  
Department of Environment and  
Natural Resources

**CRISTINO C. CAMPANILLA**  
Police Senior Superintendent  
Philippine National Police

**JOEL VICTOR V. CANAPI**  
Police Senior Superintendent  
Philippine National Police

**VERT T. CHAVEZ**  
Police Superintendent  
Philippine National Police

**CHARLOTTE I. CONDE**  
Department Manager  
Land Bank of the Philippines

**LYNDON G. CUBOS**  
Police Superintendent  
Philippine National Police

**FRANCISCO G. DAKILA JR.**  
Bank Officer VI  
OIC, Center for Monetary  
and Financial Policy  
Bangko Sentral ng Pilipinas

**FLORDELIS M. DATU**  
Supervising Risk Assessment  
and Resolution Specialist  
Philippine Deposit Insurance  
Corporation

**ATING D. DIACAT**  
Plant Superintendent (Principal  
Engineer A) Agus ½ Hydroelectric  
Plant National  
Power Corporation Mindanao  
Generation

**CARMELINO L. DE LEON**  
Assistant Vice President  
National Transmission Corporation

**ABIGAIL S. DOMINGO**  
Court Attorney V  
Court of Appeals

**NOLIVIENNE C. ERMITAÑO**  
Technical Assistant  
Office of the President

**ISABELITO P. FLORES**  
Director V  
House of Representatives

**LUZ PERPETUA P. FONTANILLA**  
Supervising Administrative Officer  
Provincial Government of South Cotabato

**MAE ESTER T. GUIAMADEL**  
Chief, Economic Development  
Specialist  
National Economic and  
Development Authority

**JERIK RODERICK V. JACOBA**  
Attorney VI  
Office of the President

**LYN I. JAVIER**  
Bank Officer IV/Acting Deputy  
Director  
Bangko Sentral ng Pilipinas

**PRUDENCE ANGELITA A. KASALA**  
Bank Attorney II/Acting Bank  
Officer VI  
Bangko Sentral ng Pilipinas

**GEMMA A. LADION**  
City Civil Registrar  
City of Talisay, Cebu

**VICENTE N. LORIA**  
Division Manager  
National Transmission Corporation

**ANDREW E. LOU**  
Division Manager  
National Transmission Corporation

**HILARIO N. MARBELLA**  
Department Manager  
Philippine Deposit Insurance  
Corporation

**ROMEO M. MENDOZA JR.**  
Senior Vice President  
Philippine Deposit Insurance  
Corporation

**ROMMEL S. MIRANDA**  
Police Superintendent  
Philippine National Police-  
National Capital Region

**ARLINDO A. NOVICIO**  
Senior Attorney  
Social Security System

**GAMELIN Z. OCZON**  
Vice President  
Social Security System

**MILAGROS M. PAGAYATAN**  
Assistant Vice President  
Social Security System

**EMMANUEL B. PERALTA**  
Police Superintendent  
Philippine National Police

**JEAN VER P. PIA**  
Management and Audit Analyst IV  
Maritime Industry Authority

**EFREN A. QUIÑONES**  
Division Manager B  
Philippine Ports Authority

**ANTONINA DP. RAGUA**  
Branch Head  
Social Security System

**ARTURO C. SALVAMANTE**  
Corporate Staff Officer  
National Transmission Corporation

**MARIO R. SANDIEGO**  
Police Senior Superintendent  
Acting Director for Legal Services  
Philippine National Police

**DOMINICA G. SANTOS**  
President and Chairman  
Kalinga Women in Development  
Foundation, Inc.

**WILHELM M. SUYKO**  
Chief Administrative Officer  
Department of the Interior and  
Local Government

**NONITO M. TAMAYO**  
Supervising Forest Management  
Specialist  
Forest Management Bureau  
Department of Environment and  
Natural Resources

**AKMAD J. USMAN**  
Accountant III/OIC,  
Chief Administrative Officer  
Department of Budget and  
Management

GILDA M. VELEZ  
Accounts Manager  
Development Bank of the Philippines

DENIS F. VILLORENTE  
Director IV  
Department of Science and  
Technology

## 2007 NEWLY APPOINTED CESOs

### CIVIL SERVICE COMMISSION

EMMA B. BARRERA, CESO V  
Director II

MYRNA V. MACATANGAY, CESO IV  
Director III

ERLINDA G. MAGALONG, CESO V  
Director II

HERMELINO M. PIOLA, CESO V  
Director II

OFELIA S. SALVADOR, CESO V  
Director II

ADAMS D. TORRES, CESO IV  
Director III

LEOPOLDO ROBERTO W.  
VALDEROSA JR., CESO V  
Director II

### COMMISSION ON ELECTIONS

ESMERALDA A. LADRA, CESO IV  
Director III

FERDINAND T. RAFANAN, CESO III  
Director IV

BARTOLOME J. SINOCRUZ JR.,  
CESO III  
Director IV

Tomas S. Valera, CESO V  
Director III

### DEPARTMENT OF AGRICULTURE

EDGARDO D. DAHINO, CESO VI  
Director III (Assistant Regional Director)  
CARAGA Regional Office

### DEPARTMENT OF EDUCATION

ESTRELLITA Y. EVANGELISTA, CESO VI  
Director III (Assistant Director)

CORAZON C. RUBIO, CESO VI  
Assistant Schools Division  
Superintendent  
Quezon City Division Office

VIRALUZ S. RAGUINDIN, CESO VI  
Assistant Schools Division  
Superintendent  
Division of Urdaneta City

### DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

SABDULLAH C. ABUBACAR, CESO VI  
Director III (Regional Technical Director)  
Environmental Management Bureau

LORETO B. ALBURO, CESO VI  
Director II (Regional Director)  
Mines and Geosciences Bureau

JOEL G. SALVADOR, CESO VI  
Director III (Regional Technical Director)  
Environmental Management Bureau

### DEPARTMENT OF FINANCE

JAIRUS D. PAGUNTALAN, CESO VI  
Director III  
Bureau of Customs

### DEPARTMENT OF HEALTH

ROSALINDA F. ARANDIA, CESO IV  
Medical Center Chief II

ADELAIDA A. ASPERIN, CESO VI  
Director III  
Center for Health Development

GLORIA J. BALBOA, CESO VI  
Director III (Assistant Regional Director)  
Center for Health Development

ROLAND L. CORTEZ, CESO IV  
Medical Center Chief II

MA. LOURDES K. OTAYZA, CESO V  
Chief of Hospital III

JUDITH N. ALLAGA, CESO VI  
Director III (Assistant Regional Director)

### DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

MARIA LOURDES L. AGUSTIN, CESO VI  
Local Government Operations  
Officer VIII

CRESCENCIO J. CALINA, CESO VI  
Local Government Operations  
Officer VIII

JAMES F. FADRILAN, CESO VI  
Local Government Operations  
Officer VIII

LEOCADIO T. TROVELA, CESO VI  
Director III  
Bureau of Local Government  
Development

### DEPARTMENT OF JUSTICE

SUSAN B. BORNAS, CESO VI  
Director I (Assistant Regional Director)  
Parole and Probation Administration

### DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

MARIA CATALINA E. CABRAL, CESO IV  
Project Manager III

SUBAIR S. DIRON, CESO III  
Project Manager IV

DON F. DONALDO, CESO VI  
District Engineer

PATRICK B. GATAN, CESO III  
Project Manager IV

ISABELO V. MASCARDO, CESO VI  
District Engineer

PHILIP F. MENEZ, CESO III  
Project Manager IV

JOSE C. ONG, CESO IV  
Project Manager III

JORGE U. SEBASTIAN JR., CESO VI  
Director III (Assistant Regional Director)  
Regional Office No. 9

FAUSTINO N. STA. MARIA, CESO IV  
Project Manager III

DANILO E. VERSOLA, CESO VI  
District Engineer

### DEPARTMENT OF SCIENCE AND TECHNOLOGY

DANILO C. CARDENAS, CESO VI  
Deputy Executive Director III  
Philippine Council for Agriculture,  
Forestry and Natural Resources  
Research and Development (PCARRD)

### DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

MA. EVELYN B. MACAPOBRE, CESO VI  
Director III

### OFFICE OF THE OMBUDSMAN

RUDIGER G. FALCIS II, CESO III  
Graft Investigation Officer III

### OFFICE OF THE PRESIDENT

PETRONILA V. DE CASTRO, CESO V  
Director II

### HOUSE OF REPRESENTATIVE

JOSE MA. ANTONIO B. TUAÑO, CESO II  
Executive Director

### BASES CONVERSION DEVELOPMENT AUTHORITY

MA. ESPERANZA M. ESPINO, CESO III  
Project Manager IV



HEDDA LOURDES Y. RULONA, CESO V  
Department Manager III

ALEX T. SOLOMON, CESO III  
Project Manager IV

**BANGKO SENTRAL  
NG PILIPINAS**

ROMUALDO T. ALDECOA JR., CESO IV  
Deputy Director

DIVINA S. CABALLERO, CESO IV  
Deputy Director

ARTURO C. MANUEL, CESO IV  
Deputy Director

EDNA C. VILLA, CESO IV  
Deputy Director

JUAN D. DE ZUÑIGA JR., CESO II  
General Counsel

**DEVELOPMENT ACADEMY OF  
THE PHILIPPINES**

ERMARIE A. MONDEJAR, CESO VI  
Fellow I

CARLOS A. SAYCO JR., CESO IV  
Vice President

**DEVELOPMENT BANK OF THE  
PHILIPPINES**

SOCORRO D. ANGSINCO, CESO VI  
Assistant Department Manager II

JESUSA A. BALINGAO, CESO V  
Department Manager III

JOSE V. BARILEA JR., CESO VI  
Assistant Department Manager II

HERMIE R. ESGUERRA, CESO VI  
Assistant Department Manager II

AMANDA S. GUIAM, CESO V  
Department Manager III

PAUL D. LAZARO, CESO V  
Department Manager III

ROSALINA DL. P. MAGAT, CESO IV  
Vice President

Eduardo T. Mendoza, CESO V  
Department Manager III

HERMINIA R. MENDOZA, CESO IV  
Vice President

AME CRIS C. TOLEDO, CESO VI  
Department Manager II

JOMINI M. VENAGO, CESO V  
Department Manager III

ANNABELLA T. VERGARA, CESO VI  
Assistant Department Manager II

MINERVA M. VIRTUCIO, CESO V  
Department Manager III

**GOVERNMENT SERVICE  
INSURANCE SYSTEM**

SHIRLEY D. FLORENTINO, CESO V  
Department Manager III

ELSIE J. LISING, CESO V  
Department Manager III

SAMUEL M. OCAMPO, CESO V  
Department Manager III

JESUSA RUBY A. TERUEL, CESO V  
Department Manager III

**HOME DEVELOPMENT MUTUAL  
FUND**

RAFAEL ODES M. ABAÑO III, CESO IV  
Vice President

MELBA FLOR M. BADILLA, CESO V  
Department Manager III

CYNTHIA A. HANSEN, CESO V  
Department Manager III

MARGIE A. JORILLO, CESO IV  
Vice President

DELIA D. ROBLES, CESO V  
Department Manager III

**HOME GUARANTY  
CORPORATION**

MA. BELEN S. FABELLA, CESO V  
Department Manager III

ROSEMARIE N. PRINCIPE, CESO VI  
Assistant Department Manager II

**LAGUNA LAKE DEVELOPMENT  
AUTHORITY**

DOLORA N. NEPOMUCENO, CESO IV  
Assistant General Manager

**LAND BANK OF  
THE PHILIPPINES**

RAMON V. ALBANO, CESO V  
Department Manager III

ALLAN R. BISNAR, CESO VI  
Department Manager

VIVIAN P. BISNAR, CESO VI  
Department Manager

PATERNIO C. CABREDO, CESO VI  
Assistant Department Manager II

JUAN A. CALISIN JR., CESO V  
Department Manager III

ROSARIO D. CAMBRONERO, CESO VI  
Department Manager

ROSSANA S. CORONEL, CESO VI  
Department Manager

PRUDENCIO J. ELEGADO, CESO VI  
Department Manager

EDNA S. FAMORCA, CESO III  
First Vice President

GABRIEL M. JAYME, CESO IV  
Vice President

NOMERLITO A. JUATCHON, CESO VI  
Department Manager

MILO L. JUSTINIANO, CESO VI  
Department Manager

MA. TERESITA V. LEIDO, CESO VI  
Department Manager

CESAR G. MAGALLANES, CESO VI  
Department Manager

DELMA P. MANILA, CESO V  
Department Manager III

FILIPINA B. MONJE, CESO V  
Department Manager III

EMMA E. OCUBILLO, CESO VI  
Department Manager II

JOEL M. RANARA, CESO VI  
Department Manager

EDUARDO N. REYES JR., CESO VI  
Department Manager

FIDEL L. UY, CESO V  
Department Manager III

**LOCAL WATER UTILITIES  
ADMINISTRATION**

ALFREDO B. ESPINO, CESO V  
Department Manager

ARMANDO T. FERNANDEZ, CESO V  
Department Manager

ENRIQUE O. GITA, CESO V  
Department Manager

MANOLO A. KAGAHASTIAN, CESO V  
Department Manager

EMMANUEL B. MALICDEM,  
CESO III  
Deputy Administrator



MARIO I. QUITORIANO, CESO V  
Department Manager

**METROPOLITAN WATERWORKS  
AND SEWERAGE SYSTEM**

LEONOR C. CLEOFAS, CESO IV  
Project Manager A

**NATIONAL FOOD AUTHORITY**

ANGELINA S. BERGONIA, CESO VI  
Assistant Department Manager

IMELDA B. CUETO, CESO VI  
Assistant Department Manager

REX C. ESTOPEREZ, CESO VI  
Assistant Department Manager II

**NATIONAL HOME MORTGAGE  
FINANCE CORPORATION**

MILAGROS A. ARCINUE, CESO VI  
Assistant Department Manager II

EMILIE A. MENESES, CESO V  
Department Manager

MA. BERNARDA L. TRINIDAD, CESO VI  
Regional Manager

**NATIONAL POWER  
CORPORATION**

EMMANUEL D. ABELLANOSA, CESO V  
Department Manager

MA. VENICE A. AMISTOSO, CESO V  
Department Manager

PATERNO C. BANAYAT, CESO V  
Department Manager

REYNALDO F. BONGAO, CESO V  
Department Manager

EMILIA A. CANAR, CESO V  
Department Manager

ERNESTO M. DALUZ, CESO V  
Department Manager

JOSEFINA C. HIDALGO, CESO V  
Department Manager

ANTONIO N. LICUP JR., CESO V  
Department Manager

MAURO L. MARCELO JR., CESO V  
Department Manager

CATHERINE J. PABLO, CESO V  
Department Manager

**PHILIPPINE CHARITY  
SWEEPSTAKES OFFICE**

ALEGRIA A. ASUIT, CESO VI  
Assistant Department Manager II

REMELIZA JOVITA M. GABUYO, CESO V  
Department Manager III

WILLIAM H. MEDICI, CESO V  
Department Manager III

LAURO A. PATIAG, CESO V  
Department Manager III

ROMUALDO V. QUINONES, CESO V  
Department Manager III

ROMEO S. RIGODON, CESO VI  
Assistant Department Manager II

DANILO A. SANTOS, CESO VI  
Assistant Department Manager II

**PHILIPPINE COCONUT  
AUTHORITY**

ROMULO N. ARANCON JR., CESO V  
Department Manager III

**PHILIPPINE CROP INSURANCE  
CORPORATION**

ELIAS S. CATULONG, CESO V  
Regional Manager II

CRESCENCIO V. DELIGERO JR., CESO V  
Regional Manager II

LUTHER ROMEO C. SALTING, CESO V  
Regional Manager II

ANTONIO S. UY II, CESO V  
Regional Manager II

**PHILIPPINE DEPOSIT  
INSURANCE CORPORATION**

MA. ESTER D. HANOPOL, CESO V  
Department Manager III

IRMINA D. SICIO, CESO VI  
Assistant Department Manager II

MA. ANA CARMELA L. VILLEGAS,  
CESO IV  
Vice President

**PHILIPPINE ECONOMIC ZONE  
AUTHORITY**

MA. VICTORIA M. CABATCAN, CESO V  
Department Manager III

BELENIA B. LOBITANA, CESO VI  
Department Manager II

NICANOR M. OLIVAR, CESO IV  
Group Manager

**PHILIPPINE FISHERIES  
DEVELOPMENT AUTHORITY**

NELSON M. DAVILA, CESO V  
Department Manager III

**PHILIPPINE HEALTH  
INSURANCE CORPORATION**

DENNIS B. ADRE, CESO V  
Department Manager A

RUBEN JOHN A. BASA, CESO V  
Department Manager A

ALEX B. CAÑAVERAL, CESO V  
Department Manager A

SHIRLEY LOURDES ANTONIA B. DO-  
MINGO, CESO V  
Department Manager A

MARIO S. MATANGUIHAN, CESO V  
Department Manager A

LOLITA V. TULIAO, CESO V  
Department Manager

**PHILIPPINE NATIONAL RAILWAYS**

LYNNA G. GOYMA-CHUNG, CESO VI  
Department Manager

RAFAEL F. MOSURA JR., CESO III  
Assistant General Manager

**PHILIPPINE PORTS AUTHORITY**

AMELIA M. AQUINO, CESO V  
Department Manager A

EDGAR C. PILAR, CESO V  
Port Manager A

**PHILIPPINE POSTAL  
CORPORATION**

EDWARD B. ROJAS, CESO IV  
Director III

**PHILIPPINE TOURISM AUTHORITY**

BIENVENIDA M. LAROYA, CESO V  
Department Manager A

**SOCIAL SECURITY SYSTEM**

PRECIOSA K. ACUÑA, CESO V  
Branch Head

AUREA G. BAY, CESO V  
Department Head

RIZALDY T. CAPULONG, CESO IV  
Assistant Vice-President

AIDA V. DELOS SANTOS, CESO IV  
Assistant Vice President



AURORA E. L. ORTEGA, CESO III  
Vice President

EMMANUEL R. PALMA, CESO V  
Branch Head

MARIVIC S. VILLARAMA, CESO V  
Department Head

### TECHNOLOGY AND LIVELIHOOD RESOURCE CENTER

PRISCILLA S. CIOCO, CESO V  
Department Manager III

REYNALDO H. MENDOZA, CESO V  
Department Manager III

### THE LIVELIHOOD CORPORATION

CHITA C. JALANDONI, CESO V  
Department Manager III

## 2007 NEWLY PROMOTED CESOs

### DEPARTMENT OF AGRARIAN REFORM

MARTHA CARMEL C. SALCEDO,  
CESO III  
Director III  
Policy and Strategic  
Research Service

### DEPARTMENT OF EDUCATION

LOLITA M. ANDRADA, CESO III  
Director IV  
Bureau of Secondary Education

CECILIA P. ARIBUABO, CESO IV  
Schools Division Superintendent  
Division School of Laoag City

CORAZON T. BARRIENTOS, CESO V  
Schools Division Superintendent  
Division School of Batanes

ELNORA A. BARRIOS, CESO IV  
Director III (Assistant  
Regional Director)  
Regional Office No. VI

ISABELITA M. BORRES, CESO IV  
Director III (Assistant Regional Director)  
Caraga Regional Office

MERIEM P. COLLADO, CESO V  
Schools Division Superintendent  
Division School of Guimaras

FLORENCIA C. DOMINGO, CESO V  
Schools Division Superintendent  
Division School of Mandaluyong City

FE L. FAZ, CESO V  
Schools Division Superintendent  
Division School of Muntinlupa City

ERLINDA G. GENCAYA, CESO V  
Schools Division Superintendent  
Division of Iloilo City

ANGEL A. GILVAS, CESO V  
Schools Division Superintendent  
Division School of La Carlota City

VICTORINA S. LAROZA, CESO V  
Schools Division Superintendent  
Division School of Aklan

EDNA C. LEAL, CESO V  
Schools Division Superintendent  
Division School of La Union

FLORDELIZA R. MAGDAY, CESO IV  
Schools Division Superintendent  
Division School of Bataan

CAROLINO B. MORDENO, CESO II  
Director IV (Regional Director)  
Regional Office No. VII

MARY B. NAMUHE, CESO IV  
Schools Division Superintendent  
Division School of Benguet

### DEPARTMENT OF ENVIRONMENT AND NATURAL RESOURCES

EDNA T. ANDA, CESO V  
Director III  
Project Management and  
Coordination Service  
Foreign Assisted and Special  
Project Office

### DEPARTMENT OF HEALTH

DAVID J. LOZADA JR., CESO II  
Assistant Secretary

### DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT

MANUEL Q. GOTIS, CESO III  
Director IV  
Bureau of Local Government  
Development

### DEPARTMENT OF JUSTICE

ALLAN B. ALCALA, CESO V  
Director II (Regional Director)  
Parole and Probation Administration  
Regional Office No. V

### DEPARTMENT OF LABOR AND EMPLOYMENT

MILAGROS D. HERNANDEZ, CESO I  
Deputy Director General  
Technical Education and Skills  
Development Authority

### DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS

JESUS E. SALMO, CESO V  
Director III (Assistant Regional Director)  
Regional Office No. III

ROLANDO M. ASIS, CESO V  
Director IV (Regional Director)  
Regional Office No. VI

### DEPARTMENT OF SOCIAL WELFARE AND DEVELOPMENT

MATEO A. LEE, CESO III  
Director III (Deputy Executive Director)  
National Council for the Welfare of  
Disabled Persons

PARISYA H. TARADJI, CESO II  
Assistant Secretary

FLORITA R. VILLAR, CESO II  
Assistant Secretary

### DEPARTMENT OF TRANSPORTA- TION AND COMMUNICATIONS

RAUL B. AGUILOS, CESO IV  
Director II (Regional Director)  
Land Transportation Office  
Regional Office No. VIII

LINA L. ESTRADA, CESO I  
Director II (Regional Director)  
Land Transportation Office

### DEPARTMENT OF SCIENCE AND TECHNOLOGY

CAROL M. YOROBÉ, CESO I  
Assistant Secretary

PATRICIO S. FAYLON, CESO II  
Executive Director  
Philippine Council for Agriculture,  
Forestry and Natural Resources  
Research and Development

### OFFICE OF THE PRESIDENT

ALBERTO A. BERNARDO, CESO I  
Assistant Executive Secretary  
Internal Audit Office

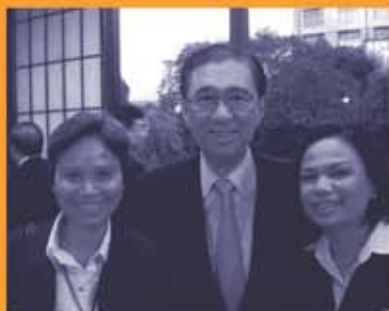
### NATIONAL ECONOMIC AND DEVELOPMENT AUTHORITY

MARCELINA VERONICA E. BACANI,  
CESO II  
Assistant Director General

MILAGROS A. RIMANDO, CESO II  
Director IV (Regional Director)  
Regional Office No. II



# THE YEAR IN PICTURES



# VISION

A CES that is empowered, respected and recognized for its integrity, leadership, expertise, dynamism and compassion for the Filipino people; and, that is stable, and insulated from politics.





# MISSION

**Formulate and implement policies and programs that would strengthen professionalism and careerism leading towards the achievement of an integrated civil service system**

**Promote continuous development and learning among CEOs through programs and activities that will deepen their integrity, accountability and service orientation and harness their leadership and managerial capabilities**

**Provide support and assistance to CEOs and other stakeholders**

# CAREER EXECUTIVE SERVICE BOARD TRAINING PROGRAM CALENDAR FOR 2008

TRAINING PROGRAM and DATE OF CONDUCT	VENUE	TRAINING FEE	
		RESERVATION	FULL

## EXECUTIVE LEADERSHIP PROGRAM

Salamin-Diwa ng Paglilingkod (SALDIWA) Integrated Course (live-in) August 12 - 26, 2008	Luzon	P 6,000	P 20,000
Gabay sa Paglilingkod (GABAY) Training Modules on:			
Rights-Based Approach to Governance and Development (live-out) May 7-9, 2008	CESB Office	P 1,050	P 3,500
Information and Communications Technology for Managers (live-out) May 27-30, 2008	National Computer Center	P 1,500	P 5,000
Integrated GABAY Training Course (live-in) July 8-13, 2008	Metro Manila	P 3,600	P 12,000

## ACCREDITED TRAINING PROGRAMS (live-out)

Problem Analysis and Decision Making Workshop (PADM) April 24-25, 2008	CESB Office	P 4,400	P 8,800
Delegating and Monitoring Workshop (DM) May 15-16, 2008	CESB Office	P 4,400	P 8,800
7 Habits for Highly Effective Managers June 19-20, 2008 Coordinate directly with CLCI at 426-6489 to 91 Look for Joey	CESB Office	P 3,900 Pay Directly to CLCI	P 13,000
Power Principle Workshop July 3-4, 2008 Coordinate directly with CLCI at 426-6489 to 91 Look for Joey	CESB Office	P 2,085	P 6,950

## NEW PROGRAMS

Policy Appreciation Course for Managers (pilot conduct) April 16-18, 2008	DAP, Pasig	By Invitation	
Policy Appreciation Course for Managers (regular) September 3-5, 2008	DAP, Pasig	P 2,250	P 7,500



### CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino Street, Holy Spirit Drive, Diliman, Quezon City 1127

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Website [www.cesboard.gov.ph](http://www.cesboard.gov.ph)