

ANNUAL REPORT

Career Executive Service Board



2009

VISION

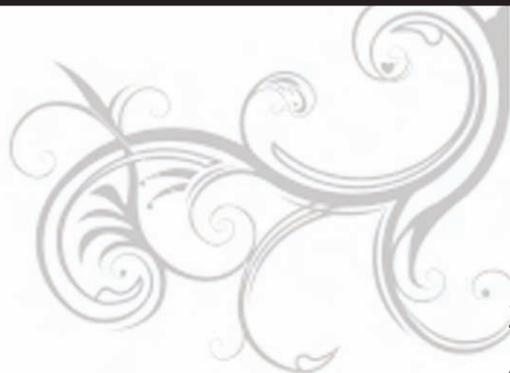
*A CES that provides leadership and continuity in governance,
imbues relevance,
builds collaboration and inspires trust in achieving
national development goals
hand in hand with political leaders, the bureaucracy and the citizens.*

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.*

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MESSAGE FROM THE CHAIRMAN

This Annual Report chronicles what has been another banner year for the career executive service. For the CES Board, success is measured not just in terms of how we are achieving our targets but also on how we are realizing our vision for the CES.

In 2009, our vision of an integrated CES human resource development framework was realized through the development of our Continuing Professional Development Program based on the CES Competency Grid we developed the previous year. Likewise, our continuous conversations with our publics have resulted in the promulgation of new policies, programs and innovations. Above all, beyond words can describe, we see and feel an invigorated CESO community.

We are not only pleased but more so humbled by these accomplishments because we owe our success to our program partners, the CES community and the Filipino people whom we believe deserves a bureaucracy that is working for them.

We dedicate our success to the men and women of the CES whose feedback and criticisms have inspired us to rethink our policies and improve our programs and whose exemplary performance made us more proud of the CES badge. We dedicate this as well to our regional partners, resource persons, validators, assessors, and leaders who unselfishly shared their resources, time and expertise for the benefit of the CES.

It is my honor and privilege to present to you the 2009 CESB Annual Report. May you be inspired and be proud to be of service to the Filipino.

Isang karangalan ang maglingkod sa bayan!



HON. BERNARDO P. ABESAMIS
Chairman, CESB

MESSAGE FROM THE EXECUTIVE DIRECTOR



Inspired by the CESO's commitment to service and guided by an innovative spirit, the Career Executive Service Board continued to find new venues to help CESOs achieve professional and career growth, empower them to face the challenges of governance and nation-building and reaffirm the CES pride.

In the last two years, the CESB has worked towards strengthening the CES examination process with measures to guarantee the integrity of candidates in addition to ensuring that only those equipped with excellent analytical, communication and leadership abilities are conferred the much-coveted CES eligibility.

We rationalized our continuing professional development program to follow the CES Competency Framework. Increased opportunities to conduct our residential Executive Leadership Program were offered to facilitate the appointment to or promotion in CESO rank of our deserving CES eligibles. Apart from technical and leadership skills enhancement courses, we likewise explored lifelong learning initiatives that enabled CESOs and eligibles to attain work-life balance.

Our annual recognition program through the Gawad CES and the full implementation of the new CESPES were equally widely supported by our community and agency partners. The wide participation of CESOs and eligibles in the 8th National Conference in Iloilo City last November 2009 underscored the quantum growth within the CES community.

Above all these, we saw the revitalization of NUCESO, the various regional associations of executives and CESOs and agency-based unions of CESOs, particularly with the Energy Sector led by the Department of Energy (DOE) and the Department of Environment and Natural resources (DENR).

As the nation braces itself for the events of 2010 with its promise of change and renewal, the CESB reaffirms its commitment to pursue its strategic goals with even more zeal and vigor. The following 2010 milestones comprise the

pillars of CESB's executive development thrust:

- Acquire ISO-certification for our eligibility and rank appointment processes to ensure sustained efficient, expeditious and reliable processing;
- Conduct our residential SALDIWA and GABAY sessions as frequently as needed by eligibles;
- Pilot the new professional development programs such as L.E.A.P. (Leaders Enterprise Attachment Program), M.A.P. for eligibles and the revitalized Sabbatical that is now called the Fellows Program;
- Launch a new CES community hymn;
- Align the CESPES to our competency framework and launch the revised CESPES for an online implementation;
- Strengthen the CES Club and sustain the CES C.I.R.C.L.E. forums; and
- Complete the CES classification study and promulgate the responsive policy to further careerism and promote the professionalization of the third level.

Two groundbreaking initiatives — the formulation of the CES-ARMM Executive Development Program and the establishment of a CES Institute form part of the strategic program priorities of the CESB. These and many other initiatives are intended to better able to assist the members of the CES community in confronting the challenges of public administration and governance.

On behalf of the CESB Secretariat, we thank the members of the CES Governing Board, the NUCESO, and all our institutional and social partners for their unceasing support and encouragement that fuel our efforts to do more and better.

And finally, we salute the eminent women and men of the Career Executive Service who inspire us in our endeavors.

Kayo and dangal ng aming paglilingkod.

MARIA ANTHONETTE VELASCO-ALLONES, CESO I
Executive Director

RECRUITMENT AND SELECTION

A fair and rigorous recruitment and selection system is the foundation of any strong career institution. Membership in the career executive service (CES) requires passing a four-stage examination process, which includes the Written Examination, Assessment Center, Validation of On-the-Job Performance, and Interview.

In 2009, 807 aspirants took the Written Examination in any of the following modes: one nationwide exam held simultaneously in three testing centers located in the National Capital Region, Cebu and Davao; six department-based exams; and five walk-in exams.

The CESB likewise held 21 Assessment Centers participated by 397 examinees, validated the on-the-job performances of 339 candidates and facilitated the interview of 295 aspirants.

By the end of the year, 295 government executives met the stringent standards of the Board and became part of the roster of CES eligibles. This figure represents a 29% increase from the previous year, attributed to the innovations adopted in 2009 that streamlined examination systems and procedures while continuously upholding high levels of standards of competence, performance and integrity.

Among these innovations is CESB's bid for ISO Certification in its Eligibility and Rank Appointment (ERA) processes. To gear up for this, orientation sessions on ISO 9001:2008 were conducted in December, the template for document and records control was finalized and Standard Operating Procedures (SOPs) for ERA were drafted.



RANK APPOINTMENT

The career executive service follows the rank concept where CES eligibles become career executive service officials (CESOs) when they are appointed by the President to a CESO rank based on a salary grade corresponding to the CES position occupied by the eligible. A CESO who is promoted to a higher CES position may likewise be appointed by the President to the higher CES rank equivalent to the position upon recommendation by the Board. A CESO may also be recommended for appointment to the higher CES rank, even without getting promoted to a higher CES position, if among others, at least 3 years of very satisfactory residency in the current CES rank have been completed.

In 2009, 34 eligibles were inducted to the CES Ranks by the President while 94 were promoted in ranks. (see Annexes)



PROFESSIONAL DEVELOPMENT

An ideal CESO is one public manager who possesses a set of competencies required to effectively perform the role of a career executive. In 2008, the CESB drafted the CES Competency Grid aimed to create and establish a durable and dynamic framework for lifelong learning in the CES.

Continuing Professional Development System

In 2009, the Board approved the Continuing Professional Development System. The System provides policy support and integrates capacity building programs corresponding to key stages in the career path of a CESO or eligible prior to entry and while serving tenure in the CES. The Executive Leadership Program (ELP), the CES C.I.R.C.L.E Forum and the CES Strategic Conversations Series are some of the regular programs which are part of the System.

Introduced in the framework are new programs to be piloted by 2010. This module the Management Apprenticeship Program (MAP) and the Leaders' Enterprise Attachment Program (LEAP). The MAP is a multi-modal leadership and managerial development program geared towards grooming CES eligibles for promotion in CES, the LEAP is an exposure and attachment program that provides qualified CESOs and eligibles an opportunity to work in a private sector organization for a fixed period of time under the professional guidance of a company-based mentor under the monitoring of the CESB.



C.I.R.C.L.E. Forum

The centerpiece of the CES Continuing Professional Development System, the Creative Innovations and Reforms for Committed Leadership and Effectiveness (C.I.R.C.L.E.) Forum was launched in January 2009 and was conducted throughout the year in different regions all over the country.

Composed of short-duration capacity-building programs, it features exemplary, pioneering and influential leaders from the public, private and academic spheres engaged in governance and development. It is a learning-sharing series for executives on leadership lessons and major issues that affect sectoral or macro development.

The Forum complements the longer-duration core training programs in the CES and provides region-based eligibles and CESOs with more access to opportunities to complete their training requirement for appointment to CES ranks per the provisions of CESB Resolution No. 718 s. of 2007. It promotes the CESB's core objectives of providing meaningful, innovative and effective mechanisms for personal and professional development of members of the CES and for strengthening strategic networks and engagements with key sectors who share the same mission of improving governance, managing partnerships, and promoting development and change.

The 2009 CES CIRCLE covered a range of topics, including corruption, government regulation, gender development issues, executive wellness, talent management, climate change, national security, e-Governance and electoral reforms. The fourteen (14) sessions for 2009 was attended by 1,600 government executives from various government agencies.



Executive Leadership Program/ Community Organizational Attachment Module



The Executive Leadership Program (ELP) remains to be the CESB's flagship program for basic management and leadership training. ELP is composed of three (3) modules which correspond to a three-pronged leadership framework for the CES consisting of knowing one's self (Salamin ng Paglilingkod module), relating with others (Diwa ng Paglilingkod module), and leading the organization (Gabay ng Paglilingkod module). Completion of ELP is a requirement for appointment to an appropriate CES rank. A total of 165 participants attended the ELP modules during the year.



The CESB likewise reinvented the Community Organizational Attachment Module (COAM). COAM, better known as the "Barrio Immersion", is an integral component of the ELP. In 2009, the CESB took the immersion concept a step further and redesigned the COAM as a 'field evaluation research exercise' – recasting it from merely being 'affective' to that of being 'effective'.



The CESB also conducted one class of Policy Appreciation Course for CESOs from in partnership with the Development Academy of the Philippines (DAP). The course was attended by 40 CESOS from various government agencies.

PERFORMANCE MANAGEMENT AND RECOGNITION

With the issuance of CESB Circular No. 11 providing for the mandatory implementation of the new Career Executive Service Performance Evaluation System, 2009 saw the administration of CESPES Forms to the subordinates of CES officials nationwide. A total of 34, 581 raters participated in this endeavor.

The Department of Agrarian Reform (DAR) topped the list of agencies in the number of complete CESPES ratings with 104 officials.

Recognizing Excellence — GAWAD CES

President Gloria Macapagal Arroyo led the conferment of the 2009 Presidential GAWAD CES in Malacañang on November 16, 2009. The second batch of winners of the GAWAD are:



SALVADOR A. AVES
Regional Director
National Statistics Office
Region X



ELISA B. BAROQUE
Department Manager
Philippine Charity Sweepstakes Office

PERFORMANCE MANAGEMENT AND RECOGNITION

GAWAD CES



CORAZON C. DAVIS

Director IV
Department of Environment
and Natural Resources



MATEO G. MONTAÑO

Assistant Secretary
Department of Social Welfare and Development



GUMERSINDO D. LASAM

Undersecretary
Department of Agriculture
Region II



SEVERINO C. SANTOS

OIC-Regional Director
National Economic and Development Authority
Region IV-A



EVELYN A. TROMPETA

Regional Director
Department of Interior and Local Government
Region VI



The GAWAD highlights the exceptional accomplishments of government workers and aims to motivate government personnel to give their best in public service in the areas of innovation, technology-enabled reforms, social services, administrative reforms and public policy. The Awards was established pursuant to Executive Order 715 signed by President Arroyo on March 28, 2008. The 2009 winners were presented to the CES community during the CES Conference on November 10-12, 2009 in Iloilo City.

The 2009 GAWAD Committee on Awards boasts of luminaries from both the public and private sector--- former Secretary Rafael Alunan III, Commission On Audit former Chairperson Guillermo Carague, 2009 People Management Association of the Philippines (PMAP) President Grace Abella-Zata, journalist Rina Jimenez-David, CES Board Members DAP President Antonio D. Kalaw, Jr, former DENR Undersecretary Rolando L. Metin and CESB Vice-Chair Maria Paz Foronda.



EXTERNAL LINKAGES AND RELATIONS

Nurturing Stakeholder Relations

Through simple birthday greetings to policy and program updates, the CESB continued to reach out to its clientele through its external relations services.

The Board sent birthday and other special occasion cards and distributed corporate tokens for the holiday season to 3,071 CES officials in 2009.

Connecting thru The Public Manager

The Public Manager (PM) continued to inform stakeholders on policy and program developments in the CESB. Two (2) issues of the newsletter were published in April and July of 2009.

A commemorative PM was also published in November 2009 to mark the 36th anniversary of the CES. Entitled "Lifelong Learning in the CES", the magazine featured recent initiatives to re-imagine, reinvent and reengineer programs, systems and tools in search of creative and innovative ways to constantly shape and retool CESOs.

E-CES

Taking advantage of developments in the electronic media, the CESB likewise continued to provide up-to-date information through its website www.cesboard.gov.ph as well as through short message service (SMS) technology.



Conversing Strategically

The Board continued to hold dialogues with its stakeholders through the Strategic Conversations program. 2009 saw Strategic Conversations with officials from Region XIII, the energy sector and officials from the Department of Environment and Natural Resources (DENR).

Connecting Globally

The CESB maintained its networking efforts with international academic institutions, mainly with the Lee Kuan Yew School of Public Policy (LKYSPP) of the National University of Singapore, to make available scholarship opportunities for CESOs and eligibles. A total of 1,800 participants attended the Opportunity Summit conducted in May where such scholarship opportunities were showcased.

The CESB and the Development Academy of the Philippines likewise helped the United Nations Asian and Pacific Training Center for Information and Communication Technology for Development (APCICT) in the conduct of an inaugural national Training of Trainers' (ToT) workshop as part of its ICT Essentials for Government Leaders Programme in October. The program is a specially designed course which provides a comprehensive ICT for development curriculum. Thirty (30) senior management officials from Afghanistan, India, Indonesia, Kyrgyzstan, Mongolia, and the Pacific island countries attended the workshop.



THE CES COMMUNITY

Nurturing the CES Spirit — 'The CES Club'

In line with CESB's 'lifelong learning' framework, the CESB re-launched the erstwhile CES Tuesday Club as 'The CES Club'.

CES Club is mainly a fellowship activity among CES officials. It has been recasted as a learning activity that primarily aims to spark the creative and artistic spirit of CESOs. The CES Club took off with the conduct of a Pasig River Cruise on June 30, 2009.

Fostering Partnership with CES Organizations

The Board is of the firm belief that the CES benefits from the strength and dynamism of CES organizations. In 2009, the Board witnessed the growing strength of the National Union of Career Executive Service Officers (NUCESO) and other regional/agency-based CES associations. By partnering with them, the CESB was able to bring its training programs in the different regions of the country.

CES C.I.R.C.L.E. Forums were conducted in partnership with Regional Associations such as the CEO-NM, ARENA XI, NUCESO Region 1 Chapter, REAWESMIN and ARDE.





The conduct of the 8th CES Conference in November reaffirmed the mutual commitment of CESB and NUCESO to partnership and convergence as they put together in one occasion the various important events they want to take part with the CES community. With the theme “From BAC to Basics of Strategic Management: Meeting CES Leadership Challenges”, the conference consists of plenary sessions and multi-track learning seminars to impart relevant frameworks, fundamental tools, systems and innovative ideas for enhancing CESO performance, anniversary and leadership. Special events, including a leadership dialogue with the 2010 presidential aspirants, the Annual CES Testimonial Dinner, the NUCESO General Assembly, were made part of the Conference. More than 700 CES officials and NUCESO members attended the event.

The CESB hosted a thanksgiving dinner party to celebrate another productive year and to express gratitude to our valued partners who helped the Board accomplish its achievements in 2009.





POLICY AND PROGRAM DEVELOPMENT

In 2009, the Board reviewed previous policy resolutions and introduced new concept and policy papers. This produced two policy resolutions pertaining to the grant of CES eligibility, four policy resolutions on rank appointment, two policy resolutions on compensation in the CES, four policy resolutions on the coverage of the CES and three other resolutions pertaining to legal matters.

Conferment of CES Eligibility

The Board adopted Resolution 791 or the Revised Integrated Rules on the Grant of Career Executive Service (CES) Eligibility (as amended by Resolution 811) to further strengthen existing policies on the examination process. The Resolution likewise codifies previously issued policies and guidelines.

Original and Promotional Rank Appointment

The Board promulgated Resolution 798 or the Revised Rules and Procedures on Original and Promotional Appointment to Career Executive Service (CES) Ranks, removing the one-year incumbency requirement for appointment/adjustment in CES rank.

Another policy resolution passed by the Board is the revocation and/or demotion in rank of a CESO found guilty of an administrative offense imposed by the court or quasi-judicial body in an administrative disciplinary case, that has become final and executory.





Coverage of the CES

The Board issued Resolution 799 or the Omnibus Policy on the Coverage of the CES reiterating and adopting the following policies, among others: (a) the CES shall be governed by the CESB, (b) the CES covers managerial and executive positions above division chief level regardless of the appointing authority, (c) the legal mandate to prescribe and administer the CES eligibility examinations as basis for conferment of third level eligibility is solely vested in the CESB.

Compensation

CESB adopted various policy issuances relevant to compensation in the CES, harmonizing and updating to provide a more simplified and standardized rules on compensation in the CES. The Board likewise issued the Consolidated Rules on Compensation in the CES.



The Board came up with rules that will grant family/home visit privileges to incumbents of CES positions assigned to areas away from their family. This is to soften the impact of their displacement from their domiciles.

Portfolio Assessment

The Board undertook a study on the concept of Portfolio Assessment as an equivalency test to the Written Examination. Unlike the Written Exam which screens applicants based on indicators assumed to be predictive of one's capacity to manage, the Portfolio Assessment is envisioned as a system which screens applicants based on their proven capacity and demonstrated competencies in their area of work or sector.

INTERNAL AFFAIRS AND OTHER SUPPORT SERVICES

Information Management

The CESB continued to build and upgrade its current hardware and information management systems.

Key to this initiative is the maintenance of the CES Plantilla, a centralized electronics database of CES Officials and CES positions per agency. The Plantilla allows the CESB to monitor the CES occupancy rate per agency. It also maintains information of CES eligibles and CESOs, including their birthdays and addresses, which allows the sending of birthday cards and distribution of letters and other communications right at their doorstep.

As the central human resource agency for the third level, the CESB maintains a 201 file of every CES Official. In 2009, CESB continued with its 201 Files Digitization Project started in 2008. Through its MIS Unit, CESB was able to make the CESB website accessible 24/7. The Board also boasts of a WIFI access capability



Corporate Planning

The CESB conducted a Strategic Assessment and Planning Workshop early part of the year with officials of the CSC and NUCESO to ensure the alignment of CESB's programs with said institution.



Mid-year program reviews were conducted in April and September. The activities allowed the Board to assess its accomplishments and identify opportunities for improvement.

Human Resource Management

The Board believes that people should be managed and cared for. Towards this end, the Board ensured that there is sufficient staff complement to serve the needs of its clientele.

In the area of recruitment and retention, the Board was able to keep 90% of its allowable positions filled up in 2009. Attendance to various capacity-building programs was also opened, thus, giving way to the attendance to local trainings including Records Disposition Administration, Training of Trainers, 2009 National Workers Congress, 5S of Good Housekeeping and Effective Records Management, Property and Supply Management Systems, Knowledge Management Seminar, FY 2010 National Budget Forum, 46th PMAP Conference, RA 9470 and Records Disposition Administration, 7 Habits for Managers Workshop, Training Workshop on ISO 9001:20082009 and Philippine Institute of CPA Regional Conference.

Foreign training programs such as the 2nd Regional Training of Trainers in Korea, Leader's Dialogue with Minister Mentor Lee Kuan Yew, 2nd General Assembly and Conference of the EROPA and Academy of ICT Essentials for Government Leaders were also attended.





To promote camaraderie among the CESB Staff, the Board organized a team building activity in May in Boracay.

In support of the holistic development of the staff, the Board implemented Gender and Development Programs such as: swimming lessons for CESB personnel and their children, bowling tournament and skills training seminars with the Technology Resource Center (TRC).



Physical Resources Management

The Property and Supplies area had a makeover in 2009. With the support and guidance of the Management, the Finance and Administrative Division (FAD) was able to reorganize its supplies area and undertook several property disposal activities.

The CESB supported the clean and green office advocate institutes a system of waste segregation in its whole facilities.

AGAP Award

The CESB was awarded with “Outstanding Accounting Office for the Year 2008” by the Association of the Government Accountants of the Philippines (AGAP). The CESB delegates, led by Executive Director Allones, received the awarding ceremony.

TOYM Award

The CESB shares the honor bestowed upon CESB Executive Director Maria Anthonette V. Allones as one of the “Ten Outstanding Young Men” (TOYM) for 2009 in the field of human resource development. This award recognizes her leadership at the CESB, including the introduction of innovative training and career development programs for CESOs.



ANNEXES

LIST of NEW CESOs in 2009

A. Appointed to CESO Rank:

1.	JENNIFER JARDIN MANALILI	DOLE	CESO I
2.	NONNATUS CAESAR RIOTOC ROJAS	DOJ	CESO II
3.	JEREMY ROBERT MORALES BARNES	OP	CESO III
4.	LEONIDA SIGUA CALAGUI	CHED	CESO III
5.	RICARDO LIBOON CALDERON	DENR	CESO III
6.	SUSANA KIMSENG MADARIETA	DOH	CESO III
7.	KENNETH GALO RONQUILLO	DOH	CESO III
8.	CIPRIANO GIRON SANTIAGO	DA	CESO III
9.	ARISTEDES CONCEPCION TAN	DOH	CESO III
10.	LYNDO GAMBOA VILLACORTA	DOST	CESO III
11.	ESTER APIN ALDANA	DILG	CESO IV
12.	LUCRECIO RAPANAN ALVIAR, JR.	DA	CESO IV
13.	ANNABELLE MORDENO ATILLO	DBM	CESO IV
14.	MAURO DUCUSIN BRAVO, JR.	DPWH	CESO IV
15.	MARLYN WONG CONVOCAR	DOH	CESO IV
16.	LETECIA NECIO DAMOLE	DAR	CESO IV
17.	FLORIDA M. DIJAN	DILG	CESO IV
18.	ROBERT SONGCO ENRIQUEZ	DOH	CESO IV
19.	EDGAR RYAN SUAREZ FAUSTINO	OP	CESO IV
20.	ALLAN DEXTER PANGANIBAN MACARAIG	OP	CESO IV
21.	HARDINADO VARGAS PATNUGOT, JR.	DENR	CESO IV
22.	ARIEL IGNACIO VALENCIA	DOH	CESO IV
23.	FELICISIMO JALOP ABAO	DILG	CESO V
24.	MARISSA ORTIZ CABREROS	DOF	CESO V
25.	FLORANTE MARTIN CORPUZ	DepEd	CESO V
26.	ALLAN G. FARNAZO	DepEd	CESO V
27.	MARY AQUINTEY LANG – AYAN	DepEd	CESO V
28.	STEPHEN MARFIL LEONIDAS	DAR	CESO V
29.	CHERRY MAE LUSPO LIMBACO	DepEd	CESO V
30.	HELEN JAENA MESTIDIO	DILG	CESO V
31.	CORAZON BARTOLOME GALINATO	DENR	CESO VI
32.	ISAGANI SOLOMON DELA CRUZ	DepEd	CESO VI
33.	ELIZABETH ZAMBRANO VILLAPANDO	DAR	CESO VI
34.	RANDOLPH BACTONG TORTOLA	DepEd	CESO VI

B. Promoted in Rank:

1.	LORETA GUEVARRA AYSON	DOE	CESO I
2.	RONILO ALEJANDRO BERONIO	DA	CESO I
3.	ROSALINA LOPEZ BISTOYONG	DAR	CESO I
4.	MERLY MIRASOL CRUZ	DTI	CESO I
5.	CARMELITA SINGIAN DIMZON	DOLE	CESO I
6.	GERUNDIO CAS MADUEÑO	DAR	CESO I
7.	ROMEO SALAZAR MOMO	DPWH	CESO I
8.	BASHIR DIAMPUAN RASUMAN	DPWH	CESO I
9.	MARIO CADELINA VILLAVERDE	DOH	CESO I
10.	MA. SUZETTE MUÑOZ AGCAOILI	DSWD	CESO II
11.	ROMMEL CAMBA BALIGOD	DOJ	CESO II
12.	MARIA LOURDES TAGUINOD BAUA	DTI	CESO II
13.	MA. CATALINA ESTAMO CABRAL	DPWH	CESO II
14.	CORAZON CABRIDO DAVIS	DENR	CESO II
15.	MARIA-BERNARDITA TRESVALLES FLORES	DOH	CESO II
16.	EUBERT FLORES GUTIERREZ	DSWD	CESO II
17.	ISMAEL JUANGA HERRADURA	DOJ	CESO II
18.	FROILAN REGUINDIN KAMPITAN	OP	CESO II
19.	ARTURO MIRANDA LACHICA	CESB	CESO II
20.	LEONILO BRIONES LARIOSA	DOE	CESO II
21.	MATEO GELITO MONTAÑO	DSWD	CESO II
22.	JAIME ABERSOZA PACANAN	DPWH	CESO II
23.	DIMAS SALES SOGUILON	DPWH	CESO II
24.	BENJAMIN TAMARAY TUMALIUAN	DENR	CESO II
25.	ESTER ACEBEDO VERSOZA	DSWD	CESO II
26.	ERNESTO DISTRAJO ADOBO, JR.	DENR	CESO III
27.	ROLANDO MARTIN ASIS	DPWH	CESO III
28.	ERLINDA PEARL VALDEZ ARMADA	DAR	CESO III
29.	CLARENCE DE LEON BAGUILAT	DENR	CESO III
30.	GLORIA JACINTO BALBOA	DBM	CESO III
31.	ALI MALANGCO BARI	DENR	CESO III

B. Promoted in Rank:

32. EVELYN TUPAS BARROSO	DPWH	CESO III
33. GLORIA MICLAT BUNDOC	OP	CESO III
34. REGIDOR MARCOS DE LEON	DENR	CESO III
35. MAXIMO ORATE DICHOSON	DENR	CESO III
36. RAMON MEDIODIA EZPELETA	DENR	CESO III
37. GUILLERMA ENGRACIA FLORES	DSWD	CESO III
38. NORLITO RABOY GICANA	DA	CESO III
39. PARALUMAN RINO GIRON	DepEd	CESO III
40. JOESPH DORMILE GONZALO	DILG	CESO III
41. CORAZON PASCUAL GURAY	DILG	CESO III
42. RODOLFO TODTOD INSON	DAR	CESO III
43. IMELDA CABALONA LACERAS	DBM	CESO III
44. BLANDINO MADRIDEO MACEDA	DILG	CESO III
45. TERESITA MENDOZA MERCADO	OP	CESO III
46. MA. PRESENTACION ROMERO MONTESA	DOF	CESO III
47. WILLIAM CARDENAS PALER	DILG	CESO III
48. DANILO MESTIOLA ORBASE	DAR	CESO III
49. ANDREA MAILA ALONSO ORDAÑEZ	OP	CESO III
50. ROLANDO LAFORTEZA RAFAEL	DILG	CESO III
51. MARGARITA VIANZON SAMPANG	DSWD	CESO III
52. NESTOR FERNANDO SANTIAGO, JR.	DOH	CESO III
53. LEONARDO RAMIREZ SIBBALUCA	DENR	CESO III
54. ARACELI FILOTEO SOLAMILLO	DSWD	CESO III
55. SILVINO QUEVEDO TEJADA	DA	CESO III
56. HOMER PASCUAL TOBIAS	DAR	CESO III
57. REYNALDO DURANO VILLAS	DAR	CESO III
58. RAFAEL CUNANAN YABUT	DPWH	CESO III
59. SABDULLAH COTONGAN ABUBACAR	DENR	CESO IV
60. JUDITH NORTE ALLAGA	DOH	CESO IV
61. ALLAN VIERNES BARCENA	DENR	CESO IV
62. NELIA VARGAS BENITO	DepEd	CESO IV



B. Promoted in Rank:

63.	RENE EVANGELISTA COLOCAR	DAR	CESO IV
64.	ANGELINA ANGELES DEL MUNDO	DOH	CESO IV
65.	FE COMONAL DELOS REYES	DepEd	CESO IV
66.	ELLEN BAWING DONATO	DepEd	CESO IV
67.	ARTURO ORTEGA GABRIELES	DOJ	CESO IV
68.	AUGUSTO DAPIG LAGON	DENR	CESO IV
69.	AIDA ZABALA LARUDA	DILG	CESO IV
70.	ROBERT LOYOSEN MANGANGEY, SR.	DILG	CESO IV
71.	CARLOS BARTOLOME MENDOZA	DA	CESO IV
72.	ALEJANDRO SABINO OTACAN	DAR	CESO IV
73.	JAIRUS DUAY PAGUNTALAN	DOF	CESO IV
74.	MARIA TERESA DERAJA REGINIO	DTI	CESO IV
75.	JESUS ENRIQUE SALMO	DPWH	CESO IV
76.	JOEL GABRIEL SALVADOR	DENR	CESO IV
77.	ERLINDA AZURIN SIMPLE	DOF	CESO IV
78.	LEOCADIO TOGADO TROVELA	DILG	CESO IV
79.	SERENA CANTUBA UY	DepEd	CESO IV
80.	JOSE LINO MATIAS VIBAR	DOJ	CESO IV
81.	ALIMBZAR PACASUM ASUM	DOTC	CESO V
82.	CRESCENCIO JAVIER CALINA	DILG	CESO V
83.	GERARD MELOCOTON CAMIÑA	DOTC	CESO V
84.	LUCIA SERRANO CASTRO	DepEd	CESO V
85.	AURORA BUNYI CUBERO	DepEd	CESO V
86.	REBECCA GARCIA DANG-AWAN	DA	CESO V
87.	REBECCA VILLANUEVA DELAPUZ	DepEd	CESO V
88.	AUREA FRANCISCO STO. DOMINGO	DepEd	CESO V
89.	ANGELINA CESAR GIDUCOS	DepEd	CESO V
90.	ROSA HERRERA LACANGLACANG	DOJ	CESO V
91.	MA. GEMMA MERCADO LEDESMA	DepEd	CESO V
92.	FLORENTINA REYES LIZANO	DepEd	CESO V
93.	FERNANDO TAN PO	DepEd	CESO V
94.	MARCELINDA OMILA YAP	DOF	CESO V



CES Occupancy Statistics Report as of December 31, 2009

SECTOR/ AGENCY	POSITIONS	VACANCIES	CES Officers	CES Eligibles	Non-CES Eligibles
<u>Constitutional Offices</u>					
1. Civil Service Commission	169	47	23	9	90
2. Commission on Elections	60	19	10	4	27
3. Commission on Human Rights of the Philippines	9	3	3	0	3
4. Office of the Ombudsman	21	4	5	2	10
Sub-total	259	73	41	15	130
Constitutional Offices Sub-Total	259	73	41	15	130
<u>Executive Branch</u>					
<i>National Government Agencies</i>					
1. Department of Agrarian Reform	242	17	53	16	156
2. Department of Agriculture	142	40	52	8	42
3. Department of Budget and Management	66	18	28	4	16
4. Department of Education	418	106	127	13	172
5. Department of Energy	23	6	5	5	7
6. Department of Environment and Natural Resources	228	74	63	24	67
7. Department of Finance	249	101	54	18	76
8. Department of Foreign Affairs	3	0	0	0	3
9. Department of Health	130	28	43	10	49
10. Department of Justice	201	45	24	7	125
11. Department of Labor and Employment	231	55	77	17	82
12. Department of National Defense	32	10	2	3	17
13. Department of Public Works and Highways	254	169	22	23	40
14. Department of Science and Technology	102	49	26	6	21
15. Department of Social Welfare and Development	53	5	15	5	28
16. Department of Interior and Local Government	217	62	50	4	101
17. Department of Tourism	35	4	8	3	20
18. Department of Trade and Industry	181	54	85	21	21
19. Department of Transportation and Communications	152	20	42	5	85
20. National Economic and Development Authority	95	29	37	5	24
21. Office of the President	197	52	52	9	84
22. Office of the Press Secretary	18	10	1	1	6
Sub-Total	3,269	954	866	207	1,242

SECTOR/ AGENCY	POSITIONS	VACANCIES	CES Officers	CES Eligibles	Non-CES Eligibles
<i>Government Financial Institutions and Corporation</i>					
1. Bangko Sentral ng Pilipinas	145	57	28	27	33
2. Bases Conversion Development Authority	25	9	9	0	7
3. Cebu Ports Authority	1	1	0	0	0
4. Center for International Trade Exposition and Missions	5	3	1	0	1
5. Cottage Industry Technology Center	3	2	1	0	0
6. Cotton Development Administration	7	1	3	0	3
7. Cultural Center of the Philippines	12	5	1	3	3
8. Development Academy of the Philippines	53	43	5	2	3
9. Development Bank of the Philippines	416	270	73	6	67
10. Employees' Compensation Commission	2	0	1	0	1
11. Government Service Insurance System	138	48	37	13	40
12. Home Development Mutual Fund	60	10	25	5	20
13. Home Guaranty Corporation	29	12	9	3	5
14. Laguna Lake Development Authority	2	1	1	0	0
15. Land Bank of the Philippines	500	69	104	19	308
16. Light Rail Transit Authority	5	3	0	1	1
17. Local Water Utilities Administration	28	7	15	0	6
18. Lung Center of the Philippines	10	0	1	1	8
19. Mactan-Cebu International Airport Authority	2	1	0	0	1
20. Manila International Airport Authority	14	7	1	1	5
21. Metropolitan Waterworks and Sewerage System	19	11	3	3	2
22. National Dairy Authority	9	4	5	0	0
23. National Development Company	11	7	1	0	3
24. National Electrification Administration	23	4	4	5	10
25. National Food Authority	70	17	33	9	11
26. National Home Mortgage Finance Corporation	79	17	30	1	31
27. National Housing Authority	30	18	3	2	7
28. National Irrigation Administration	35	9	8	1	17
29. National Kidney and Transplant Institute	8	4	1	0	3
30. National Power Corporation	114	24	43	13	34
31. National Tobacco Administration	18	5	3	4	6
32. National Transmission Corporation	1	0	0	1	0
33. Natural Resources Development Corporation	3	2	0	0	1
34. Occupational Safety and Health Center	2	1	1	0	0
35. Overseas Workers Welfare Administration	9	5	4	0	0
36. Philippine Aerospace Development Corporation	12	10	0	1	1
37. Philippine Charity Sweepstakes Office	56	17	17	9	13
38. Philippine Children's Medical Center	8	5	0	1	2

SECTOR/ AGENCY	POSITIONS	VACANCIES	CES Officers	CES Eligibles	Non-CES Eligibles
1. Philippine Coconut Authority	30	10	10	3	7
2. Philippine Convention and Visitors Corporation	8	4	0	0	4
3. Philippine Crop Insurance Corporation	20	7	11	0	2
4. Philippine Deposit Insurance Corporation	88	43	15	10	20
5. Philippine Economic Zone Authority	65	33	6	11	15
6. Philippine Fisheries Development Authority	17	2	1	2	12
7. Philippine Health Insurance Corporation	36	1	14	4	17
8. Philippine Heart Center	7	0	0	1	6
9. Philippine Institute for Development Studies	4	1	1	0	2
10. Philippine International Trading Corporation	24	17	2	0	5
11. Philippine National Oil Company	21	4	11	4	2
12. Philippine National Railways	20	10	2	0	8
13. Philippine Ports Authority	47	10	18	6	13
14. Philippine Postal Corporation	84	39	14	2	29
15. Philippine Reclamation Authority	22	8	9	0	5
16. Philippine Retirement Authority	6	6	0	0	0
17. Philippine Rice Research Institute	5	4	1	0	0
18. Philippine Tourism Authority	18	5	5	0	8
19. Quedan and Rural Credit Guarantee Corporation	10	2	5	1	2
20. Small Business Guarantee and Finance Corporation	9	0	5	2	2
21. Social Security System	247	86	33	11	17
22. Southern Philippines Development Authority	5	2	1	1	1
23. Sugar Regulatory Administration	16	9	1	0	6
24. The Livelihood Corporation	22	19	2	0	1
25. Trade and Investment Development Corporation of the Philippines	17	5	3	0	9
26. Zamboanga City Special Economic Zone Authority	6	3	0	0	3
Sub-Total	2,818	1,039	641	189	949
Executive Branch Sub-Total	6,087	1,993	1,507	396	2,191
Legislative Branch					
<i>House</i>					
1. House of Representative Secretariat	31	3	2	3	23
Sub-Total	31	3	2	3	23
Legislative Branch Sub-Total	31	3	2	3	23
Grand Total	6,377	2,069	1,550	414	2,344

CES Governing Board



Hon. Bernardo P. Abesamis
Chairman of the Board



Hon. Maria Paz W. Foronda, CESO V
Vice-Chairman of the Board



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Member



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Board Member



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Board Member



Hon. Rolando L. Metin, CESO II
Board Member



Hon. Jairus D. Paguntalan, CESO VI
Board Member



Hon. Susan M. Solo, CESO IV
Board Member

CES Secretariat Directory

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Executive Director
9513301

Atty. Arturo M. Lachica
Deputy Executive Director
9514981 loc. 119

Blesilda V. Lodevico
Director III
9514981 loc. 102

Office of the Executive Director
9514981 loc. 103

Glenn Niño M. Sartillo
Pacifico J. Directo
Ethel G. Rapatalo
Vanessa S. Rivera

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Emmanuel B. Suarez
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Luzviminda D.R. Arbutante
Narciliza O. Juan
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Maria Theresa DJ. Ramos-Escolano
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Johanna A. Orallo
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Performance Management and Assistance Division

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Carmela M. Conti
Nenita V. Bargo
Rebecca D. Villas
Khristine S. Labao

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Ma. Filipina R. Azanza
Donan L. Sazon
Michael F. Laguio
Mamerto B. Monses, Jr.
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Editha M. Villegas

Finance and Administrative Division

9514981 loc. 130

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Magdaleno T. Seachon, Jr.
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Amalia B. Angeles
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Carmen Balingit
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Career Executive Service Board

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