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#### EDITORIAL STAFF

**FDITORIAL ADVISERS** 

Maria Anthonette Velasco-Allones Bettina Margarita L. Velasquez

**EDITORIAL CONSULTANTS** 

David C. Desamito Louie Jon A. Sanchez

LAYOUT AND GRAPHICS

Pacifico J. Directo, Jr.

**PHOTOS** 

John P. Calimlim

# THE BIG LEAP The CESB Levels Up in 2014



THE CAREER EXECUTIVE SERVICE BOARD 2014 ANNUAL REPORT

### Message from the Chairperson

#### Toward a Stronger CES



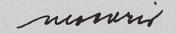
he Career Executive Service Board (CESB) celebrated its 40th anniversary in 2013 envisioning a dynamic and responsive CES with a key role in nation building. In 2014, the CESB endeavored to professionalize the CES and make it cognizant of its strategic task of promoting good governance.

This year, our remarkable achievements serve as another marker for the rich history of the CES. The milestones presented in this annual report chronicle the collective effort we have put in to achieve our performance targets.

The report showcases the new initiatives and measures we have introduced that are aimed at further strengthening the CES policies, programs and systems. Our continued retention of the ISO 9001:2008 Quality Management System certification is proof of our commitment to ensure the integrity of our system.

More importantly, we have also provided new opportunities for our public managers to enhance their capacities and "sharpen their saws" through our targeted and tailor-fitted HRD interventions. We find value in the participation of each executive who attended these activities as it promotes meaningful exchanges of ideas and management/leadership practices; fosters camaraderie; and forms strong linkages in the CES. As executives, we see the need to constantly expand and broaden our horizons. Thus, the Board pledges to provide more of these opportunities to ensure continuous and holistic growth of every CES member.

Constantly, our progress as an institution is not a work done by a few. It is brought about by the cooperation and the passion of every member of the Board and its able Secretariat as public servants. Thus, as we continue our journey, as we continue to do our daily tasks, let us not only celebrate for completed tasks and for meeting targets. Let us focus on what is gratifying of all – let us celebrate the satisfied Juan and Juana whom we served!



## Message from the Executive Director

Taking the Big, Bold Leap

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he path of righteous governance is maintained well when the leaders who govern are imbued with competence and excellence in serving our people. Thus, we, in your Career Executive Service Board Secretariat, have consistently endeavored to fulfill our organizational mission of infusing "our ranks with well-selected and development-oriented leaders" so that through them, we successfully bring change, expertise and leadership where they are most needed.

Last year, we continued to strengthen our screening mechanisms, selection processes and adherence to rank appointment standards as our way of abiding by President Aquino's call for accountable, transparent and integrity-laden service especially among senior career government leaders.

We took the courage to make bigger, bolder moves to enable us to leap higher in terms of our performance commitments and accomplishments. And we are proud to report that our efforts have been blessed with successful outcomes.



- The occupancy rate of career officers increased from 57% to 59%, attesting to the commitment of President Aquino to promote careerism and uphold meritocracy and fitness in the higher civil service;
- Our ISO 9001:2008 certification has been maintained for the fourth straight year! And CESB has been commended by the ISO external auditors for the (1) timely release of the results of our Written Examination; (2) high integrity of our internal audit activities; and (3) our strict compliance with the standards set by the Civil Service Commission and the Government Qualification Standards in our internal human resource management;
- 2014 broke CESB records in the number of learners, totalling 2,084, who participated in our targeted leadership development and executive capacity enhancement programs. Our 'lean and mean' training team managed to roll out thirty (30) training and lifelong learning sessions

- (surpassing our target) across the country, with at least 95% of our learners rating our training programs at least Very Satisfactory;
- The pilot run of our Online Career Executive Service Performance Evaluation System (Online CESPES) was successfully conducted to pave the way for a full Online CESPES in 2015, ensuring not only the efficiency in managing the performance management system but more so in instilling a stronger discipline and ethic for an objective, credible and useful performance management; and
- We met our Budget Utilization Rate commitment at 84.30% while achieving a 99.55% ratio of our disbursements to obligations without any adverse finding from the Commission on Audit an evident testament to our internal discipline in ensuring an efficient, credible, accountable and transparent utilization of public funds.

As in the past, all these accomplishments entailed the dynamic support of and inspiration from the members of the CES Governing Board, our CES champions at the Office of the President and both Houses of Congress, our committed lifelong learning partners, and our immediate bosses – the CES eligibles and CESOs whose morale, capacity and leadership integrity we were sworn to uphold, develop and cultivate, respectively. In a special way, we thank our partners and their teams from Goa, Camarines Sur with Mayor Antero S. Lim; Dumaguete City under Mayor Manuel Sagabarria, Jr. and Upi, Maguindanao with Mayor Ramon Piang – they all opened their doors for knowledge sharing and enabled our learners to benchmark with our local best practices.

I am personally and deeply grateful to Team CESBie – a group of like-minded people who courageously and graciously step up to every new challenge and are always insane enough to take the leap with me, soaring to novel ideas and just-a-bit of crazy innovations that make our work less of a work and more of a constant adventure.

As you read on, it is my sincere wish that you will feel the CESBie spirit within the pages of our 2014 Report, and then get infected by the CESBie bug that keeps us aspiring to be better each time.

#### CESB SCORECARD AT A GLANCE

Commitment for FY 2014	Actual Accomplishments as of December 31, 2014  100% Completed. 156 were recommended to OP, broken down as follows:  113 eligibles for original appointment to rank  29 CESOs for adjustment in rank  14 CESOs for promotion in rank	
Performance Indicator 1: Percentage of appointments/adjustment in ranks of qualified and commendable officials recommended within one month from submission of complete requirements.		
Performance Indicator 2: Increased Occupancy Rate of CESOs and CES Eligibles by 1%.	59% Achieved. The target is based on the occupancy rate as of year ending December 31, 2013 which is 58%.	
Performance Indicator 3: Percentage of competency-based core trainings under the Executive Leadership	A total of 30 training programs/learning sessions were conducted from the original targeted training programs of 28.  2,084 CES officials attended the above training programs. Of this number, 95.27% rated the programs as at least Very	
Program, and CES lifelong learning programs conducted within schedule and rated as Very Satisfactory by at least 90% of participants		

Commitment for FY 2014	Actual Accomplishments as of December 31, 2014	
Performance Indicator 1: Percentage of policies crafted within 15 days from date of instruction of the Board.	Completed, 20 policies were crafted.	
Performance Indicator 2: 9001:2008 certification retained.	0% non-conformity. CESB was cited by the external auditors with 3 Good Practices in the CESB Systems/Processes.	
Percentage Indicator 2: Percentage of submission to COA of CESB's financial statements, reports and documents within the mandated time required by rules and regulations.	100% Achieved.	

### FINANCIAL STATEMENT SUBMITTED TO THE COMMISSION ON AUDIT (COA) AS OF DECEMBER 31, 2014

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1,422,526.66
1,154,502.97
3,761,323.21
8,208,915.72
4,447,592.51
3,761,323.21
214,662,72
1,130,473.05
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Liabilities Current Liabilities	
Financial Liabilities	2,044,664.93
Payables Accounts Payable	2,024,953.93 2,024,953.93
Trust Liabilities	4,000.00
Guaranty/Security Deposits Payable	4,000.00
Other Payables	15,711.00
Inter-agency Payables	429,060.11
Due to BIR	400,116.44
Due to GSIS  Due to PAG-IBIG	26,082.90 287.89
Due to PHILHEALTH	2,572.88
Deferred Credits/Unearned Income Other Deferred Credit	<b>562,969.45</b> 562,969.45
Total Current Liabilities	3,036,694.49
Net Assets/Equity	
Accumulated Surplus/ (Deficit)	48,345,788.73
Total Net Assets/Equity	48,345,788.73
TOTAL LIABILITIES AND EQUITY	51,382,483.22

# THE BIG LEAP The CESB Levels Up in 2014

The Career Executive Service Board (CESB) took a big leap forward in 2014 by levelling up its existing programs and projects in its goal to promote professionalism and excellence in the service. CESB posted significant gains in five major areas - examination and rank appointment, executive capacity enhancement, performance management, policy and planning, and organizational capacity-building - soaring to even greater heights as it pursues its mandate of institutionalizing a stronger career executive service.



## ELIGIBILITY AND RANK APPOINTMENT:

Raising the level of standards and systems





he goal of professionalizing the career executive service is achieved by ensuring that the highest standards of professionalism are upheld through CESB's examination and rank appointment policies, programs and systems. In 2014, the CESB raised the bar even higher by crafting policies that are relevant, implementing programs that are effective and streamlining systems to ensure efficiency and integrity.

#### The CES Examination Process

Eligibility in the service is acquired by passing the four-stage examination process, namely: the Written Examination (WE), Assessment Center (AC), Validation of On-the-job Performance and Panel Interview. Successful completion of each stage is a pre-requisite to the succeeding stages of the CES eligibility examination process.

#### Written Examination

The CES Written Examination, the first stage of the CES eligibility examination process, is a paper-and-pencil test that determines the candidate's general intelligence and knowledge of management principles. The test is conducted nationwide in three (3) testing centers: Manila, Cebu and Davao. It is open to officials, both from the government and the private sectors, who have at least two (2) years of managerial experience.

The CESB conducted **four** (4) nationwide WEs in 2014 with a total of **863** examinees. In addition, it has also conducted department and regional-based WEs. The WE was likewise administered for **six** (6) managerial applicant examinees of the Development Bank of the Philippines as well as for **114** hopefuls in the Department of Education (DepEd) Regions III and V, respectively.

The regional WE administered for the Autonomous Region in Muslim Mindanao (ARMM) involved **44** examinees while the **seven** (7) WEs administered for the National Defense College of the Philippines (NDCP) involved a total of **117** candidates.

CESB is also currently improving the quality of the paper-and-pencil test. Efforts are underway to enhance the administration and content of the WE by acquiring new test materials from a competent test material developer.





#### **Assessment Center**

The Assessment Center or AC is the second stage of the CES eligibility examination process. It is a series of simulation exercises designed to measure the candidate's managerial capability and potential.

In 2014, the CESB conducted 24 AC sessions involving 574 assessees.

Recently, the Secretariat's Eligibility and Rank Appointment Division (ERAD) started the review of the AC program, including its dimensions, activities and materials to ensure that these remain relevant and reflective of our current public governance milieu and the challenges that confront our CESOs.

ERAD conducted the AC Program Review Workshop last August 14-15 and September 28-29, 2014 at the Development Academy of the Philippines (DAP) Conference Center in Tagaytay City. A select group of **23** public management experts and leaders were invited to share their expertise and provide valuable inputs and relevant data.

#### Validation of On-the-job Performance



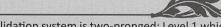
AC Program Review Workshop in DAP, Tagaytay on August 14 and 15, 2014

Validation, the third stage in the process, is designed to facilitate a detailed inquiry, examination and verification of the candidate's on-the-job performance, managerial competence and integrity. The investigation is done by a CESB-certified validator through feedback-gathering mechanisms, such as interviews of resource persons, public officials/employees and non-government sector representatives who have worked with the candidate and who may have knowledge of the candidate's fitness to be conferred CES eligibility.

Validation is conducted to ensure that the candidate's performance in the previous stages of the examination is also demonstrated in the workplace. There may be some candidates who appear to be competent based on written tests but may not be so in their actual jobs. Thus, validation of their on-the-job performance becomes relevant and essential.

The validation system focuses on three (3) dimensions: 1) 'performance' which is the ability of the candidate to deliver results and contribute to the agency's goals and identified outcomes; 2) 'managerial/behavioral competence' which assesses the effectiveness of the candidate as a manager and leader; and 3) 'integrity' which focuses on how the candidate demonstrates honesty, accountability, fairness and objectivity. The third dimension, integrity, is assessed based on three (3) sources: 1) Clearances from the Civil Service Commission (CSC), Office of the Ombudsman and Sandiganbayan; 2) feedback from the public through publication of the candidate's name in a newspaper of general circulation; and 3) information from identified respondents.





The validation system is two-pronged: Level 1 which is the Rapid Validation Process (RVP) and Level 2, the In-Depth Validation Process (IVP). The RVP, which is conducted and completed in one (1) day, covers all qualified applicants who do not have any adverse feedback on performance, managerial/behavioral competencies and integrity. On the other hand, the IVP is a focused, more intensive and longer validation depending on the nature, extent and gravity of adverse feedback or information on the applicant.

Result of the candidate's validation will depend on any of the following recommendations by the validator: 1) 'Undergo IVP' when RVP generates adverse information/feedback; 2) 'Proceed to the Next Stage of the Eligibility Process'; 3) 'Defer Conduct of Performance Validation' for a period of six (6) months to one (1) year; or 4) 'Undergo Revalidation', if the candidate fails to meet standards set by the Board after the conduct of IVP. Moreover, a candidate who is subjected to revalidation shall be given appropriate feedback and shall be advised to engage on developmental interventions. It is also noted that in case the Secretariat receives adverse feedback about a candidate as a result of publication, the candidate is automatically subjected to IVP.

There were 161 candidates who were subjected to validation in 2014.

To further enhance the Performance Validation process, the CESB likewise conducts the Validators' Orientation and Refresher Learning Sessions held in 2014 on the following dates: September 3 for the Luzon Group, September 4-5 for the Mindanao Group and September 18-19

for the Visavas Group.

#### Panel Interview

The Panel Interview is a process where members of a panel, through a formal interview, assess and evaluate the candidate's managerial skills and competence. The panel of interviewers consists of a CES Governing Board Member and two (2) CESO exemplars who demonstrate the attributes of the CES ideals.

The panel of interviewers is tasked to determine and assess the applicant's managerial skills and competence including his/her confidence, creativity, self-worth and outlook towards work and the organization. It is also an opportunity to provide feedback regarding the applicant's performance on the previous CES eligibility examination stages. Issues concerning managerial capabilities and potentials. leadership qualities, office accomplishments and performance as well as the applicant's integrity are discussed during the interview.

The panel of interviewers is primarily tasked to deliberate on whether the CES eligibility of an applicant may be: 1) conferred, 2) deferred, or 3) denied based on existing policies of the Board. Said recommendation is submitted to the Board en banc for deliberation and decision.



Targeted Selection Interview (TSI) Training, Harolds Hotel, Lahua, Cebu City on April 21-22, 2014

From January to December of 2014, a total of 141 examinees have undergone the Panel Interview stage.





In recent years, the ERAD has received feedback regarding the conduct of the Panel Interview. Queries on how standards are set and how an applicant for CES eligibility is properly assessed/evaluated as well as issues on the proper deportment and decorum during the panel interview have also been raised.

In order to address these concerns, ensure uniformity and accede to a systematic and accurate integration of data in the conduct of an orderly, objective and credible interview process, the ERAD conducted TSI trainings on the following dates: March 27-28 for the NCR and Luzon and April 21-22, 2014 for the Visayas and Mindanao.



Oathtaking of newly-appointed CESOs during the 13th Annual CES Conference, Waterfront Hotel, Cebu City on November 12, 2014

#### Conferment of CES Eligibility

Presidential Decree No. 1 provides that an official who meets the necessary managerial experience and other requirements of the CESB and who passes the prescribed examinations for the conferment of CES eligibility shall be included in the roster of CES eligibles.

For candidates to be conferred CES eligibility, they should also be able to comply with the other requirements prescribed by the Board such as a performance rating of at least Very Satisfactory for the preceding year and clearances from the CSC, Office of the Ombudsman and Sandiganbayan.

There were 153 officials who were conferred CES eligibility in 2014.

#### **Appointment to CESO Rank**

The policy on promotion in rank was at first established under the Integrated Reorganization Plan, the rationale of which is to recognize the achievements in and contributions to public service of CESOs through their specialized skills and talents.

A CES eligible appointed to a CES position may qualify for original appointment to a CESO rank based on the salary grade corresponding to the position he/she occupies. In adjustment in rank, a CESO who is promoted to a higher CES position may be appointed by the President to the equivalent higher CES rank, upon recommendation by the Board.

In 2014, the CESB has recommended to the Office of the President 130 CESOs/CESEs, 98 of whom are for original appointment to rank, 23 for adjustment in rank and 9 for promotion in rank.





#### ISO Certification of Eligibility and Rank Appointment Processes

In 2014, the CESB has successfully maintained the ISO 9001:2008 (also called the Quality Management System or QMS) certification for services under the CES Eligibility and Rank Appointment Processes. The ISO certification of the CESB is already on its 4th year.

The Quality Management System of the CESB aims to ensure service quality with the highest standards demanded by the agency and expected by its clients.

In the recently conducted surveillance audit, three (3) good practices (GP) in the CESB systems/processes were highlighted and no nonconformities were reported. The 3 GPs were as follows:

- Hiring and recruitment is compliant with the Government Qualification Standards and Civil Service Commission (only with approved item or as per plantilla);
- · Very thorough internal audit results presented and discussed during management review; and,
- The timely release of examination and evaluation results is commendable.

#### **Policy Initiatives**

In fulfilling the CES Governing Board's mandate to form a continuing pool of well-selected and development oriented career officials who shall provide competent and faithful service in the CES, the CESB has further strengthened the existing policies on the examination process and make it more purposive, responsive, credible and practicable.

For 2014, the Board issued the following policies pertinent to the eligibility process:

- Resolution Number 1181, Imposition of Penalties for Late Submission of Career Executive Service Written Exam (CESWE) Application Requirements and Requests for Change of Examination Schedule and/or Venue
- Resolution Number 1166, Institutionalizing the Practice to Inform Department Secretaries/Agency Heads in Instances When Application for CES Eligibility or Promotion in Career Executive Service (CES) Rank is Denied or Deferred
- Resolution Number 1131, Policy on Deferment and Denial of the Conferment of CES Eligibility



## EXECUTIVE CAPACITY ENHANCEMENT:

Upping the Ante of Leadership



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he CESB continued to implement and enhance its HRD interventions designed to instill in every CESO the set of competencies required to effectively perform the role of a leader and a change agent.

In 2014, the CESB conducted three (3) sessions of the Executive Leadership Program's (ELP) Salamin-Diwa ng Paglilingkod (SALDIWA) Training Course with COAM with the following batches: Session XXIII held on 4-17 March 2014, Session XXIV on 3-16 June 2014, and Session XXV on 26 August - 8 September 2014.

The CESB also conducted the ELP: Integrated Gabay ng Paglilingkod (I-Gabay) Training Course with COAM, with Session XVIII held on 24 April - 2 May 2014, Session XIX on 17-25 July 2014, and Session XX on 2-10 October 2014.



Integrated Gabay ng Paglilingkod (I-Gabay), Al-Nour Hotel, Cotabato, May 2, 2014







CES Leadership Wellness and Work-Life Balance, Siargao, May 22-23, 2014

Two CES Executive Leadership, Wellness and Work-Life Balance Camps with the theme, "Fit to Lead – Detox, De-Stress, Discover and Deliver" were likewise held on 27-30 April 2014 (Camp 10) and 21-23 May 2014 (Camp 11).

Eight forums (Forum Numbers 46-53) in the CES Circle Forum Series with the theme, "Strategic Leadership" were also conducted on 6 Feb, 7 Mar, 22 April, 23 June, 31 July, 20 August, 17 September, and 16 October 2014.

The CESB also conducted the CES Thought Leaders' Congress No. IV in Manila on 29 May 2014, with **106** delegates participating in the event.

It likewise held four quarterly Fellowship Lunch and Learning Sessions with HRMD Directors and Institutional Partners on CES Policies and Executive Development Programs on 23 January, 4 April, 7 August and 1 October 2014, with a total of **102** participants.



4th CES Thought Leaders' Congress, Diamond Hotel, Manila, May 29, 2014









It also conducted plenary learning sessions, multi-track simultaneous core competency development sessions, simultaneous wellness sessions, and simultaneous work-life balance learning sessions during the 13th Annual CES Conference in Cebu City on 12-14 November 2014, which drew in a total of **828** delegate-participants.







Five competency-building/field application-immersion workshops on "Project Paglaum: Rekindling Hope, Rebuilding Lives: Capacity Building Program for CESOs and Eligibles in providing Psycho-Social Support in Post-Disaster Situations" were conducted on 28-30 January (Session I-A), 24-26 February (Session I-B), 25-27 June (Session II), 17-19 September (Session III) and 1-3 December (Session IV) in selected venues for a total of **293** hope-bearers/trainer-facilitators.









Four learning and skills application modules on the "g-CIO Capacity Development Program/UN-APCICT Academy of ICT Essentials" were also conducted in selected venues nationwide for a total of **20** learners.

The "Write-Shop for Developing Curriculum Design and Case-Study References for the g-CIO Capacity Development Program" was also held in Angeles City, Pampanga on 2-3 September 2014.

The "Training Workshop on Developing Capacities for Information and Communications Technology (ICT) Enabled Disaster Risk Reduction and Management (DRRM)" in Mandaluyong City, with 28 participants, was also conducted on 3-5 February 2014.

Lastly, the orientation course on the Bangsa-Moro Executive Leadership Course in Cotabato City was delivered to a total of **60** learners on 8-10 December 2014.





## PERFORMANCE MANAGEMENT:

Enhancing Accountability Systems





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he promotion of professionalism in the highest levels of the civil service requires holding members of the higher civil service accountable for the mandate given to them by the Filipino people – to serve the public with utmost competence, excellence and integrity. In the CES, the means by which this is operationalized is through an accurate, credible and effective performance management system.

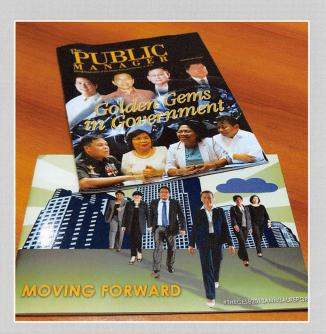
In 2014, the Career Executive Service Performance Evaluation System (CESPES) was enhanced through the approval of Board Resolution Number 1136 in February 2014. Basic information regarding the enhancement, new guidelines, and information kits, were cascaded to stakeholders from national government agencies through the conduct of orientation meetings.

The CESPES was also administered between January and April 2014. The Online CESPES system was likewise pilot-tested in various line agencies and GOCCs. Meanwhile, a training session on basic quality and productivity in relation to ISO Certification was carried out last January 7-9, 2015.

Four issues of the quarterly Public Manager were published along with online, electronic versions uploaded in the CESB website. The Public Manager anniversary issue was also circulated to all CESOs and eligibles. The Annual Report was also produced to detail the accomplishments of the CESB.



CESPES conduct at the Department of Agrarian Reform (DAR), March 13, 2014







The CESB also mounted the Gawad CES, the CESB's centerpiece awards program. The Gawad CES is a presidential award that recognizes government executives for their significant contributions to social transformation and nation-building.



From Left to Right: Regional Director Mariano R. Alquiza, CESO III; CSC Commissioner Robert S. Martinez, CESO IV; CES Governing Board Member Charifto R. Elegir, CESO I; DAP President Antonio D. Kalaw Jr., CESO I; CSC Commissioner and CESB Presiding Chair Nieves L. Osorio, CESO I; CES Governing Board Member Michael Frederick L. Musngi; Gawad CES Honorees, PCHRD-DOST Executive Director Jaime C. Montoya, CESO III; BFAR Regional Director, Nestor D. Domenden, CESO IV; DOST Regional Director Rowen R. Gelonga, CESO III; (Not in photo, PPA Administrator Manuel G. Co, CESO II); CES Governing Board Member Angelito M. Twaño, CESO III; (ES Governing Board Member Evangeline M. Cruzado, CESO III and CESB Executive Director Maria Anthonette Velasco-Allones, CESO I.





The CES Club was held quarterly while the CESB likewise assisted NUCESO in its 11 meetings. It also established new recognition programs such as the CES Cost Effective Officer and the CES Very Innovative Person Awards.



The CES Club, Corregidor, Bataan, March 26, 2014





The CES Club, Bay Leaf, Intramuros, Manila, May 9, 2014









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he Secretariat's Policy, Planning and Legal Division (PPLD) took the helm in providing vital policy and research as well as pin the proper management of information.

The CESB has closely participated in contributing to discussions for an important legislation now in Congress, Senate Bill Resolution Number 897 or "An Act Strengthening the Career Executive Service".

Under the sponsorship of Senator Antonio F. Trillanes, the bill "seeks to systematize appointments and promotions in the government by providing for a systematized career rank progression in the bureaucracy," as it also "seeks to create a Career Executive Service Board (CESB) that will issue rules, standards and procedures in the recruitment, selection, assignment to positions, classification, compensation, mobility, performance management, tour of duty, rewards and incentives and training of the Career Executive Service Officers (CESOs)."

Last March 2014, the CESB submitted its comments on the proposed revisions, and supported the following policies: the expansion of the CES coverage; the attachment of the CES Governing Board to the Civil Service Commission, in relation to policy and program coordination; the exclusion of commissioned officers of the Armed Forces of the Philippines from the scope of the third level; the inclusion of a board member from the ranks of the retired CESOs; the establishment of a rationalized training program for career development; and, the inclusion of a policy statement protecting the vested rights of Career Service Executive Eligibles.

Also, to further strengthen the CES, the Board passed Resolution Number 1131 or "Policy on Deferment and Denial of the Conferment of CES Eligibility", which upholds and maintains the highest standards of CES Eligibility conferment, deferrals, and denials.

For Position Classifications, the following have been passed: Resolution Number 1172 or "The Classification of Nineteen (19) Positions in the Cooperative Development Authority(CDA) as Non-CES Positions"; Resolution Number 1173 or "The Classification of One (1) Deputy Executive Director Position in the National Historical Commission of the Philippines (NHCP) as Non-CES Positions"; Resolution Number 1174 or "The Classification of One (1) Director Position And One (1) Assistant Director Position in the National Museum as Non-CES Positions"; Resolution Number 1184 or "The Classification of One (1) Executive Director III Position and One (1) Director III Position in the National Council on Disability Affairs as Non-CES Positions"; and Resolution Number 1189 or "The Classification of Seventeen (17) Positions in the Commission on Population (POPCOM) as Non-CES Positions".

The Secretariat has also been responsive by regularly maintaining its website, updating it with significant policy developments, news, and information. The user-friendly facility was designed to contain substantial data for use of all stakeholders. It has also continued digitizing CES documents like 201 folders, books, cases, and pool files.



# ORGANIZATIONAL CAPACITY-BUILDING



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he Secretariat's Finance and Administrative Division (FAD) continued to improve productivity, uphold financial integrity, and respond to state-instituted mandates.

To boost the morale of the organization's staff, the Secretariat ensured the aggressive pursuit of its Internal HRD Plan. Officials and employees likewise underwent training and seminars, such as the Annual Personnel Management Association of the Philippines' Conference in Cebu, which oriented participants on the Association of Southeast Asian Nations Integration 2015. A Spiritual Retreat was also conducted, aside from an Annual Employee Engagement Program, which enhanced teamwork and commitment.



CESB Spiritual Retreat, Widus Hotel, Clark, Pampanga, April 15, 2014





Outreach Program, Philippine Childrens' Medical Center (PCMC) November 7, 2014

Meanwhile, through the Employee's Union, CESB's Health Maintenance Plan was reconsidered by way of exploring another health service provider. As an organizational outreach, the division spearheaded an arts workshop for the children of the Philippine Children's Medical Center.

As regards the organization's financial solidity, the Secretariat successfully defended CESB's 2015 budget before the Department of Budget and Management and the Philippine Congress. It had also complied with the Commission on Audit's requirement of submitting the CESB 2013 Financial Statements. It had also carried out the implementation of the government's Unified Accounts Code Structure, and the payment scheme to government creditors under the modified List of Due and Demandable Accounts Payable. For procurement, the Secretariat consistently provided equipment required to implement programs and projects, such as space, IT, and office materials. Concerns regarding the projected cycles of power outage were also addressed. The agency building too was repainted.



# THE CES GOVERNING BOARD and THE SECRETARIAT





FRANCISCO T. DUQUE III

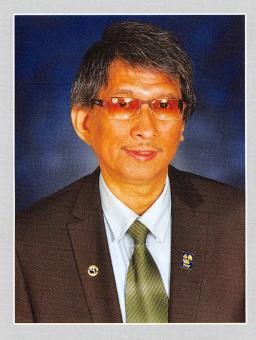
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CHAIRMAN, CIVIL SERVICE COMMISSION



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PRESIDING CHAIR, CAREER EXECUTIVE SERVICE BOARD
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BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER DEPUTY ADMINISTRATOR, NATIONAL MAPPING
AND RESOURCE INFORMATION AUTHORITY



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ANGELITO D. TWAÑO

BOARD MEMBER, CAREER EXECUTIVE SERVICE BOARD
FORMER REGIONAL DIRECTOR, DEPARTMENT OF PUBLIC WORKS
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The Management Committee
Tonette, Benet, Fil, Giselle, Dar, Cathy & Truds







OFFICE OF THE EXECUTIVE DIRECTOR
Tonette, Carme, Beng, Ethel, Meng & Benet



ELIGIBILITY AND RANK APPOINTMENT DIVISION Van, Yvonne, Ercee, Liza, Dar, Shang & Kin







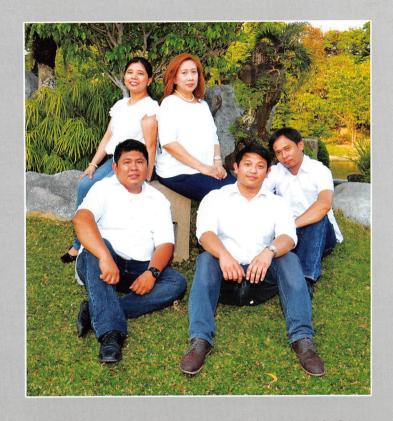
PROFESSIONAL DEVELOPMENT DIVISION
Giselle, Chabi, Edith, Imee, Bok & Tine



PERFORMANCE MANAGEMENT AND ASSISTANCE DIVISION Neneth, Becca, Fil, Donan & Don







POLICY, PLANNING AND LEGAL DIVISION Mike, Elaine, Cathy, Paul & Ryan



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#### CAREER EXECUTIVE SERVICE BOARD

No. 3 Marcelino Street, Holy Spirit Drive, Diliman, Quezon City 1127 Tel. No. 9514981, Fax: 9513306 Website: www.cesboard.gov.ph