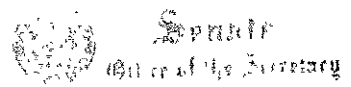


SIXTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



13 JUL 18 P1:30

SENATE

S. NO. 897

RECEIVED BY: *[Signature]*

---

**Introduced by Senator Antonio "Sonny" F. Trillanes IV**

---

Presidential Decree 807 or the Civil Service Decree of the Philippines created three levels in our civil service system. These are: the first level, which includes the clerical, trades, crafts and custodial service positions for non-professional or sub-professional work requiring less than four years of collegiate studies; the second level, which includes the professional, technical and scientific positions requiring at least four years of college work up to Division Chief level; and the third level, which mainly covers positions in the career executive service, the entry to which is currently prescribed by the Career Executive Service Board or CESB.

Those who belong in the third level of the civil service system occupy positions in the executive and managerial services. They enjoy security of tenure, mobility, and classification based on ranks. These positions have significant roles in the bureaucracy as they have a direct hand both in the formulation and implementation of government policies thus it is important that we enact a system that would set up career development and professionalize the career executive service.

This bill seeks to systematize appointments and promotions in the government by providing for a systematized career rank progression in the bureaucracy. 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).

This bill seeks to promote the concept of merit and fitness over that of trust and confidence. It is hoped that thru the passage of this bill, the practice of appointing people to career executive positions in the government even if that person is not eligible will be averted.

In view of the foregoing, immediate passage of this bill is earnestly sought.

*[Signature]*  
**ANTONIO "SONNY" F. TRILLANES IV**  
Senator

13 JUL 18 P 1:30

SENATE

RECEIVED BY: *ja*

S. NO. 897

**Introduced by Senator Antonio "Sonny" F. Trillanes IV**

**AN ACT STRENGTHENING THE CAREER EXECUTIVE SERVICE**

*Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:*

ARTICLE I  
GENERAL PROVISIONS

1           **SECTION 1. Short Title.** – This Act shall be known as the “Career Executive Service  
2 Act of 2013.”

3  
4           **SEC. 2 Declaration of Policy.** – It the policy of the State under Article IX, B, Section 3  
5 of the 1987 Philippine Constitution to establish a career service and to provide the public sector  
6 with a well-selected and development-oriented corps of public managers who possess the  
7 necessary expertise and responsive leadership qualities that will serve as a stabilizing force, an  
8 instrument for change, a vanguard of professionalism and careerism the civil service, and a  
9 critical link between the government and the people. Towards this end, the State hereby calls for  
10 an effective, efficient and responsible administration of the executive/managerial class within the  
11 third level of the career service that will maintain continuity and stability in the bureaucracy.

12  
13           **SEC. 3. Coverage.** – This Act shall cover the Career Executive Service which consists of  
14 the executive/managerial class of the third level of the career service in the Executive Branch of  
15 the government, all of whom shall be appointed by the President, and those occupying positions  
16 above division chief level but are not appointed by the President

17  
18           **SEC. 4. Definitions of Terms.** – As used in this Act, the following terms shall be  
19 construed as follows:

20           (a) Career Executive Service (CES) refers to the corps of well-selected and development-  
21 oriented career executives who provide competent and faithful service

22           (b) Career Executive Service Board (CESB) refers to the policymaking body responsible  
23 for the development, maintenance and administration of the System under the supervision of the  
24 Civil Service Commission as provided herein.

1 (c) Career Executive Service Eligible (CESE) refers to a person who passed the  
2 qualifying examination process set by the CESB but has not yet been appointed to a position in  
3 the CES.

4 (d) Career Executive Service Officer (CESO) refers to a Career Executive Service  
5 Eligible who is conferred a CES rank and appointed to a position covered by the CES.

6 (e) Career Executive System (System) refers to the system designed to professionalize  
7 and promote career development among the executive and managerial personnel of the third  
8 level in the career service.

9 (f) Mobility refers to the movement of a CESO from one position to another without  
10 reduction in rank or salary.

11 (g) Rank refers to the index of classification of CESOs to which a CESE may be  
12 appointed by the President in accordance with the requirements prescribed by the Board.

13 (h) Third level refers to the highest level in the career service of the Civil Service System  
14 which includes positions in the executive and managerial class covering all positions higher than  
15 chief of division based on the position classification system of the Department of Budget and  
16 Management and the Civil Service Commission.

17  
18 ARTICLE II

19 CAREER EXECUTIVE SYSTEM

20 **SEC. 5. The Career Executive System.** – The System shall cover all executive and  
21 managerial positions in the third level of the career service in the Executive Branch, as defined in  
22 Section 4 hereof. Entry and advancement in the System shall be governed by the principles of  
23 merit and fitness and such other requirements, as may be prescribed by the CESB. The System  
24 shall be essentially characterized by the principles of merit and fitness, security of tenure and  
25 mobility.

26  
27 **SEC. 6. Career Executive Service Board (CESB).** – A Career Executive Service Board,  
28 hereinafter referred to as the Board, under the supervision of the Civil Service Commission is  
29 hereby created. It shall be composed of the Chairperson of the Commission who shall serve as  
30 the Board's ex officio Chairperson and four (4) ex officio members, namely: the Secretary of the  
31 Department of Budget and Management (DBM) or his/her permanent representative holding a  
32 position not lower than an Undersecretary; the President of the Development Academy of the  
33 Philippines (DAP); the Dean of the National College of Public Administration and Governance  
34 (NCPAG) of the University of the Philippines; and the representative of a duly accredited  
35 national federation or union of CESOs. The Board shall also include three (3) members to be  
36 appointed by the President for a term of three (3) years, namely: a representative of a nationwide  
37 association of personnel and/or human resource practitioners in the private sector; a  
38 representative of the Philippine Association of Professional Regulatory Board Members  
39 (PAPRBM) and a representative of the Office of the President.



1           **SEC. 12. Rank System in the Career Executive System.** – A CESO shall be appointed  
2 in accordance with a rank system which shall be established and determined by the Board. Rank  
3 classification shall be based on proven competence and qualifications such as appropriate  
4 academic and professional background, broad levels of responsibility and other relevant  
5 considerations as may be prescribed by the Board.

6  
7           **SEC. 13. Promotion in Rank.** – The Board shall provide for the criteria which shall be  
8 the basis for promotion in rank. The criteria to be established shall include, but shall not be  
9 limited to, performance, qualifications and proven competence. The Board shall recommend to  
10 the President qualified CESOs who meet the criteria prescribed by the Board for promotion in  
11 rank.

12  
13           **SEC. 14. Mobility in the Career Executive System.** -- A CESO may be assigned to any  
14 position in the System without diminution in rank and salary. The tour of duty of each CESO  
15 shall be for a period of three (3) years. During this period, the CESO shall not be transferred to  
16 another office or position without consent. In filling a vacancy, the head of agency shall give  
17 preference and priority to those who have been appointed to rank or conferred CES eligibility.  
18 The Board shall provide information on vacancies, an updated list of available qualified persons  
19 who may be assigned, and such other mechanisms to assist the head of agency in the process of  
20 selection.

21  
22           **SEC. 15. Appointment to Positions in the Career Executive System.** – A CESO and  
23 CESE shall be given priority in appointments to vacant positions in the System. In exceptional  
24 cases, a non-CESO and non-CESE may be appointed to a position in the System on a temporary  
25 status but may be replaced once a CESO or CESE becomes available. Career undersecretaries,  
26 assistant secretaries and other officials of similar rank in the System shall preferably come from  
27 the roster of CESOs and CESEs. The appointing authority shall choose from a list of at least  
28 three (3) eligibles who are qualified, available and willing to be appointed to the vacant position.  
29 The number of career undersecretaries, assistant secretaries and other officials of similar rank  
30 appointed to positions in the government shall conform to the number set by law. The  
31 Commission shall establish a mechanism to ensure that assignments to positions in the System  
32 conform to the standards prescribed under this Act.

33  
34           **SEC. 16. Discipline.** – Investigation and adjudication of administrative complaints against  
35 occupants of positions in the CES appointed by the President shall be vested with the President.  
36 In the case of non-presidential appointees, the same shall be vested concurrently with the head of  
37 the agency and the Civil Service Commission.

38           **SEC. 17. Training and Career Development.** – The Board shall establish a continuing  
39 program of training and career development of CESOs and CESEs.



1           **SEC. 22. Implementing Rules and Regulations.** – The Board and the Commission shall  
2 promulgate jointly the implementing rules and regulations (IRR) as may be necessary to  
3 implement the intent and purposes of this Act. Said IRR shall be published in the Official  
4 Gazette or in two (2) newspapers of general circulation.

5  
6           **SEC. 23. Repealing Clause.** – Article IV, Part III of the Integrated Reorganization Plan,  
7 as approved under Presidential Decree No. 1, as amended, is hereby repealed. All provisions of  
8 Executive Order No. 292, or the Revised Administrative Code of 1987 and Executive Order No  
9 891, series of 2010, that are inconsistent with this Act are hereby repealed. All other laws, rules  
10 and regulations or parts thereof that are inconsistent with the provisions of this Act are hereby  
11 repealed or modified accordingly

12  
13           **SEC. 24. Separability Clause.** – If any part, section or provision of this Act is held  
14 invalid or unconstitutional, no other part, section or provision shall be affected by the invalidity  
15 or unconstitutionality thereof.

16  
17           **SEC. 25. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its  
18 publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,