



MC No. 04, s. 2024

## MEMORANDUM CIRCULAR

**TO :** ALL HEADS OF CONSTITUTIONAL BODIES, DEPARTMENTS, BUREAUS, AND AGENCIES OF THE NATIONAL GOVERNMENT AND LOCAL GOVERNMENT UNITS, GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS, AND STATE UNIVERSITIES AND COLLEGES

**SUBJECT :** Grant of Career Service Eligibility – Preference Rating to Specific Workers in Government Agencies Based on Length of Service and Work Performance

As expressed in a number of legislative measures and as manifested in various meetings and committee hearings, there has been a persistent clamor for job regularization and promotion of some specific groups of workers in government agencies who have long been in the service and have acquired relevant and on-site work experience, knowledge, and skills in assisting the government in the performance of public functions but do not possess the appropriate civil service eligibility for a regular appointment or promotion. These specific groups include Job Order (JO), Contract of Service (COS), Casual, Contractual, Coterminous, employees holding Category III and Category IV positions, as enumerated in CSC Memorandum Circular No. 10 dated 16 April 2013, and Career service employees with first level eligibility (referred collectively as “**JOCOSC6**”).

Along this line, and in recognition of the valuable contributions of the JOCOSC6 workers in the effective delivery of public services, the Civil Service Commission (CSC), pursuant to its rule-making power and mandate over civil service examinations, resolved to set up a mechanism that will allow these workers to become civil service eligibles, by way of granting them additional points to their failed rating in the Career Service Examination (CSE) based on length of service and work performance, without sacrificing the quality of government service under the principle of merit and fitness.

Thus, under CSC Resolution No. 2301123 dated 07 December 2023, the Commission has resolved to adopt and prescribe the attached Guidelines on the Grant of Career Service Eligibility – Preference Rating to Specific Workers in Government Agencies Based on Length of Service and Work Performance. This policy was published in The Philippine Star on 27 January 2024 and will take effect on 12 February 2024.

Please be guided accordingly.

**ATTY. KARLO A. B. NOGRALES**  
Chairperson

Encl: As Stated

21 February 2024

Bawat Kawani, Lingkod Bayani