



**GRANT OF CAREER SERVICE
ELIGIBILITY – PREFERENCE RATING
(CSE-PR) TO SPECIFIC WORKERS IN
GOVERNMENT AGENCIES BASED ON
LENGTH OF SERVICE AND WORK
PERFORMANCE**

Number: 2301123

Promulgated: 07 December 2023

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RESOLUTION

WHEREAS, Section 3, Article IX-B of the 1987 Constitution provides that the Civil Service Commission (CSC) as the central human resource agency of the government shall adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the Civil Service. It shall strengthen the merit and rewards system, integrate all human resources development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability;

WHEREAS, Section 2 (2), Article IX-B of the 1987 Constitution also stipulates that appointment in the Civil Service shall be made only according to merit and fitness to be determined, as far as practicable, and, except to positions which are policy-determining, primarily confidential, or highly technical, by competitive examination;

WHEREAS, Section 12 (1) and (3), Chapter 3, Book V of Executive Order (EO) No. 292¹ vests in the CSC the power and function to administer and enforce the constitutional and statutory provisions on the merit system for all levels and ranks in the Civil Service, lay down policies, standards, and guidelines for the Civil Service, and adopt plans and programs to promote economical, efficient, and effective human resource administration in the government;

WHEREAS, Section 12 (7), Chapter 3, Book V of EO No. 292, also provides that the CSC shall have the power to control, supervise, and coordinate civil service examinations, which carries with it the authority to prescribe and determine the passing standards for said examinations;

WHEREAS, Section 12 (8), Chapter 3, Book V of EO No. 292, also provides for the authority of the CSC to prescribe all forms for Civil Service examinations, *inter alia*, as may be required by laws, rules, and regulations;

WHEREAS, the Supreme Court affirmed the CSC's authority to prescribe, amend, and enforce rules to cover the Civil Service to promote economical, efficient, and effective personnel administration;²

¹ Administrative Code of 1987.

² Leah M. Nazareno, *et. al.* vs. City of Dumaguete, *et. al.*, GR No. 18559, 02 October 2009.

Bawat Kawani, Lingkod Bayani

WHEREAS, the CSC conducts the Career Service Examination (CSE), Professional and Subprofessional levels, among other examinations, which create a register of eligibles for appointment to positions commensurate to the level of examination;

WHEREAS, Sections 1 and 2, Rule III (Ratings and Eligibilities) of CSC Resolution No. 91-1631³ dated 27 December 1991 established the passing grade in written examinations to be at least 80%, and that only those who obtained the general rating of 80% or higher shall be eligible for appointment to positions for which the examination was given;

WHEREAS, as expressed in some legislative measures,⁴ and as manifested in a number of meetings and 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;

WHEREAS, these specific groups of workers include Job Order (JO), Contract of Service (COS), Casual, Contractual, Coterminal, employees holding Category III and Category IV positions, as enumerated in CSC Memorandum Circular No. 10 dated 16 April 2013,⁵ and Career service employees with first level eligibility (hereinafter collectively referred to as "JOCOSC6");

WHEREAS, under prevailing jurisprudence⁶ and CSC policies⁷ JO and COS workers are, by nature, not considered as government employees, having no employer-employee relationship with the government, and whose work engagement is not covered by Civil Service law and rules although their actual workstations are in government agencies;

WHEREAS, Casual, Contractual, and Coterminal employees belong to the non-career service in the government, whose tenure is limited to the duration of a particular project for which purpose employment is made or coterminal with or subject to the pleasure of the appointing authority;

WHEREAS, Category III workers refer to those appointed to positions in government whose qualification standards require no eligibility in view of the duties and responsibilities attached thereto, while Category IV workers are those, for purposes of permanent appointment, are required to possess the appropriate licenses and meet the other requirements of the positions;

WHEREAS, the CSC also recognizes the fact that there are Career service employees with first-level eligibility in government agencies who have acquired onsite and relevant competence in the job but cannot advance to second-level positions for lack of second-level eligibility;

³ Omnibus Rules Implementing Book V of Executive Order No. 292 and Other Pertinent Civil Service Laws.

⁴ House Bill (HB) No. 204; HB No. 521; HB No. 1387; HB No. 1514; HB No. 1675; HB No. 2210; HB No. 2916; HB No. 3425; HB No. 3623; HB No. 4348; Senate Bill (SB) No. 131; SB No. 234; SB No. 435; SB No. 1703.

⁵ Revised Policies on the Grant of Eligibility Under CSC MC No. 11, s. 1996, as amended.

⁶ Civil Service Commission vs. Annang (G.R. No. 225895, 28 September 2022), and People vs. Palma Gil-Roflo (G.R. Nos. 249564 & 249568-76, 21 March 2022).

⁷ CSC Memorandum Circular No. 38, s. 1993, and CSC Memorandum Circular No. 4, s. 1994.

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WHEREAS, efforts or initiatives have been made for JOCOSC6 workers to either be given the opportunity to be absorbed or integrated into the civil service system and be afforded with security of tenure, or get promoted to second-level positions, by way of granting them the appropriate civil service eligibility, which is one of the basic qualification requirements for purposes of regular appointment or promotion to career positions in government;

WHEREAS, the CSC recognizes the valuable contributions of JOCOSC6 in the effective delivery of public services and in line with the Philippine Government's thrust to provide them with an opportunity to become career service eligibles and plausibly be absorbed or integrated into, or even get promoted in the career service via permanent/regular employment; and

WHEREAS, a study was conducted and consultations were held by the Examination, Recruitment and Placement Office (ERPO) with the stakeholders in accordance with the CSC Policy Development Framework⁸ to come up with a policy that will address this long-standing clamor and issue involving JOCOSC6 without sacrificing the quality of government service under the principle of merit and fitness;

WHEREFORE, in view of the foregoing legal and factual considerations, the Commission **RESOLVES** to **GRANT** Career Service Eligibility – Preference Rating (CSE-PR) to Job Order, Contract of Service, Casual, Contractual, Coterminous, Categories III and IV Workers, and Career employees in the first level (JOCOSC6) serving in Government Agencies, who shall meet the following specific requirements:

1. he/she must have rendered or is rendering services in the government as a JOCOSC6 (whether as Job Order, Contract of Service, Casual, Contractual, Coterminous, occupying Categories III or IV position, Career service employee with first level eligibility, or a combination of any of the aforementioned), for at least ten (10) aggregate years on the date of filing of the application for the grant of CSE-PR;
2. he/she must have applied and taken the scheduled CSE, beginning with the 3 March 2024 CSE and thereafter, either CSE - Professional or CSE - Subprofessional level, whether through Pen-and-Paper Test (PPT) or other test modes,⁹ and obtained a failed rating of not lower than 70.00;
3. he/she must have at least a Very Satisfactory (VS) performance rating, or its equivalent, in the latest/available two (2) rating periods preceding the date of filing for the grant of CSE-PR; and
4. he/she must file the application for the grant of CSE-PR using the appropriate Application Form (CSE-PR Application Form)¹⁰ with complete requirements within six (6) months from the date of release of the results of the CSE taken.

The Commission **FURTHER RESOLVES** to grant the same level of eligibility as that of the examination taken, e.g., Career Service Professional Eligibility for those CSE-PR qualified applicants who took and failed the CSE-Professional Level.

⁸ CSC Resolution No. 2101111 dated 24 December 2021.

⁹ CSC Computerized Exam (COMEX) or Other Examination Modes that the CSC may adapt thereafter.

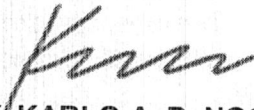
¹⁰ CS Form 101-CSE-PR, _____ 2023.

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The Commission **FINALLY RESOLVES** to adopt 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 Resolution shall take effect after fifteen (15) days from publication in the Official Gazette or in a newspaper of general circulation.

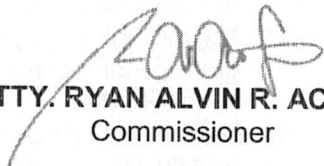
Quezon City.



ATTY. KARLO A. B. NOGRALES
Chairperson

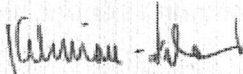


ATTY. AILEEN LOURDES A. LIZADA
Commissioner



ATTY. RYAN ALVIN R. ACOSTA
Commissioner

Attested by:



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KATHERINE LIMARE-DELMORO
Director IV
Commission Secretariat and Liaison Office