



## CIVIL SERVICE COMMISSION

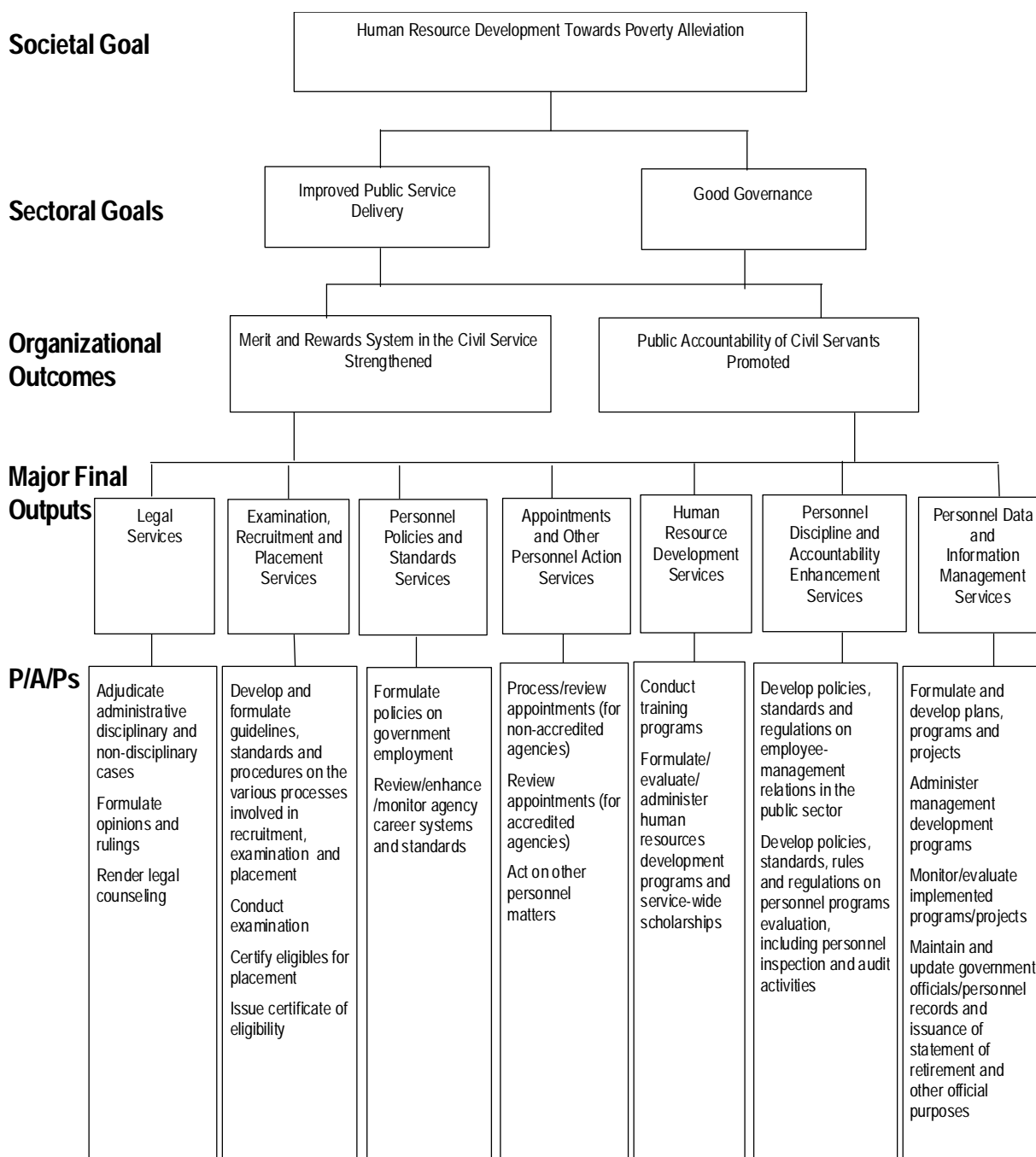
### Legal Basis

- **Public Law No. 5** (September 19, 1900), An Act for the Establishment and Maintenance of an Efficient and Honest Civil Service in the Philippine Island, formally established the civil service system in the Philippines by the Second Philippine Commission, creating Civil Service Board which, in 1905, was reorganized into a Bureau.
- **The Philippine Constitution of 1935** firmly established the merit system as the basis for employment in government.
- **Republic Act No. 2260** (June 19, 1937), Civil Service Act of 1959, amended and revised the laws relative to the Philippine Civil Service, and converted the Bureau of Civil Service into the Civil Service Commission (CSC) with department status.
- **Presidential Decree No. 807** (October 6, 1975), Civil Service Decree of the Philippines, redefined the role of the Commission as the central personnel agency of the government.
- **Executive Order No. 292** (July 25, 1987), Administrative Code of 1987, effected the CSC's constitutional mandate (reiterated under Article IX-B of the Philippine Constitution of 1987), recognizing for the first time the right of government employees to self-organization and collective negotiations under the framework of the 1987 Constitution.

### Mandate

The Civil Service Commission (CSC) promotes morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the Civil Service. It adopts measures to strengthen the merit and reward system, integrates all human resources development programs for all level and ranks, and institutionalizes a management climate conducive to public accountability.

## LOGICAL FRAMEWORK (CSC)



## PERFORMANCE MEASURES AND TARGETS

(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 1</b>				
<b>Legal Services</b>	<b>74,887</b>	<b>74,887</b>	<b>84,892</b>	<b>78,524</b>
No. of cases adjudicated and received within thirty (30) working days (disciplinary cases)	762	1,080	1,188	1,307
No. of cases adjudicated and received within ten (10) working days (non-disciplinary cases)	2,458	5,793	6,372	7,010
No. of opinions and rulings rendered versus received	1,635	4,232	4,655	5,121
No. of counseling services rendered	8,180	30,514	33,565	36,922
<b>MFO 2</b>				
<b>Examination, Recruitment and Placement Services</b>	<b>152,834</b>	<b>152,834</b>	<b>143,021</b>	<b>105,919</b>
No. of CSS test applications processed and administered in accordance with standards	254,872	196,337	215,971	237,568
No. of eligibles granted under special laws	2,965	7,424	8,166	8,983
No. of eligibles certified/placed	3,315	3,691	4,060	4,466
<b>MFO 3</b>				
<b>Personnel Policies and Standards Services</b>	<b>72,606</b>	<b>72,606</b>	<b>87,429</b>	<b>91,076</b>
No. of agency CSS <sup>1</sup> reviewed, enhanced, monitored and approved	540	1,154	1,269	1,396
No of employees awarded:				
- Lingkod Bayan	9	9	9	9
- Dangal ng Bayan	6	8	8	8
- Pagasa	5	12	12	12
<b>MFO 4</b>				
<b>Appointments and Other Personnel Action Services</b>	<b>199,789</b>	<b>199,789</b>	<b>135,951</b>	<b>108,665</b>
No. of appointments processed/reviewed versus received in accordance with technical standards (for non-accredited agencies)	280,131	288,612	317,473	320,359
No. of ROPA <sup>2</sup> reviewed/attested	103,513	166,318	182,950	201,245
<b>MFO 5</b>				
<b>Human Resource Development Services</b>	<b>87,888</b>	<b>87,888</b>	<b>97,526</b>	<b>101,173</b>
No. of personnel trained	30,901	49,290	54,219	59,641
No. of DLP <sup>3</sup> graduates	1,656	2,387	2,626	2,888
No. of scholars enrolled	34	34	34	34
No. of scholars graduated	28	28	28	28

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 6</b>				
<b>Personnel Discipline and Accountability Enhancement Services</b>	<b>85,177</b>	<b>85,177</b>	<b>57,640</b>	<b>55,821</b>
No. of personnel audits conducted	1,611	1,540	1,694	1,863
No. of agencies monitored on compliance with CS laws and rules	895	900	814	895
No. of appointments post-audited versus received	103,513	166,318	182,950	201,245
No. of unions registered	43	43	47	51
No. of unions accredited	37	37	40	44
No. of union's CNAs registered	53	53	58	63
No. of education/information campaign conducted	48	48	52	57
No. of conciliation/mediation services rendered	13	13	14	15
No. of conciliation/dialogue conducted	12	12	13	14
No. of complaints/feedbacks/requests processed/ acted upon versus received	5,125	5,125	5,176	5,227
<b>MFO 7</b>				
<b>Personnel Data and Information Management Services</b>	<b>59,872</b>	<b>59,872</b>	<b>64,364</b>	<b>107,665</b>
Percentage of requests for accreditation/ authentication of personnel records acted upon versus reviewed	100%	100%	100%	100%
Percentage of requests for accreditation of government services acted upon versus reviewed	100%	100%	100%	100%
Percentage of completion of common database			100%	100%
<b>TOTAL</b>	<b>733,053</b>	<b>733,053</b>	<b>670,823</b>	<b>648,843</b>

<sup>1</sup> CSS - Career System Standard

<sup>2</sup> ROPA - Report on Personnel Standard

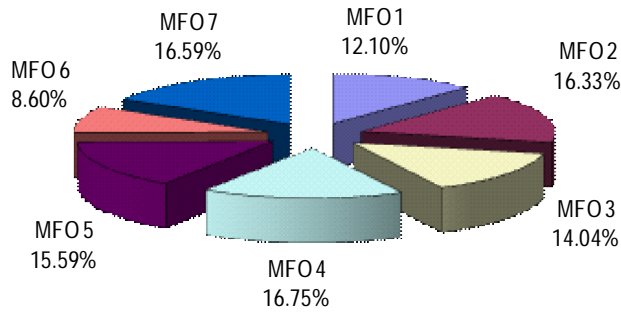
<sup>3</sup> DLP - Distance Learning Program

**FY 2012 MFO BUDGET**

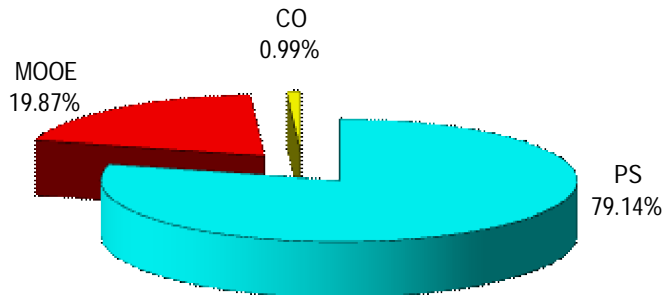
**By MFO/By Expense Class**  
(In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% SHARE
<b>MFO 1</b>					
Legal Services	66,808	11,716		<b>78,524</b>	<b>12.10%</b>
<b>MFO 2</b>					
Examination, Recruitment and Placement Services	84,087	21,832		<b>105,919</b>	<b>16.33%</b>
<b>MFO 3</b>					
Personnel Policies and Standards Services	78,078	12,998		<b>91,076</b>	<b>14.04%</b>
<b>MFO 4</b>					
Appointments and Other Personnel Action Services	84,107	24,558		<b>108,665</b>	<b>16.75%</b>
<b>MFO 5</b>					
Human Resource Development Services	85,660	15,513		<b>101,173</b>	<b>15.59%</b>
<b>MFO 6</b>					
Personnel Discipline and Accountability Enhancement Services	44,755	11,066		<b>55,821</b>	<b>8.60%</b>
<b>MFO 7</b>					
Personnel Data and Information Management Services	70,023	31,230	6,412	<b>107,665</b>	<b>16.59%</b>
<b>Total</b>	<b>513,518</b>	<b>128,913</b>	<b>6,412</b>	<b>648,843</b>	<b>100.00%</b>
<b>% Share</b>	<b>79.14%</b>	<b>19.87%</b>	<b>0.99%</b>		<b>100.00%</b>

**By MFO**  
(Total Budget = P648,843,000)



**By Expense Class**  
(Total Budget = P648,843,000)





## Career Executive Service Board

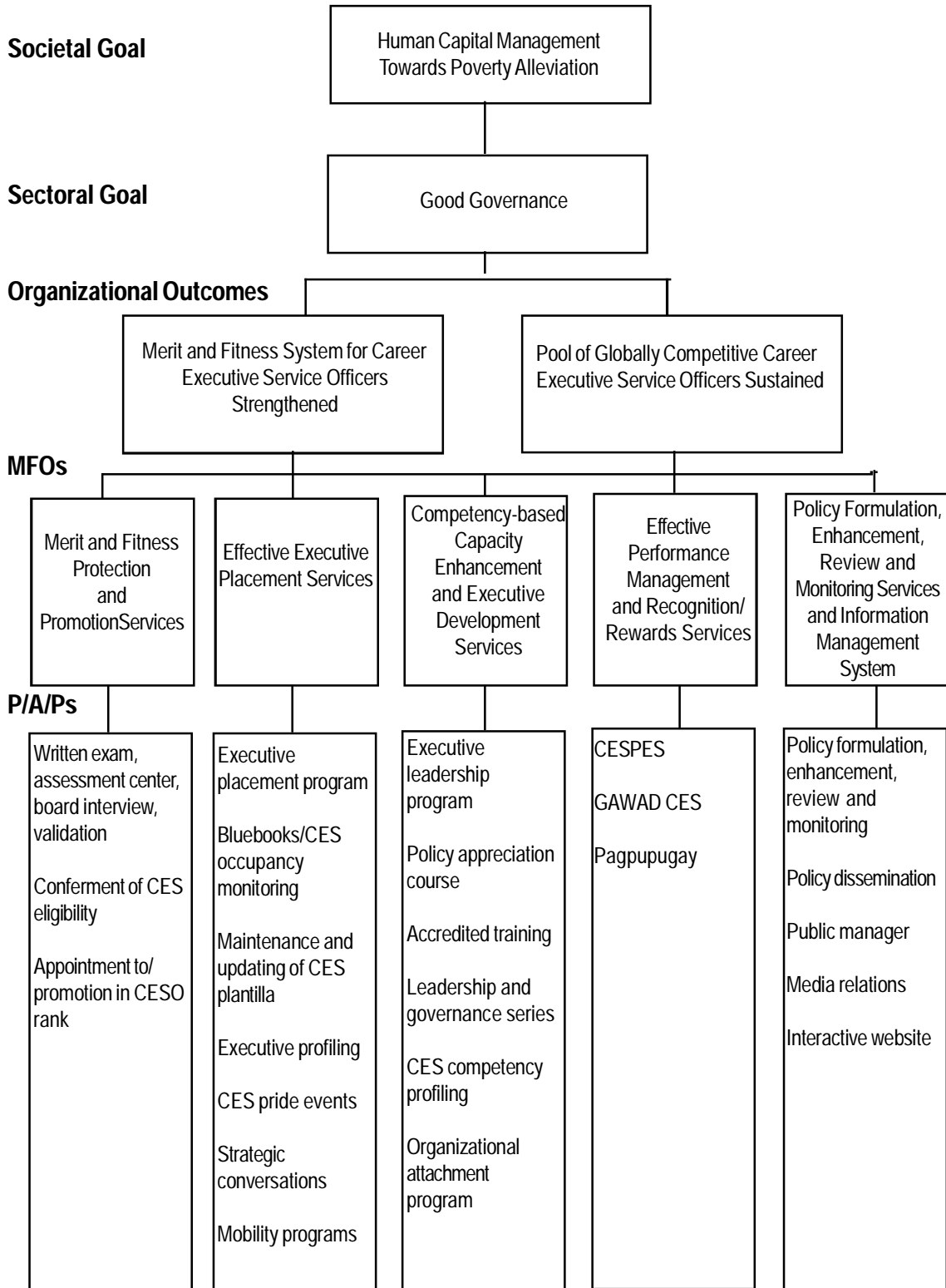
### Legal Basis

- **Presidential Decree No. 1** (September 24, 1972), the Integrated Reorganization Plan, created the Career Executive Service to form a continuing pool of well-selected and development-oriented career administrators who shall provide competent and faithful service, and a Career Executive Service Board (CESB) to serve as its governing body.
- **Presidential Decree No. 336** (November 14, 1973) amended the Integrated Reorganization Plan, providing for the purpose a career development program for the civil service as well as for the membership of the CESB.
- **Presidential Decree No. 367** (January 5, 1974) further amended pertinent provisions of the Integrated Reorganization Plan authorizing the appropriation of funds for the operation of the CESB.

### Mandate

The Career Executive Service Board (CESB) professionalizes and strengthens the Career Executive Service (CES) by creating a corps of development-oriented, service-focused, and reform-driven leaders in government.

## LOGICAL FRAMEWORK (CESB)



**PERFORMANCE MEASURES AND TARGETS**  
(Amounts in Thousand Pesos)

Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
<b>MFO 1</b>				
<b>Merit and Fitness Protection and Promotion Services</b>	<b>12,077</b>	<b>12,068</b>	<b>14,772</b>	<b>16,066</b>
Written Examination				
Paper and pencil examinations				
No. of examinations	2	2	2	2
No. of examinees	450	1,793	450	450
Computer-assisted examinations				
No. of examinations				6
No. of examinees				150
Assessment Center (AC)				
No. of AC conducted	27	27	27	27
No. of candidates for AC	648	633	648	648
Validation of Performance-on-the job				
No. of candidates validated	324	299	324	324
Board Interview				
No. of candidates interviewed	200	260	200	200
Conferment of CES eligibility				
No. of officials conferred	200	260	200	200
<b>MFO 2</b>				
<b>Effective Executive Placement Services</b>	<b>6,352</b>	<b>6,343</b>	<b>6,053</b>	<b>7,073</b>
Executive Placement Program				
No. of departments/agencies updated	4	5	4	4
Bluebooks/Profiles				
No. of bluebooks prepared	4	5	4	4
Maintenance and Updating of CES Plantilla				
% of departments/agencies updated every month	100%	100%	100%	100%
CES Pride Events				
No. of events conducted	4	3	4	4
No. of inductions conducted	6	2	6	6
Strategic Conversations				
No. of strategic conversations conducted	5	7	5	5
<b>MFO 3</b>				
<b>Competency-based Capacity Enhancement and Executive Development Services</b>	<b>8,327</b>	<b>8,318</b>	<b>7,580</b>	<b>8,408</b>
Executive Leadership Programs, Accredited Trainings, Leadership and Governance Series				
No. of eligibles/CESO trained by type of training				
Salamin-Diwa	105	200	105	105
Gabay	90	145	60	90
CES C.I.R.C.L.E. Forum	635	871	635	530



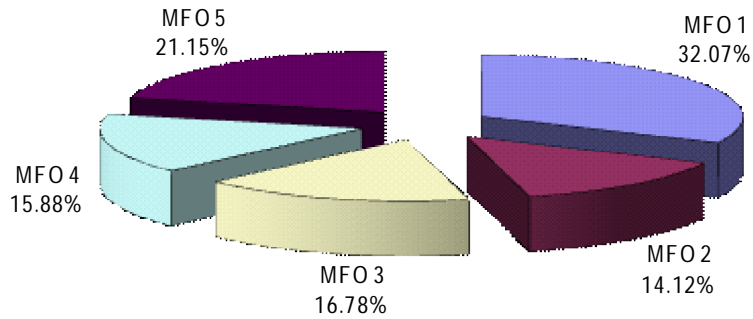
Particulars	FY 2010		FY 2011	FY 2012
	Target/Amount	Actual/Amount	Target/Amount	Target/Amount
Leadership and Wellness Camp	200	200	200	200
Thought Leadership Congress				700
Multi-track Learning Session				1,000
No. of training programs conducted				
Salamin-Diwa	3	4	3	3
Gabay	3	3	2	3
CES C.I.R.C.L.E. Forum	9	12	9	6
Leadership and Wellness Camp	2	2	2	2
Thought Leadership Congress				2
Multi-track Learning Session				1
<b>MFO 4</b>				
<b>Effective Performance Management and Recognition/Rewards Services</b>	<b>6,763</b>	<b>6,754</b>	<b>6,419</b>	<b>7,958</b>
CESPES				
New CESPES Orientation				
No. of HR Managers	New CESPES tool for development	New CESPES tool for development	New CESPES tool for development	240
CESPES Ratings Process				
No. of officials' ratings processed	2,500	2,500	2,500	2,500
Recognition/Rewards - "Gawad CES"				
No. of awardees conferred	5	4	5	5
Recognition for retirees - "Pagpupugay"				
No. of retirees honored	5	33	5	5
<b>MFO 5</b>				
<b>Policy Formulation, Enhancement, Review and Monitoring Services and Information Management System</b>	<b>8,280</b>	<b>8,269</b>	<b>8,211</b>	<b>10,594</b>
Policy Formulation, Enhancement, Review and Monitoring				
Percentage of formulated policies circularized	100%	100%	100%	100%
Publication of the "Public Manager"				
No. of quarterly PM issues published	4	4	4	4
Interactive Website				
% of operationalization and systems enhancement	100%	90%	100%	100%
<b>TOTAL</b>	<b>41,799</b>	<b>41,752</b>	<b>43,035</b>	<b>50,099</b>

## FY 2012 MFO BUDGET

### By MFO/By Expense Class (In Thousand Pesos)

Particulars	PS	MOOE	CO	TOTAL	% Share
<b>MFO 1</b>					
Merit and Fitness Protection and Promotion Services	4,208	11,123	735	<b>16,066</b>	<b>32.07%</b>
<b>MFO 2</b>					
Effective Executive Placement Services	3,142	3,790	141	<b>7,073</b>	<b>14.12%</b>
<b>MFO 3</b>					
Competency-based Capacity Enhancement and Executive Development Services	3,142	5,125	141	<b>8,408</b>	<b>16.78%</b>
<b>MFO 4</b>					
Effective Performance Management and Recognition/Rewards Services	4,320	3,497	141	<b>7,958</b>	<b>15.88%</b>
<b>MFO 5</b>					
Policy Formulation, Enhancement, Review and Monitoring Services and Information Management System	5,906	3,358	1,330	<b>10,594</b>	<b>21.15%</b>
<b>TOTAL</b>	<b>20,718</b>	<b>26,893</b>	<b>2,488</b>	<b>50,099</b>	<b>100.00%</b>
<b>% Share</b>	<b>41.35%</b>	<b>53.68%</b>	<b>4.97%</b>		<b>100.00%</b>

### By MFO (Total Budget = P50,099,000)



### By Expense Class (Total Budget = P50,099,000)

