



Republic of the Philippines  
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30 MAR 2023

**MEMORANDUM**

FOR/TO : ALL non-CESOs occupying CES positions

FROM : **THE ASSISTANT SECRETARY**  
Human Resources, Strategic Communication and Sectoral Initiatives

SUBJECT : **DISCONTINUING THE PORTFOLIO ASSESSMENT FOR  
CAREER EXECUTIVE SERVICE (PACES) ELIGIBILITY  
PROCESS AND TRANSITORY GUIDELINES**

This pertains to the Career Executive Service Board (CESB) Resolution No. 1681 dated 13 March 2023, entitled "*Discontinuing the Portfolio Assessment for Career Executive Service (PACES) Eligibility Process and providing transitory guidelines thereof.*"

The PACES eligibility process was one of the three (3) modes of entry to the CES which covers all presidential appointees who are third-level incumbents in the government performing management/leadership functions and have shown exemplary performance and contributions, given their educational attainment, training, and extensive managerial experience.

Relative to this, the CESB realized the need to revert to the regular four-stage CES eligibility process namely: (1) CES Written Examination; (2) Assessment Center; (3) Performance Validation; and (4) Panel Interview.

Attached herewith is CESB Resolution No. 1681 (s.2023) which covers the transitory guidelines for a curative, efficient, effective, uniform, and equal application in the conduct and administration of the CES eligibility process and to avoid confusion and duplication of cost and efforts.

In support of the career advancement of our officials, the DENR management encourages all non-CESOs occupying CES positions to apply/continue for CES eligibility process. We are confident that this career milestone will further inspire you as you move forward at the forefront of public service.

For your information and guidance.

  
**HIRO V. MASADA, DBA, CESO III**



Republic of the Philippines  
CAREER EXECUTIVE SERVICE BOARD

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**DISCONTINUING THE PORTFOLIO  
ASSESSMENT FOR CAREER EXECUTIVE  
SERVICE (PACES) ELIGIBILITY PROCESS  
AND PROVIDING TRANSITORY  
GUIDELINES THEREFOR**

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**Resolution No. 1681**

WHEREAS, Paragraph 5, Article IV, Part III of the Integrated Reorganization Plan (IRP), as approved by Presidential Decree (PD) No. 1 (s. 1972), as amended, created the Career Executive Service Board (CESB) to serve as the governing body of the Career Executive Service (CES) and promulgate rules, standards, and procedures on the selection, classification, compensation, and career development of members of the CES;

WHEREAS, Paragraph 5(a), Article IV, Part III of the IRP, as approved by PD No. 1 (s.1972), as amended, likewise states that “[a] person who meets such managerial experience and other requirements and passes examinations as may be prescribed by the Board shall be included in the register of career executive eligibles;”

WHEREAS, Paragraphs (1)(c) and (2) Section 8, Chapter 2, Subtitle A, Title I, Book V of the Administrative Code of 1987 provides that the third level shall cover positions in the CES and that entrance to the third level shall be prescribed by the CESB, respectively;

WHEREAS, accordingly, the CESB has adopted three (3) modes of entry to the CES, namely: (1) the four-stage CES eligibility examination process under the regular track;<sup>1</sup> (2) the Portfolio Assessment for the CES (PACES) eligibility process;<sup>2</sup> and (3) the reinforced policy on the grant of CES eligibility and CESO rank to graduates of the Master in National Security Administration program of the National Defense College of the Philippines;<sup>3</sup>

WHEREAS, except for those who already passed the Assessment Center (AC) of the four-stage CES eligibility examination process under the regular track, the PACES eligibility process covers all presidential appointees who are third level position incumbents in the government performing management/leadership functions and

<sup>1</sup> CESB Resolution No. 791, “Revised Integrated Rules on the Grant of Career Executive Service Eligibility,” 10 February 2009, as amended.

<sup>2</sup> CESB Resolution No. 1579, “Guidelines on the Portfolio Assessment for the Career Executive Service (PACES) Eligibility Process,” 22 February 2021.

<sup>3</sup> Executive Order No. 145 (s. 2021), implemented through CESB Resolution No. 1639, “Implementing Guidelines of Executive Order No. 145 (s. 2021), Entitled, ‘Reinforcing the Policy on the Grant of Career Executive Service Officer Rank to Graduate of the National Defense College of the Philippines, Further Amending Executive Order No. 696 (s. 1981), as Amended for the Purpose’,” 26 January 2022.

have shown exemplary performance and contributions, given their educational attainment, training, and extensive managerial experience;

WHEREAS, Paragraph 11.3 of the Guidelines on PACES Eligibility Process articulates that “[t]he Board shall conduct review of the policy one year after the effectivity of this policy;”

WHEREAS, Outcome 4, Chapter 14 of the Philippine Development Plan (PDP) 2023-2028 likewise states that “[p]otential and qualified third-level officials will undergo the four-stage CES eligibility examination process, the CES Leadership Management and Proficiency Program, and other CES lifelong learning programs for appointment to CES ranks to build up a critical mass of CES officers and eligibles”; and

WHEREAS, there is a need to revert to the regular four-stage CES eligibility process due to the following: (a) difficulty in meeting the required longer years of managerial/leadership experience to qualify for the PACES eligibility process; (b) longer duration to become a CES eligible under said program; (c) difficulty in producing materials, modules, and/or activities for the PACES Onboarding Program, Leadership and Management Competency Alignment (LMCA), and Targeted Competency Intervention; (d) low percentage of PACES candidates or qualifiers meeting the standards set by the Board during the LMCA assessment activity; (e) limited personnel complement of the Secretariat to implement the requirements of the program and closely monitor the portfolio assessment of each candidate, among others; and (f) challenge in achieving the year-by-year and end-of-PDP 2023-2028 indicators and targets of increasing the CES occupancy rate of CES officers and eligibles from 50% in 2023 to 55% in 2028 and increasing the number of CES eligibles completing the CES Leadership Management and Proficiency Program during the Plan period to improve bureaucratic efficiency;

NOW, THEREFORE, in view of the foregoing, the Board hereby **RESOLVES**, as it is hereby **RESOLVED**, to discontinue the PACES eligibility process as provided for under CESB Resolution No. 1579 (s. 2021).

**RESOLVED FURTHER**, that for a curative, efficient, effective, uniform, and equal application in the conduct and administration of the CES eligibility process and to avoid confusion and duplication of costs and efforts, the following transitory guidelines shall be adopted:

1. For applicants whose complete PACES application documents were received by the CESB on or before 29 December 2022, they shall proceed to the CES Written Examination (CESWE), the first stage of the four-stage CES eligibility examination process under the regular track, and their examination fee of One Thousand Pesos (₱1,000.00) shall be waived: *Provided*, That they have not yet previously passed the CESWE/Career Executive Officer Written Exam (CEO WE) or their request for

accreditation of Master in Public Safety Administration (MPSA) degree conferred by the Philippine Public Safety College has not yet been granted.

2. For candidates whose PACES applications have been approved by the Board as embodied in a CESB Resolution and those whose request for MPSA accreditation has been granted or who are CESWE/CEO WE passers or those conferred Career Service Executive eligibility by the Civil Service Commission prior to the approval of their PACES applications as embodied in an appropriate CESB Resolution, they shall proceed to the Assessment Center (AC), the second stage of the four-stage CES eligibility examination process under the regular track, and pay the AC fee subject to the revised policy on the AC cost.<sup>4</sup>
3. For candidates who did not pass the AC prior to the approval of their PACES applications as embodied in an appropriate CESB Resolution, they shall be allowed to retake the AC as early as April 2023: *Provided, however,* That in case of another retake and the retakes thereafter, the rules on the AC retake shall apply.<sup>5</sup>
4. For candidates who have undergone and completed both the *Salamin at Diwa ng Paglilingkod* (SALDIWA) and the *Gabay ng Paglilingkod* (GABAY) Training Courses of the CES Leadership and Management Proficiency Program (LAMPP), which served as the PACES Onboarding Program, they shall proceed to the AC and pay the AC fee subject to the revised policy on the AC cost.
5. For candidates who have undergone and completed on or before 29 December 2022 either the SALDIWA or the GABAY Training Course of the CES LAMPP, which served as the PACES Onboarding Program, they shall proceed to the AC, pay the AC fee, and upon conferment of CES eligibility under the regular track, they no longer need to retake said completed training course of the CES LAMPP for purposes of original appointment to CES rank. However, for them to be considered as CES LAMPP graduates, they shall complete all the training courses of the CES LAMPP upon conferment of CES eligibility.
6. For candidates who have deficiency/ies in the training module/s on or before 29 December 2022 either in the SALDIWA or the GABAY Training Course of the CES LAMPP, which served as the PACES Onboarding Program, they shall proceed to the AC, pay the AC fee, and upon conferment of CES eligibility under the regular track, they shall complete said training course module/s for purposes of original appointment to CES rank and for them to be considered as CES LAMPP graduates.
7. For PACES Leadership and Management Competency Alignment (LMCA) qualifiers or those candidates who met the standards set by the Board for the AC

<sup>4</sup> CESB Resolution No. 931 dated 08 February 2011.

<sup>5</sup> CESB Resolution No. 1087, (s. 2013), entitled, "Amendatory Guidelines to CESB Resolution Number 791, s. 2009, "entitled, The Revised Integrated Rules on the Grant of Career Executive Service Eligibility".

under the regular track, they shall proceed to the On-the-Job Performance Validation, the third stage of the four-stage CES eligibility examination process under the regular track.

8. For PACES LMCA non-qualifiers, they shall proceed to the AC, pay the AC fee, and be allowed to take the AC as early as April 2023: *Provided, however*, That in case of 1<sup>st</sup> retake and the retakes thereafter, the rules on AC retake shall apply.
  
9. Finally, for PACES candidates who are no longer presidential appointees or who were separated from the government service during their PACES application, they shall continue their CES eligibility application in accordance with the rules on the grant of CES eligibility under the regular track<sup>6</sup> subject to the provisions of Item Nos. 1 to 8 hereof, as may be applicable.

RESOLVED FURTHER STILL, that if any section or part of this Resolution shall be held to be invalid, the remaining provisions not affected thereby shall be given full force and effect.

RESOLVED FURTHERMORE, that all existing issuances inconsistent with this Resolution are hereby repealed, modified, or amended accordingly.

RESOLVED FINALLY, that this Resolution shall take effect immediately upon publication in the Official Gazette or in a newspaper of general circulation.

APPROVED THROUGH REFERENDUM this 13<sup>th</sup> day of March 2023 in Quezon City, Philippines.

  
KARLO A. B. NOGRALES  
Chairperson

  
ENGELBERT C. CARONAN, JR.  
Ex-Officio Member

  
MILALIN S. JAVELLANA  
Member

  
LUIS MEINRADO C. PAÑGULAYAN  
Member

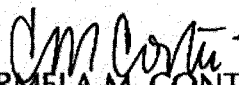
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<sup>6</sup> *Supra*, note 1.

LOLIBETH RAMIT-MEDRANO  
Member

  
ANDREA MAILA A. ORDAÑEZ  
Member

Attested by:

  
CARMELA M. CONTI  
Board Secretary III