

**MALACAÑANG MEMORANDUM ORDER
NO. 87**

**DIRECTING ALL HEADS OF DEPARTMENTS AND
AGENCIES OF THE NATIONAL GOVERNMENT
INCLUDING GOVERNMENT-OWNED OR CONTROLLED
CORPORATIONS WITH ORIGINAL CHARTERS AND
ALL CONCERNED OFFICIALS TO COMPLY WITH THE
CAREER EXECUTIVE SERVICE PERFORMANCE
EVALUATION (CESPES) OF THE CAREER EXECUTIVE
SERVICE BOARD**

WHEREAS, it is the paramount concern of all public officials to be accountable at all times to the people and to serve them with utmost responsibility, integrity, loyalty and efficiency;

WHEREAS, officials in the civil service especially those belonging to the Career Executive Service are obliged to maintain an acceptable level of performance to justify their continuance in office;

WHEREAS, the Career Executive Service Board (CESB) has been conducting an annual Career Executive Service Performance Evaluation System (CESPES) for the members of the Career Executive Service (CES) and occupants of CES positions;

WHEREAS, it has been noted that some superior officials are not religiously complying in giving performance rating to their subordinates thus resulting to the incomplete performance rating of said subordinate officials for a particular year;

NOW, THEREFORE, I, JOSEPH EJERCITO ESTRADA, President of the Philippines, by virtue of the power vested in me by law, do hereby order:

SECTION 1. The performance of members of the CES and occupants of CES positions shall be evaluated through the CES Performance Evaluation System (CESPES) conducted by the Career Executive Service Board.

SEC. 2. All superior officials in the departments and agencies including government-owned and controlled corporations with original charters shall assess the performance of their subordinate officials who are members of the CES and those who are occupying CES positions and shall duly give them their appropriate performance rating for a particular year. Such performance rating shall be submitted to the CESB immediately after the performance evaluation period.

SEC. 3. Those who will disregard this directive shall be liable for appropriate administrative sanctions pursuant to existing laws, rules and regulations.

SEC. 4. This Order shall take effect immediately.

Done in the City of Manila this 18th day of January in the year of Our Lord, Two Thousand.

(Sgd.) JOSEPH EJERCITO ESTRADA

By the President:

(Sgd.) RONALDO B. ZAMORA
Executive Secretary