



*Tanggapan ng Kalihim  
Office of the Secretary*

*Sama-Sama  
sa DECS*

February 20, 1998

DECS MEMORANDUM  
No. 68, s. 1998

**CAREER EXECUTIVE SERVICE (CES) ELIGIBILITY REQUIREMENT  
FOR APPOINTEES TO CES POSITIONS**

To: Undersecretaries  
Assistant Secretaries  
Bureau/Center/Service/Directors  
Regional Directors  
Schools Superintendents

1. In a recent query with the Career Executive Service Board (CESB) citing a specific case, DECS was informed that under the CES law and CESB Circular No. 13 dated 17 March 1997, "CES eligibility is a requirement for the appointment to and/or promotion of any person to a position in the career executive service and that the appointment of a non-CES eligible to a CES position shall be temporary in nature and shall not exceed twelve (12) months". It was emphasized that an incumbent of a CES position who is not a CES eligible holds an appointment which is temporary in nature and which shall not exceed twelve (12) months unless reappointed by the proper appointing authority.
2. CESB added that consistent with accepted jurisprudence, a temporary appointee does not enjoy security of tenure in office and can be terminated/replaced anytime at the pleasure of the appointing authority. In this department, the CESB noted that there are still many incumbents of CES positions who are not CES eligibles and have not taken the CES examination.
3. For personal enhancement and in the interest of the service, incumbents of CES positions who are non-CES eligibles are encouraged to take the CES examination.
4. Widest dissemination of this Memorandum is directed.

**ERLINDA C. PEÑANCO**  
*Secretary*

*fn/nonces*

**Reference:**

DECS Order: No. 39, s. 1997

Allotment: 1--(D.O. 50-97)

To be indicated in the Perpetual Index  
under the following subjects:

APPOINTMENT, EMPLOYMENT, REAPPOINTMENT  
ELIGIBILITY  
PROMOTIONS