



REPUBLIKA NG PILIPINAS

REPUBLIC OF THE PHILIPPINES

KAGAWARAN NG EDUKASYON, KULTURA AT ISPORTS

DEPARTMENT OF EDUCATION, CULTURE AND SPORTS

DECS Complex, Meralco Avenue
Pasig City, Philippines



Sama-Sama
sa DECS

Tanggapan ng Pangalawang Kalihim
Office of the Undersecretary

SEP 11 2001

DECS ORDER
No. 47, s. 2001

To : Undersecretary
Assistant Secretaries
Bureau, Center and Service Directors
Regional Directors
Schools Superintendent
Chiefs of Division

**GUIDELINES FOR CONVERSION OF POSITIONS FROM
NON-CAREER TO CAREER**

1. Inclosed is a copy of CSC MC No. 19, s. 2001 adopting guidelines for conversion of positions from non-career to career.
2. Wide dissemination of this Memorandum is desired.

R. C. Bacani
RAMON C. BACANI
Undersecretary

Encl.:
As stated

Reference:
None

Allotment: 1—(D.O. 50-97)

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

OFFICIALS
POLICY



**Republic of the Philippines
CIVIL SERVICE COMMISSION**

Serbisyo Sibil: Isang Daang Taong Paglilingkod

MC No. 19, s. 2001

MEMORANDUM CIRCULAR

T O : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL AND LOCAL GOVERNMENTS INCLUDING GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS AND STATE UNIVERSITIES AND COLLEGES

SUBJECT : *Guidelines for Conversion of Positions from Non-Career to Career*

Pursuant to CSC Resolution No. 011362 dated August 10, 2001, the Civil Service Commission hereby adopts the following guidelines for conversion of positions from non-career to career:

1. Only positions are converted from non-career to career;
2. Incumbents of converted non-career positions can be appointed to said positions only if they are qualified and such fact should be specified in the CSC resolution itself; and
3. The "vested right" principle should not be applied when positions are converted from non-career to career since it is contrary to the merit and fitness principle.

This Circular takes effect immediately.

KARINA CONSTANTINO-DAVID
Chairman

14 August 2001

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