

Republika ng Pilipinas  
(Republic of the Philippines)  
KAGAWARAN NG EDUKASYON, KULTURA AT ISPORTS  
(DEPARTMENT OF EDUCATION, CULTURE AND SPORTS)  
Maynila

May 25, 1990

DECS O R D E R  
No. 53, s. 1990

SETTING OF OBJECTIVE CRITERIA TO DETERMINE THE MOST FIT  
AND MERITORIOUS AMONG QUALIFIED APPLICANTS

To: Undersecretaries  
Assistant Secretaries  
Bureau Directors/Cultural Agency Directors  
Directors of Services and Heads of Units/Centers  
Regional Directors  
Schools Superintendents  
Presidents, State Colleges and Universities  
Vocational School Superintendents/Administrators

1. For the information of the field, reproduced at the back hereof is Memorandum Circular No. 23, s. 1990, of the Civil Service Commission requiring the setting of objective criteria to determine the most fit and meritorious among qualified applicants in filling positions.

2. Heads of offices, chairmen and members of Selection Boards should see to it that in filling vacancies the most fit and meritorious among the candidates/applicants for the position are selected and appointed.

3. Strict compliance with this Order is desired.

(SGD.) ISIDRO D. CARINO  
Secretary

Reference:  
None

Allotment: 1-2-3--(M.O. 1-87)

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

APPOINTMENT, EMPLOYMENT, REAPPOINTMENT  
BUREAUS & OFFICES  
OFFICIALS  
POLICY  
QUALIFICATIONS  
RULES & REGULATIONS

Republika ng Pilipinas  
KOMISYON NG SERBISYO SIBIL  
(Civil Service Commission)  
Quezon City

MC No. 23, s. 1990

MEMORANDUM CIRCULAR

TO : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF  
THE NATIONAL AND LOCAL GOVERNMENTS INCLUDING  
GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS

SUBJECT : Setting of Objective Criteria to Determine the Most  
Fit and Meritorious Among Qualified Applicants

Pursuant to CSC Resolution No. 90-417, s. 1990 dated  
May 2, 1990, qualification standards for all positions shall  
contain the following requirements:

That when two or more applicants meet the  
minimum requirements for the position,  
objective criteria must be set to determine  
who is the most fit and meritorious among all  
the applicants to ensure that the exercise of  
management discretion is not abused.

This Memorandum Circular shall take effect immediately.

(SGD.) PATRICIA A. STO. TOMAS  
Chairman

May 2, 1990

A true copy