



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 Kalihim
Office of the Secretary*

February 11, 2000

DECS ORDER
No. 9, s. 2000

**DIRECTING COMPLIANCE WITH THE CAREER EXECUTIVE
SERVICE PERFORMANCE EVALUATION (CESPES)**

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

1. For the information and guidance of all concerned, enclosed is a copy of Memorandum Order No. 87 dated January 18, 2000 from the Office of the President, Malacañang, directing compliance with the Career Executive Service Performance Evaluation (CESPES) of the Career Executive Service Board (CESB).
2. In this connection, all DECS officials shall assess the performance for the year 1999 and thereafter of their subordinates who are members of the Career Executive Service (CES) and those who are occupying CES positions and shall give them the appropriate performance ratings.
3. The said performance ratings should be submitted to the CESB immediately after the performance evaluation period, copy furnished this Office.
4. Attention is invited to Section 3 of said Memorandum Order on administrative sanctions for failure to comply with this requirement.
5. Wide dissemination of this Order is desired.

Andrew Gonzalez
ANDREW GONZALEZ, FSC
Secretary

Reference: DECS Memorandum: No. 295, s. 1999
Allotment: 1—(50-97)
To be indicated in the Perpetual Index
under the following subjects :

—OFFICIALS

—PERFORMANCE

—POLICY

BY THE PRESIDENT OF THE PHILIPPINES

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

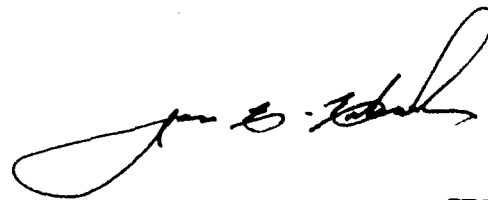


shall duly give them their appropriate performance rating for a particular year. Such performance rating shall be submitted to the CESB immediately after the performance evaluation period.

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.



By the President:



RONALDO B. ZAMORA
Executive Secretary

