



Republic of the Philippines  
**Department of Education**

12 JAN 2016

DepEd MEMORANDUM  
No. **3**, s. 2016

**DISSEMINATION OF MEMORANDUM FROM THE OFFICE OF THE PRESIDENT**  
(Recommendations for Appointment and/or Promotions to Career  
Executive Service (CES) Positions)

To: Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Secretary, ARMM  
Regional Directors  
Schools Division Superintendents  
All Others Concerned

1. For the information and guidance of all concerned, enclosed is a copy of Memorandum dated December 15, 2015 from the Office of the President entitled **Recommendations for Appointment and/or Promotions to Career Executive Service (CES) Positions.**
2. Immediate dissemination of this Memorandum is desired.

  
**BR. ARMIN A. LUISTRO FSC**  
Secretary

Encl.:  
As stated

Reference:  
None

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

APPOINTMENT  
LEGISLATION  
OFFICIALS  
PROMOTIONS

Model: Dissemination of MC Paquito Ochoa  
0018-January 9, 2016

(Enclosure to DepEd Memorandum No. 3, s. 2016)

Office of the President  
of the Philippines  
Malacañang

MEMORANDUM FROM THE EXECUTIVE SECRETARY

To : ALL DEPARTMENT SECRETARIES, HEADS OF AGENCIES  
AND OFFICES IN THE EXECUTIVE DEPARTMENT

Subject : RECOMMENDATIONS FOR APPOINTMENT AND/OR  
PROMOTIONS TO CAREER EXECUTIVE SERVICE (CES)  
POSITIONS

Date : 15 December 2015

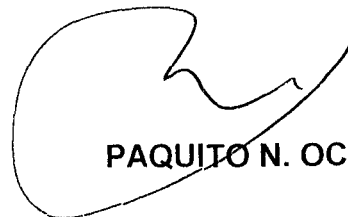
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In order to uphold professionalism and commitment in the civil service through circumspect and discerning selection based on integrity, competence and performance, you are hereby directed to submit to the President all recommendations for appointment and/ or promotion to CES positions of qualified candidates who are **either CES eligibles or Career Executive Service Officers (CESOs) with appropriate ranks.**

In exceptional cases where a recommendation for appointment to a CES position is submitted in favor of a non-CES eligible officer, the Department Secretary or Head of Agency shall personally certify that:

1. There is no available and qualified CES-eligible officer from the CES roster of the Department or Agency concerned;
2. Efforts to recruit, screen and select appropriate candidates have been exhausted, in partnership with the Career Executive Service Board; and
3. There are highly meritorious and justifiable reasons cited to support such recommendation.

For strict compliance.



PAQUITO N. OCHOA, JR.

Cf : Presidential Management Staff

