



MC No. 10, s. 2016

MEMORANDUM CIRCULAR

TO : **ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL AND LOCAL GOVERNMENT UNITS INCLUDING GOVERNMENT OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS AND STATE UNIVERSITIES AND COLLEGES**

SUBJECT : **CLARIFICATORY GUIDELINES ON THE ISSUANCE/ APPROVAL/VALIDATION OF PERMANENT APPOINTMENTS**


Pursuant to CSC Resolution No. 1501537 dated December 23, 2015, the Commission has resolved to adopt the following Clarificatory Guidelines in the issuance of permanent appointments:

1. A permanent appointment will only be issued if the appointee meets all the minimum qualification requirements of the position to which he/she is being appointed;
2. The reckoning point in determining the qualifications of an appointee is the date of issuance of the appointment and not the date of its approval by the CSC or the date of the resolution of the protest against it; and
3. The subsequent compliance with the lacking requirements after the issuance of said appointment or during the pendency of appointee's appeal to the Commission will not validate said appointment.

All previous issuances of the Commission that are inconsistent herewith are deemed modified, revised or repealed.

This Clarificatory Guidelines shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

Please be guided accordingly.


ALICIA dela ROSA-BALA
Chairperson

NOTE : CSC Resolution No. 1501537 dated December 23, 2015 was published in "The Philippine Star" on March 15, 2015.

25 APR 2016

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