



MC No. 21, s. 2019

MEMORANDUM CIRCULAR

TO : ALL HEADS OF CONSTITUTIONAL BODIES; DEPARTMENTS BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS; AND STATE UNIVERSITIES AND COLLEGES

SUBJECT : Amendment to Section 96 of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018

Pursuant to CSC Resolution No. 1900898 promulgated on August 6, 2019, the Commission resolved to amend Section 96 of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018, as follows:

“Section 96. Agencies, except those conferred with PRIME-HRM Bronze/Silver/Gold award shall not fill up vacancies resulting from promotion until the promotional appointments have been approved or validated by the CSC.

“The Commission may also exempt other agencies based on meritorious cases.

“As prior notice, promotional appointments submitted by agencies exempted from this provision shall include a notation stating that the employee shall be reverted to his/her former position in case the promotional appointment is disapproved/invalidated. Furthermore, appointment to a vacant position resulting from promotional appointment shall bear the notation that the appointment is subject to CSC attestation of the promotional appointment of the incumbent of the previous position.”

CSC Resolution No. 1900898 shall take effect on September 30, 2019 or after fifteen (15) days from its publication in the Philippine Star on September 14, 2019.


ALICIA dela ROSA-BALA
Chairperson



25 SEP 2019

/HRPSO/PSSD/
RBE/JLT/SGA/RyanGregory



**Amendment to Section 96 of the 2017
Omnibus Rules on Appointments and
Other Human Resource Actions,
Revised July 2018**

Number : 1900898

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Promulgated: 06 AUG 2019

RESOLUTION

WHEREAS, Section 3, Article IX-B of the 1987 Philippine Constitution mandates the Civil Service Commission, as the central personnel agency of the Government, to *“establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service. It shall strengthen the merit and rewards system, integrate all human resources development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability. x x x”*

WHEREAS, Section 12 (2), Chapter 3, Title I (A), Book V of the Administrative Code of 1987 provides that the Commission shall prescribe, amend and enforce rules and regulations for carrying into effect the provisions of the Civil Service Law and other pertinent laws;

WHEREAS, Section 12 (14), Chapter 3, Title I (A), Book V of the same Code provides that the Commission shall take appropriate action on all appointments and other personnel matters in the Civil Service;

WHEREAS, Section 26, Chapter 5, Title I (A), Book V of the same Code provides, among other things, that *“all personnel actions shall be in accordance with such rules, standards and regulations as may be promulgated by the Commission”*;

WHEREAS, in line with this mandate, the Commission promulgated CSC Resolution No. 1701009 dated June 16, 2017 which was published in The Philippine Star on August 2, 2017 and took effect on August 18, 2017 and circularized through CSC Memorandum Circular No. 24, s. 2017, otherwise known as the 2017 Omnibus Rules on Appointments and Other Human Resource Actions;

WHEREAS, certain amendments have to be made to ensure that the provisions of this policy are in accordance with other administrative issuances and pertinent laws as a result of the Levelling of Interpretation on the 2017 Omnibus Rules on Appointments and Other Human Resource Actions and series of cascading activities done in CSC Regional and Field Offices;

WHEREAS, the Commission promulgated CSC Resolution No. 1800692 dated July 3, 2018, which was published in The Philippine Star on August 10, 2018 and took effect on August 26, 2018 and circularized through CSC Memorandum Circular No. 14, s. 2018 otherwise known as the 2017 Omnibus Rules on Appointments and Other Human Resource Actions, Revised July 2018;

Bawat Kawani, Lingkod Bayani

WHEREAS, Section 96 of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions provides that “*Agencies shall not fill up vacancies resulting from promotion until the promotional appointments have been approved/validated by the CSC, except in meritorious cases, as may be authorized by the Commission.*”;

WHEREAS, the intent of this provision is to ensure that an employee whose promotional appointment is disapproved or invalidated shall be reverted to his/her former position;

WHEREAS, numerous agencies have requested exemption from this rule in order to immediately fill up vacancies resulting from promotion and avoid the disruption in the provision of services;

WHEREAS, human resource management officers of various agencies have requested the amendment of the said provision as manifested during the annual HR conventions nationwide;

WHEREAS, the Commission has granted exemption to a number of agencies from this provision but with instruction that a notation shall be indicated on the appointment stating that the appointment is subject to CSC action on the promotional appointment of the previous incumbent to the position;

WHEREAS, the Commission is inclined to amend the subject provision to avoid the disruption of the delivery of services by the agencies without defeating its original intent;

WHEREFORE, the Commission **RESOLVES** to **AMEND** Section 96 of CSC Resolution No. 1800692, as follows:

“Section 96. Agencies, except those conferred with PRIME-HRM Bronze/Silver/ Gold award shall not fill up vacancies resulting from promotion until the promotional appointments have been approved or validated by the CSC.

The Commission may also exempt other agencies based on meritorious cases.

As prior notice, promotional appointments submitted by agencies exempted from this provision shall include a notation stating that the employee shall be reverted to his/her former position in case the promotional appointment is disapproved/invalidated. Furthermore, appointment to a vacant position resulting from promotional appointment shall bear the notation that the appointment is subject to CSC attestation of the promotional appointment of the incumbent of the previous position.”

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The Commission **FURTHER RESOLVES** that all other existing policies which are inconsistent with this amended policy are deemed modified accordingly.

This Resolution shall take effect after fifteen (15) days from the date of its publication in a newspaper of general circulation or the Official Gazette.

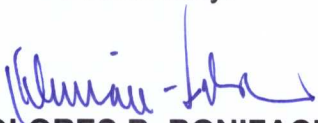
Quezon City.


ALICIA dela ROSA - BALA
Chairperson


LEOPOLDO ROBERTO W. VALDEROSA JR.
Commissioner


AILEEN LOURDES A. LIZADA
Commissioner

Attested by:


for: **DOLORES B. BONIFACIO**
Director IV
Commission Secretariat and Liaison Office