



Repeal of Policies on the Publication of  
Vacant Faculty Positions (CSC Resolution  
No. 051404 dated October 6, 2005 /  
CSC Memorandum Circular No. 19, s. 2005)

Number: 1101592

Promulgated: 22 NOV 2011

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### RESOLUTION

**WHEREAS**, Republic Act No. 7041 (Publication Law) mandates "all Chief Personnel or Administrative Officers of all branches, subdivisions, instrumentalities and agencies of the Government, including government-owned or controlled corporations with original charters, and local government units, to post in three (3) conspicuous places of their offices for a period of ten (10) days a complete list of all existing vacant positions in their respective offices which are authorized to be filled x x";

**WHEREAS**, Section 2 of RA No. 7041 also enumerates the positions which are excluded from the publication requirement as follows: a) primarily confidential; b) policy determining, c) highly technical; d) coterminous with that of the appointing authority; or e) limited to the duration of a particular project;

**WHEREAS**, Section 7 (2), Chapter 2 (Coverage of the Civil Service), Subtitle A, Title I, Book V of Executive Order No. 292, states that "Closed Career positions which are scientific or highly technical in nature; these include the faculty and academic staff of state colleges and universities, and scientific and technical positions in scientific or research institutions, which shall establish and maintain their own merit systems.";

**WHEREAS**, the Commission, in CSC Resolution No. 051404 dated October 6, 2005 (circularized through CSC Memorandum Circular No. 19, s. 2005 dated November 3, 2005), approved the Model Merit Systems for Faculty Members of State Universities and Colleges (SUCs) and Local Colleges and Universities (LCUs);

**WHEREAS**, the policies contained in the Model Merit Systems "have been developed and improved in consultation with the Philippine Association of State Universities and Colleges (PASUC) and the Association of Local Colleges and Universities (ALCU)."

**WHEREAS**, one of the policies in the Model Merit Systems states as follows: "Publish vacant positions in accordance with RA 7041 (Publication Law) for transparency. The published vacant positions shall also be posted in at least three (3) conspicuous places in the SUC for at least ten (10) calendar days and should be

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sent to other educational institutions within the region for the information of other people who may be interested in them. x x x”;

**WHEREAS**, for purposes of attestation of appointments to faculty positions in the SUCs and LCUs, faculty and academic staff of state universities and colleges, being highly technical in nature by express provision of EO 292, are excluded from the publication requirement as provided under RA 7041;

**WHEREFORE**, in view of the foregoing, the Commission **resolves** that publication of vacant faculty positions in SUCs and LCUs is no longer mandatory.

Accordingly, the policies requiring publication of vacant faculty positions in SUCs and LCUs as provided in Policy No. 3, Item II (A), Chapter 4 of the Model Merit System for Faculty Members of State Universities and Colleges (SUCs), and in Policy No. 4, Item II (A), Chapter 4 of the Model Merit System for Faculty Members of Local Colleges and Universities (LCUs) of CSC Memorandum Circular No. 19, s. 2005 and all Recruitment and Appointment procedure pertaining to the above-stated policy found in the two (2) Model Merit Systems for Faculty Members of SUCs and LCUs are deemed repealed.

However, SUCs and LCUs are not precluded from employing ways and strategies to attract the best qualified for appointment to vacant faculty positions.

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


Quezon City.

  
**FRANCISCO T. DUQUE III**  
Chairman

  
**MARY ANN Z. FERNANDEZ-MENDOZA**  
Commissioner

On Leave  
**RASOL L. MITMUG**  
Commissioner

Attested by:

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

