



MC No. 43, s. 1998

## MEMORANDUM CIRCULAR

**T O :** ALL HEADS OF DEPARTMENTS, BUREAUS, OFFICES  
AND AGENCIES OF THE NATIONAL AND LOCAL  
GOVERNMENTS INCLUDING GOVERNMENT-OWNED  
AND CONTROLLED CORPORATIONS AND STATE  
COLLEGES AND UNIVERSITIES

**SUBJECT :** Amendment to the Age Requirement of the LSP

Pursuant to CSC Resolution No. 98-3237, dated 29 Dec. 1998, the Commission has amended the following provisions of the LSP Implementing Guidelines which reads as follows:

*"QUALIFICATION REQUIREMENTS (LSP-MDC)*

*Employees who possess the following qualifications shall be eligible to take the written examination:*

*x x x*

*not more than 50 years old as of last birthday. x x x"*

Item 4 of General Admission Requirement (LSP-SWG):

*"Employees who have the following qualifications shall be admitted in the program:*

*x x x*

*4. Must not be more than 58 years old;*

*x x x*

*"MISCELLANEOUS PROVISIONS (LSP-MDC)*

*Deferment Policy*

*In case the scholar is not authorized by the head of agency to pursue the grant on official time, or he/she cannot avail the grant for one reason or another as pregnancy, personal crisis, health problem, or family problem, the scholar may avail the grant for the next term/semester of the same school year or may postpone his/her enrollment for the following school year. Hence, the LSP grant shall remain in effect for two years. Thereafter, no further deferment shall be allowed."*

This MC amends/supersedes pertinent provisions of the LSP Implementing Guidelines and takes effect immediately.

  
CORAZON ALMA G. DE LEON  
Chairman

29 December 1998

/csc-hrdo: age45-lsp.mc

Republic of the Philippines  
**CIVIL SERVICE COMMISSION**

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*Re: Amending the Age Requirement  
and No-Deferment Policy of LSP*

X ----- X

CSC RESOLUTION NO. 983237

WHEREAS, the CSC as the government's central personnel agency is mandated to ensure that both men and women, regardless of sex have equal access to opportunities on recruitment, promotion and other human resource development interventions;

WHEREAS, the Commission is specifically committed to the growth and development of women in their careers in government;

WHEREAS, in support of these policies, the Commission established the LSP under CSC Resolution No. 93-299 to provide educational opportunities, particularly in graduate studies to all employees both male and female at all levels and provided for its implementing guidelines;

WHEREAS, there is a need to modify some provisions of the LSP to make it more responsive and gender sensitive and at the same time, provide men and women equal opportunities for career advancement;

WHEREFORE, foregoing premises considered, the Commission **RESOLVES** to amend the age requirements and the no-deferment of the LSP Implementing Guidelines to read as follows:

*"QUALIFICATION REQUIREMENTS (LSP-MDC)*

*Employees who possess the following qualifications shall be eligible to take the written examination:*

x x x

*not more than 50 years old as of last birthday. x x x"*

Item 4 of General Admission Requirement (LSP-SWG):

*"Employees who have the following qualifications shall be admitted in the program:*

x x x

4. *Must not be more than 58 years old;*

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*"MISCELLANEOUS PROVISIONS (LSP-MDC)*

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*In case the scholar is not authorized by the head of agency to pursue the grant on official time, or he/she cannot avail the grant for one reason or another as pregnancy, personal crisis, health problem, or family problem, the scholar may avail the grant for the next term/semester of the same school year or may postpone his/her enrollment for the following school year. Hence, the LSP grant shall remain in effect for two years. Thereafter, no further deferment shall be allowed."*

This Resolution amends/supersedes the pertinent provisions of the LSP Implementing Guidelines and takes effect immediately.

Done in Quezon City, DEC 29 1998

  
CORAZON ALMA G. DE LEON  
Chairman

  
THELMA P. GAMINDE  
Commissioner

  
JOSE F. ERSTAIN, JR.  
Commissioner

Attested by:

  
Atty. ARIEL G. RONQUILLO  
Director III