



Re: Establishment of the Civil
Service Institute (CSI)
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Number: 1100903
Promulgated: 12 JUL 2011

RESOLUTION

WHEREAS, Section 3, Article IX-B of the 1987 Constitution provides that the Civil Service Commission (CSC), as the central personnel agency of the Government, shall 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;

WHEREAS, Sections 12 (1), (2), and (10) of the Administrative Code of 1987 (Executive Order No. 292) mandates the Commission to administer and enforce the constitutional and statutory provisions on the merit system for all levels and ranks in the Civil Service; prescribe, amend and enforce rules and regulations for carrying into effect the provisions of the Civil Service Law and other pertinent laws and formulate, administer, and evaluate programs relative to the development and retention of qualified and competent workforce in the public service;

WHEREAS, Sections 30, 31 and 34 of the same Code provide that the Commission shall be responsible for integrating into a national plan the career and personnel development plan of each department and agency;

WHEREAS, in the exercise of this function, the Commission has encouraged all departments and agencies, through proper standards and guidelines, to establish training programs consistent with previously-determined needs of their employees;

WHEREAS, although there has been interest and eagerness to formulate and conduct training programs on the part of departments and agencies, the Commission finds it necessary to leverage its training technology in building capacities of government officials and employees;

WHEREAS, the CSC, in accordance with its Road Map for Development/Reforms 2010 – 2015 and its Performance Governance System Strategy Map until 2030, has identified cutting edge systems and structures that would propel the Commission to becoming Asia's leading center of excellence for strategic human resource and organizational development;

WHEREAS, Section 16 of the same Code created the Human Resource Development Office (HRDO) to specifically provide leadership and assistance in the development and retention of qualified and efficient workforce in the Civil Service; formulate standards for training and staff development; administer service-wide

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scholarship programs; develop training literature and materials; coordinate and integrate all training activities and evaluate training programs;

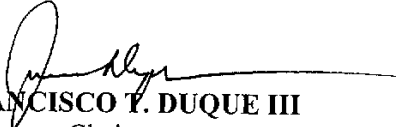
WHEREAS, in **Fernandez vs. Sto. Tomas, 242 SCRA 192 (1995)**, the Supreme Court recognized the authority of the Commission to carry out changes in its organization as the need arises;

WHEREAS, the Commission finds it essential to establish an office the sole purpose of which is to conduct direct training to government officials and employees;

WHEREAS, for expediency and efficiency, the Commission finds it indispensable to tap the existing expertise of the Human Resource Development Office in the field of human resources training and development;

WHEREFORE, the Commission hereby **RESOLVES** to restructure the **Human Resource Development Office (HRDO)** and rename it **Civil Service Institute (CSI)**, which shall, among others, provide direct training and personnel development interventions to all government officials and employees. It is understood that the CSI shall take on the functions of the HRDO and shall be under the direct control and supervision of the Commission.

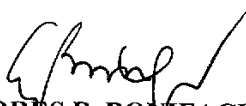
Quezon City.


FRANCISCO T. DUQUE III
Chairman


MARYANN Z. FERNANDEZ-MENDOZA
Commissioner


RASOL L. MITMUG
Commissioner

Attested By:


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