



QUALIFICATION STANDARDS

Re: Revised Policies on the Grant of Eligibility
under CSC MC No. 11, s. 1996, as amended

X-----X

Number: 1202124

Promulgated: 27 NOV 2012

RESOLUTION

WHEREAS, the Civil Service Commission (CSC), under Section 12 (1), Chapter 3, Title I (A), Book V of Executive Order No. 292 (EO 292), is empowered to administer and enforce the constitutional and statutory provisions on the merit system for all levels and ranks in the Civil Service;

WHEREAS, Section 12 (2), Chapter 3 of EO 292 provides that the CSC is empowered to 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 (3) and 22 (2) of the same law, mandates the CSC to promulgate policies, standards and guidelines for the Civil Service and adopt plans and programs to promote economical, efficient and effective personnel administration in the government and to approve qualification standards established, administered and maintained by the government agencies;

WHEREAS, CSC MC No. 10, s. 1977 and Resolution No. 435, s. 1980 governed the grant of eligibilities through means other than the regular tests where appointees to positions requiring skills may be granted eligibilities after completing one (1) year of satisfactory service;

WHEREAS, the Civil Service Commission (CSC) and the National Manpower and Youth Council (NMYC) entered into a Memorandum of Agreement (MOA) on August 3, 1993 and launched the Skills Certificate Equivalency Program (SCEP) which conferred civil service eligibility to blue-collar workers in the government service whose fitness for the position cannot be gauged by the usual written test but only through a skills performance test administered by an appropriate testing institution;

WHEREAS, CSC MC No. 42, s. 1993 consolidated the positions covered under the CSC MC No. 10, s. 1977 and Resolution No. 435 and classified them under two schemes. Under Scheme I was the list of positions for which passing a skills test given by the then NMYC was required. Under Scheme II was the list of trades and crafts and laborer positions which cannot be measured by skills tests. In this Scheme, the appointee must continuously render satisfactory service during his one-year temporary status in order for him to be issued a permanent appointment.

In a Race to Serve: Responsive, Accessible, Courteous and Effective Public Service

WHEREAS, pursuant to CSC MC No. 11, s. 1996, as amended by CSC MC 30, s. 1997, four (4) classifications of positions were adopted which require skills not measurable by paper and pencil examination, where Category I includes positions where the required eligibility can be obtained only by passing a skills test administered by the TESDA, Category II includes positions where the required eligibility can be obtained by completing the one (1) year of very satisfactory actual performance, Category III includes positions where no eligibility shall be required, and Category IV which includes positions requiring appropriate licenses;

WHEREAS, since the issuance of the above-cited Memorandum Circulars and Resolution, certain developments such as delisting and modification of training regulations occurred which made it necessary to review the list of positions which require skills not measurable by the usual paper and pencil examination;

WHEREAS, a review of the CSC-NMYC MOA of 1993 shows that some provisions are no longer being observed especially in the collaborative effort in implementing the SCEP;

WHEREAS, in a survey conducted to determine the status of implementation of the SCEP, the Personnel Policies and Standard Office gathered that CSC Regional Offices encounter problems in the issuance of eligibility under CSC MC No. 11, s. 1996 such as delayed submission by TESDA of masterlist of passers of skills trade tests, discrepancy in the data of passers, spurious TESDA-issued certificates, and advertisements made by TESDA accredited institutions that certain National Certificates (NCs) which are not even listed under Category I of MC No. 11, s. 1996 may be converted to CS SubProfessional eligibility and other such irregularities in the issuance of skills certificates by the TESDA;

WHEREAS, through CSC Resolution No. 972473 dated April 14, 1997 Phlebotomist and Senior Phlebotomist positions were categorized under Category II. Considering that the imposition of death penalty was prohibited under Republic Act No. 9346 on June 24, 2006, there no longer exist the need for the Phlebotomist and Senior Phlebotomist positions in the government the duty of which involves the administration of lethal chemical agents to convicts scheduled for execution and other activities relative to execution;

WHEREAS, the foregoing developments validate the need to revise the policies of the Commission for the trades and crafts positions;

WHEREFORE, premises considered, the Commission hereby **RESOLVES** to adopt the following:

1. Deletion of Category I of CSC MC No. 11, s. 1996;
2. Delisting of Phlebotomist position from Category II;
3. Reclassification of the remaining ten (10) eligibilities from Category I to Category II;
4. Those who have been conferred eligibility for the positions which are previously under Category I of MC No. 11, s. 1996, as amended but are now Category II may be appointed as permanent to positions within the functional/occupational grouping without undergoing one (1) year employment under temporary status provided the other requirements are met;



RESOLVED FURTHER that certificates issued by the TESDA for completion of TESDA skills training and/or for passing the TESDA skills tests shall be considered as training qualification for corresponding trades and crafts positions.

RESOLVED FURTHERMORE, the Commission adopts the attached updated list of positions under Category II (Annex A), Category III (Annex B) and Category IV (Annex C).

All rules, regulations and issuances which are inconsistent herewith are hereby repealed, amended or modified accordingly.

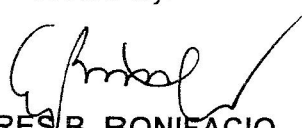
This Resolution shall take effect fifteen (15) days after publication in a newspaper of general circulation.


FRANCISCO T. DUQUE III
Chairman


MARY ANN Z. FERNANDEZ-MENDOZA
Commissioner


ROBERT S. MARTINEZ
Commissioner

Attested By:


DOLORES B. BONIFACIO
Director IV
Commission Secretariat and Liaison Office

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Air-Conditioning/Refrigeration Technician	Air-Conditioning Technician I
	Air-Conditioning Technician II
	Insulationman
Airfield Lighting & Power Technician	Airfield Lighting & Power Technician IV
	Airfield Lighting & Power Technician III
	Airfield Lighting & Power Technician II
	Airfield Lighting & Power Technician I
Audio-Visual Equipment Operator/Technician	Audio-Visual Aides Technician I
	Audio-Visual Aides Technician II
	Audio-Visual Aides Technician III
	Audio-Visual Aides Technician IV
	Audio-Visual Equipment Operator III
	Audio-Visual Equipment Operator IV
	Audio-Visual Equipment Operator V
	Audio-Visual Systems Technician A
	Audio-Visual Systems Technician B
	Senior Audio-Visual Systems Technician
Supervising Audio-Visual Systems Technician	
Automotive Electrician	Auto Electrical/Train Foreman
	Automotive Electrician
	Senior Automotive Electrician
	Senior Transport Electrician
	Transport Electrician
Blacksmith	Blacksmith A
	Blacksmith B
	Blacksmith Foreman
	Blacksmith I
	Blacksmith II
	Blacksmith Shop Foreman
	Senior Blacksmith
	Supervising Blacksmith
Broadcast Operator/ Broadcast Operations Technician	Broadcast Operations Technician I
	Broadcast Operations Technician II
	Broadcast Operations Technician III
	Broadcast Operator I
	Broadcast Operator II
Carpenter	Carpenter A
	Carpenter B
	Carpenter Foreman
	Carpenter General Foreman
	Carpenter I
	Carpenter II
	Head Carpenter
	Junior Carpenter
	Legislative Staff Assistant I (Carpenter Foreman)
	Senior Carpenter

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of **Very Satisfactory** actual work performance

Eligibility	Position Title
Carpenter	Senior Carpenter A
	Supervising Carpenter
Cartographer	Cartographer A
	Cartographer B
	Cartographer I
	Cartographer II
	Cartographer III
	Cartographer IV
	Cartographer V
	Senior Cartographer A
	Senior Cartographer B
Communications Equipment Operator	Communications Equipment Operator I
	Communications Equipment Operator II
	Communications Equipment Operator III
	Communications Equipment Operator IV
Conductor/Conductress	Senior Transport Conductor/Conductress
	Senior Train Conductor
Culture and Arts Officer	Culture and Arts Officer II
	Culture and Arts Officer III
	Senior Culture and Arts Officer
	Supervising Culture and Arts Officer
Draftsman	Draftsman A
	Draftsman B
	Draftsman C
	Draftsman D
	Draftsman I
	Draftsman II
	Draftsman III
	Draftsman IV
	Principal Draftsman
	Principal Draftsman A
	Principal Draftsman B
	Senior Draftsman
	Supervising Draftsman
Dockman	Dockman-Diver I
	Dockman-Diver II
	Dockman-Rigger I
	Dockman-Rigger II
	Docking and Rigging Foreman
Electric Power Lineman	Lineman I
	Lineman II
	Lineman III
	Lineman IV
Electrician	Building Electrician A (less than 250 volts)
	Building Electrician B (less than 250 volts)
	Building Electrician Foreman

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of **Very Satisfactory** actual work performance

Eligibility	Position Title
Electrician	Electrical Inspector I (less than 250 volts)
	Electrical Inspector II (less than 250 volts)
	Electrician A (less than 250 volts)
	Electrician B (less than 250 volts)
	Electrician C (less than 250 volts)
	Electrician Foreman (less than 250 volts)
	Electrician Foreman I (less than 250 volts)
	Electrician General Foreman (less than 250 volts)
	Electrician I (less than 250 volts)
	Electrician II (less than 250 volts)
	Foreign Service Staff Employee III (Electrician less than 250 volts)
	Plant Electrical Foreman (less than 250 volts)
	Plant Electrical/Mechanical Maintenance Foreman (less than 250 volts/ 50 hp)***
	Plant Electrician A (less than 250 volts)
	Plant Electrician B (less than 250 volts)
	Plant Electrician C (less than 250 volts)
	Senior Building Electrician A (less than 250 volts)
	Senior Building Electrician B (less than 250 volts)
	Senior Plant Electrician (less than 250 volts)
	Senior Transmission Lineman (less than 250 volts)
Transmission Line Foreman (less than 250 volts)	
Transmission Line Inspector (less than 250 volts)	
Transmission Lineman A (less than 250 volts)	
Transmission Lineman B (less than 250 volts)	
Transmission Lineman C (less than 250 volts)	
Electronics Equipment Technician	Communicationsman (NAPOCOR)
	Electronics and Communications Equipment Technician I
	Electronics and Communications Equipment Technician II
	Electronics and Communications Equipment Technician III
	Electronics and Communications Equipment Technician IV
	Electronics Communications Systems Technician A
	Electronics Communications Systems Technician B
	Senior Communicationsman (NAPOCOR)
	Senior Electronics Communications Systems Technician
	Supervising Communicationsman (NAPOCOR)
Supervising Electronics Communications Systems Technician	
Electrical Equipment Operator	Electrical Control Operator A
	Electrical Control Operator B
	Electrical Control Operator C
	Electrical Control Operator D
	Equipment Operator A (NAPOCOR)
	Equipment Operator B (NAPOCOR)
	Equipment Operator C (NAPOCOR)
	Equipment Operator D (NAPOCOR)

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Electrical Equipment Operator	Equipment Operator E (NAPOCOR)
	Senior Control Operator A
	Senior Control Operator B
	Building Foreman (less than 250 volts)
Engineman	Engineman
	Marine Engineman I
	Marine Engineman II
Equipment Technician	Chief Mechanic/Technician
	Facilities Foreman
	Junior Technician
	Radio Photo Equipment Operator
	Senior Equipment Technician A
	Senior Equipment Technician B
	Senior Technician
	Technician
	Technician A
	Technician B
	Technician C
	Technician E
	Technician I
	Technician II
Technician III	
Technician IV	
Foundry Worker	Foundry Foreman
	Foundry General Foreman
	Foundryman
	Senior Foundryman
	Supervising Foundryman
Heavy Equipment Operator	Construction Equipment Operator
	Dredgeman Foreman
	Dredgeman I
	Dredgeman II
	Floating Crane Master
	Heavy Equipment Operator
	Heavy Equipment Operator I
	Heavy Equipment Operator II
Heavy Equipment Operator III	
Illustrator	Artist Illustrator A
	Artist Illustrator B
	Artist Illustrator C
	Artist Illustrator I
	Artist Illustrator II
	Artist Illustrator III
	Artist Illustrator IV
	Illustrator I
	Illustrator II

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Illustrator	Senior Artist-Illustrator
	Supervising Artist-Illustrator
Laboratory Technician	Laboratory Technician I
	Laboratory Technician II
	Laboratory Technician III
	Laboratory Technician A
	Laboratory Technician B
	Laboratory Technician C
	Senior Laboratory Technician
	Laboratory Inspector I
	Laboratory Inspector II
	Laboratory Inspector III
Machinist	Machine Shop Foreman
	Machine Shop Foreman A
	Machine Shop Foreman B
	Machine Shop General Foreman
	Machinist
	Machinist A
	Machinist B
	Machinist I
	Machinist II
	Machinist III
	Metals Technologist I
	Metals Technologist II
	Metals Technologist III
	Metals Technologist IV
	Metals Technologist V
	Senior Machinist
	Supervising Machinist
Mechanic (Automotive Servicing)	Auto/Train Mechanic A
	Auto/Train Mechanic B
	Auto/Train Mechanic C
	Automotive Equipment Inspector I
	Automotive Equipment Inspector II
	Automotive Mechanic
	Automotive Mechanic I
	Automotive Mechanic II
	Automotive Mechanic III
	Automotive Repair Foreman
	Automotive Repair General Foreman
	Junior Auto Mechanic
	Motor Vehicle Inspector
	Senior Auto Mechanic
	Senior Auto/Train Mechanic
	Senior Automotive Mechanic
	Senior Foreman

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of **Very Satisfactory** actual work performance

Eligibility	Position Title
Mechanic (Automotive Servicing)	Senior Train Mechanic
	Supervising Auto/Train Mechanic
	Supervising Automotive Shop Mechanic
	Transport Maintenance General Foreman
	Transport Maintenance Supervisor
	Legislative Staff Assistant I (Mechanic III less than 250 volts)
	Mechanic A (less than 250 volts)
	Mechanic B (less than 250 volts)
	Mechanic C (less than 250 volts)
	Mechanic I (less than 250 volts)
	Mechanic II (less than 250 volts)
	Mechanic III (less than 250 volts)
	Mechanical Foreman
	Mechanical Shop Foreman (less than 250 volts/ less than 50 hp)
	Mechanical Shop General Foreman (less than 250 volts/50 hp)
	Plant Mechanic A (less than 250 volts/ less than 50 hp)
	Plant Mechanic B (less than 250 volts/ less than 50 hp)
	Plant Mechanic C (less than 250 volts/ less than 50 hp)
	Senior Mechanic A (less than 250 volts)
	Senior Mechanic B (less than 250 volts)
Senior Mechanic (less than 250 volts)	
Senior Plant Mechanic (less than 250 volts/ less than 50 hp)	
Mechanical/ Electrical Equipment Operator	Mechanical/ Electrical Equipment Operator I
	Mechanical/ Electrical Equipment Operator II
	Mechanical/ Electrical Equipment Operator III
	Precision Instrument Repair and Maintenance Services Chief
	Precision Instrument Technician I
	Precision Instrument Technician II
	Precision Instrument Technician III
Mechanical Equipment Operator	Instrument Technician A
	Instrument Technician B
	Senior Instrument Technician
	Supervising Instrument Technician
	Mechanic/Technician I
	Mechanic/Technician II
	Mechanic/Technician III
	Mechanic/Technician IV
	Senior Mechanic/Technician
	Supervising Mechanic/Technician
	Mechanical Plant Operator I (less than 50 hp)
	Mechanical Plant Operator II (less than 50 hp)
	Mechanical Plant Operator III (less than 50 hp)
	Plant Equipment Operator A
	Plant Equipment Operator B
Plant Equipment Operator C	

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Mechanical Equipment Operator	Plant Equipment Operator D
	Plant Equipment Operator E
Medical Equipment Technician	Medical Equipment Technician A
	Medical Equipment Technician B
	Medical Equipment Technician C
	Medical Equipment Technician D
	Medical Equipment Technician I
	Medical Equipment Technician II
	Medical Equipment Technician III
Metal Worker	Head Metal Worker
	Metal Worker
	Metal Worker Foreman
	Metal Worker General Foreman
	Metal Worker I
	Metal Worker II
	Senior Metal Worker
	Supervising Metal Worker
Movie Equipment Technician	Movie Equipment Technician I
	Movie Equipment Technician II
	Movie Equipment Technician III
Munitions Technician	Munitions Production Technician I
	Munitions Production Technician II
	Munitions Production Supervisor
	Ordnance Technician I
	Ordnance Technician II
	Ordnance Technician III
Museum Technician	Museum Curator
	Museum Curator I
	Museum Technician I
	Museum Technician II
Office Equipment Technician	Office Equipment Mechanic (SSS)
	Office Equipment Technician A (MWSS)
	Office Equipment Technician B (MWSS)
	Office Equipment Foreman (MWSS)
Painter	Painter
	Painter A
	Painter B
	Painter Foreman
	Painter General Foreman
	Painter I
	Painter II
	Head Painter
	Senior Painter
	Supervising Painter
Photographer	Photographer
	Photographer I

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of **Very Satisfactory** actual work performance

Eligibility	Position Title
Photographer	Photographer II
	Photographer III
	Photographer IV
	Photographer V
	Photographer VI
	Senior Photographer
	Photo Laboratory Technician
	Head Photographer
	Offset Camera Operator II
	Microfilming Machine Operator II
	Microfilming Machine Operator III
	Color Separation Technician I
	Color Separation Technician II
	Photographic Color Processor I
	Photographic Color Processor II
	Photographic Color Processor III
	Photo-Lithographic Technician I
	Photo-Lithographic Technician II
	Photo Editor I
	Photo Editor II
Photo Journalist I	
Photo Journalist II	
Pipefitter	Pipefitter A
	Pipefitter B
	Pipefitter C
	Pipefitter D
	Pipefitter Foreman
	Pipefitter I
	Pipefitter II
Plumber	Plumber
	Plumber A
	Plumber B
	Plumber C
	Plumber Foreman
	Plumber I
	Plumber II
	Plumbing and Tinning Inspector I
	Plumbing and Tinning Inspector II
	Senior Plumber
Pressman	Assistant Chief Pressman
	Chief Pressman
	Head Pressman
	Supervising Pressman
Printing Machine Operator	Printing Machine Operator II
	Printing Machine Operator III
	Printing Machine Operator IV

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of **Very Satisfactory** actual work performance

Eligibility	Position Title
Printing Machine Operator	Senior Offset Machine Operator
	Printing Foreman
	Printing Press Operator A
Security Plant Operative	Assay Assistant (BSP)
	Assay Officer (BSP)
	Assayer (BSP)
	Assistant Assay Manager (BSP)
	Assistant Laboratory Manager (BSP)
	Assistant Maintenance Manager (BSP)
	Assistant Materials Control Manager (BSP)
	Assistant Production Manager (BSP)
	Assistant Quality Control Manager (BSP)
	Banknotes Printing Machine Operator (BSP)
	Banknotes Printing Supervisor (BSP)
	Banknotes Production Assistant I (BSP)
	Banknotes Production Assistant II (BSP)
	Banknotes Production Supervisor (BSP)
	Banknotes/Securities Production Crew I (BSP)
	Banknotes/Securities Production Crew II (BSP)
	Gold Refiner (BSP)
	Gold Refinery Supervisor (BSP)
	Laboratory Analyst (BSP)
	Laboratory Officer (BSP)
	Laboratory Specialist (BSP)
	Maintenance Crew I (BSP)
	Maintenance Crew II (BSP)
	Maintenance Supervisor (BSP)
	Maintenance Technician (BSP)
	Materials Control Supervisor (BSP)
	Materials Controller (BSP)
	Minting Crew I (BSP)
	Minting Crew II (BSP)
	Minting Machine Operator (BSP)
	Minting Supervisor (BSP)
	Quality Control Supervisor (BSP)
	Quality Controller (BSP)
	Securities Printing Machine Operator (BSP)
	Securities Printing Supervisor (BSP)
	Securities Production Assistant I (BSP)
	Securities Production Assistant II (BSP)
	Securities Production Supervisor (BSP)
	Senior Assayer (BSP)
	Senior Banknotes Printing Machine Operator (BSP)
Senior Gold Refiner (BSP)	
Senior Laboratory Specialist (BSP)	
Senior Maintenance Technician (BSP)	

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Security Plant Operative	Senior Materials Controller (BSP)
	Senior Minting Machine Operator (BSP)
	Senior Quality Controller (BSP)
	Senior Securities Printing Machine Operator (BSP)
Shrine Curator	Shrine Curator I
	Shrine Curator II
	Senior Shrine Curator
	Supervising Shrine Curator
	Chief Shrine Curator
	Museum Shrine Curator
Train Driver	Train Driver A
	Train Driver B
Tribal Affairs Assistant	Tribal Affairs Assistant I
	Tribal Affairs Assistant II
Typesetter	Assistant Chief Electrotyper
	Assistant Chief Typesetter
	Chief Electrotyper
	Chief Typesetter
	Electrotyper I
	Electrotyper II
	Electrotyper III
	Electrotyper IV
	Linotypist
	Supervising Electrotyper
	Supervising Typesetter
	Typesetter I
	Typesetter II
	Typesetter III
Typesetter IV	
Upholsterer	Upholsterer
	Senior Upholsterer
Water Resources Facilities Operator	Water Resources Facilities Technician
	Water Resources Facilities Operator A
	Water Resources Facilities Operator B
	Water Resources Facilities Operator C
	Water Resources Facilities Operator Foreman
	Senior Water Resources Facilities Operator A
	Senior Water Resources Facilities Operator B
	Senior Water Resources Facilities Technician
Weather Facilities Technician	Weather Facilities Technician I
	Weather Facilities Technician II
	Weather Facilities Technician III
Welder	Senior Welder
	Welder A
	Welder B
	Welder Foreman

Category II - refers to positions whose qualification standards (QS) require eligibilities which can be obtained by completing one (1) year of Very Satisfactory actual work performance	
Eligibility	Position Title
Welder	Welder I
	Welder II
Weather Observer	Weather Observer I
	Weather Observer II
	Weather Observer III
	Weather Observer IV
Well Driller	Well Driller II
	Well Drilling Supervisor I
	Well Drilling Supervisor II
	Core Driller II

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Acupressure Technician

Administrative Services Aide

Ammunition Worker I

Ammunition Worker II

Animal Keeper I

Animal Keeper II

Animal Keeper III

Antenna Rigger

Armorer I

Armorer II

Artificial Limb and Brace Maker I

Artificial Limb and Brace Maker II

Artificial Limb and Brace Maker III

Assistant Chef

Assistant Chief Bookbinder

Assistant Chief Photoengraver

Assistant Concertmaster

Assistant Principal Orchestra Member

Associate Concertmaster

Associate Resident Conductor

Audio-Visual Equipment Operator I

Audio-Visual Equipment Operator II

Bailliff I

Bailliff II

Bailliff III

Bandmaster

Barangay Health Aide

Barber

Blueprint Machine Operator

Boatswain

Bookbinder I

Bookbinder II

Bookbinder III

Bookbinder IV

Building Helper

Building Pest Control Officer

Cemetery Caretaker

Chef

Chief Bookbinder

Chief Photoengraver

Clothes Designer

Compositor

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Concertmaster

Construction and Maintenance Capataz

Construction and Maintenance Foreman

Construction and Maintenance General Foreman

Construction and Maintenance Man

Construction Foreman A

Construction Foreman B

Cook A

Cook B

Cook I

Cook II

Core Driller I

Courier

Coxswain

Crafts and Trades Helper

Culture and Arts Assistant I

Culture and Arts Assistant II

Culture and Arts Officer I

Customs Gatekeeper

Dam Tender (NAPOCOR)

Day Care Worker I

Day Care Worker II

Dental Aide

Document Binder

Dormitory Attendant

Electrical Helper

Electrographic Artist I

Electrographic Artist II

Engineering Aide

Engineering Aide A

Engineering Aide B

Engineering Aide C (NAPOCOR)

Fabric Worker I

Fabric Worker II

Farm Foreman

Farm Supervisor

Farm Worker I

Farm Worker II

Fiber Technician

Film Custodian I

Film Custodian II

Fingerprinting Aide

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Fisherman

Food Server/Mess Boy

Food Services Helper

Foreign Service Staff Employee III (Utility Worker, Messenger)

Foreman A

Foreman B

Foreman C

Forest Ranger

Forms Designer

Foundry Worker I

Foundry Worker II

Freight Service Foreman

Fuel Distribution Foreman

Fuel/Gas Attendant

Fumigation Supervisor

Fumigator

Fumigator Assistant Supervisor

Fumigator Foreman

Gate/Crossing Keeper

General Services Maintenance Foreman A (NAPOCOR)

General Services Maintenance Foreman B (NAPOCOR)

Geologic Aide

Guesthouse Caretaker

Guesthouse Cook/ Caretaker A (NAPOCOR)

Guesthouse Cook/ Caretaker B (NAPOCOR)

Guesthouse Cook/ Caretaker C (NAPOCOR)

Handicraft Worker I

Handicraft Worker II

Handicraft Worker III

Hospital Housekeeper

Household Attendant I

Household Attendant II

Household Attendant III

Housekeeping Services Assistant

Houseparent I

Houseparent II

Houseparent III

Houseparent IV

Instrumentman

Judicial Staff Employee II (Utility Worker, Messenger)

Junior Process Server

Labor Foreman



Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Labor General Foreman

Laboratory Aide A

Laboratory Aide B

Laboratory Aide I

Laboratory Aide II

Laborer I

Laborer II

Laundry Worker I

Laundry Worker II

Laundry Worker III

Legislative Staff Employee I (Utility Worker, Messenger)

Legislative Staff Employee II (Utility Worker, Messenger)

Letter Carrier

Liaison Aide

Librarian Aide

Lifeguard

Light Equipment Operator

Lighthouse Keeper I

Lighthouse Keeper II

Local Legislative Staff Employee I (Utility Worker, Messenger)

Local Legislative Staff Employee II (Utility Worker, Messenger)

Lumber Grader

Magnetic Recorder Operator I

Magnetic Recorder Operator II

Magnetic Recorder Operator III

Mail Sorter

Make-Up Artist

Malaria Control Foreman

Mason A

Mason B

Mason Foreman

Mason I

Mason II

Master Fisherman I

Master Fisherman II

Master Tailor I

Master Tailor II

Mechanical Helper

Media Production Aide

Medical Services Aide A

Medical Services Aide B

Messenger

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Meter Reader I

Meter Reader II

Meter Reader III

Metro Aide I

Metro Aide II

Microfilming Machine Operator

Microfilming Machine Operator I

Munitions Operator Foreman

Munitions Operator General Foreman

Munitions Operator I

Munitions Operator II

Music Director

Musician

Nurse Maid I

Nurse Maid II

Nursing Attendant I

Nursing Attendant II

Office Equipment Helper

Offset Camera Operator I

Offset Machine Operator

Oiler

Operations/ Maintenance Aide A (NAPOCOR)

Operations/ Maintenance Aide B (NAPOCOR)

Operations/ Maintenance Aide C (NAPOCOR)

Orchestra Member I

Orchestra Member II

Orchestra Member III

Orchestra Member IV

Orchestra Member V

Paper Cutting Machine Operator

Paper Cutting Machine Operator I

Paper Cutting Machine Operator II

Paper Cutting Machine Operator III

Park Attendant I

Park Attendant II

Park Attendant III

Park Maintenance Foreman

Park Maintenance General Foreman

Parking Aide I

Parking Aide II

Parking Aide III

Parking Aide IV



Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Patternmaker I

Patternmaker II

Pest Control Technician

Pest Control Worker I

Pest Control Worker II

Philatelic-Artist I

Philatelic-Artist II

Photoengraver I

Photoengraver II

Photoengraver III

Photoengraver IV

Plant/Substation Helper A

Plant/Substation Helper B

Plant/Substation Helper C

Porter

Porter Leadman

Postman I

Poundkeeper I

Poundkeeper II

Press Roller Maker I

Press Roller Maker II

Principal Orchestra Member

Printing Machine Operator I

Printing Press Operator B

Printing Scheduler

Process Server

Public Services Foreman

Pump Tender (NAPOCOR)

Quartermaster

Railways Maintenance General Foreman

Railways Operations Inspector

Railways Operations Maintenance Foreman A

Railways Operations Maintenance Foreman B

Railways Operations Maintenance Leadman A

Railways Operations Maintenance Leadman B

Railways Operations/Maintenance Towerman

Railways Operations/Maintenance Worker A

Railways Operations/Maintenance Worker B

Recreation Facilities Attendant/Aide

Religious Worker

Reproduction Machine Operator A

Reproduction Machine Operator B

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

- Reproduction Machine Operator I
- Reproduction Machine Operator II
- Reproduction Machine Operator III
- Resident Conductor
- Rodent Zone Inspector
- Scaler
- Science Aide
- Seaman
- Seamstress
- Senior Blueprint Machine Operator (NAPOCOR)
- Senior Document Binder
- Senior Letter Carrier
- Senior Lifeguard
- Senior Mail Sorter
- Senior Mason
- Senior Reproduction Machine Operator
- Senior Water Maintenance Man B
- Senior Water/Sewerage Maintenance Man A
- Senior Water/Sewerage Maintenance Man B
- Shipping Aide
- Shoemaker
- Signalman
- Social Welfare Aide
- Speech Laboratory Technician
- Stevedore
- Stevedore Leadman
- Steward
- Stitcher I
- Stitcher II
- Stitcher III
- Storekeeper D
- Storekeeper I
- Supervising Blueprint Machine Operator
- Supervising Bookbinder
- Supervising Document Binder
- Supervising Photoengraver
- Supervising Reproduction Machine Operator
- Survey Aide A
- Survey Aide B
- Surveyman
- Switchyard Operator (NAPOCOR)
- Tailor

Category III (refers to positions whose qualification standards (QS) require **no eligibility** in view of the duties and responsibilities attached thereto)

Position Title

Tax Mapping Aide

Telegram Carrier

Ticket Checker

Toolkeeper

Tracer

Traffic Aide I

Traffic Aide II

Traffic Aide III

Train Conductor

Transport Conductor/ Conductress

Tree Marker

Utility Foreman

Utility Worker A

Utility Worker B

Utility Worker I

Utility Worker II

Venom Extractor

Waiter A

Waiter B

Waiter I

Waiter II

Watchman I

Watchman II

Watchman III

Water Maintenance Foreman

Water Maintenance Man A

Water Maintenance Man B

Water Maintenance Man C

Water Pump Operator

Water Resources Facilities Tender A

Water Resources Facilities Tender B

Water/Sewerage Maintenance Foreman

Water/Sewerage Maintenance General Foreman

Water/Sewerage Maintenance Head

Water/Sewerage Maintenance Man A

Water/Sewerage Maintenance Man B

Water/Sewerage Maintenance Man C

Weather Observation Aide

Well Driller I

Work Order Tracer

Category IV - refers to positions which, for purposes of permanent appointment, shall require appointees to possess the **appropriate licenses** and meet the other requirement of the positions

License	Position Title
Airline Transport Pilot License	Senior Flight Operations Safety Inspector
	Supervising Flight Operations Safety Inspector
	Senior Pilot Examiner, Licensing and Certification Department
	Supervising Pilot Examiner, Licensing and Certification Department
Airmen's License	Aircraft Accident Investigation Officer I
	Aircraft Accident Investigation Officer II
	Chief Aircraft Accident Investigation Officer
	Senior Aircraft Accident Investigation Officer
	Supervising Aircraft Accident Investigation Officer
Aviation Maintenance Specialist License/ Aviation Maintenance Technician License	Aircraft Avionics Safety Inspector I
	Aircraft Avionics Safety Inspector II
	Air Traffic Controller Examiner II, Airmen Examination Board
	Aircraft Maintenance Safety Inspector I
	Aircraft Maintenance Safety Inspector II
	Aircraft Mechanic Examiner II, Airmen Examination Board
	Aircraft Safety Avionics Inspector I
	Aircraft Safety Avionics Inspector II
	Division Chief III, Commercial Air Transport Operations Certification and Inspection Division, Airworthiness Department
	Division Chief III, General Aviation Operations Certification and Inspection Division, Airworthiness Department
	Department Manager III, Airworthiness Department
	Flight Operations Officer Examiner, Airmen Examination Board
	Senior Aircraft Maintenance Safety Inspector
Supervising Aircraft Maintenance Safety Inspector	
Cabin Safety Inspector	Aircraft Cabin Safety Inspector I
	Aircraft Cabin Safety Inspector II
	Senior Aircraft Cabin Safety Inspector
Commercial Pilot License	Pilot Examiner I
	Pilot Examiner II
	Senior Flight Inspection Pilot
	Senior Pilot Examiner, Approved Training Organization & Certification and Inspection Division
	Senior Pilot Examiner, Proficiency Check and Skills Test Division
Supervising Pilot Examiner	
Flight Engineer's License	Flight Engineer Examiner I
Flight Operations Officer License	Flight Operations Officer Examiner
Pilot License	Bank Pilot
	Check Pilot I
	Check Pilot II
	Check Pilot III
	Check Pilot IV
	Pilot (TRANSCO)
	Pilot A
Pilot B	

Category IV - refers to positions which, for purposes of permanent appointment, shall require appointees to possess the appropriate licenses and meet the other requirement of the positions

License	Position Title
Air Traffic Controller's License/ Aeronautical Station Operator License	Air Traffic Controller Examiner I
	Air Traffic Controller Examiner II
	Air Traffic Management Officer I
	Air Traffic Management Officer II
	Air Traffic Management Officer III
	Air Traffic Management Officer IV
	Air Traffic Management Officer V
	Assistant Director General I, Air Traffic Service
	Assistant Director General II, Air Traffic Service
	ATS Department Manager, Air Traffic Service
	ATS Division Manager, Air Traffic Service
Aircraft Maintenance Technician License	Aircraft Maintenance Safety Inspector I
	Aircraft Maintenance Safety Inspector II
	Aircraft Mechanic Examiner II
	Senior Aircraft Maintenance Safety Inspector
	Supervising Aircraft Maintenance Safety Inspector
Airframe and Power Plant License /Aircraft Mechanic License	Aircraft Production/Maintenance Assistant A
	Aircraft Production/Maintenance Assistant B
	Aircraft Production/Maintenance Assistant C
	Aircraft Production/Maintenance Chief
	Aircraft Production/Maintenance Specialist A
	Aircraft Production/Maintenance Specialist B
	Aircraft Production/Maintenance Specialist C
	Aircraft Production/Maintenance Supervisor
	Aircraft/Avionics Maintenance Supervisor
	Chief Aircraft Maintenance Officer
	Quality Control/Assurance Chief (PADC)
	Quality Control/Assurance Inspector (PADC)
	Quality Control/Assurance Officer (PADC)
	Senior Quality Control/Assurance Inspector (PADC)
Airline Transport Pilot License	Department Manager III, Airmen Examination Board
	Department Manager III, Flight Operations Department
	Department Manager III, Licensing and Certification Department
	Division Chief III, Airmen Licensing Division, Licensing and Certification Department
	Division Chief III, Commercial Air Transport Operations Certification and Inspection Division, Flight Operations Department
	Division Chief III, General Aviation Operations Certification and Inspection Division, Flight Operations Department
	Division Chief III, Flight Operations Control Safety Inspection Division, Flight Operations Department
	Division Chief III, Proficiency Check and Skills Test Division, Licensing and Certification Department
	Flight Operations Safety Inspector I
	Flight Operations Safety Inspector II

Category IV - refers to positions which, for purposes of permanent appointment, shall require appointees to possess the **appropriate licenses** and meet the other requirement of the positions

License	Position Title	
Pilot License	Pilot I	
	Pilot II	
Professional Driver's License	(Chauffer I) Administrative Aide V	
	(Chauffer II) Administrative Aide VI	
	(Chauffer III) Administrative Assistant I	
	(Chauffer IV) Administrative Assistant II	
	(Driver I) Administrative Aide III	
	(Driver II) Administrative Aide IV	
	(Driver III) Legislative Staff Assistant I	
	(Driver) Foreign Service Staff Employee III	
	(Driver/General Utilityman) Foreign Service Staff Employee III	
	(Driver/Messenger) Foreign Service Staff Employee III	
	Chauffer	
	Driver	
	Driver III	
	Driver IV	
	Driver-Courier I	
	Driver-Courier II	
	Driver-Courier III	
	Driver Mechanic A	
	Driver Mechanic B	
	Public Utility Vehicle Driver	
	Truck Driver	
	Security Guard License	Forest Guard (NAPOCOR)
		Senior Forest Ranger (NAPOCOR)
Industrial Security Guard A		
Industrial Security Guard B		
Industrial Security Guard C		
Security Guard I		
Security Guard II		
Security Guard III		
Senior Industrial Security Guard		
Senior Industrial Security Inspector		
Wardress I		
Wardress II		
TCB Radio License	Check Flight Radio Operator	