

YANGCO, Celia C.

Re: Loyalty Award

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RESOLUTION NO. 020844

Assistant Secretary Celia C. Yangco of the Department of Social Welfare and Development (DSWD), and concurrently National President of the National Council of Career Executive Service Organizations, Inc. (NCCESO), requests a ruling on whether her service which she rendered for the period from May 1, 1963 to September 30, 1966 which the Commission had already accredited for retirement purposes, be also included in computing her grant of loyalty award.

The request of Asst. Secretary Yangco reads, in part, as follows:

"As president of the NCCESO and member of the third level of the civil service, I wish to seek the opinion of the Civil Service Commission regarding the treatment of services that have been ordered as creditable by the CSC. This matter is rather important specially in relation to the basis of loyalty awards for employees.

"For instance, the CSC has credited three years of my relief worker services thru Resolution No. 010411 which gives me an additional 3 years of service. When the determination of recipients of loyalty awards for DSWD personnel were done, however, I was informed that said year (sic) of creditable CSC-ordered years are not considered for the said purpose!!

"I consider this opinion of our Personnel Division chief (sic) absurd and illogical. How can services be credited for retirement purposes and not for loyalty purposes? The two purposes to my mind are symbiotic and related. What aggravates the situation is the fact that our personnel officer used to be connected with the CSC."

The records disclose that in **CSC Resolution No. 01-0411 dated February 9, 2001**, the Commission declared as creditable the services rendered by Asst. Secretary Yangco as Relief Worker covering the period from May 1, 1963 to September 30, 1966. The dispositive portion of said Resolution reads, as follows:

"WHEREFORE, the services of Celia Capadocia-Yangco from May 1, 1963 to September 30, 1966 are hereby declared creditable government service for purposes of retirement under existing laws."

Despite the foregoing, however, the Chief of the Personnel Division of DSWD apparently refused to include the period

from May 1, 1963 to September 30, 1966 as part of the government service of Asst. Secretary Yangco in the computation of her length of government service for the grant of loyalty award.

Hence, the instant request where the sole issue to be resolved is whether the period from May 1, 1963 to September 30, 1966 which the Commission had earlier accredited as part of Asst. Secretary Yangco's government service for purposes of retirement be also included in computing her length of service for the purpose of granting her loyalty award.

As already stated earlier, the service rendered by Asst. Secretary Yangco from May 1, 1963 to September 30, 1966 was declared by the Commission as creditable service for purposes of retirement. This simply means that her entry into the government service commenced on May 1, 1963. Hence, in computing her retirement benefits, her length of service shall be reckoned from May 1, 1963 and onwards until her actual retirement. This being so, the Commission finds no rhyme or reason to exclude the period from May 1, 1963 to September 30, 1966 in computing her length of service for the purpose of granting her a loyalty award. Common sense dictates that since the Commission had already declared that May 1, 1963 was her first day in the government service, it follows that the same must be the reckoning date in computing her length of service for the purpose of granting her a loyalty award. This is especially true as her government service from May 1, 1963 is continuous and unbroken as reflected in her service record. To rule otherwise would, in effect, render inutile and inefficacious CSC Resolution No. 01-0411 dated February 9, 2001.

WHEREFORE, the Commission hereby rules that the government service of Asst. Secretary Celia Capadocia-Yangco commenced on May 1, 1963 which shall be the reckoning date in computing her length of service for the purpose of granting her loyalty award.

Quezon City, **JUN 19 2002**

(Signed)
JOSE F. ERESTAIN, JR.
Commissioner

(Signed)
KARINA CONSTANTINO-DAVID
Chairman

(Signed)

J. WALDEMAR V. VALMORES
Commissioner

Attested by:

(Signed)
ARIEL G. RONQUILLO
Director III

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