



Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
DIVISION OF CITY SCHOOLS – TAGBILARAN CITY

**Office of the Schools Division
Superintendent**

September 11, 2023

DIVISION MEMORANDUM

No. 397, s. 2023

**REANNOUNCING THE VACANT POSITIONS IN THE DEPARTMENT
OF EDUCATION REGION VII**

To: OIC Assistant Schools Division Superintendent
Division Office Personnel
Public Elementary and Secondary School Heads
All Others Concerned

1. This Office hereby announces the vacant positions in the Department of Education, Region VII and invites all interested applicants regardless of age, civil status, disability, ethnicity, gender, and religious affiliation to submit their application documents for the said vacant positions.
2. For details, please refer to the attached Regional Memorandum No. 0645, s. 2023.
3. Immediate dissemination of this Memorandum is desired.


WILFREDA D. BONGALOS PhD, CESO V
Schools Division Superintendent

WDB/EQA/ADMIN/atm



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- 2.2 Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience;
- 2.3 Photocopy of valid and updated PRC License/ID, if applicable
- 2.4 Photocopy of Certificate of Eligibility/Report of Rating, if applicable
- 2.5 Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available
- 2.6 Photocopy of Certificate/s of Training, if applicable
- 2.7 Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable
- 2.8 Photocopy of latest appointment, if applicable
- 2.9 Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the deadline of submission, if applicable
- 2.10 Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form attached as **Enclosure 2**;
- 2.11 Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment;
- 2.12 Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled.

For positions with experience requirement, items 2.1-2.9 enumerated above are mandatory requirements while items 2.1-2.5 are mandatory requirements for positions with no experience requirement. Applications with **incomplete documents** shall **not be processed**.

3. The applicant assumes full responsibility and accountability for the completeness, authenticity, and veracity of the documents submitted, as evidenced by the Omnibus Sworn Statement duly signed by the applicant. **Any false and fraudulent document submitted shall be grounds for disqualification.** No additional documents will be accepted beyond the deadline.

4. Qualified applicants shall be assessed based on the criteria set forth in DepEd Order No. 7, s. 2023, titled "Guidelines on Recruitment, Selection and Appointment in the Department of Education", to wit:

Point System for Evaluative Assessment: Non-Teaching Position

CRITERIA	Breakdown of Points			
	General Services	SG 1-9 (Non-General Services)	SG 10-22 and SG 27	SG 24 (Chief)
a. Education	5	5	5	5
b. Training	5	5	10	5
c. Experience	20	20	15	15
d. Performance	10	20	20	20
e. Outstanding Accomplishments	5	10	10	10

f. Application of Education	-	10	10	10
g. Application of L & D	-	10	10	10
h. Potential (Written Test, BEI, Work Sample Test)	55	20	20	20
Total	100	100	100	100

Attached is Enclosure No. 5 to DepEd Order No. 007, s. 2023 titled "Criteria and Point System for Hiring and Promotion to Non-Teaching Positions" for the guidance and reference of all interested applicants.

5. The **DepEd Region VII Human Resource Merit Promotion and Selection Board** is composed of the following personnel:

Chairperson	Atty. Fiel Y. Almendra Director III/ Assistant Regional Director
Members	Ms. Ida F. Cabantan Chief Administrative Officer (ASD)
	Mr. Misael G. Borgonia Chief Education Supervisor (HRDD)
	Ms. Ameelyn R. Coca Administrative Officer V (HRMO III)
	Chief of the Office where the vacancy exists
	NEU Representative
Secretariat	
Chairperson	Ms. Helen D. Sabino Education Program Supervisor (HRDD)
Members	Ms. Dimple F. Mancol Computer Programmer II (ICTU)
	Ms. Riza B. Guangco Teacher Credentials Evaluator II (ASD)
	Mr. Oscar F. Clitar, Jr. Administrative Assistant I (PAU)
	Mr. Jancent B. Luega Administrative Assistant I (ASD)
	Ms. Jhorina S. Biadnes Administrative Aide VI (ASD)
	Mr. Nelson C. Altirado Administrative Aide VI (ASD)
	Ms. Ma. Cristina F. Payusan Administrative Aide IV (ASD)

6. Below is the indicative schedule of activities relative to the recruitment and selection process:

Date	Activity	Person/ Committee Responsible
September 18, 2023	Submission of Application Documents	Applicants

September 10, 2023	RSA Guidelines AVP as Orientation to Applicants (a link will be provided to the applicants)	Applicants
September 7-18, 2023	Checking of completeness of application documents	HRMO and HRMPSB Secretariat
September 18-October 8, 2023	Initial evaluation of the Applicant's qualification vis-à-vis the Qualification Standards	HRMO
October 9-13, 2023	Presentation of Initial evaluation results (IER) to HRMPSB and approval of IER	HRMPSB
October 16-20, 2023	Release of Notice to Qualified and Disqualified Applicants and Posting of Initial Evaluation Results	HRMO and HRMPSB Secretariat
October 16-20, 2023	Assessment and Rating of Applicants	HRMPSB, Applicants
November 6-10, 2023	Behavioral Event Interview, Written Test and Work Sample Test of Applicants	HRMPSB, Applicants
November 6-10, 2023	Conduct of Final Deliberation and Finalization of Comparative Assessment Result	HRMPSB
November 13, 2023	Submission of Comparative Assessment Result to the Appointing Authority	HRMPSB
	Posting of Comparative Assessment Result	HRMO, HRMPSB Secretariat
November 13, 2023	Conduct of Background Investigation	BI Team
November 24, 2023	Posting of Notice of Issuance of Appointment	HRMO, HRMPSB Secretariat

The above schedule is still tentative and is subject to change. Applicants are advised to check their email addresses for updates on the schedule of activities.

7. For more information and other concerns, you may contact us at 0945 762 3193/319 1873 loc. 700 or email at hrmpsrb.ro7@deped.gov.ph.

8. Expenses incurred by the HRMPSB relative to the conduct of the recruitment and selection process are charged against the Regional MOOE, subject to the usual accounting and auditing rules and regulations.


9. Immediate dissemination of this Memorandum is desired.


SALUSTIANO T. JIMENEZ JD, EdD, CESO V

Director IV


Regional Director



	JOB DESCRIPTION		Revision Code: 00
Department of Education	JD No. _____		
Position Title	Administrative Officer IV (Procurement)	Salary Grade	15
Parentetical Title	Regional Office		
Office/Bureau/Service	Administrative Division		
Reports to	Administrative Officer V		
Positions Supervised	Administrative Officer II		
JOB SUMMARY			
<p>The position is responsible for supervising, monitoring and ensuring the timely and efficient implementation of procurement projects, from procurement project preparation through purchasing per se until contract administration; conducting the review, monitoring and preparation of reports in connection with the conduct of procurement project implementation; review, revise, and when necessary, give recommendations on the systems, processes and procedures related to procurement; as lead BAC Secretariat for the BAC.</p>			
QUALIFICATION STANDARDS			
A. CSC Prescribed Qualifications			
Education	Bachelor's degree relevant to the job		
Experience	1 year relevant experience		
Eligibility	Career Service Professional (Second Level Eligibility)		
Trainings	4 hours of relevant training		
B. Preferred Qualifications			
Education	Preferably has a background in public administration, business management/administration or law		
Experience	At least 2 years experience in the conduct of procurement functions		
Eligibility	Career Service Professional (Second Level Eligibility)		
Trainings	Should have at least completed the intermediate course of the DepEd Procurement Professionalization Program		

KRA	DUTIES AND RESPONSIBILITIES
<p>Procurement Planning</p>	<ul style="list-style-type: none"> • Assist the end-user units in the preparation of their procurement documents • Conduct quarterly end-user interface • Review PMPs and other procurement documents of the end-user units, for consolidation into an Annual Procurement Plan (APP), for recommendation of the BAC and approval of the HoPE • Plan, prioritize and coordinate tasks with BAC & Secretariat upon receipt of approved procurement requests from the end-user units
<p>Procurement Process Management</p>	<ul style="list-style-type: none"> • Review and oversee the procurement process from preparation of procurement documents, posting of advertisements up to the updating of procurement tracking system • Supervise the actual conduct of procurement activities such as, but not limited to, pre-procurement conferences, pre-bid, and bid submission and opening to ensure adherence to policies and procedures • Oversee the sale and distribution of bidding documents to suppliers, contractors and consultants, and others concerned • Assists in the conduct of CO-initiated procurement training activities for end-users in the regional offices
<p>Procurement Contracts Management</p>	<ul style="list-style-type: none"> • Administer the implementation and administration of procurement contracts by properly planning all the contract management stages resulting in reducing, eliminating or mitigating financial, legal and procurement risks • Administer planned activities relative to monitoring of compliance with specified terms and conditions of the procurement contracts • Coordinate with the ProcMS-Contract Management Division concerning the delivery of goods procured by the Central Office • Coordinate with end-users for the acceptance of the goods and services, and with the finance unit for the prompt payment of contracts
<p>Procurement Monitoring and Evaluation</p>	<ul style="list-style-type: none"> • Assist in the preparation of Inspection Order to be issued by the Regional Director (RD) or the Head of the Administrative Section, as may be authorized by the RD, by providing the particulars of the project and items for inspection • Monitor compliance of the procurement process with R.A. 9184, its IRR, Government Procurement Policy Board issuances, DepED procurement issuances, and BAC Secretariat office procedures • Maintain and update the procurement tracking system for all procurement activities and milestones (on-going procurements)

KRA	DUTIES AND RESPONSIBILITIES
	<ul style="list-style-type: none"> • Monitor and evaluate the actual conduct of procurement activities against required timelines, and report to oversight agencies through the PMR and APCPI, including activities of SDOs under their jurisdiction • Participate in the initiation of sanctions against erring suppliers, contractors, and consultants
Secondary Duties	<ul style="list-style-type: none"> • Perform other functions as may be assigned by the Head of Office

 <p>Department of Education Position Title Parentetical Title Office/Bureau/Service Reports to Positions Supervised</p>	<p style="text-align: center;">JOB DESCRIPTION</p> <p>Administrative Officer V</p> <p>Chief Administrative Officer</p>	<p style="text-align: center;">JD No. _____</p> <p>Salary Grade Governance Level Unit/Division Effectivity Date</p>	<p style="text-align: center;">Revision Code: 00</p> <p>18 Regional Office Administrative Division</p>
JOB SUMMARY			

To lead and manage the team that will provide the regional office with timely, responsive and economical administrative services in personnel and records management, cash disbursement, procurement, security and custody of property and the maintenance of facilities, in order to ensure efficient operation of the regional office towards enabling schools division provide accessible quality basic education.

To provide the regional management with technical advice in the management and administration of the regional office.

QUALIFICATION STANDARDS

A. CSC Prescribed Qualifications

Education	Bachelors degree relevant to the job
Experience	2 years relevant experience
Eligibility	Career Service Professional (Second Level Eligibility)
Trainings	8 hours of relevant training

B. Preferred Qualifications

Education	
Experience	
Eligibility	
Trainings	

KRA	DUTIES AND RESPONSIBILITIES
POLICIES AND GUIDELINES	<ol style="list-style-type: none"> 1. Draft and submit for approval regional memos and letters related to Asset Management policies and guidelines and disseminate such when approved. 2. Conduct periodic field monitoring and evaluation on the implementation of asset management (supply and property management) policies and guidelines in order to submit recommendations for enhancement and improvements. 3. Design/ localize forms and tools utilized for asset management to make it useful for the needs of the regional users.
PROCUREMENT AND ACQUISITION	<ol style="list-style-type: none"> 1. Sign purchase requests upon verification from pertinent documents (e.g. procurement plan, etc) and issues vouchers covering property to be purchased 2. Monitor stock issuances and demands to ensure availability of critical items 3. Make recommendations in determining the kind and quality of supplies, materials and equipment to be purchased based on feedback from users, to get the best available product
CUSTODIANSHIP	<ol style="list-style-type: none"> 1. Validates deliveries based on contract and Purchase Order (PO). 2. Maintains custodianship of all records of property and assets of the regional office for operational and legal use. 3. Conduct periodic inventory report of property and assets to assess their status and make recommendations as to actions needed by management. 4. Recommend and procure insurance for valuable properties and assets of the company. 5. Prepare and submit claims to insurance companies on damaged properties as necessary to recoup loss or make replacement. 6. Keeps record of bondable and accountable employees and officials as basis for issuing clearance upon separation or retirement from the agency.
ASSET DISPOSAL	<ol style="list-style-type: none"> 1. Reviews disposal request based on recommendation. 2. Endorses approval of disposal request.
INVENTORY REPORTS	<ol style="list-style-type: none"> 1. Leads and manage the conduct of the physical count of plant, properties and equipment and submit report with recommendations to management for decisions and action. 2. Reviews Inventory Report of Supplies, Materials and Equipment and conducts random ocular checks

KRA	DUTIES AND RESPONSIBILITIES
	<p>on such to validate report and recommendations to management.</p> <ol style="list-style-type: none"> 3. Reviews Inventory Report of Unserviceable Properties and Waste Materials and submits to management for actions and decisions. 4. Monitors/obtains report of centrally procured textbook/management/ equipment delivered in the division/ school, integrates and analyzes report and submits recommendation to management based on findings.
Technical Assistance	<ol style="list-style-type: none"> 1. Conducts Property and Supply management (PSM) training to Schools Division Supply Officers and Property Custodian. 2. Monitors SDO reports on PPE/ Inventory and Textbook Inventory and provides technical assistance when needed
PERFORMANCE MANAGEMENT	<ol style="list-style-type: none"> 1. Regularly monitors and evaluates employee performance 2. Provides coaching and guidance to the subordinates in the performance of their functions 3. Monitors and evaluates individual and unit performance against set targets and KPIs. 4. Prepare and manage the work plan and budget for Asset Management Section and submit this to be part of the RO Budget. 5. Manage personnel work assignment to ensure equitable work distribution towards accomplishment of Asset Management services goals and targets. 6. Integrate and submit accomplishment report of Asset Management Services to inform RO management of progress, issues, and challenges for corrective action. 7. Conduct performance appraisal feedback and ratings on direct reports towards continuous improvement of performance. 8. Attend management and coordination meetings as well as conduct staff meeting to ensure flow of information and communication critical to the operational efficiency and effectiveness of the section 9. Cultivate a supportive environment for the staff to perform and meet targets through continuous work place improvement and establishing enabling structures and systems



Department of Education	JOB DESCRIPTION		JD No. _____	Revision Code: _____
Position Title	Accountant I	Salary Grade	12	
Parentetical Title		Governance Level	Regional Office	
Bureau/Service /Division	RO – Finance Division	Unit/Division	Accounting Section	
Reports to	Accountant III	Effectivity Date		
Positions Supervised				
JOB SUMMARY				
Under immediate supervision, maintains the agency books of accounts and other accounting records; prepares financial statements and other reports for internal/ external reporting purposes in conformity with generally accepted accounting standards and auditing rules and regulations				
QUALIFICATION STANDARDS				
A. CSC Prescribed Qualifications				
Education	Bachelor's degree in Commerce/Business Administration major in Accounting			
Experience	None required			
Eligibility	RA 1080 (CPA)			
Trainings	None required			
B. Preferred Qualifications/Recommended additional requirements				
Education				
Experience				
Eligibility				
Trainings				

KEY RESULT AREAS	DUTIES AND RESPONSIBILITIES
Financial Records and Reports	<ul style="list-style-type: none"> Prepares periodic Financial Statements and other related reports in accordance with accounting and auditing rules and regulations.

KEY RESULT AREA/S**DUTIES AND RESPONSIBILITIES**

- Checks the accuracy, validity and appropriateness of income and expenditure transactions.
- Supervises and monitors the maintenance of journals, general ledgers, subsidiary ledgers and related account schedules.
- Monitors the safekeeping of accounting records, documents, correspondences and reports, and ensures maximum security and systematic compilation of various accounting information.
- Coordinates with Budget Division/Unit in the determination and verification of existence of Accounts Payable/unpaid obligations.
- Assists higher level Accountants in the analysis, verification and consolidation of field offices' reports.
- Reviews the financial statements and related schedules.
- ↳ Prepares periodic Financial Statements and other related reports in accordance with accounting and auditing rules and regulations.
- ↳ Checks the accuracy, validity and appropriateness of income and expenditure transactions.
- ↳ Supervises and monitors the maintenance of journals, general ledgers, subsidiary ledgers and related account schedules.
- ↳ Monitors the safekeeping of accounting records, documents, correspondences and reports, and ensures maximum security and systematic compilation of various accounting information.
- ↳ Coordinates with Budget Division/Unit in the determination and verification of existence of Accounts Payable/unpaid obligations.
- ↳ Assists higher level Accountants in the analysis, verification and consolidation of field offices' reports.



Department of Education	JOB DESCRIPTION	JD No. _____	Revision Code: _____
Position Title	Accountant I (Payroll)	Salary Grade	11
Parent/Service /Division	RO – Finance Division	Governance Level	Regional Office
Reports to	Accountant III	Unit/Division	Accounting Section
Positions Supervised		Effectivity Date	
JOB SUMMARY			
Under immediate supervision, maintains the agency books of accounts and other accounting records; prepares financial statements and other reports for internal/ external reporting purposes in conformity with generally accepted accounting standards and auditing rules and regulations			
QUALIFICATION STANDARDS			
A. CSC Prescribed Qualifications			
Education	Bachelor's degree in Commerce/Business Administration major in Accounting		
Experience	None required		
Eligibility	RA 1080 (CPA)		
Trainings	None required		
B. Preferred Qualifications/Recommended additional requirements			
Education			
Experience			
Eligibility			
Trainings			
KEY RESULT AREA/S		DUTIES AND RESPONSIBILITIES	
Plots/Schedules Finance Division Activities	<ul style="list-style-type: none"> Schedules/calendars Finance Division/Accounting Section activities such as , meetings/appointments of the Chief with other offices and with staff, , visits to the schools 		

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
Records Management	<p>division, etc, by calendaring, following up and confirming attendance to meetings for efficient coordination and utilization of personnel time.</p> <ul style="list-style-type: none"> • Receives, records and routes documents addressed to the Finance Division/Accounting Section by logging and attaching a routing slip before forwarding to the appropriate person to be able to track and account for location and status of documents. • Maintains a filing system that makes records and documents retrievable and accessible while ensuring the safety and security of files. • Documents proceedings and agreements of meetings as assigned by the Chief, distributes copies of the minutes to concerned parties as well as files a copy for future reference.
Administrative Support	<ul style="list-style-type: none"> • Prepares or encodes into electronic format word documents and other presentation materials • Provides assistance and administrative support to training and conferences as assigned. • Coordinates preparation of documents needed in the operations of Accounting Section
Secretariat/Frontline	<ul style="list-style-type: none"> • Prepares clearances and certifications upon request for the signature of proper authorities. • Coordinates travel bookings of staff based on instructions and gives feedback on status of bookings. • Coordinates meetings and appointment with external parties (dates and venue, meals arranged as needed) and confirms such to all concerned • Receives and routes incoming calls to or logs information and notifies the concerned party • Greets and entertains office visitors and responds to their needs • Logs concerns brought to the office and follow through on inquiries • Perform other functions that may be assigned by superiors.

CHECKLIST OF REQUIREMENTS

Application Code: _____

Basic Documentary Requirement	Status of Submission <i>(To be filled-out by the applicant. Check if submitted)</i>	Verification <i>(To be filled-out by the HRMO/HR Office/sub-committee)</i>	
		Status of Submission <i>(Check if complied)</i>	Remarks
a. Letter of intent addressed to the Head of Office or highest human resource officer			
b. Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) and Work Experience Sheet, if applicable			
c. Photocopy of valid and updated PRC License/ID, if applicable			
d. Photocopy of Certificate of Eligibility/Report of Rating, if applicable			
e. Photocopy of scholastic/academic record such as but not limited to Transcript of Records (TOR) and Diploma, including completion of graduate and post-graduate units/degrees, if available			
f. Photocopy of Certificate/s of Training, if applicable			
g. Photocopy of Certificate of Employment, Contract of Service, or duly signed Service Record, whichever is/are applicable			
h. Photocopy of latest appointment, if applicable			
i. Photocopy of the Performance Ratings in the last rating period(s) covering one (1) year performance prior to the deadline of submission, if applicable			
j. Checklist of Requirements and Omnibus Sworn Statement on the Certification on the Authenticity and Veracity (CAV) of the documents submitted and Data Privacy Consent Form			
k. Other documents as may be required for comparative assessment, such as but not limited to:			
Means of Verification (MOVs) showing Outstanding Accomplishments, Application of Education, and Application of Learning and Development reckoned from the date of last issuance of appointment			
Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item (i) is not relevant to the position to be filled			

Attested:

Human Resource Management Officer

OMNIBUS SWORN STATEMENT

CERTIFICATION OF AUTHENTICITY AND VERACITY

I hereby certify that all information above are true and correct, and of my personal knowledge and belief, and the documents submitted herewith are original and/or certified true copies thereof.

DATA PRIVACY CONSENT

I hereby grant the Department of Education the right to collect and process my personal information as stated above, for purposes relevant to the recruitment, selection, and placement of personnel of the Department and for purposes of compliance with the laws, rules, and regulations being implemented by the Civil Service Commission.

Name and Signature of Applicant

Subscribed and sworn to before me this _____ day of _____, year _____.

Person Administering Oath

In consonance with Republic Act No. 8792 or the "Electronic Commerce Act of 2000", (e)lectronic documents shall have the legal effect, validity or enforceability as any other document or legal writing and a) [w]here the law requires a document to be in writing, that requirement is met by an electronic document if the said electronic document maintains its integrity and reliability and can be authenticated so as to be usable for subsequent reference.



**CRITERIA AND POINT SYSTEM FOR HIRING AND PROMOTION TO
NON-TEACHING POSITIONS**

1. The assessment for Non-Teaching positions shall be based on the following criteria:

- a. **Education** units and/or degree relevant to the position to be filled, exceeding the minimum qualification requirements as defined in the CSC-approved QS;
- b. **Training** hours relevant to the position to be filled, exceeding the minimum qualification requirements as defined in the CSC-approved QS, acquired after the last promotion but within the last five (5) years;
- c. **Experience** relevant to the position to be filled, exceeding the minimum qualification requirements as defined in the CSC-approved QS;
- d. **Performance** based on submitted performance rating covering one (1) year or 12 months performance in the current or previous job or position relevant to the position to be filled;
- e. **Outstanding Accomplishments** acquired after the last promotion;
- f. **Application of Education** acquired after the last promotion;
- g. **Application of Learning and Development (L&D)** acquired after the last promotion; and
- h. **Potential** measured using other evaluative assessments.

2. The point system for evaluative assessment is detailed in Table 1. Points assigned to each criterion shall vary from one salary range to another, giving premium to specific criteria that are more relevant to the position to be filled. As such, for General Services positions, higher premium is given to Potential (55 points) and Experience (20 points) than the other criteria. Similarly, Chief positions (SG-24) give more focus on previous Performance (20 points), Potential (20 points), and Experience (15 points).

Table 1. Point System for Evaluative Assessment: Non-Teaching Positions

Criteria	Breakdown of Points			
	General Services	SG 1-9 (Non-General Services)	SG 10-22 and SG 27	SG 24 (Chief)
a. Education	5	5	5	10
b. Training	5	5	10	5
c. Experience	20	20	15	15
d. Performance	10	20	20	20
e. Outstanding Accomplishments	5	10	10	10
f. Application of Education	-	10	10	10
g. Application of L&D	-	10	10	10
h. Potential (Written Test, BEI, Work Sample Test)	55	20	20	20
Total	100	100	100	100

Rubrics for Computation of Points per Criterion

3. **Education, Training, and Experience (ETE).** The points for ETE, corresponding to the applicant's qualifications exceeding the QS, shall be computed using the Increments Table (Table 2.a, 2.b, 2.c) and the Rubrics for Computation of Points for ETE (Table 3). Only those qualifications that are relevant to the position to be filled shall be given points.

Table 2.a. Increments Table – Education

Increment Level	Range	
	From	To
1	Can Read and Write	Elementary Level Education
2	Elementary Graduate	Junior High School Level Education (K to 12) High School Level (Old curriculum)
3	Completed Junior High School (K to 12)	Senior High School Level Education (K to 12)
4	Senior High School Graduate (K to 12) High School Graduate (Old curriculum)	Less than 2 years of College
5	Completed 2 years in College	Less than a Bachelor's Degree but more than 2 years in College
6	Bachelor's Degree	Less than 6 Units earned towards the completion of a Master's degree
7	6 Units earned towards the completion of a Master's Degree	Less than 9 Units earned towards the completion of a Master's Degree
8	9 Units earned towards the completion of a Master's Degree	Less than 12 Units earned towards the completion of a Master's Degree
9	12 Units earned towards the completion of a Master's Degree	Less than 15 Units earned towards the completion of a Master's Degree
10	15 Units earned towards the completion of a Master's Degree	Less than 18 Units earned towards the completion of a Master's Degree
11	18 Units earned towards the completion of a Master's Degree	Less than 21 Units earned towards the completion of a Master's Degree
12	21 Units earned towards the completion of a Master's Degree	Less than 24 Units earned towards the completion of a Master's Degree
13	24 Units earned towards the completion of a Master's Degree	Less than 27 Units earned towards the completion of a Master's Degree
14	27 Units earned towards the completion of a Master's Degree	Less than 30 Units earned towards the completion of a Master's Degree
15	30 Units earned towards the completion of a Master's Degree	Less than 33 Units earned towards the completion of a Master's Degree
16	33 Units earned towards the completion of a Master's Degree	Less than 36 Units earned towards the completion of a Master's Degree
17	36 Units earned towards the completion of a Master's Degree	Less than 39 Units earned towards the completion of a Master's Degree
18	39 Units earned towards the completion of a Master's Degree	Less than 42 Units earned towards the completion of a Master's Degree
19	42 Units earned towards the completion of a Master's Degree	Less than Complete Academic Requirements completed towards the completion of a Master's Degree
20	Complete Academic Requirements completed towards a Master's Degree	Less than an awarded Master's Degree
21	Masters Degree	Less than 3 Units earned towards the completion of a Doctorate
22	3 Units earned towards the completion of a Doctorate	Less than 6 Units earned towards the completion of a Doctorate
23	6 Units earned towards the completion of a Doctorate	Less than 9 Units earned towards the completion of a Doctorate
24	9 Units earned towards the completion of a Doctorate	Less than 12 Units earned towards the completion of a Doctorate
25	12 Units earned towards the completion of a Doctorate	Less than 15 Units earned towards the completion of a Doctorate
26	15 Units earned towards the completion of a Doctorate	Less than 18 Units earned towards the completion of a Doctorate
27	18 Units earned towards the completion of a Doctorate	Less than 21 Units earned towards the completion of a Doctorate
28	21 Units earned towards the completion of a Doctorate	Less than 24 Units earned towards the completion of a Doctorate
29	24 Units earned towards the completion of a Doctorate	Less than Complete Academic Requirements completed towards the completion of a Doctorate
30	Complete Academic Requirements completed towards a Doctorate	Less than an awarded Doctorate
31	Doctorate	

Table 2.b. Increments Table - Training

Increment Level	Range	
	From	To
1	0 hours	Less than 8 hours
2	8 hours	Less than 16 hours
3	16 hours	Less than 24 hours
4	24 hours	Less than 32 hours
5	32 hours	Less than 40 hours
6	40 hours	Less than 48 hours
7	48 hours	Less than 56 hours
8	56 hours	Less than 64 hours
9	64 hours	Less than 72 hours
10	72 hours	Less than 80 hours
11	80 hours	Less than 88 hours
12	88 hours	Less than 96 hours
13	96 hours	Less than 104 hours
14	104 hours	Less than 112 hours
15	112 hours	Less than 120 hours
16	120 hours	Less than 128 hours
17	128 hours	Less than 136 hours
18	136 hours	Less than 144 hours
19	144 hours	Less than 152 hours
20	152 hours	Less than 160 hours
21	160 hours	Less than 168 hours
22	168 hours	Less than 176 hours
23	176 hours	Less than 184 hours
24	184 hours	Less than 192 hours
25	192 hours	Less than 200 hours
26	200 hours	Less than 208 hours
27	208 hours	Less than 216 hours
28	216 hours	Less than 224 hours
29	224 hours	Less than 232 hours
30	232 hours	Less than 240 hours
31	240 hours	or more

Table 2.c. Increments Table - Experience

Increment Level	Range	
	From	To
1	None	Less than 6 months
2	6 months	Less than 1 year
3	1 year	Less than 1 year 6 months
4	1 year 6 months	Less than 2 years
5	2 years	Less than 2 years 6 months
6	2 years 6 months	Less than 3 years
7	3 years	Less than 3 years 6 months
8	3 years 6 months	Less than 4 years
9	4 years	Less than 4 years 6 months
10	4 years 6 months	Less than 5 years
11	5 years	Less than 5 years 6 months
12	5 years 6 months	Less than 6 years
13	6 years	Less than 6 years 6 months
14	6 years 6 months	Less than 7 years
15	7 years	Less than 7 years 6 months
16	7 years 6 months	Less than 8 years
17	8 years	Less than 8 years 6 months
18	8 years 6 months	Less than 9 years
19	9 years	Less than 9 years 6 months
20	9 years 6 months	Less than 10 years
21	10 years	Less than 10 years 6 months
22	10 years 6 months	Less than 11 years
23	11 years	Less than 11 years 6 months
24	11 years 6 months	Less than 12 years
25	12 years	Less than 12 years 6 months
26	12 years 6 months	Less than 13 years
27	13 years	Less than 13 years 6 months
28	13 years 6 months	Less than 14 years
29	14 years	Less than 14 years 6 months
30	14 years 6 months	Less than 15 years
31	15 years	or more

Table 3. Rubrics for Computation of Points for Education, Training, and Experience

Salary Range and Weight Allocation	Education		Training		Experience	
	Increments from QS	Points	Increments from QS	Points	Increments from QS	Points
General Services Positions Education: 5 points Training: 5 points Experience: 20 points	5 or more increments	5	5 or more increments	5	10 or more increments	20
	4 increments	4	4 increments	4	8-9 increments	16
	3 increments	3	3 increments	3	6-7 increments	12
	2 increments	2	2 increments	2	4-5 increments	8
	1 increment	1	1 increment	1	2-3 increments	4
SG 1-9 (Non-General Services Positions) Education: 5 points Training: 5 points Experience: 20 points	10 or more increments	5	5 or more increments	5	10 or more increments	20
	8-9 increments	4	4 increments	4	8-9 increments	16
	6-7 increments	3	3 increments	3	6-7 increments	12
	4-5 increments	2	2 increments	2	4-5 increments	8
	1-3 increments	1	1 increment	1	2-3 increments	4
SG 10-22 and SG 27 Education: 5 points Training: 10 points Experience: 15 points	10 or more increments	5	5 or more increments	10	10 or more increments	15
	8-9 increments	4	4 increments	8	8-9 increments	12
	6-7 increments	3	3 increments	6	6-7 increments	9
	4-5 increments	2	2 increments	4	4-5 increments	6
	2-3 increments	1	1 increment	2	2-3 increments	3
SG 24 Education: 10 points Training: 5 points Experience: 15 points	10 or more increments	10	5 increments	5	10 or more increments	15
	9 increments	8	4 increments	4	8-9 increments	12
	8 increments	6	3 increments	3	6-7 increments	9
	6-7 increments	4	2 increments	2	4-5 increments	6
	4-5 increments	2	1 increment	1	2-3 increments	3

Illustrative example:

Vacant position: **Administrative Assistant II (Disbursing Officer II) – SG 8**
 Level and Salary Range: SG 1-9 (Non-General Services)

Qualification Standards per CSC-approved QS

Education : Completion of 2 years in college

Training : 4 hours of relevant training

Experience : 1 year of relevant experience

The date of HRMPSB assessment/Open Ranking System: **October 03, 2022**

- a. Based on the minimum QS of the position to be filled, the HRMPSB shall determine the baseline level for computing the points for ETE using the Increments Table as shown in Table 2.a, 2.b, and 2.c.

Minimum requirement per CSC-approved Qualification Standards for ADAS II (Disbursing Officer II)		Corresponding Level based on Increments Table
Education	Completion of 2 years in college	Level 5 (based on Table 2.a)
Training	4 hours of relevant training	Level 1 (based on Table 2.b)
Experience	1 year of relevant experience	Level 3 (based on Table 2.c)

- b. After determining the baseline level, the HRMPSB shall compute for the increments of the applicant's actual qualifications based on the submitted documentary requirements. *Increment* shall refer to the difference between the applicant's actual qualification level and the corresponding level of the minimum (baseline) QS requirement of the position to be filled.

Only qualifications that are relevant to the position to be filled and which exceed the minimum (baseline) QS requirements of the position shall be given corresponding points in the computation of increments.

Illustrative example:

Computation of increments based on actual Education qualification of Applicant A:

Education Qualification of Applicant A	Increments from minimum (or baseline) QS requirements using Increments Table 2.a (Education)
Bachelor's degree in Business Administration 18 units earned for a Master's degree in Public Administration	Using Table 2.a, the corresponding level of Applicant A's Education qualification (18 units earned for a Master's degree in Public Administration) is at Level 11 . The number of increments for Applicant A's Education qualifications shall be computed by subtracting the minimum QS level (Level 5) from the applicant's qualification level (Level 11), as illustrated below: $\text{Applicant's Educ level} - \text{QS level} = \text{Increment}$ $11 - 5 = 6 \text{ increments}$

Computation of Increments based on actual Training qualification of Applicant A:

Training Qualification of Applicant A	Increments from minimum (or baseline) QS requirements using Increments Table 2.b (Training)
24 hours training on budget preparation [January 27 to 29, 2021] 24 hours training on automatic payroll deduction [September 16 to 18, 2020] 16 hours training on Gender Sensitivity Training [October 17 to 18, 2020] 8 hours training on liquidation of cash advances [February 28, 2012]	The cumulative hours of the relevant training/L&D, which are acquired after the last promotion and within the last 5 years reckoned from the date of HRMPSB assessment, shall be considered for the counting of Increments. In the case of Applicant A, the 24 hours training/L&D on budget preparation and 24 hours training on automatic payroll deduction are considered relevant to the ADAS II (Disbursing Officer II) position. The 8 hours training on liquidation of cash advances are deemed relevant; however, not credited for computation of increments since it was earned more than 5 years reckoned from the date of HRMPSB assessment. Applicant A's cumulative hours of relevant training/L&D shall be 48 hours. Using Table 2.b, the corresponding level of Applicant A's Training qualification (48 hours) is at Level 7 . The number of increments for Applicant A's Training qualifications shall be computed by subtracting the minimum QS level (Level 1) from the applicant's qualification level (Level 7), as illustrated below: $\text{Applicant's Training level} - \text{QS level} = \text{Increment}$ $7 - 1 = 6 \text{ increments}$ <i>Note: Applicant A's last promotion as ADAS I: January 3, 2016 The date of HRMPSB assessment/Open Ranking System: October 03, 2022</i>

Computation of Increments based on actual Experience qualification of Applicant A:

Experience Qualification of Applicant A	Increments from minimum (or baseline) QS requirements using Increments Table 2.c (Experience)
Administrative Assistant I from January 3, 2019 to present	Only those experience relevant to the position to be filled shall be considered in the computation of increments. Relevant experience shall be reckoned from the date of first day of service.
Administrative Aide V (Audio-Visual Equipment Operator II) from January 02, 2014 to January 02, 2019	In the case of Applicant A, the relevant experience (January 3, 2019 to present [date of assessment: October 03, 2022]) is 3 years and 9 months. Using Table 2.c, the corresponding level of Applicant A's Experience qualification (3 years and 9 months) is at Level 8 . The number of increments for Applicant A's Experience qualifications shall be computed by subtracting the minimum QS level (Level 3) from the applicant's qualification level (Level 8), as illustrated below: Applicant's Training level - QS level = Increment 8 - 3 = 5 increments

- c. After computing the number of increments from the minimum (baseline) QS requirement, the corresponding points earned by the applicant for ETE shall be determined using Table 3 (Rubrics for Computation of Points for Education, Training, and Experience).

Illustrative example:

Using the applicable rubrics for the SG 1-9 (Non-General Services) as shown in Table 3 and based on the number of increments earned by Applicant A, the computation of points for ETE is as follows:

Qualification of the Applicant A			Computation of Points based on Incremental Scales Table 3 & ETE Rubrics			Total number of points for ETE
Education	Training	Experience	Education	Training	Experience	
Bachelor's degree in Business Administration 18 units earned for a Master's degree in Public Administration	24 hours training on budget preparation [January 27 to 29, 2021] 24 hours training on automatic payroll deduction [September 16 to 18, 2020]	Administrative Assistant I from January 3, 2016 to July 31, 2019	6 increments Based on Table 3: 5 or more increments = 5 points (out of 5) *Applicant A exceeds the minimum QS of 2-year studies in college *Applicant A earned the maximum points (5 points) allotted for Education	6 increments Based on Table 3: 5 or more increments = 5 points (out of 5) *Applicant A exceeds the minimum QS of 4 hours of relevant training *Applicant A earned the maximum points (5 points) allotted for Training	5 increments Based on Table 3: 4-5 increments = 8 points (out of 20) *Applicant A exceeds the minimum QS of 1 year of relevant experience *Applicant A earned 8 points out of the maximum of 20 points allotted for Education	18 points

- d. Meeting the minimum (baseline) QS requirements for Education, Training, and Experience shall be given zero (0) points.
- e. The following general guidelines shall be observed in giving corresponding points to relevant Education, Training, and Experience qualifications:
- i. Education units and/or degrees in multiple or different majors may be given corresponding points on a cumulative basis; provided, that the units and/or degrees earned are relevant to the position applied for; provided further, that the subjects completed are not duplicated.
 - ii. Consistent with the provisions of the CSC ORAOHRA, units and/or degrees of Doctor of Medicine from a CHED-recognized institution may be considered master's units and/or degree for purposes of

giving points, except for positions that involve practice of profession covered by board laws.

- iii. Consistent with Legal Education Board (LEB) Resolution No. 406, s. 2019, Bachelor of Laws (LLB.) or Juris Doctor (J.D.) units and/or degree earned from law schools recognized or supervised by the LEB and its predecessor regulatory agencies shall be considered as equivalent to professional doctorate units/degrees in other non-law academic disciplines for purposes of giving points, except for positions that involve practice of profession covered by the rules governing the bar, subject to further clarificatory guidelines as may be issued by the LEB.
 - iv. Relevant training hours earned from digital/virtual/online learning may be considered, subject to the conditions prescribed in CSC Memorandum Circular (MC) No. 3, s. 2021 (*General Guidelines on Digital/Online Learning in the Public Sector*).
 - v. Relevant experience gained from part-time work of at least four (4) hours per day may be considered; provided, that the appropriate Certificate of Employment is submitted with details on the actual number of hours rendered. For purposes of giving points, the months or years of relevant experience submitted shall be transmuted to the equivalent months or years of experience based on the CSC-required eight (8)-hour per day workday.
 - vi. Relevant Experience gained from abroad or outside the Philippines may be considered provided that the applicant submits a Certificate of Employment. Those documentary requirements written in languages other than English or Filipino shall be accompanied by a complete English translation.
- f. Applicable provisions under Rule VIII Part I to IV of the CSC ORAOHRA shall apply in the appreciation of relevant Education, Training, and Experience qualifications and giving of points to ETE credentials.

4. **Performance.** Performance refers to the assessment of how tasks, duties, and responsibilities are carried out or accomplished by the applicant as evidenced by performance rating document or other means of verification. The performance rating obtained in the current or previous job or position that is relevant to the position to be filled shall be used for purposes of giving points for performance.

- a. **Positions with experience requirement.** Applicants to positions that require experience must submit latest performance rating/s covering one (1) year performance in the current and previous job or position that is relevant to the position to be filled. Computation of points for performance shall be as follows:

$$\text{Points}_{(\text{Performance})} = x/5 * \text{WA}_{(\text{Performance})}$$

Where:

x = Performance Rating

5 = Highest Possible PR in DepEd RPMS

WA = Weight Allocation for Performance

(10 points for General Services; 20 points for Other Groups of Positions/ Salary Grades)

Illustrative examples:

<p>Vacant Position: Administrative Aide VI – SG 6 (General Services)</p> <p>$x = 4.356$ WA = 10</p> <p>Points_(Performance) = $4.356/5 * 10 = 8.712$</p>	<p>Vacant position: Administrative Assistant II (Disbursing Officer II) – SG 8 (Other groups of positions/ Salary Grades)</p> <p>$x = 4.356$ WA = 20</p> <p>Points_(Performance) = $4.356/5 * 20 = 17.424$</p>
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a.1. **Internal applicants**

The performance rating required for internal applicants shall be the rating derived from the Results-Based Performance Management System (RPMS) Individual Performance Commitment and Review (IPCR) Form obtained from the applicant's current or previous job or position that is relevant to the position to be filled.

However, as a mandatory requirement, the applicant shall also be required to submit a performance rating of at least Very Satisfactory (VS) in the last rating period prior to the date of assessment or screening, except for promotion from first to second level entry positions where the required performance rating is at least Satisfactory (S).

An official or employee who is on official leave of absence, for reasons such as maternity leave, local or foreign scholarship, training grant, or other CSC-authorized official leaves, may be considered for promotion. In such cases, a performance rating in the last rating period prior to the leave of absence shall be required.

The performance rating prior to the reclassification of the position shall be considered as performance rating in the reclassified position for purposes of promotion, if applicable.

a.2. **External applicants**

For external applicants whose performance is measured using a five (5)-level adjectival performance rating scale, the midpoint value of the RPMS rating (Table 4) equivalent to the adjectival rating shall be used as the applicant's performance rating (x). The Certificate of Rating must be supported with the Performance Evaluation Tool.

Table 4. Midpoint Value of the RPMS Rating

RPMS Rating Scale	Midpoint Value
Outstanding 4.500-5.000	4.75
Very Satisfactory 3.500-4.499	3.995
Satisfactory 2.500-3.499	2.995
Unsatisfactory 1.500-2.499	1.995
Poor Below 1.499	0.7495

Illustrative example:

Vacant position:

Administrative Assistant II (Disbursing Officer II) - SG 8

(Other groups of positions/Salary Grades)

Adjectival Performance Rating Scale in the previous job:

Below Expectation; Needs Improvement; Good; Strong; Role Model

Performance rating of the applicant: Strong

x = RPMS midpoint value (Very Satisfactory) equivalent to Performance Rating = 3.995

WA = 20

Points_(Performance) = 3.995/5 * 20 = 15.98

For external applicants whose performance is measured using other numerical or adjectival rating systems with scales that are not aligned with the five (5)-point rating scale of the RPMS, the HRMPSB shall develop a system that transmutes the performance rating to the corresponding points comparable to the existing rubrics of the RPMS.

External applicant/s to vacant positions with experience requirement shall submit performance rating/s from current or previous work that is relevant to the position to be filled. Non-submission of performance rating/s for any reason gets a zero score for Performance criterion. No proxy measure shall be considered in the absence of the applicable performance rating.

- b. **Positions with no experience requirement.** Applicants to positions that do not require previous experience must submit the board examination or Career Service Eligibility ratings. For General Services positions that do not have Eligibility requirement, the General Weighted Average (GWA) in the highest academic/grade level earned shall be required. The HRMPSB must develop a system that transmutes the GWA to a percentage scale. Computation of points for performance shall be as follows:

$$\text{Points}_{(Performance)} = x/100 * WA_{(Performance)}$$

Where:

x = Board Exam/CS Eligibility rating/GWA transmuted to percentage scale

WA = Weight Allocation for Performance

(10 points for General Services; 20 points for Other Groups of Positions/Salary Grades)

Illustrative examples:

<p>Vacant Position: Administrative Aide III – SG 3 (General Services)</p> <p>$x = 82.75$ (GWA) WA = 10</p> <p>Points_(Performance) = $82.75/100 * 10 = 8.275$</p>	<p>Vacant position: Administrative Assistant II (Disbursing Officer II) – SG 8 (Other groups of positions/ Salary Grades)</p> <p>$x = 82.75$ (CS Eligibility rating) WA = 20</p> <p>Points_(Performance) = $82.75/100 * 20 = 16.55$</p>
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For honor graduates covered by Presidential Decree (PD) 907 titled, *Granting Civil Service Eligibility to College Honor Graduates*, the following rubric shall apply.

Honors Earned	Points _(Performance)
Summa Cum Laude	20 points
Magna Cum Laude	19 points
Cum Laude	18 points

Applicants with work experience, who are applying to entry level positions or positions with no experience requirement based on QS, must submit latest performance rating/s covering one (1) year performance in the current or previous job or position. The computation stipulated in Item 4(a) shall apply.

5. **Outstanding Accomplishments.** Outstanding Accomplishments refer to meritorious contributions of an applicant, such as ideas, inventions, or discoveries which were duly recognized by an authorized body. These must have a direct link to the KRAs of the applicant's current or previous position. Outstanding accomplishments must have led to positive results in their workplace through efficiency in operation, increased production, improved working standards, and/or savings in government spending.

Table 5 below enumerates the components of Outstanding Accomplishments and the corresponding maximum points for each component.

Table 5. Components of Outstanding Accomplishments

Component	Points _(Outstanding Accomplishments)
Awards and Recognition	4 points
Research and Innovation	4 points
Subject Matter Expert / Membership in National Technical Working Groups (TWGs) or Committees	3 points
Resource Speakership / Learning Facilitation	2 points
NEAP Accredited Learning Facilitator	2 points

The points allocation in Table 5 shall serve as the maximum or ceiling points that may be earned for each component. The points earned from each component are cumulative to determine the total points for Outstanding Accomplishments; but not to exceed the weight allocation for Outstanding Accomplishments as stipulated in Table 1 (Point System for Evaluative Assessment for Non-Teaching Positions).

Only those outstanding accomplishments acquired or earned after the last promotion shall be considered eligible to be given points.

National level individual awards acquired from a thorough search process and given by reputable award giving bodies, such as CSC, Metrobank, National Economic Development Authority (NEDA), Development Academy of the Philippines (DAP), DepEd, etc., shall be given maximum points in Outstanding Accomplishments (i.e. five (5) points for General Services positions and 10 points for other groups of position/salary grade).

The details of each component of Outstanding Accomplishments, including the MOVs required and rubrics for giving points, are as follows:

- a. **Awards and Recognition.** This may refer to citations or commendations, academic or inter-school awards, or outstanding employee awards.

a.1. **Citation or Commendation.** This shall apply only to applicants for **General Services positions.**

Means of verification: Letter of Citation or Commendation from previous employer

Rubrics:

Number of Citations	Points _(Citation)
Three (3) or more letters of citation	4 points
Two (2) letters of citation	3 points
One (1) letter of citation	2 points

a.2. **Academic or Inter-School Awards.** This shall apply only to applicants with no or less than one (1) year work experience (e.g., fresh graduates). The following MOVs and rubrics shall be used in determining points for Awards and Recognition.

Means of verification:

- A. Academic or inter-school award; or
- B. Ten Outstanding Students of the Philippines (TOSP) Award; or
- C. Certification or any document that the applicant belongs to the Top 10 in the Board or Civil Service Eligibility Examination.

Rubrics:

Number of Awards	Points _(Academic/Inter-School Award)
At least three (3) academic or inter-school awards or TOSP Award or Top 10 in Board/CS Eligibility Examination	4 points
At least two (2) academic or inter-school awards	3 points
At least one (1) academic or inter-school award	2 points

a.3. **Outstanding Employee Award.** This shall apply to applicants with previous work experience, or those applying to positions with experience requirement.

Means of verification:

- A. Any issuance, memorandum or document showing the Criteria for the Search; and
- B. Certificate of Recognition/Merit.

Rubrics:

Level	Points(Outstanding Employee Award)
Applicants from external institution	
Organizational Level Search or Higher	4 points
Local Office Search	2 points
Applicants from central office	
National Level Search or Higher	4 points
Central Office Search	2 points
Applicants from regional office	
National Level Search or Higher	4 points
Regional Office Search	2 points
Applicants from schools division office	
Regional Level Search or Higher	4 points
Division/Provincial/City Level Search	2 points
Applicants from schools	
Division Level Search or Higher	4 points
School/Municipality/District Level Search	2 points

For multiple awards received from the same award giving body and/or award category that are conducted in series or progressive manner, only the highest-level award shall be considered (e.g. NSPC winning coach at the division, regional, national level). Similarly, only the highest award shall be given points in cases where applicants submit multiple awards from different award giving bodies.

An applicant to a General Services position who has presented Letter/s of Citation/Commendation and/or Outstanding Employee Award, shall be given points based on either Category a.1 (Citation or Commendation) or Category a.3 (Outstanding Employee Award), whichever is higher.

b. Research and Innovation

Means of verification:

- A. Proposal duly approved by the Head of Office or the designated Research Committee per DO No. 16, s. 2017
- B. Accomplishment Report verified by the Head of Office
- C. Certification of utilization of the innovation or research, within the school/office duly signed by the Head of Office
- D. Certification of adoption of the innovation or research by another school/office duly signed by the Head of Office
- E. Proof of citation by other researchers (whose study/research is likewise approved by authorized body) of the concept/s developed in the research.

Rubrics:

MOVs Submitted	Points_(Innovation/Research)
A, B, C & D	4 points
A, B, C & E	4 points
Only A, B & C	3 points
Only A & B	2 points
Only A	1 point

For collaborative research studies/innovation, the total points shall be divided by the number of authors/researchers indicated in the copyright page.

- c. **Subject Matter Expert / Membership in National TWGs or Committees.** This shall apply to applicants who have been chosen and requested to use their technical knowledge, skills, and experience to develop an output, or work towards an outcome in the national level. This may include but not limited to the development and/or validation of framework, models, policies, and learning materials. Subject matter expertise or membership in NTWGs or Committees must, however, be relevant to the position being applied for in order to be given points.

Means of verification:

- A. Issuance or Memorandum showing the membership in NTWG or Committee;
- B. Certificate of Participation or Attendance; and
- C. Output/Adoption by the organization/DepEd.

Rubrics:

MOVs Submitted	Points_(SME)
ALL MOVs	3 points
Only A & B	2 points

- d. **Resource Speakership / Learning Facilitation.** This shall apply to applicants who have been requested and invited to share their knowledge and expertise on specific subject matter/s. This may include applicants who served as a Resource Speaker, Resource Person, Trainer, and/or Learning Facilitator in seminars, training programs, conferences, convention, congress, forums, learning action cells (LAC) sessions, etc.

Means of verification (All listed MOVs shall be submitted):

- A. Issuance/Memorandum/Invitation/Training Matrix;
- B. Certificate of Recognition/Merit/Commendation/Appreciation;
- C. Slide deck/s used and/or Session guide/s.

Rubrics

Level	Points_(Resource Speakership/Learning Facilitation)
Applicants from external institution	
Organizational Level Speakership or Higher	2 points
Local Office Level Speakership	1 point
Applicants from central office	
National Level Speakership or Higher	2 points
Central Office Level Speakership	1 point

Applicants from regional office	
National Level Speakership or Higher	2 points
Regional Office Speakership	1 point
Applicants from schools division office	
Regional Level Speakership or Higher	2 points
Division/Provincial/City Level Speakership	1 point
Applicants from schools	
Division Level Speakership or Higher	2 points
School/Municipality/District Speakership	1 point

- e. **NEAP Accredited Learning Facilitator.** This shall apply to applicants who have been given accreditation as Learning Facilitator by the National Educator Academy of the Philippines (NEAP).

Means of verification:

- A. Certificate of Recognition as Learning Facilitator issued by NEAP Regional Office
- B. Certificate of Recognition as Learning Facilitator issued by NEAP Central Office

Rubrics:

Level	Points _(NEAP Learning Facilitator)
Accredited National Assessor	2 points
Accredited National Trainer	1.5 points
Accredited Regional Trainer	1 point

Illustrative example:

Applicant Apple is applying for an Administrative Assistant II (Disbursing Officer II) position in SDO Vigan City. She has been promoted as Administrative Assistant I in August 2015 in the same SDO. For the purpose of computing her Outstanding Accomplishments, she submitted the following MOVs:

Outstanding Accomplishments	Points based on Rubric	HRMPSB Remarks
Awards and Recognition: Outstanding Employee Award 2013 in SDO Vigan City (complete MOVs submitted)	2 points	Not credited; MOV has been used in the last promotion as ADAS I
Outstanding Employee Award 2016 in Region I (complete MOVs submitted)	4 points	Credited
Resource Speakership/Learning Facilitation: Certificate of Recognition as Learning Facilitator in 2018 Annual Budget Conference in SDO Vigan City (declared in the portfolio; no MOV submitted)	1 point	Not credited due to non-submission of required MOVs
Certificate of Recognition as Learning Facilitator in 2017 Annual Budget Conference in SDO Vigan City (complete MOVs submitted)	1 point	Credited

Applicant Apple gets four (4) points for her Outstanding Employee Award earned in 2016 and one (1) point for her Resource Speakership in 2017. However, zero (0) or no point is given to Apple under Resource Speakership due to non-submission of the required MOVs, and under Awards and Recognition on her Outstanding Employee Award last 2013 since the award was earned and credited in her last promotion. Applicant Apple gets a total of five (5) points in Outstanding Accomplishments.

6. **Application of Education.** Application of education is the contribution made by an applicant to their workplace as a result of their learnings from *higher* education units or degree/s earned, such as but not limited to applied concepts, processes, and skills that are relevant to the position to be filled. Points shall be given to an applicant who has successfully applied the learnings gained from said higher education units or degree/s earned. The application of education must have led to significant positive results in the applicant's current or previous work.

a. **Positions with experience requirement.** Application of education is the contributions made by the applicant to their workplace as a result of their learnings from their education degrees or units earned, such as but not limited to applied concepts, processes, and skills that are relevant to the position to be filled.

Higher premium shall be given to an application of education or intervention made by the applicant that is relevant and applicable to the position to be filled.

Relevant intervention is described as the intervention that is directly applicable to the functional unit where the position applied for is lodged. An intervention is described to be *applicable* if it can be used in the operations of the functional unit based on its office mandates in the official DepEd Office Functions or Office Orders for the creation of the functional unit.

If the intervention made by the applicant does not meet the criteria to be *Relevant*, then said intervention shall be considered and be given corresponding points using the rubrics for *Not Relevant*.

Means of verification:

- A. Action Plan approved by the Head of Office
- B. Accomplishment Report verified by the Head of Office
- C. Certification of the utilization/adoption signed by the Head of Office

Rubrics:

MOV's Submitted	Points(Application of Education)	
	Relevant	Not Relevant
ALL MOV's	10 points	5 points
Only A & B	7 points	3 points
Only A	5 points	1 point

b. **Positions with no experience requirement.** Applicants to positions that do not require previous work experience must submit the GWA in the highest academic/grade level earned as evidenced by Transcript of Records/ Certificate of GWA/Diploma/Special Order from the Commission on Higher Education (CHED) or other certifications. The HRMPSB must develop a system that transmutes the GWA to a percentage scale. Computation of points for Application of Education shall be as follows:

$$\text{Points}_{(\text{Application of Education})} = x/100 * \text{WA}_{(\text{Application of Education})}$$

Where:

x = GWA transmuted to percentage scale

WA = Weight Allocation for Application of Education

(10 points for Other Groups of Positions/Salary Grades)

Illustrative example:

Vacant position:

Administrative Assistant II (Disbursing Officer II) - SG 8

(Other groups of positions/Salary Grades)

$x = 82.75$

WA = 10

$$\text{Points}_{(\text{Application of Education})} = 82.75/100 * 10 = 8.275$$

7. **Application of Learning and Development (L&D).** Application of L&D is a proven success of the learnings gained from the human resource development (HRD) interventions done/attended by the applicant which must have led to significant positive results in their current or previous work.

Higher premium shall be given to an application of L&D or intervention made by the applicant that is relevant and applicable to the position to be filled. The definition of *relevant intervention* as stipulated in Item 6(a) of this Order shall apply.

Means of verification:

- A. Certificate of Training or Certification on any applicable L&D intervention acquired that is aligned with the Individual Development Plan (IDP); for external applicants, a certification from HR stating that the L&D intervention is aligned with the core tasks of the applicant in their current or previous position shall be required;
- B. Action Plan/Re-entry Action Plan (REAP)/Job Embedded Learning (JEL)/ Impact Project applying the learnings from the L&D intervention done/attended, duly approved by the Head of Office;
- C. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by the office at the local level;
- D. Accomplishment Report together with a General Certification that the L&D intervention was used/adopted by a different office at the local/higher level.

Rubrics:

MOV's Submitted	Points _(Application of L&D)	
	Relevant	Not Relevant
ALL MOVs	10 points	5 points
Only A, B, & C	7 points	3 points
Only A & B	5 points	1 point

8. **Potential.** Potential refers to the capacity and ability of an applicant to assume the duties and responsibilities of the position to be filled, and those higher positions that are more technical in nature. It may be measured through any or all of the following:

Component	Points _(Potential)
Written Examinations (WE)	5 points
Skills or Work Sample Tests (S/WST)	10 points
Behavioural Events Interview (BEI)	5 points

In case the above measures are not applicable to applicants to General Services positions, the HRMPSB may design other evaluative assessment strategies that are appropriate and specific for them in order to assess their potential, provided that it follows the ceiling points (55 points) set in Table 1.

- a. **Written Examination** refers to the standardized examination which measures the knowledge, language proficiency, ability to present ideas, judgment and leadership ability of the applicant. The test and evaluation rubrics appropriate to the position to be filled must be developed by subject matter experts as requested by the HRMPSB. *Subject matter experts* refer to individuals internal or external to the office where the vacancy exists, or to the Department, who have working knowledge of the specific competencies required by the position to be filled.

$$\text{Points}_{(WE)} = x/100 * WA_{(WE)}$$

Where:

x = Score/rating in written examination in percentage scale

WA = Weight Allocation for WE

(5 points for Other Groups of Positions/ Salary Grades)

Illustrative example:

Vacant position:

Administrative Assistant II (Disbursing Officer II) – SG 8

(Other groups of positions/ Salary Grades)

$x = 85$

$WA = 5$

$$\text{Points}_{(WE)} = 85/100 * 5 = 4.25$$

- b. **Skills or Work Sample Test** refers to the test that may be administered to evaluate the application of skills relevant to the requirement of the position to be filled. The test and evaluation rubrics must be designed by subject matter experts as requested by the HRMPSB depending on the type of skills test required by the position to be filled.

$$\text{Points}_{(WE)} = x/100 * WA_{(S/WST)}$$

Where:

x = Score/rating in the S/WST in percentage scale

WA = Weight Allocation for S/WST

(10 points for Other Groups of Positions/ Salary Grades)

Illustrative example:

Vacant position:

Administrative Assistant II (Disbursing Officer II) – SG 8
(Other groups of positions/ Salary Grades)

$x = 85$; $WA = 5$

Points_(WE) = $85/100 * 10 = 8.5$

c. **Behavioural Events Interview (BEI)** refers to the conduct of direct inquiry with the applicant, focusing on their display of desired behaviour/s when subjected to specific situations or conditions in their previous and/or current workplace. BEI is based on the principle that past behaviour predicts future performance. It uses the STAR (Situation-Task-Action-Results) approach to validate whether the key behaviours that are linked to the required competencies have been exhibited by the applicant. The STAR approach draws focus on actual **S**ituations in which the applicant acted; the **T**ask/s that the applicant faced; the **A**ctions that the applicant took; and the **R**esults of those actions. The BEI may be used to assess the following areas:

- i. *Aptitude.* The BEI shall be used to assess the applicant's potential or their capacity and ability to assume the duties of the position to be filled and those higher positions that are more technical in nature.
- ii. *Characteristics or traits.* It shall be used to gauge other relevant aspects such as the applicant's psychological and social well-being.
- iii. *Fitness.* It shall serve as an avenue to evaluate an applicant's Job Fit, Location Fit, and Organizational Fit.
- iv. *Other areas that may be identified by the HRMPSB.*

The points allocated for BEI component (5 points) shall be the maximum or ceiling points that may be earned by an applicant. The points earned from each area are cumulative to determine the total points for BEI component. The HRMPSB shall determine the appropriate areas relevant to the position to be filled and assign points to each area not exceeding the maximum or ceiling points for BEI.