



Republic of the Philippines
DEPARTMENT OF ENERGY
(Kagawaran ng Enerhiya)

DEPARTMENT ORDER NO. DO2018-12-0022 #

MERIT SELECTION PLAN

Pursuant to the provisions and requirements of Civil Service Commission (CSC) Resolution No. 1701009 or the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA), the Department of Energy (DOE) hereby adopts and promulgates the herein DOE Merit Selection Plan (MSP) for Hiring and Promotion for the 1st and 2nd Level Positions for guidance and information of all DOE officials and employees.

SECTION 1 OBJECTIVES

It is the policy of the DOE to strictly adhere to the principles of merit, fitness and equality in the selection and placement of employees on the basis of their qualifications and competence to perform the duties and responsibilities of the vacant position/s. In this pursuit, the DOE-MSP aims to:

1. Provide equal opportunities for employment to all qualified applicants;
2. Ensure fairness, uniformity, equality, objectivity and consistency in the selection of the most qualified employees for placement to all levels of positions in the career service in the DOE;
3. Appoint employees in the DOE according to principle of merit and fitness towards a competent and professional workforce;
4. Prevent discrimination in the selection of employees on account of gender, civil status, disability, religion, ethnicity, or political affiliation; and
5. Promote career advancement of most qualified and competent DOE employees.

SECTION 2 SCOPE AND COVERAGE

This DOE-MSP shall cover all positions in the DOE classified under the 1st and 2nd levels of the career service. It shall also include rules on appointments and other policies related to Human Resource (HR) actions.

SECTION 3 DEFINITION OF TERMS

1. **Career Service** – is a category of service in the Philippine Civil Service characterized by (1) entrance to position/s based on merit and fitness to be determined as far as practicable by competitive examinations or based on highly technical qualifications, (2) opportunity for advancement to higher career positions; and (3) security of tenure.

2. **Comparatively at Par** – pre-determined reasonable difference or gap between point scores of candidates for appointment established by the HRMPSB.
3. **Coterminous** - an appointment issued to a person whose tenure is limited to a period specified by law or whose continuity in the service is based on trust and confidence of the appointing officer/authority or of the head of the organizational unit where he or she is assigned.
4. **Deep Selection** – the process of selecting a candidate for appointment who is not a next-in-rank employee to the position but possesses superior qualifications and competence.
5. **Discrimination** – is a situation wherein a qualified applicant is not included in the selection line-up on account of gender, civil status, pregnancy, disability, religion, ethnicity, or political affiliation.
6. **DOE Merit Selection Plan (DOE-MSP)** – refers to the herein policies and procedures to be followed in selecting the best and most qualified candidates for appointment in the DOE.
7. **DOE Qualifying Entrance Examinations (DOE-QEE)** - refers to a Battery of Tests, or other types of tests as deemed applicable or appropriate, administered by the Human Resource Management Division (HRMD) or an Accredited Assessment Center (AAC) to all applicants for hiring and promotion in order to measure knowledge, skills, aptitude, personality and competence for a particular position.
8. **Education** - refers to the formal or non-formal academic, technical or vocational studies that will enable the applicant to successfully perform the duties and responsibilities indicated in the Position Description Form (PDF) of the position to be filled.
9. **Eligible** – refers to a person who obtains a passing grade in a civil service examination or is granted a civil service eligibility and whose name is entered in the register of eligibles.
10. **Eligibility** – refers to the result of passing a merit and fitness test which may be determined as far as practicable by competitive examination or based on highly technical qualifications or other tests or merit and fitness conducted by the CSC or other examinations jointly designed and coordinated by the departments or agencies with the assistance of or in coordination with the CSC and other examinations such as the Professional Regulation Commission (PRC) - conducted board examinations, the Supreme Court (SC) - conducted bar examinations or the Career Executive Service Board (CESB) - conducted CES examinations.
11. **End-User (EU)** – shall refer to the Director and the Division Chief of the Office where the vacancy is.

12. **End-User Evaluation (EUE)** – shall refer to the overall appraisal made by the Director and the Division Chief of the Office where the vacancy is after conducting thorough assessment processes such as but not limited to interview and written technical examinations in order to determine the most competent and qualified among the referred applicants.
13. **First Level Positions** – shall include clerical, trades and crafts, and custodial service positions which involve non-professional and sub-professional work in a non-supervisory or supervisory capacity requiring less than four (4) years of collegiate studies.
14. **Functional Relationship** – shall mean the correlation between the position to be filled and the position to be considered next-in-rank, taking into consideration the duties and responsibilities of both positions.
15. **Geographical Location** – shall mean the location of the position to be filled and position/s to be considered next-in-rank to the same.
16. **Highly Technical/Specialized Positions** – positions which require professional ability such as geologists, mining engineers, lawyers, accountants and those which may be considered dearth positions or with scarcity of applicants.
17. **Human Resource Merit Promotion and Selection Board (HRMPSB)** – shall refer to a collegial body composed of officials designated by the Secretary and tasked with the judicious and objective evaluation and selection of candidates for appointment to the 1st and 2nd level positions based on merit, fitness and qualifications. It shall make the final recommendation to the Secretary as regards the most qualified applicants for vacant positions.
18. **Human Resource Merit Promotion and Selection Board Evaluation (HRMPSBE)** – shall refer to the overall appraisal made by the HRMPSB after conducting the necessary procedures and evaluation in selecting the most qualified applicants to the vacant positions.
19. **Incumbent Employee** – an individual who is already employed in the DOE and holding a position whether permanent, temporary or coterminous status of appointment or those who are on contract of service, outsourced, or similar positions.
20. **Insider Applicant** – an applicant who is a DOE employee holding a permanent, temporary or coterminous status of appointment.
21. **Job requirements** – refer to requisites not limited to the Qualification Standards (QS) of the position but may include skills, competencies, potential, physical and psychosocial attributes necessary for the successful performance of the duties required of the position.
22. **Key Positions** – refers to Division Chief positions and up.

23. **Next-In-Rank Position** – refers to a position which by reason of the hierarchical arrangement of positions in the Bureau/Service/Office is determined to be the nearest degree of relationship to the next higher position as contained in the DOE System of Ranking of Positions.
24. **Non Formal Education** – refers to any organized educational activity or structured learning situations which take place outside the formal educational system that do not either have the level of curriculum, syllabus, accreditation and certification associated with formal learning.
25. **Non-Formal Training** – or equivalent to Non-Study Programs in the DOE refers to local and foreign conferences, meetings, workshops, symposia, conventions, congresses, fora and attendance in professional activities.
26. **On-the-Job Training (OJT)** – refers to practicum training, hands-on training or internship rendered by a student in compliance to a school requirement of completing a particular number of hours for a certain curriculum or course subject.
27. **Open Position** – refers to a position which does not have any position next-in-rank to it or a residual position in each level within the Bureau/Service/Office which may be filled by an outsider. It may also be called the lone or entrance position.
28. **Outsider Applicant** – an applicant who is not an employee in the DOE and who holds Job Order or Contract of Service engagement.
29. **Outstanding Accomplishments** - shall include exemplary work, civic, religious, and other achievements which may include but not limited to special commendation and citation, including Civil Service awards and other awards for exceptional performance.
30. **Permanent** – an appointment issued to a person who meets all the qualification requirements of the position to which he or she is being appointed to, including the appropriate eligibility, in accordance with the provisions of law, rules and standards promulgated in pursuance thereof.
31. **Personal and Primarily Confidential Positions** – refer to positions assigned to the Offices of the Secretary, Undersecretary, and Assistant Secretary, whose status of appointment is coterminous with the official under whom the employee is rendering service and require absolute trust and confidence of the said official.
32. **Potential and Other Factors** - refers to the evaluation of the Bureau/Service PSC in order to determine the applicant's capacity to become or develop into an employee who could successfully perform the duties and responsibilities of the position to be filled, taking into consideration the technical competence, work values and attitude, and communication skills. It shall also include an assessment of the applicant's readiness, motivation and qualities that may be developed and lead to future success or usefulness.

33. **Probationary Period** - refers to the period of actual service following the issuance of a permanent appointment wherein the appointee undergoes a thorough character investigation and assessment of capability to perform the duties of the position enumerated in the Position Description Form.
34. **Promotion** – is the advancement of a career employee from one position to another with an increase in duties and responsibilities as authorized by law and usually accompanied by an increase in salary.
35. **Psychosocial Attributes and Personality Traits (PAPT)** – shall include the characteristics or traits of the candidate comprising both the psychological and social aspects. This also includes the way an applicant perceives things, his or her ideas, beliefs and understanding and how he or she acts and relates these to other people in social situations which may have bearing on the way he or she will perform the functions of the position to be filled.
36. **Qualification Standards (QS)** – are the minimum and requirements for positions in the government in terms of education, training, experience, Civil Service eligibility, physical fitness and other qualities required for successful performance of the duties of the position. These shall serve as the basic guide in the selection of the employees and in the evaluation of appointments to all positions in the government.
37. **Qualified Next-In-Rank** – refers to an employee appointed on a permanent basis to a position previously determined to be next-in-rank to the vacancy proposed to be filled and who meets the requisites for appointment thereto as previously determined by the appointing authority and approved by the CSC.
38. **Qualified Person with Disability** – refers to an individual with disability who, with reasonable accommodations, can perform the essential functions of the employment position that such individual holds or desires. However, consideration shall be given to the employer's requirement as to what functions of a job are essential, and if an employer has prepared a written description before advertising or interviewing an applicant for the job, this description shall be considered evidence of the essential functions of the job.
39. **Quorum** – refers to a number of persons whose presence is required before a meeting of the HRMPSB can officially take place. This is usually attended by half of the total number of members plus one, as determined by the Secretariat.
40. **Referred applicants** – are a list of applicants forwarded by the Human Resource Management Division (HRMD) to the End-User through a memorandum referral. These applicants have already been screened, evaluated and assessed by the HRMD with regards the QS of the position.
41. **Second Level Positions** – shall include professional, technical, and scientific positions which involve professional, technical and scientific work in a non-supervisory or supervisory capacity requiring at least four (4) years of college studies up to Division Chief level.

42. **Selection** – is the systematic method of determining the merit and fitness of a person on the basis of qualifications and ability to perform the duties and responsibilities of the position.
43. **Selection Line-up** – is a listing of qualified and competent applicants for consideration to a vacant position which include, but not limited to, the comparative information of their Education, Experience, Training, Civil Service Eligibility, Performance rating, Psychosocial Attributes and Personality Traits, Potential and Other Factors per evaluation of the Bureau/Service PSC.
44. **Study Leave** – refers to a maximum of six (6) months leave with pay, availed by DOE employees for purposes of BAR or board review or completion of master's degree.
45. **Substitute** – is an appointment issued to an appointee when the regular incumbent of the position is temporarily unable to perform the duties of the position. It shall be effective until the return of the incumbent.
46. **Superior Qualifications** – shall mean outstanding educational achievements, highly specialized trainings, relevant work experience and consistent high performance ratings. It shall include specialized academic preparation or training appropriate for the position and consistent Outstanding performance ratings representing an extraordinary level of achievement and commitment in terms of quality and time, technical knowledge and skill, ingenuity, creativity and initiative, and demonstration of exceptional job mastery in all major areas of responsibility.
47. **Supervisory Position** – refers to Division Chief, Assistant Division Chief and Section Chief positions in the DOE with Salary Grade (SG) 22-25. At any rate, however, a senior level position with SG 18-21 may also be considered a supervisory position if there is an Office/Special Order designating the person to be the Officer-In-Charge (OIC) of the concerned Bureau/Service//Division/Section and/or such supervisory functions are indicated in the employee's Individual Performance Commitment Report (IPCR) form for at least three (3) months.
48. **System of Ranking Positions** – is the hierarchical arrangement of positions from highest to lowest which shall be a guide in determining which position is next-in-rank, taking into consideration the following:
- a. Organizational structure;
 - b. Salary Grade allocation;
 - c. Classification and functional relationship of positions; and
 - d. Geographical location.
49. **Temporary** – an appointment issued to a person who meets the Education, Experience and Training requirements of the position to which he or she is being appointed to, except for the appropriate eligibility. A temporary appointment may only be issued in the absence of a qualified eligible actually available who is willing to accept the appointment, as certified by the highest

official in charge of human resource management. The appointment shall not exceed twelve (12) months, reckoned from the date it was issued but the appointee may be replaced sooner if a qualified eligible who is willing to accept the appointment becomes actually available.

50. **Training** - refers to formal or non-formal training courses and HR interventions such as coaching, mentoring, job rotation, seminars, workshops, and others that are part of the employee's Individual Development Plan or Career Development Plan which are intended to enable the applicant to successfully perform the duties and responsibilities as indicated in the PDF of the position to be filled.
51. **Unsatisfactory Conduct or Behavior** - refers to the failure of the appointee to observe propriety in his/her acts, behavior and human/public relations, and to irregular punctuality and attendance while performing their duties and responsibilities during the probationary period. This may include cases of neglect of duty, misconduct, insubordination, habitual tardiness and absenteeism.
52. **Want of Capacity** - refers to the failure of the appointee during the probationary period to perform the duties and responsibilities based on standards of work outputs agreed upon and reflected in the duly signed performance targets despite the developmental intervention provided by the immediate supervisor.
53. **Work Experience** - refers to the previous jobs in either government or private sectors, whether full-time or part-time which, as certified by the HRMO or authorized officials of previous employers, are functionally related to the duties in the PDF of the position to be filled.

SECTION 4 BASIC POLICIES

1. Vacant positions in the DOE shall be published and posted in at least three (3) conspicuous places for a period of at least ten (10) calendar days. In addition, said vacant positions may be published in the DOE website, newspaper and other job search websites.
2. The DOE shall submit a list of their vacant positions authorized to be filled and their corresponding qualification standards and plantilla item numbers (CS Form No. 9 Revised 2017) in an electronic and printed copies to its respective CSC Field Office (FO).
3. All applicants are to submit an application letter which indicates the position applied for and the name of the Office/Division where the vacancy is. For next-in-rank employees, they will be considered for promotion only upon the submission of an application letter to the HRMD on or before the prescribed deadline. Otherwise, this is equivalent to the next-in-rank employee's relinquishing his or her chance for promotion.

4. Applicants, especially DOE employees and those permanent employees coming from other government agencies, must submit their latest Performance Rating for the most recent rating period.
5. The HRMD, taking into consideration the QS of the vacant position, shall make a preliminary evaluation and assessment of the applicant/s for hiring and promotion.
6. A DOE employee may be promoted to a position which is not more than three (3) salary grades higher than the employee's present position unless otherwise provided in the exceptions.
7. Pendency of an administrative case shall not disqualify an applicant (respondent) for promotion and other personnel actions. For this purpose, a pending administrative case shall be construed as such when the disciplining authority has issued a formal charge or a notice of charge/s to the applicant (respondent).
8. Promotion within six (6) months prior to compulsory retirement shall not be allowed except as otherwise provided by law.
9. Promotion of DOE employees who are on local or foreign scholarship grant, training grant, study leave, maternity leave, or vacation leave shall be strictly adhered to as follows:
 - b) Said employees may be considered for promotion provided that they submit their application letter.
 - c) Their Performance Rating for the last rating period prior to their local or foreign scholarship grant, training grant, study leave, maternity leave, or vacation leave shall be used as the basis for promotion. Such performance rating should at least be Very Satisfactory.
 - d) No DOE employee who is on secondment shall be considered for promotion on the duration of the said secondment.
10. All candidates for appointment to the 1st and 2nd level positions shall be screened by the HRMPSB except for the following:
 - a) Substitute appointment due to its short duration and emergency nature;
 - b) Appointment to personal and primarily confidential positions; and
 - c) Reappointment to change the employment status from Temporary to Permanent upon meeting the deficiency or to renew the appointment of a temporary employee, if upon publication, there are no qualified applicants and the appointee's performance rating is at least Very Satisfactory for the last rating period.
11. The DOE Secretary, who is the appointing authority, shall assess the merits of the HRMPSB's recommendation for appointment and in the exercise of sound discretion, shall select, in so far as practicable, the best candidate for hiring and promotion.

SECTION 5 GENERAL GUIDELINES

A. PUBLICATION

1. The following positions are exempt from the publication and posting requirements:
 - a. Primarily confidential;
 - b. Policy-determining;
 - c. Coterminous with that of the appointing officer/authority, including other non-career positions such as contractual and casual identified under Section 9, Subtitle A, Title I, Book V of Executive Order (EO) No. 292;
 - d. Reappointment (change of status to permanent) of those appointed on temporary status for Category II positions under CSC Memorandum Circular (MC) No. 11, s. 1996, as amended; or
 - e. Those to be filled by existing regular employees in the agency in case of reorganization/rationalization; provided, the approved staffing pattern is posted in the DOE bulletin boards and other conspicuous places in its field offices.
2. If there are no qualified applicants received during a certain period of publication for a month, a re-publication of the vacant positions shall be made on the following month.
3. If there are qualified applicants, the publication of a particular vacant position shall be valid until filled but not to extend beyond nine (9) months reckoned from the date the vacant position was published.
4. Should no appointment be issued within the said nine-month period, the DOE-HRMD has to cause the re-publication of the vacant position.

B. APPLICATION

1. Applicant must be a Filipino citizen and must meet the minimum QS of the position applied for.
2. DOE Application Form for external applicants and Personal Data Sheet (PDS) (2017 CS Form No. 212 and 2017 CS Form No. 212 Attachment or the Work Experience Sheet) for DOE employees must be properly and completely accomplished.
3. Applicants, especially DOE employees and those permanent employees coming from government agencies, must submit their Performance Rating for the most recent rating period.
4. Applicants should indicate/specify in the Application Letter and Application Form the position applied for, Position Item Number and the name of the Office/Division where the vacancy is.

5. Application documents (DOE Application Form or PDS and Application Letter) must be submitted on or before the deadline of the publication of vacancy. Applications sent via email should be in PDF format.
6. Application will be valid for one (1) year from the date of receipt of the DOE-HRMD.
7. For applicants who are not DOE employees, only those who have been shortlisted for further evaluation will be contacted.
8. Female applicants, qualified Persons with Disability (PWD), and members of indigenous/ethnic groups are encouraged to apply positions.
9. Application not complying with the guidelines will not be processed.

C. EQUAL EMPLOYMENT OPPORTUNITY (EEO)

1. Equal opportunities for employment shall be upheld regardless of race, creed, color, national origin, age, sex, affectional or sexual orientation, marital or civil union status, religion or disability shall be upheld in the evaluation of applicants.
2. Employment policies shall be regularly reviewed to ensure that employees and applicants for employment are receiving fair and equal consideration for job opportunities.
3. Affirmative actions shall be taken to encourage minorities, women, and persons with disabilities to apply for positions in the DOE.

**SECTION 6
COMPOSITION AND FUNCTIONS**

A. Human Resource Merit Promotion and Selection Board

1. Composition

The composition of the DOE-HRMPSB for the 1st and 2nd level positions is hereby reconstituted to be comprised of the following:

Chairperson	:	(¹) Undersecretary for Administration
Vice Chairperson	:	(²) Assistant Secretary representing management
Members	:	(³) Director for Administrative Service
		(⁴) Director for Legal Services
		(⁵) Bureau/Service Director of the unit where the vacancy is
		(⁶) Chief, Human Resource Management Division
		(⁷) Principal or Alternate Employee Representatives

2. Duties and Functions

The DOE 1st and 2nd Level HRMPSB shall assist the Secretary in the judicious and objective selection of candidates for appointment in the DOE in accordance with the approved DOE-Merit Selection Plan (MSP). The Secretary shall be guided by the DOE-HRMPSB's evaluation report of candidates screened for appointment and in the exercise of sound discretion, select, in so far as applicable, from the line-up of candidates the most qualified for appointment to a vacant position.

Specifically, the 1st and 2nd level DOE-HRMPSB shall discharge the following functions and duties:

- 2.1. Follow strictly the process on the selection of candidate/s for appointment in the government service;
- 2.2. Submit evaluation report of candidate/s screened for appointment so that the appointing authority will be guided in choosing the candidate/s who can efficiently discharge the duties and responsibilities of the position to be filled. The evaluation report should not only specify if the candidate/s meet the Qualification Standards of the position but should also include comments on the candidate/s' competencies and other qualifications that are essential in the performance of the duties and responsibilities of the position to be filled. Likewise, information about the candidate's preference of assignment should be mentioned in the report;
- 2.3. Comply with the policy on the three-salary grade limitation on promotion which states that an employee shall not be promoted to a position which is more than three (3) salary grades higher than his or her present position except on the following instances:
 - a. The position occupied by the employee is next-in-rank to the vacant position in accordance with the System of Ranking Positions (SRP) of the DOE-MSP;
 - b. The vacant position is an Open Position;
 - c. The vacant position is hard to fill, such as Accountant, Medical Officer/Specialist, Attorney or Information Technology Officer/Computer Programmer positions;
 - d. The vacant position is unique and/or highly specialized such as Actuarial, Airways Communicator positions;
 - e. The applicant/s pass through a deep selection process, taking into consideration the applicant/s' superior qualifications in regard to educational achievements, highly specialized trainings, relevant work experience, and consistent high performance ratings;

f. The vacant position belongs to the closed career system such as those that are scientific or highly technical in nature which establish and maintain their own merit systems;

g. Other meritorious cases, such as:

- When the appointee is the lone applicant who meets all the requirements of the position and passed through the deep selection process;
- When the qualified next-in-rank employees waived their rights over the vacant position in writing;
- When the next-in-rank position, as identified in the DOE-SRP, is vacant;
- When the next-in-rank employee/s is/are not qualified;
- When the qualified next-in-rank employee did not apply.

2.4. Check the approved agency System of Ranking Positions (SRP) in identifying the next-in-rank position to be considered in filling a vacant position;

2.5. Ensure that the minutes of all DOE-HRMPSB deliberation meetings are recorded, properly filed, and maintained. These minutes of meetings must be made accessible to interested parties upon a written request, and for inspection and audit of the CSC, if deemed necessary;

2.6. Through the HRMD, make accessible the following information or document upon a written request:

- a. Screening procedures, evaluation criteria for selection, and its corresponding amendments;
- b. Policies relative to personnel actions; and
- c. Approved DOE-MSP.

3. Term of Office

The members of the 1st and 2nd Level DOE-HRMPSB shall have a fixed term of two (2) years reckoned from the date of signing of this Department Order, renewable or terminated earlier at the discretion of the Secretary or any competent authority.

4. Meetings

The HRMPSB shall meet at least once every month or as often as may be necessary to ensure proper disposition of all matters under its jurisdiction. Special meetings may be called by the Chairperson or upon the direction of the Department Secretary.

A quorum must be first established before an HRMPSB meeting commences. It shall constitute fifty percent (50%) of the members plus one (1) member.

The Chairperson or, in his/her absence, the Vice Chairperson shall call and preside at all meetings of the HRMPSB. The decision of the majority of those present at a meeting, at which there is a quorum, shall be valid and binding as an act of the HRMPSB. In case of matters requiring vote, the Chairperson or, in his/her absence, the Vice Chairperson, shall vote only in case of a tie.

The presence of the Chairperson or, in his/her absence, the Vice Chairperson, in any quorum shall be required.

B. Human Resource Merit Promotion and Selection Board Secretariat

1. Composition

The Human Resource Merit Promotion and Selection Board (HRMPSB) Secretariat shall be the Recruitment Section of the HRMD.

2. Duties and Functions

The HRMPSB Secretariat shall have the following functions:

- 2.1. Prepare a systematic assessment of the qualifications of applicants for the position/s they applied for;
- 2.2. Schedule HRMPSB deliberation meetings and provide notices of such to the members of the HRMPSB as well as prepare the PSB Minutes/Highlights of Meeting;
- 2.3. Present to the HRMPSB the comparative assessment of applicants for deliberation;
- 2.4. Prepare endorsement memorandum for signature of HRMPSB members;
- 2.5. Maintain records of the deliberation meetings which shall be made accessible to interested parties only upon submission of a written request and upon approval of the HRMPSB;

- 2.6. Coordinate with the CSC in terms of orientation of officials and employees pertaining to policies relative to appointments and other HR actions.

C. End-User Evaluation Committee

1. Composition

An End-User Evaluating (EUE) Committee shall be composed of the following:

Bureau Level

Director
Assistant Director
Division Chief (or equivalent) of the office where the vacancy is

Service / Field Office Level

Director
Division Chief (or equivalent) of the office where the vacancy is
One Supervising level personnel of the office where the vacancy is

Executive Office

Head Executive Assistant (HEA)
Division Chief (or equivalent) of the office where the vacancy is
One Supervising level personnel of the office where the vacancy is

2. Duties and Functions

The EUE shall have the following functions:

- 2.1. The EUE shall conduct appropriate screening, evaluation and assessment procedures to the applicants referred by the HRMD. The EUE shall then shortlist (delegated by the HRMPSB to the EUE) was referred applicants based on the following:

4-5 applicants	- 3 shortlisted candidates
6-10 applicants	- 4 shortlisted candidates
11 or more applicants	- 5 shortlisted candidates

- 2.2. The EUE shall be guided by the following Evaluation Criteria in terms of shortlisting of applicants and shall provide their ratings on two (2) criteria - the Potential and Other Factors and the Psychosocial Attributes and Personality Traits (PAPT).

- 2.3. After conducting their screening, evaluation and assessment, the EUE shall submit to the DOE-HRMPSB a memorandum indicating among others the following essential data:

- a. Reason for shortlisting applicants, as the case may be;
- b. Ranking list of the shortlisted candidates; and

- c. Scores of the shortlisted candidates on the Potential and Other Factors and the Psychosocial Attributes and Personality Traits criteria.
- 2.4. The EUE memorandum shall be signed by the Bureau/Service Director or HEA, as the case may be. In the absence of the Bureau Director, the Bureau Assistant Director may sign in behalf of the Bureau Director.
- 2.5. The EUE shall be given twelve (12) working days to act on the referred applicants from the HRMD. Once the prescribed period has lapsed and no action from EUE was made, the HRMPSB shall act on the applications and proceed with its deliberation.

SECTION 7 EVALUATION CRITERIA FOR SELECTION

The HRMPSB may amend the Evaluation Criteria, consistent with existing laws and policies. Its amendments shall take effect three (3) days after required publications or posting.

1. Performance (25%)

- 1.1 Performance Rating comprises the largest percentage in the Assessment Sheet. It shall be taken from the applicant's Individual Performance Commitment and Review (IPCR) rating for the latest one (1) rating period. This refers to the accomplishment of a given task measured against present known standards of accuracy, completeness, quality, and efficiency towards attaining the major final output of the department. The IPCR is required for DOE and other government employees. For hiring outsiders, the Performance Rating (PR) or its equivalent from the existing/immediate previous employer is required.
- 1.2 To be considered in the assessment, the performance rating of the applicant for the latest one (1) rating period must be at least "Very Satisfactory" (or any equivalent rating).
- 1.3 The Performance criterion is constant and included both in the EUE and HRMPSBE

2. Education (15%)

- 2.1. Education refers to the formal or non-formal academic, technical or vocational studies that will enable the applicant to successfully perform the duties and responsibilities indicated in the Position Description Form (PDF) of the position to be filled.
- 2.2. The Education criterion is constant and included both in the EUE and HRMPSBE.
- 2.3. An applicant must have completed formal, non-formal academic, technical or vocational studies defined by a course curriculum or program of study attained or acquired in an accredited academic

institution as provided for in Sections 43 to 48 of the 2017 ORAOHRA dated June 16, 2017.

- 2.4. For purposes of meeting the required master's degree for division chief and executive/managerial positions, the following shall be considered:
 - a. Certificate of Leadership and Management (C-Pro) from the CSC;
 - b. Bachelor of Laws and Doctor of Medicine;
 - c. Career Executive Service (CES) or Career Service Executive (CSE) eligibilities.
- 2.5. RA No. 1080 eligibles shall be exempt from the master's degree requirement of division chief and executive/managerial positions, the duties and responsibilities of which involve practice of profession or belonging to the same occupational group or functionally-related positions as that of the professions regulated by Bar or Board laws.

3. Training (10%)

- 3.1. Training refers to formal or non-formal training courses and HR interventions such as coaching, mentoring, job rotation, seminars, workshops, and others that are part of the employee's Individual Development Plan or Career Development Plan which are intended to enable the applicant to successfully perform the duties and responsibilities as indicated in the PDF of the position to be filled.
- 3.2. The Training criterion is constant and included both in the EUE and HRMPSBE.
- 3.3. Training programs and/or learning and development interventions shall be evidenced by the Learning and Development Plan or Coaching and Mentoring Program approved by the DOE Secretary and Certificates issued by the HRMD or accredited government or private training institutions per Section 63 of the 2017 ORAOHRA.
- 3.4. Training shall not include OJT, practicum or internship required in partial fulfillment of a course or subject in school.
- 3.5. Attendance to annual agency strategic planning sessions/workshops/conferences as a requirement for operations and/or services rendered as Secretariat, Facilitator or Resource Persons in seminars, workshops or trainings shall not be considered for meeting the Training requirement.
- 3.6. Continuous learning and development shall be espoused by the DOE. The HRMD shall ensure that each employee shall have undergone forty (40) hours of planned Human Resource development intervention during the year.
- 3.7. A minimum of forty (40) hours supervisory and/or management training programs or learning and development intervention per year based on

the Learning and Development Plan of the agency should be provided by the HRMD to incumbent employees of supervisory and managerial positions.

- 3.8. Support shall be provided for license professionals who are required to complete Continuing Professional Education (CPE) or Continuing Professional Development (CPD) units to practice profession pursuant to PRC Resolution No. 2008-466 s. of 200 or the Repealing Resolution 2004-179, Series 2004, Standardized Guidelines and Procedures for the Implementation of the Continuing Professional Education/Development (CPE/CPD) System for all Professions and Implementation of Revised Standardized Guidelines and Procedures for the Implementation of the CPE/CPD System for All Registered and Licensed Professional.

4. Work Experience (15%)

- 4.1. Work Experience refers to the previous jobs in either government or private sectors, whether full-time or part-time which, as certified by the HRMO or authorized officials of previous employers, are functionally related to the duties in the PDF of the position to be filled.
- 4.2. The Work Experience criterion is constant and included both in the EUE and HRMPSBE.
- 4.3. Relevant experience acquired through the following may be considered in meeting the Experience requirement, subject to the evaluation of such:
 - a. Job Order or Individual Contract of Service covered by a contract or a Memorandum of Agreement;
 - b. Volunteer work, on full time basis, as certified by the HRMO or authorized officials;
 - c. Designation covered by an Office or Memorandum Order;
 - d. For second level positions, experience in the first level positions acquired in the same occupational group or functionally-related positions.

5. Outstanding Accomplishments (5%)

- 5.1. Outstanding Accomplishments shall include exemplary work, civic, religious, and other achievements which may consist of but not limited to special commendations and citations, including Civil Service awards and other awards for exceptional performance.
- 5.2. The Outstanding Accomplishments criterion shall be rated by the members of the HRMPSB and is a part of the HRMPBSE only.
- 5.3. The following works can be considered as Outstanding Accomplishments:

5.3.1. Those which resulted in savings in terms of man-hours and costs through innovation and/or improvement of work performance and system procedures.

5.3.2. Those which brought honor and prestige to the DOE through the following:

- a. Exemplary service and conduct (RA 6713 or the Code of Conduct and Ethical Standards of Government Officials and Employees);
- b. Outstanding teamwork, cooperation and consistent dedicated performance as a team member which resulted in the successful achievement of its goals or greatly improved public service delivery;
- c. Receipt of awards, citations, commendation from other government agencies, private sector, Non-Government Organizations (NGOs), schools or training institutions for outstanding work accomplishment or academic excellent performance.
- d. Community-based and religious-based awards, citations and commendation.

5.4. Candidates for hiring and promotion may be required to submit supporting documents such as certification, awards received, and other evidence for the Outstanding Accomplishments they declared.

6. Psychosocial Attributes and Personality Traits (20% for EUE and 10% for HRMPSBE)

6.1. Psychosocial Attributes and Personality Traits (PAPT) shall include the characteristics or traits of the candidate comprising both the psychological and social aspects.

6.2. This also includes the way an applicant perceives things, his or her ideas, beliefs and understanding and how he or she acts and relates these to other people in social situations which may have bearing on the way he or she will perform the functions of the position to be filled.

6.3. The PAPT criterion shall be scored by the EU in its EUE with the weight of twenty percent (20%) and by the HRMPSB in the HRMPSBE with the weight of ten percent (10%), through an interview of the candidates to the position.

7. Potential and Other Factors (15% for EUE and 10% for HRMPSBE)

- 7.1. Potential and Other Factors (POF) refers to the evaluation in order to determine the applicant's capacity to become or develop into an employee who could successfully perform the duties and responsibilities of the position to be filled, taking into consideration the technical competence, work values and attitude, and communication skills.
- 7.2. It shall also include an assessment of the applicant's readiness, motivation and qualities that may be developed and lead to future success or usefulness.
- 7.3. The POF criterion shall be rated by the EU in its EUE with the weight of fifteen percent (15%) and by the HRMPSB in the HRMPSBE with the weight of ten percent (10%) through an interview of the candidates to the position.

8. Eligibility (5%)

- 8.1. Eligibility refers to the result of passing a merit and fitness test which may be determined as far as practicable by competitive examination or based on highly technical qualifications or other tests or merit and fitness conducted by the CSC or other examinations jointly designed and coordinated by the departments or agencies with the assistance of or in coordination with the CSC and other examinations such as the Professional Regulation Commission (PRC)-conducted board examinations, the Supreme Court (SC)-conducted bar examinations or the Career Executive Service Board (CESB)-conducted CES examinations.
- 8.2. The Eligibility criterion is incorporated in the HRMPSBE with the weight of five percent (5%).
- 8.3. The first level eligibilities are appropriate for appointment to positions in the first level. They do not apply to first level positions that require licenses such as those positions listed under Category IV of CSC MC No. 11, s. 1996, as amended.
- 8.4. Second level eligibilities are appropriate for appointment to positions in the second and first levels. They do not apply to positions covered by BAR/board/special laws and those positions listed under Category IV of CSC MC No. 11, s. 1996, as amended.
- 8.5. Eligibilities resulting from passing the BAR/board examinations shall be required for appointment to the following positions:
 - a. Duties of which constitute the practice of profession/s regulated by the Philippine BAR/board laws;
 - b. Requiring completion of at least a bachelor's degree;
 - c. Other first and second level positions not covered by BAR/board/special laws.

- 8.6. Eligibilities granted after one (1) year of Very Satisfactory actual work performance under temporary status for positions listed under Category II of CSC MC No. 11, s. 1996, as amended, shall only be appropriate for appointment to highly skilled positions within the same occupational group or functionally-related positions.
- 8.7. Licenses issued by authorized government agencies shall be required for appointment to positions listed under Category IV of CSC MC No. 11, s. 1996, as amended.

SECTION 8 EVALUATION AND SELECTION PROCESS

1. Applicants who meet the Qualification Standards (QS) of the vacant position are required to undergo the Competency-Based Interview (CBI) to be conducted by the HRMD.
2. Those who passed the CBI shall take the DOE-Qualifying Entrance Examination (QEE), Supervisory and/or Managerial Examinations, whichever are applicable.
3. For applicants who passed the required examinations, they shall be referred by the HRMD to the EUE, through HRMD's referral memorandum, stating among others, the QS of the vacant position and the selection line-up.
4. The EUE shall conduct their evaluation through assessment procedures such as but not limited to interview and written technical examinations in order to shortlist referred applicants.
5. The EUE shall be guided by an Evaluation Criteria in terms of shortlisting of applicants and shall provide their ratings on two (2) criteria - the Potential and Other Factors and the Psychosocial Attributes and Personality Traits.
6. After conducting their screening, evaluation and assessment, the EUE shall submit to the DOE-HRMPSB a memorandum indicating among others the following essential data:
 - 6.1. Reason for shortlisting applicants, as the case may be;
 - 6.2. Ranking list of the shortlisted candidates; and
 - 6.3. Scores of the shortlisted candidates on the Potential and Other Factors and the Psychosocial Attributes and Personality Traits criteria.
7. The EUE memorandum shall be signed by the Bureau/Service Director or HEA, as the case may be. In the absence of the Bureau Director, the Bureau Assistant Director may sign in behalf of the Bureau Director.
8. The EUE shall be given twelve (12) working days to act on the referred applicants from the HRMD. Once the prescribed period has lapsed and no action from EUE was made, the HRMPSB shall act on the applications and proceed with its deliberation.

9. Once the documents submitted by the EUE have been elevated to the DOE-HRMPSB for the latter's deliberation, the EUE's scores on the Potential and Other Factors and the Psychosocial Attributes and Personality Traits criteria shall be reset to zero (0).
10. The HRMPSB Secretariat shall review the completeness of EUE submission and shall prepare the Summary of Assessment to be presented during the DOE-HRMPSB regular meeting.
11. The DOE-HRMPSB shall conduct a panel interview on the shortlisted candidates. Prior to the interview, the DOE-HRMPSB Secretariat shall initially present only the Assessment Profile of the candidates.
12. The DOE-HRMPSB shall be guided by an Evaluation Criteria and shall provide their ratings on three (3) criteria - the Potential and Other Factors, the Outstanding Accomplishment, and the Psychosocial Attributes and Personality Traits.
13. The HRMPSB, after due deliberation, shall submit an endorsement memorandum to the DOE Secretary. Said memorandum shall indicate the name/s of the candidate/s endorsed for hiring/promotion along with observations and comments on the endorsed candidates' competencies and other qualifications that are important in the performance of the duties and responsibilities of the position to be filled. Likewise, information about the endorsed candidate's advantage/s over the other candidate/s are to be mentioned.
14. The DOE Secretary, after finding merits in the endorsement of the HRMPSB, shall approve the recommendation of the candidates for hiring and the appointment papers of the candidates for promotion.
15. However, the DOE Secretary, by virtue of his wide latitude of discretion, may select anyone among the shortlisted candidates.
16. Approved candidate/s for hiring who has/have satisfactorily complied with the pre-employment requirements shall be issued an appointment by the DOE Secretary.
17. The HRMD shall, one (1) day after receipt, announce approved appointments through a notice posted for at least fifteen (15) calendar days at the DOE Bulletin Boards and DOE website.

SECTION 9

RULES ON PROMOTION

1. An employee is considered eligible for promotion if he or she:
 - 1.1. Has been employed on a permanent status for at least 1 year (1) to his or her current position;

- 1.2. Has not been promoted to a higher position in the last six (6) months;
 - 1.3. Has obtained at least Very Satisfactory performance rating for the most recent rating period/semester in the present position before being considered for promotion;
 - 1.4. Has the capability to assume more complex duties and responsibilities by exhibiting required competencies for the position;
 - 1.5. Has been adequately prepared or trained for to ensure performance success in the position promoted to.
2. An employee shall not be promoted to a position which is more than three (3) salary grades higher than his or her present position except on the following instances:
 - 2.1. The promotion is not within the DOE;
 - 2.2. The position occupied by the employee is next-in-rank to the vacant position in accordance with the System of Ranking Positions (SRP) of the DOE-MSP;
 - 2.3. The vacant position is an Open Position;
 - 2.4. The vacant position is hard to fill, such as Accountant, Medical Officer/Specialist, Attorney or Information Technology Officer/Computer Programmer positions;
 - 2.5. The vacant position is unique and/or highly specialized such as Actuarial, Airways Communicator positions;
 - 2.6. The applicant/s pass through a deep selection process, taking into consideration the applicant/s' superior qualifications in regard to educational achievements, highly specialized trainings, relevant work experience, and consistent high performance ratings;
 - 2.7. The vacant position belongs to the closed career system such as those that are scientific or highly technical in nature which establish and maintain their own merit systems;
 - 2.8. Other meritorious cases, such as:
 - a) When the appointee is the lone applicant who meets all the requirements of the position and passed through the deep selection process;
 - b) When the qualified next-in-rank employees waived their rights over the vacant position in writing;
 - c) When the next-in-rank position, as identified in the DOE-SRP, is vacant;

- d) When the next-in-rank employee/s is/are not qualified;
- e) When the qualified next-in-rank employee did not apply.

SECTION 10 RULE ON NEPOTISM

1. No appointments in the DOE shall be made in favor of a relative of the appointing or recommending officer/authority, or of the chief of bureau or office or of the persons exercising immediate supervision over the appointee.
2. The nepotism rule covers all kinds of appointments whether original, promotion, transfer and re-employment regardless of status, including casual, contractual and coterminous but are not primarily confidential. This rule shall also apply to designation.
3. The restriction mentioned herein shall not be applicable to the case of a member of any family, who, after his or her appointment to any position in an office or bureau, contracts marriage with someone in the same office or bureau, in which event the employment or retention therein of both husband and wife may be allowed.
4. In case of marriage between officials or employees of the same division or office, the head of division or office shall recommend for change of place of assignment or reassignment of one of the parties.
5. If the involved employee is the head of division or office, the other employee shall automatically be reassigned to another office.
6. Unless otherwise provided by the law, the word "relative" and the members of the family referred to are those related within the 3rd degree either of consanguinity or affinity.
7. No relatives of incumbent employees within the 3rd civil degree of consanguinity or affinity shall be appointed in the DOE except for coterminous positions or positions which require trust and confidence, highly technical and specialized positions, and those positions which are considered to have dearth applicants.
8. Upon application in the DOE, the applicant shall accurately and truthfully respond to the question on relativity in the DOE Application Form and Personnel Data Sheet (PDS).
9. Any falsification and/or misrepresentation of information pertaining to an applicant's relationship with incumbent DOE employees, as indicated in the DOE Application Form and PDS, being pertinent documents under oath, shall result to automatic disqualification of the applicant who will no longer be allowed to proceed with the DOE screening process.

10. Relationship within the 3rd civil degree of consanguinity and affinity shall be carefully checked by the HRMO, as the case may be, upon submission of application.

SECTION 11 PECULIAR CASES ON APPLICATION

The application for permanent positions of the following will no longer be acted upon:

- a. Those who have been previously dropped from the rolls of the DOE;
- b. Those who have left the DOE by virtue of early retirement or resignation unless invited to return, provided that the DOE Office Clearance was secured by applicant;
- c. Those whose age is near the early retirement age or 60 years old or at least fifty-eight (58) years old.

SECTION 12 PROHIBITIONS

1. No appointive official shall hold any other office or employment in the DOE unless otherwise allowed by law or by the primary functions of his or her position.
2. No elective official shall be eligible for appointment in any capacity in the DOE during his or her tenure.
3. A person who lost in an election, except Barangay election, shall not be eligible for appointment or reemployment in the DOE within one (1) year following such election.
4. A DOE employee shall be considered *ipso facto* resigned from his or her office upon filing of the certificate of candidacy. He or she must vacate the same at the start of the day of the filing of the certificate of candidacy with the Commission on Elections (COMELEC), even if later on disqualified or has withdrawn the certificate for candidacy.
5. A DOE employee who resigned from the government service during the three (3) months period before any election to promote the candidacy of another shall not be reemployed during the six-month period following such election.
6. A person with dual citizenship shall not be appointed in the DOE unless he or she renounces his or her foreign citizenship pursuant to the provisions of RA No. 9225. However, even if he or she has renounced his or her foreign citizenship but continues to use his or her foreign passport in travelling after renunciation, he or she shall not be still considered for appointment in the DOE. This rule shall not apply to Filipino citizens whose foreign citizenship was acquired by birth.

7. No person who has been dismissed or perpetually excluded/disqualified from government services shall be appointed or re-employed in the DOE unless he or she has been granted executive clemency by the President of the Philippines.

SECTION 13 RULES ON PROBATIONARY PERIOD

1. Original appointees in the DOE with permanent status of appointment shall undergo probationary period for a thorough assessment of his or her performance and character. The duration of probationary period in the DOE shall be generally six (6) months.
2. The probationary period shall cover the following employees:
 - 2.1. Those who are issued original appointments under permanent status in the DOE and who meet all the requirements of the positions;
 - 2.2. Non-career service employees who are reappointed or reemployed to a career position under permanent status;
 - 2.3. Temporary appointees who after meeting the eligibility requirements for a permanent appointment in the career service are reappointed (change of status to permanent);
 - 2.4. Those who are reemployed under permanent status;
 - 2.5. Appointees to Category III positions as provided in CSC MC No. 11, s. 1996, as amended shall be under probation for a period of one (1) year; and
 - 2.6. Appointees whose positions require probationary period as may be provided by law.
3. A notation that the appointee is under probation for a specified period shall be indicated in the appointment issued.
4. To facilitate the review and monitoring of employee performance, the performance targets and work output standards of a probationer shall be set, agreed upon and duly signed by the probationer, the immediate supervisor (rater), and the head of bureau/service within five (5) days upon appointee's assumption to duty.
5. The appointee's performance during the probationary period shall be reviewed as follows:
 - 5.1. The immediate supervisor (rater) shall regularly gather feedback on the appointee's performance, and conduct feedback sessions to determine appropriate interventions to improve the appointee's performance;

- 5.2. The performance appraisal/evaluation shall be done at least twice during the probationary period and within every three (3) months or six (6) months, depending on the duration of the probationary period, as required by the position;
- 5.3. The performance review shall be conducted within 10 days before the end of every rating period during the probationary period.

Illustrative Example:

Date of Appointment:	July 7, 2016
Assumption to Duty:	July 14, 2016
Probationary Period:	6 months
Duration:	July 14, 2016 - January 13, 2017
Setting of Performance Targets:	July 14, 2016 - July 18, 2016
Performance Periods:	
1st to 3rd month	July 14, 2016 - October 13, 2016
Evaluation Period	September 24, 2016 - January 13, 2017
4th to 6th month	October 14, 2016 - January 13, 2017
Evaluation Period	December 20, 2016 - December 29, 2016

6. The critical factors to be reviewed shall be based on the performance dimensions indicated in the DOE Strategic Performance Management System (SPMS) and may include competency (knowledge, skills and attitude), and job-related critical incidents, such as habitual tardiness and continuous absence from work.
7. The performance evaluation report shall be reviewed and certified by the DOE Performance Management Team (PMT) or any duly constituted review committee.
8. The probationers shall be furnished with copies of the records of feedback, job-related critical incidents, and performance evaluation reports with comments on their capability to meet the performance targets and work output standards and/or recommendation for the continuity of the permanent appointment of the probationer. Corresponding copies shall be included in the 201 file of the appointees.
9. The services of the appointee can be terminated for unsatisfactory conduct or want of capacity before the end of the performance review on the 6th month.
10. The appointee shall be issued a notice of termination of service by the appointing officer/authority within fifteen (15) days immediately after it was proven that he/she demonstrated unsatisfactory conduct or want of capacity before the end of the second performance review on the sixth (6th) month or depending on the duration of the probationary period.

before the end of the second performance review on the sixth (6th) month or depending on the duration of the probationary period.

11. Such notice shall state, among other things, the reasons for the termination of service and shall be supported by at least two of the following:
 - 11.1. Performance Evaluation Report;
 - 11.2. Report of the immediate supervisor (rater) on job-related critical and unusual incidents and on unsatisfactory conduct or behavior of the appointee; or
 - 11.3. Other valid documents that may support the notice of termination of service.
12. The notice of termination of service shall be executor after fifteen (15) days from receipt of the employee concerned.
13. The same may be appealed to the CSC Regional Office concerned, within fifteen (15) days from receipt of notice but shall be executory pending the said appeal.
14. A copy of the Notice of Termination of Service shall be included in the 201 file of the appointee and furnished the CSC Field Office concerned for recording purposes.
15. If no notice of termination of office is given by the appointing authority to the employee before the expiration of the six-month or depending on the duration of the probationary period, the probationer becomes a regular employee of the agency concerned.

SECTION 14 RULES ON PROTEST

1. Only a qualified next-in-rank employee may file a protest against an appointment made in favor of another employee who does not possess the minimum qualification requirements.
2. He or she may also present his or her grievance against any appointment with the DOE Grievance Committee, if he or she deems that there occurred any of the following during the selection process:
 - 2.1. Discrimination on account of gender, disability, pregnancy, religion, ethnicity or political affiliation;
 - 2.2. Disqualification of applicant to a career position for reason of lack of confidence of the appointing authority; and
 - 2.3. Any violations of the provisions of this MSP.

3. A qualified next-in-rank employee shall have the right to appeal initially to the DOE Secretary, then to the CSC Regional Office (RO), and then to the CSC Proper.
4. Protest may be filed within fifteen (15) days from the announcement and/or posting of appointments subject of protest. For this purpose, all appointments or promotions shall be duly announced and/or posted in bulletin boards or at conspicuous places in the DOE.

SECTION 15 REPEALING CLAUSE

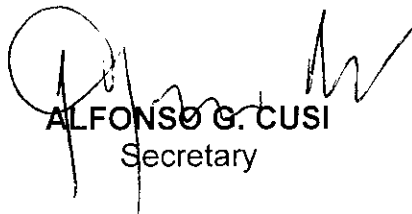
Except for Department Order 2018-10-0019 or the Policies and Evaluation Criteria for the Selection of Candidates for Hiring and Promotion for the 1st and 2nd Level Positions, all other DOE issuances, Department Orders, Special Orders, and memoranda inconsistent with this MSP are hereby repealed or amended accordingly.

SECTION 16 EFFECTIVITY CLAUSE

This Department of Energy Merit Selection Plan shall take effect immediately after the approval of the CSC.

SECTION 17 COMMITMENT CLAUSE

I hereby commit to implement and abide by the provisions of this MSP. It is understood that the same shall be the basis for expeditious approval of all DOE appointments.


ALFONSO G. CUSI
Secretary



14 DEC 2018