

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6893



Introduced by: Rep. Gloria Macapagal-Arroyo and Rep. Arthur C. Yap

AN ACT RECOGNIZING THE ROLE OF THE MEMBERS OF THE CAREER EXECUTIVE SERVICE (CES) IN EFFECTIVELY UPHOLDING, PURSUING, AND MAINTAINING GOOD GOVERNANCE AND ACCOUNTABILITY IN PUBLIC SERVICE BY GRANTING THEM SALARIES, SPECIAL ALLOWANCES, RETIREMENT BENEFITS, AND PRIVILEGES COMMENSURATE TO THEIR CES RANKS, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The Career Executive Service (CES) consists of public servants who, regardless of changes in political leadership, ensure the continuity, integrity, and efficiency of government operations. Created under the Integrated Reorganization Plan (IRP) embodied in Presidential Decree No. 1 (1972), the CES was envisioned to form a continuing pool of development-oriented career administrators who would provide competent and faithful service to the nation. Membership in the CES is not attained through mere appointment, but through a rigorous four-stage eligibility process administered by the Career Executive Service Board (CESB), followed by conferment of CES rank by the President of the Republic of the Philippines. Despite the crucial role they play and the demanding standards they must meet, CES members continue to receive compensation and benefits nearly identical to those of non-CES officials occupying the same salary grades.

As of 31 December 2022, there are only 989 CESOs and CES eligibles out of over two million government workers, yet they occupy the most critical managerial and leadership positions that sustain the machinery of government. These officers are required to continuously upgrade their competencies, manage complex organizations,

and serve as the link between political leadership and the bureaucracy, often with little recognition of their professional commitment and sacrifice.

This bill, seeks to institutionalize the role of CES members by granting them salaries commensurate to CES ranks, special allowances and step increments based on performance, retirement and survivorship benefits reflective of their contributions and tenure, and security of tenure and equitable privileges consistent with the professional standards of public administration.

The measure also aims to promote careerism and meritocracy in public service by encouraging qualified government officials to pursue CES eligibility and membership. Through this, the bureaucracy will continue to be staffed by career executives who are development-oriented, politically neutral, and committed to upholding good governance and accountability in public service.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


ARTHUR C. YAP
Murang Kuryente Party-list


GLORIA MACAPAGAL-ARROYO
Representative, 2nd District Pampanga

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Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled.

Section 1. Title. - This Act shall be known as the "CES Recognition Act of 2025."

Section 2. Declaration of Policy. - It is hereby declared the policy of the State to maintain and keep a roster of qualified, committed, and efficient members of the Career Executive Service (CES) in the government by providing them with salaries, special allowances, retirement benefits and privileges commensurate to their CES ranks.

Section 3. Members of the CES; Qualification Requirements. - A person who meets such managerial experience and other requirements and passes such examinations as may be prescribed by the Career Executive Service Board (CESB) shall be included in the register of career service eligibles and, upon appointment by the President of the Republic of the Philippines to an appropriate rank, shall become an active member of the CES. He/she shall enjoy security of tenure and shall only be removed for cause after due process of law.

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The Members of the CES shall occupy the positions of Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, Chief of Department Service and other officers of equivalent rank as may be determined by the CESB, all of whom are appointed by the President.

Notwithstanding the provision of the preceding paragraph, this provision shall also include third-level career executives in government institutions who by their legislative charters or by the nature of their government offices are not Presidential appointees and yet occupying positions classified by the CESB as equivalent to Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, and Chief of Department Service. They shall also be conferred with CESO ranks by the President of the Republic of the Philippines, upon the recommendation of the CESB after successfully completing the four-stage CES eligibility process and conferred with appropriate CES eligibility by the CESB.

Furthermore, this provision shall likewise include third-level officials who have previously undergone the four-stage CES eligibility process, were previously conferred with CES eligibility by the CESB, but subsequently appointed to positions with a fixed term. They shall likewise be conferred with appropriate CESO ranks by the President of the Republic of the Philippines, upon the recommendation of the CESB.

CESOs and CES eligibles shall be given preference in the appointment to CES positions. However, should there be appointees by the President of the Republic of the Philippines to CES positions who are not CEsOs or CES eligibles, their appointments are deemed temporary and they shall undergo the CES eligibility process within one (1) year from appointment and qualify for the positions being appointed to.

Section 4. *Grant of Salaries Commensurate to CES Ranks.* - Members of the CES shall be compensated according to rank based on broad levels of responsibility and on personal qualifications and demonstrated competence, and shall be provided with salaries commensurate to their CESO ranks, to be determined by the Department of Budget and Management (DBM) and the CESB, in consultation with the National Union of Career Executive Service Officers, Inc. (NUCESO).

Section 5. *Grant of Step Increments Due to Meritorious Performance.* – Members of the CES shall be granted step increment(s) due to meritorious performance in any given year, provided they have complied with the following performance ratings:

“Outstanding” performance rating within a calendar year – two (2) step increments

“Very Satisfactory” performance rating within a calendar year – one (1) step increment

Section 6. *Grant of Automatic CESO Rank and One-Step Salary Adjustment.* – A CESO appointed to a higher CES position shall be automatically conferred by the President of the Republic of the Philippines, upon the recommendation of the CESB, with the appropriate CESO rank commensurate to the position he/she has been appointed to, without undergoing the usual CES eligibility process for the promotion or adjustment of rank, and shall be entitled to one-step salary adjustment in the salary grade attached to his/her position.

Section 7. *Effects of Subsequent Salary Increases.* – Upon the implementation of any subsequent increases in the salary rates provided under Republic Act No. 6758, as amended, all special allowances granted under this Act to the CES members shall be considered as an implementation of the said salary increases as may be provided by law. The special allowance equivalent to the increase in the basic salary as may be provided by law shall be converted as part of the basic salary.

Section 8. *Grant of Special Allowances.* – To carry out the declared policy of this Act, all CES members, with an eligibility and with a rank, shall be granted special allowances in the amount to be determined by the DBM and CESB, in consultation with the NUCESO. The grant of special allowances shall not exceed one hundred percent (100%) of the basic salary of said CES members, as provided in Republic Act No. 6758, otherwise known as the Salary Standardization Law, as amended.

Section 9. *Retirement Benefits.* – When a CES member who possessed a CESO rank for at least three (3) years and who has rendered at least fifteen (15) years of service in any branch of government, retires for having attained the age of sixty-five (65) years or resigns by reason of incapacity to discharge the duties of his/her office, he/she shall, during the residue of his/her natural life, in the manner hereinafter provided, receive a retirement pension based on the highest monthly salary, plus the

When a CES member who possessed a CESO rank for at least three (3) years, has attained the age of sixty (60) years and has rendered at least fifteen (15) years of service in government, he/she shall likewise be entitled to retire and receive during the residue of his/her natural life the same benefits provided for in this section: *Provided, however,* that those with less than fifteen (15) years of service in the government shall be entitled to a pro-rata pension computed as follows:

Upon retirement, a CES member shall be entitled to avail of either of the two (2) options: (a) to a lumpsum of five (5) years gratuity computed on the basis of the highest monthly salary, plus the highest monthly aggregate of transportation, living and representation allowances, which he/she was receiving on the date of his/her retirement, and thereafter upon survival after the expiration of five (5) years, to further annuity payable monthly during the residue of his/her natural life.; or (b) to a lumpsum of eighteen (18) months gratuity computed on the basis of the highest monthly salary, plus the highest monthly aggregate of transportation, living and representation allowances which he/she was receiving on the date of his/her retirement, and next month following his/her retirement, to further annuity payable monthly during the residue of his/her natural life.

This provision shall likewise apply to third level officials in government who are non-Presidential appointees by reason of their legislative charters or by the nature of their government offices, and who have been occupying positions classified by the CESB as equivalent to Undersecretary, Assistant Secretary, Bureau Director, Assistant Bureau Director, Regional Director, Assistant Regional Director, and Chief of Department Service, and have been conferred with CES eligibility by the CESB, after passing the four-stage CES eligibility process, provided that he/she possessed the CES eligibility for at least five (5) years and been conferred with appropriate CESO rank by the President of the Republic of the Philippines by virtue of this Act.

Section 16. *Separability Clause.* – If any provision of this Act is declared invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

Section 17. *Repealing Clause.* – All laws, presidential decrees, executive orders, administrative orders, and rules and regulations inconsistent with this Act are hereby repealed, modified or amended accordingly.

Section 18. *Effectivity.* – This Act shall take effect fifteen (15) days after its complete publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved.