

10 FEB 2016

Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
Manila

097. 13 DPWH
02-10-2016

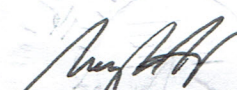
DEPARTMENT ORDER)
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NO. 44)
Series of 2016 *Dr. 10.16*

SUBJECT: Supplemental Guidelines to D.O. No. 43, series of 2011, Re: Guidelines in the Evaluation and Selection of Candidates for Appointment to Executive/Managerial Positions

Suppletory to D.O. No. 43, series of 2011, the following additional guidelines on the evaluation and selection of candidates for appointment to executive/managerial positions are hereby prescribed:

1. In adherence to the general principle that appointment in the career service shall be made based on merit and fitness, candidates for possible appointment and/or promotion to the positions of **Engineer V** (Division Chief) and **Engineer IV** (Assistant Division Chief) in the Central Office or in the Regional Offices do not need to take and pass the CSC-DPWH Promotional Examination, provided that appointees thereto have met in full the qualification requirements for said positions as prescribed in the Qualification Standards (QS) and that they will undergo a managerial training.
2. For purposes of appointment to a regular District Engineer (DE) and Assistant District Engineer (ADE) positions of all incumbents of Engineer IV (Assistant District Engineer and Assistant Division Chief) positions, who are designated as OIC-District Engineer and OIC-Assistant District Engineer, accreditation to the ASEAN Engineering Register (AER) with the status of ASEAN Engineer may be a substitute for passing the CSC-DPWH Promotional Examination, provided that they have been OIC-DE and OIC-ADE for at least five (5) years and have obtained a performance rating of "Very Satisfactory" for the last two (2) semesters. However, passing the promotional/competency examination takes priority over accreditation to the AER.
3. Alternatively, OIC-DE who has served as such for at least two and a half (2.5) years may be considered for a regular DE position taking into consideration the number of years he had served as ADE/OIC-ADE, counted as one (1) for every two (2) years served, to complete the 5-year requirement. Three (3) years served as OIC-ADE and one (1) for every two (2) years served as Section Chief, may also be an alternative to complete the five (5) year requirement.
4. Additional higher eligibilities (e.g., CESO, CSEE, CESE) shall also be required should other higher executive/managerial positions in this Department are applied for.

This Order supersedes Department Order No. 143, series of 2015, and shall take effect immediately.


ROGELIO L. SINGSON
Secretary

Department of Public Works and Highways
Office of the Secretary

1.1 LAM/ECA/RCA



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