



Republic of the Philippines  
**Department of Education**  
REGION IV-A CALABARZON  
**SCHOOLS DIVISION OF BATANGAS**

05 March 2025

**DIVISION MEMORANDUM**  
**No. 138, s. 2025**

**CALL FOR SUBMISSION OF PERTINENT PAPERS FOR COMPARATIVE  
ASSESSMENT OF ADMINISTRATIVE ASSISTANT III (ADAS III)  
ADMINISTRATIVE ASISTANT II (ADAS II) and REGISTRAR I (SHS)**

TO: Assistant Schools Division Superintendents  
Chief- Curriculum Implementation Division (CID)  
Chief- School Governance and Operations Division (SGOD)  
Education Program Supervisors  
Section Heads  
Public Schools District Supervisors  
Public Elementary and Secondary School Heads  
All Non-Teaching Personnel  
All Others Concerned

1. This Office hereby announces the submission of pertinent papers of applicants for **Administrative Assistant III (ADAS III) – SG 9 and Administrative Assistant II (ADAS II) – SG 8** Positions to be assigned in various Schools in the Division and **Registrar I (SHS)-SG 11** Position to be assigned Lian Senior High School.
2. To further achieve the principles of merit and fitness, objectivity, and uniformity in evaluation and to recognize the value of Equal Employment Opportunity Principle (EEOP) in the evaluation, all interested and qualified applicants are enjoined to apply regardless of age, gender, sexual orientation, social status, disability, civil status, religion, ethnicity, class, and political affiliations.
3. For ease of consolidation and retrieval, the following steps shall be undertaken:
  - 3.1 Applicants are advised to put index tab/ custom tab dividers for ease on evaluation for the Human Resource Merit Promotion and Selection Board (HRMPSB) Technical Working Group (TWG)
  - 3.2 All interested qualified applicants are advised to hand-in or send via courier the application documents addressed to Schools Division Superintendent, Division of Batangas, Provincial Sports Complex Bolbok Batangas City arranged as follows:
    - a. Letter of intent addressed to the Schools Division Superintendent. Please include the position you are interested in applying for



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- b.** 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 pursuant to RA No. 10173 (data Privacy Act of 2012), using the attached form (Annex C) **notarized by authorized official;**
- c.** Fully accomplished Personal Data Sheet (PDS) and Work Experience Sheet with recent passport-sized picture (CS Form No 212, Revised 2017) which can be downloaded at [www.csc.gov.ph](http://www.csc.gov.ph)
- d.** Photocopy of CSC Certification of Eligibility (for Career Service Professional)/ Photocopy of updated PRC ID License
- 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 applicable;
- f.** Photocopy of relevant Certificate/s of training taken for the last five (5) years and/or last promotion, if applicable;
- g.** Photocopy of Certificate of Employment, Contract of Service, duly signed Service Record, whichever is/ are applicable;
- h.** Photocopy of latest appointment, if applicable;
- i.** Photocopy of the Performance Rating in the last rating period(s) covering one (1) year performance in the current/ latest position prior to the deadline of submission, if applicable; moreover, **for external applicants, the Certificate of Rating must be supported with the Performance Evaluation Tool** and
- j.** Other documents as may be required by the HRMPSB for comparative assessment, including but not limited to:
  - i.** Means of Verification (MOVs) showing outstanding accomplishment, Application of Education and Application of Learning and Development reckoned from the date of last issuance of appointment; and
  - ii.** Photocopy of the Performance Rating obtained from the relevant work experience, if the performance rating in item 3.2(i) is not relevant to the position to be filled, if applicable.

4. Please be guided by the following attached enclosures to this Division memorandum:


- 4.1 Enclosure No 1 The Qualifications Standard (QS) of the positions.
- 4.2 Enclosure No 2 Duties and Responsibilities of the positions.
- 4.3 Enclosure No 3 Assessment Plan
- 4.4 Enclosure No 4 Checklist of Requirements (Annex C)
- 4.5 Enclosure No. 5 (pages 1-18) of DepEd Order 7, s 2023 entitled Criteria and Point System for Hiring and Promotion of Non-Teaching Positions shall be used in the evaluation of documents of ADAS III and ADAS II position.



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5. Application documents shall be accepted until **March 17, 2025** until 5:00 in the afternoon at the Division's Record Section. Only complete documents submitted until the set deadline shall be entertained. Late documents shall not be accepted.
6. Applicants are advised to register at this link; **[bit.ly/SDOBATANGAS-HIRING](https://bit.ly/SDOBATANGAS-HIRING)** until the last day of submission of the application. This will generate the application code to be used in the hiring process before the submission of mandatory requirements at the Division's Office Records Section. However, if the application code is not received, the Personnel Section will assign the respective code upon submission of application.
7. Please refer to the DepEd Order 7 s. 2023 entitled "Guidelines on Recruitment, Selection, and Appointment in the Department of Education, for clarification regarding the hiring guidelines.
8. For further clarifications you may contact the Schools Division Officer-Personnel Section through telephone number: (043)722-1437 or email at [sdobatangas.hiring@deped.gov.ph](mailto:sdobatangas.hiring@deped.gov.ph)
9. Wide and immediate dissemination of this memorandum is desired.

  
**MARITES A. IBANEZ, CESO V**  
Schools Division Superintendent

JBP/ Call for Submission for ADAS III, II and Registrar I (SHS) Position/  
R2-141129/ 03/05/2025



Address: Provincial Sports Complex, Bolbok, 4200 Batangas City  
☎(043)722-1840 / 722-1796 / 722-1437 / 722-2675 / 722-1662  
✉[deped.batangas@deped.gov.ph](mailto:deped.batangas@deped.gov.ph)  
🌐[www.depedbatangas.com](http://www.depedbatangas.com)



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*Enclosure 1. The Qualification Standards of the Position*

	<b>Position</b>	<b>Education</b>	<b>Training</b>	<b>Experience</b>	<b>Eligibility</b>
CSC Prescribed Qualification	Administrative Assistant III	Completion of two(2) years studies in college	Four(4) hours relevant training	One (1) year relevant experience	Career Service Sub-professional (First Level Eligibility)
	Administrative Assistant II	Completion of two(2) years studies in college	Four(4) hours relevant training	One (1) year relevant experience	Career Service Sub-professional (First Level Eligibility)
Preferred Qualification	Administrative Assistant III	Bachelors' Degree in Business Administration, Major in Accounting; or Completion of at least 2 years of studies for a Bachelor's Degree in Accountancy /Commerce; or Completion of 2 years studies in college with at least nine (9) units in accounting	Four (4) hours Relevant training in accounting and 4 hours training on the use of computers and spreadsheet (e.g. MS Excel)	One (1) year relevant experience in accounting activities/ tasks	Career Service Sub-professional (First Level Eligibility)
	Administrative Assistant II	Bachelors' Degree in Business Administration, Major in Accounting; or Completion of at least 2 years of studies for a Bachelor's Degree in Accountancy /Commerce; or Completion of 2 years studies in college with at least nine (9) units in accounting	Four (4) hours Relevant training in accounting and 4 hours training on the use of computers and spreadsheet (e.g. MS Excel)	One (1) year relevant experience in accounting activities/ tasks	Career Service Sub-professional (First Level Eligibility)
CSC Prescribed Qualification	Registrar I (SHS)	Bachelor's Degree Relevant to the Job	None Required	None Required	Career Service Professional (Second Level Eligibility / Appropriate Eligibility for Second Level Position)
Preferred Qualification		Bachelor's Degree Relevant to the Job	Records Management Training or Data Privacy Training	Relevant Experience in School Records Management and Learner Information System	Career Service Professional (Second Level Eligibility / Appropriate Eligibility for Second Level Position)



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*Enclosure 2. Key Result Area and Duties and Responsibilities*

**KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF ADAS III (Senior Bookkeeper)**

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
	<ul style="list-style-type: none"> <li>a. Prepare and maintain the registries of allotments and obligations.</li> <li>b. Prepare the financial statements and supporting schedules of the school.</li> <li>c. Maintenance of general and subsidiary ledgers per account.</li> <li>d. Prepare the Budgetary, Financial and Accountability Reports (BFARs)</li> <li>e. Analysis of COA Audit Findings and Recommendations as well as direct control on monitoring of its status of compliance undertaken by the school</li> <li>f. Pre-audit of financial documents (disbursement vouchers, liquidation reports, etc)</li> <li>g. Facilitate in the processing and releasing of Personnel Benefits.</li> <li>h. Reconcile plantilla position and regular payroll of school.</li> <li>i. Prepare remittances of taxes, premium and contribution of GOCCs.</li> <li>j. Transmit to COA the school's Financial Report, Financial records and Disbursement Vouchers and other reports/document as maybe deemed necessary.</li> <li>k. Prepare funding request, accountability reports and submit the same to Deped - Regional Office, Department of Budget and Management (DBM) and other oversight government committee.) and other oversight government committee.</li> </ul>

**KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF ADAS III (Accounting Clerk)**

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
Financial Records and Reports	<ul style="list-style-type: none"> <li>a. Ascertains that transaction have been properly recorded in books</li> <li>b. Verify financial statements made by subordinate, verify the journal voucher</li> <li>c. Prepares adjusting entries and journal vouchers</li> <li>d. Prepares trial balances, monthly statements of income and expenditure and other financial statements;</li> </ul>
Account Tracking	<ul style="list-style-type: none"> <li>a. Prepares schedules to support statements of accounts and other financial statements for incorporation in the books of accounts or progress reports</li> </ul>



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	b. Prepares the reconciliation of books of accounts to make the necessary adjustments to maintain accuracy and updated records
Financial Transactions Recording Procedures	a. Recommends to management and drafts correspondence pertaining to financial/bookkeeping matters based on issuances of CO Finance and oversight agencies and monitors understanding and application of such by SDO, schools and learning centers. b. Provides inputs for improvement of accounting section c. Reviews, revises and gives feedback on the work of accounting and bookkeeping staff.

**KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF ADAS II (Disbursing Officer II)**

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
	a. Payment of salaries and wages, voucher, allowances and other employee's benefits. b. Verifies and checks the posting of cash advances, disbursements, collections and deposits. c. Secures and cashes all checks for cash collection. d. Prepares reports on the daily cash position and monthly reports of disbursements. e. Performs such other functions as may be assigned from time to time.

**KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF ADAS II (Accounting Clerk)**

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
Accounting Records	a. Receives accounting documents and maintains a record by photocopying and filing documents upon receipt, for future reference. b. Maintains accounting databases by entering data into the computer and processing backups. c. Reconciles bank statements by comparing statements with general ledger.
Accounting Reports	a. Verifies financial reports by running performance analysis software program. b. Determines value of depreciable assets by running depreciation software program.



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**KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF ADAS II (Verifier)**

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
	<p>Assists the Senior Bookkeeper/School Head in the performance of the functions</p> <ol style="list-style-type: none"><li>Preparation/maintenance of registries of allotment and obligations</li><li>Preparation of initial and accountability reports and maintenance of subsidiary ledgers</li><li>Preparation of liquidation of cash advances</li><li>Pre-auditing of financial documents (disbursement vouchers, liquidation reports, etc.)</li><li>Analysis of COA audit findings and recommendations as well as the direct control on monitoring of its status of compliance undertaken by the schools/schools division</li><li>Preparation of Monthly Summary of Cash Advances, Received, Liquidated Balances</li><li>Other related bookkeeping and accounting tasks as may be assigned by the School Head and/or Schools Division Accountant</li><li>Assist in the conduct of orientation and workshops on the budgeting system</li><li>Assist and gather data in the conduct of review of the budgeting system towards its continuous improvement.</li><li>Assist in identifying and gathering of data needed in the preparation of budget proposals and other special budgets</li><li>Provide clerical support in the preparation of budget proposals</li><li>Respond to budget queries by referring to appropriate documents (e.g. issuances, memos, notes and justifications)</li><li>Review completeness of supporting documents of claims as to compliance with budgeting, accounting, and auditing rules and regulations.</li><li>Assist in gathering of data needed in the preparation of cost efficiency computations</li><li>Prepare data needed to approve obligation requests</li><li>Gather data needed to evaluate and prepare status report on budget utilization</li><li>Prepares documents to approve fund transfer to other operating units</li><li>Gather data needed in the preparation of budget accountability report</li><li>Does other related work</li></ol>



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KEY RESULT AREA AND DUTIES AND RESPONSIBILITIES OF REGISTRAR I IN LIAN SENIOR HIGH SCHOOL

KEY RESULT AREA/S	DUTIES AND RESPONSIBILITIES
	<ul style="list-style-type: none"><li>a. Receives, updates and maintains the records, reports and documents of the school, its staff and learners.</li><li>b. Manages and updates the Learner Information System (LIS);</li><li>c. Ensures an efficient process of registration and enrollment.</li><li>d. Facilitates the process of releasing records of the school, staff and learners to the necessary institutions; and</li><li>e. Reports to the Assistant Principal for Operations and Learner Support and/or Principal/School Head.</li></ul>



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*Enclosure No 3. Assessment Plan*

Activities	Responsible	Indicative Schedule	No of Working Days
Publication/Posting Period	HRMO		N/A
Last day of Receiving of Application	Records Section	March 17, 2025	N/A
Initial assessment/ screening of application and preparation of Initial Evaluation Review	HRMO	March 18 – 21, 2025	4
Preparation of letter to the applicant if they are qualified or not with the information of schedule for next hiring process			
Submission of Shortlist of qualified applicants to the HRMPSB	HRMO	March 24, 2025	1
Preliminary Meeting with the HRMPSB and Technical Working Group	HRMO/ HRMPSB/TWG Secretariat	March 25, 2025	1
Open Ranking and Validation of Documents, interview and conduct of written examination	HRMO/ HRMPSB/ TWG/Secretariat	April 2-4, 2025	3
Check the written exam/ OTJ skill set	HRMPSB/ End-user (Chief)	April 7, 2025	1
HRMPSB deliberation and preparation of Comparative Assessment Result (CAR)	HRMPSB/ HRMO/ Secretariat	April 11, 2025	1
Signing of CAR to the HRMPSB	HRMPSB/ HRMO/ Secretariat	April 14, 2025	1
Submission of the final CAR and CAR-Registry of Qualified Applicants to the Schools Division Superintendent for other instruction- such as conduct of Background investigation	HRMO Upon the request of Appointing Authority	April 16, 2025	1
Upload the CAR-RQA to the website and posting to conspicuous places	HRMO/ Information Technology Officer	April 21, 2025	1
Prepare notification letter to the successful candidate for the submission of requirements for appointment	HRMO	April 22, 2025	1
Forward the notification letter to the ASDS and SDS/ for initial/ signature	Secretariat	April 23, 2025	1
<b>TOTAL</b>			<b>15</b>

**CHECKLIST OF REQUIREMENTS**

Name of Applicant: \_\_\_\_\_

Application Code: \_\_\_\_\_

Position Applied For: \_\_\_\_\_

Office of the Position Applied For: \_\_\_\_\_

Contact Number: \_\_\_\_\_

Religion: \_\_\_\_\_

Ethnicity: \_\_\_\_\_

Person with Disability: Yes ( ) No ( )

Solo Parent: Yes ( ) No ( )

Basic Documentary Requirement	Status of Submission (To be filled-out by the applicant; Check if submitted)	Verification (To be filled-out by the HRMO/HR Office/sub-committee)	
		Status of Submission (Check if complied)	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.

To authenticate this document,  
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DEPED-OSEC-478130

## 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
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## 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
<b>General Services Positions</b> <i>Education: 5 points</i> <i>Training: 5 points</i> <i>Experience: 20 points</i>	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
<b>SG 1-9 (Non-General Services Positions)</b> <i>Education: 5 points</i> <i>Training: 5 points</i> <i>Experience: 20 points</i>	Increments from QS	Points	Increments from QS	Points	Increments from QS	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
<b>SG 10-22 and SG 27</b> <i>Education: 5 points</i> <i>Training: 10 points</i> <i>Experience: 15 points</i>	Increments from QS	Points	Increments from QS	Points	Increments from QS	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
<b>SG 24</b> <i>Education: 10 points</i> <i>Training: 5 points</i> <i>Experience: 15 points</i>	Increments from QS	Points	Increments from QS	Points	Increments from QS	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.

<b>Minimum requirement per CSC-approved Qualification Standards for ADAS II (Disbursing Officer II)</b>		<b>Corresponding Level based on Increments Table</b>
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:*

<b>Education Qualification of Applicant A</b>	<b>Increments from minimum (or baseline) QS requirements using Increments Table 2.a (Education)</b>
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 <b>Level 11</b> .  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:  <b>Applicant's Educ level – QS level = Increment</b> <b>11 – 5 = 6 increments</b>

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

<b>Training Qualification of Applicant A</b>	<b>Increments from minimum (or baseline) QS requirements using Increments Table 2.b (Training)</b>
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 <b>Level 7</b> .  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:  <b>Applicant's Training level – QS level = Increment</b> <b>7 – 1 = 6 increments</b>  <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:*

<b>Experience Qualification of Applicant A</b>	<b>Increments from minimum (or baseline) QS requirements using Increments Table 2.c (Experience)</b>
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 <b>Level 8</b> .  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:  <b>Applicant's Training level – QS level = Increment</b> <b>8 – 3 = 5 increments</b>

- 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:

<b>Qualification of the Applicant A</b>			<b>Computation of Points based on Incremental Scales Table 3 &amp; ETE Rubrics</b>			<b>Total number of points for ETE</b>
<b>Education</b>	<b>Training</b>	<b>Experience</b>	<b>Education</b>	<b>Training</b>	<b>Experience</b>	
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 = <b>5 points</b> (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 = <b>5 points</b> (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 = <b>8 points</b> (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	<b>18 points</b>

- 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:
- 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.
  - 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: <b>Administrative Aide VI – SG 6</b> (General Services)</p> <p><math>x = 4.356</math> <math>WA = 10</math></p> <p><b>Points<sub>(Performance)</sub> = <math>4.356/5 * 10 = 8.712</math></b></p>	<p>Vacant position: <b>Administrative Assistant II</b> <b>(Disbursing Officer II) – SG 8</b> (Other groups of positions/ Salary Grades)</p> <p><math>x = 4.356</math> <math>WA = 20</math></p> <p><b>Points<sub>(Performance)</sub> = <math>4.356/5 * 20 = 17.424</math></b></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**

<b>RPMS Rating Scale</b>	<b>Midpoint Value</b>
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<sub>(Performance)</sub> = 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:

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

*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><i>Vacant Position:</i>  <b>Administrative Aide III – SG 3</b>  <i>(General Services)</i></p> <p><math>x = 82.75</math> (GWA)  WA = 10</p> <p><b>Points<sub>(Performance)</sub> = <math>82.75/100 * 10 = 8.275</math></b></p>	<p><i>Vacant position:</i>  <b>Administrative Assistant II</b>  <b>(Disbursing Officer II) – SG 8</b>  <i>(Other groups of positions/ Salary Grades)</i></p> <p><math>x = 82.75</math> (CS Eligibility rating)  WA = 20</p> <p><b>Points<sub>(Performance)</sub> = <math>82.75/100 * 20 = 16.55</math></b></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.

<b>Honors Earned</b>	<b>Points<sub>(Performance)</sub></b>
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**

<b>Component</b>	<b>Points<sub>(Outstanding Accomplishments)</sub></b>
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 <sub>(Citation)</sub>
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 <sub>(Academic/Inter-School Award)</sub>
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)
<b>Applicants from external institution</b>	
Organizational Level Search or Higher	4 points
Local Office Search	2 points
<b>Applicants from central office</b>	
National Level Search or Higher	4 points
Central Office Search	2 points
<b>Applicants from regional office</b>	
National Level Search or Higher	4 points
Regional Office Search	2 points
<b>Applicants from schools division office</b>	
Regional Level Search or Higher	4 points
Division/Provincial/City Level Search	2 points
<b>Applicants from schools</b>	
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:

<b>MOVs Submitted</b>	<b>Points<sub>(Innovation/Research)</sub></b>
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:

<b>MOVs Submitted</b>	<b>Points<sub>(SME)</sub></b>
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

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

<b>Applicants from regional office</b>	
National Level Speakership or Higher	2 points
Regional Office Speakership	1 point
<b>Applicants from schools division office</b>	
Regional Level Speakership or Higher	2 points
Division/Provincial/City Level Speakership	1 point
<b>Applicants from schools</b>	
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 <sup>(NEAP Learning Facilitator)</sup>
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
<b>Awards and Recognition:</b> <i>Outstanding Employee Award 2013 in SDO Vigan City (complete MOVs submitted)</i>	2 points	Not credited; MOV has been used in the last promotion as ADAS I
<i>Outstanding Employee Award 2016 in Region I (complete MOVs submitted)</i>	4 points	Credited
<b>Resource Speakership/Learning Facilitation:</b> <i>Certificate of Recognition as Learning Facilitator in 2018 Annual Budget Conference in SDO Vigan City (declared in the portfolio; no MOV submitted)</i>	1 point	Not credited due to non-submission of required MOVs
<i>Certificate of Recognition as Learning Facilitator in 2017 Annual Budget Conference in SDO Vigan City (complete MOVs submitted)</i>	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 MOVs	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 <sub>(Application of L&amp;D)</sub>	
	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 <sub>(Potential)</sub>
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<sub>WE</sub> =  $85/100 * 10 = 8.5$**

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.