

04 September 1996

DEPARTMENT ORDER)

NO.

145

SUBJECT: Revised Selection Criteria
On The Filling Of Engineer
Positions In the DPWH.

Series of 1996

-X-X-X-X-X-X-X-X-X-

For a broader and more realistic evaluation of candidates for promotion to vacant engineer positions in this Department, the rating obtained by the examinees, in specialized promotional examination given jointly by the Civil Service Commission and the Department of Public Works and Highways to DPWH engineers of various ranks on 05 November 1994 are hereby made part of the selection factors for promotion to vacant positions of Engineer IV, Engineer V, District Engineer, Regional Equipment Engineer, Assistant Regional Director, Project Manager, and Regional Director.

Accordingly, the following modified factors/criteria and their corresponding points and weights in the evaluation and rating of candidates for promotion to the above-mentioned engineer positions are hereby prescribed:

	<u>MAXIMUM POINTS</u>	<u>WEIGHTS</u>	<u>RATING</u>
A. WORK PERFORMANCE		50%	_____
B. EDUCATION AND TRAINING		20%	
1. Completed other relevant courses...60			
15 points per Bachelor's degree			
20 points per Master's degree			
25 points per Doctorate degree			
2. Completed relevant seminars/ trainings at 2 points per seminar/training.....40			
C. EXPERIENCE AND OUTSTANDING ACCOMPLISHMENTS ...		20%	_____
1. On-the-job (present position) experience relevant to the position to be filled at 5 points per year 40			
2. Other supervisory experience relevant to the position to be filled, at 3 points per year .. 30			


3. Non-supervisory work experience relevant to the position to be filled, at 2 points per year 20

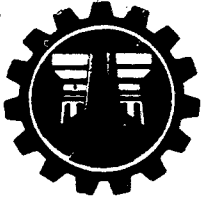
4. Awards granted under CSC MC No. 56, s. 1989, Department Order No. 160, s. 1989 and other issuances, at 2 points per award 10

D. CSC-DPWH Examination Rating 10%
(Conversion of the examination scores into points is printed on the Attachment).

TOTAL 100% =====

For appointment to positions falling under its coverage, this Order amends the selection factors prescribed in Department Order No. 207, s. 1991 and Department Memorandum Circular No. 131, s. 1993, and shall take effect immediately.


GREGORIO R. VIGILAR
Secretary



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
MANILA

CONVERSION TABLE
OF CSC-DPWH EXAMINATION RATING
INTO POINTS FOR PROMOTION PURPOSES

CSC-DPWH EXAMINATION WEIGHT - 10%

<u>RATING RANGE</u> (%)	<u>POINT</u>
88.50 - 85.88	10
85.75 - 83.27	8
83.14 - 79.18	6
78.35 - 68.45	4
67.43 - 9.07	2

NOTE:

ATTACHMENT OF DEPARTMENT ORDER NO.145 s. of 1996
DATED SEPTEMBER 04, 1996.