

Generated from:

https://www.mpspc.edu.ph/images/POLICIES/FACULTY_STAFF_DEVELOPMENT/Manuals/Merit_Selection_Plan_non-Teaching_Staff.pdf



Republic of the Philippines
Mountain Province State Polytechnic College
Bontoc, Mountain Province

MERIT SELECTION PLAN FOR NON-TEACHING STAFF

I. RATIONALE AND LEGAL BASIS

1. Section 3, Article IX-B of the 1987 Philippine Constitution mandates the Civil Service Commission, as the central human resource agency of the government, to establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service. It shall strengthen the merits and rewards system, integrate all human resource development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability.
2. Pursuant to the provision of Section 32, Book V of Administrative Code of 1987 (Executive Order No. 292) CSC Memorandum Circular No. 3, series of 1979 as amended by CSC Memorandum Circular No. 18, series of 1983 and Memorandum Circular No. 24, series 2017 re: 2018 Omnibus Rule on Appointments and Other Human Resource Actions (ORAORHA), a 2017 MERIT SELECTION PLAN (MSP) is therefore created which shall provide for the guidelines, policies and procedures, rules and regulations governing the

capacity or full-time basis.

Details – temporary movement of an employee from one department or agency to another which does not involve a reduction in rank, status or salary.

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.

Executive/Managerial Positions – refers to the position belongs to the 3rd level of hierarchy in the organization, but are not presidential appointees, in the career service and to those appointed to the non-career service. This includes professional, technical and