



**CPCS NOTICE NO. 4 : NOTICE TO ALL HEADS OF GOCCS**

**SUBJECT : ISSUANCE OF THE CPCS IMPLEMENTING GUIDELINES AND OTHER CPCS CIRCULARS**

**DATE : 14 JANUARY 2022**

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1. The CPCS Implementing Guidelines and other CPCS Circulars drafted by the CPCS Inter-Agency Technical Working Group<sup>1</sup> were approved by the Commission *En Banc* and were published in a newspaper of general circulation<sup>2</sup> on 14 January 2022.
2. Consequently, GOCCs with complete and timely submissions of CPCS requirements and those whose job evaluation results have been validated shall receive their respective authorization to adopt the CPCS. The CPCS authorization shall contain the GOCC's classification, job evaluation (JE) results, and tiering.<sup>3</sup>
3. Please note that in the JE of GOCCs, each position in the GOCC shall be assigned a CPCS Job Grade (JG) after going through the JE process "which measures the level and nature of contribution of a job defined by knowledge requirements, organization impact, people-related skills, analytical skills, and varying levels of leadership requirement among others." The GCG reviews **each position in the GOCC** using the Job Description of all positions submitted by the GOCC.<sup>4</sup>
4. Upon receipt of the authorization to adopt the CPCS, the GOCC shall adopt the indicated CPCS Salary Structure based on the scheme that will be approved by its Governing Board, with consideration of the GOCC's affordability and sustainability to continually implement the CPCS rates for its officers and employees.<sup>5</sup>
5. The relevant CPCS issuances, as well as the Frequently Asked Questions (FAQ), may be found at the CPCS portal on the GCG website at <https://gcg.gov.ph/cpcs/>.

**FOR YOUR INFORMATION AND GUIDANCE.**

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<sup>1</sup> Composed of the Department of Budget and Management (DBM), Department of Finance (DOF) and Office of the President (OP).

<sup>2</sup> BusinessWorld.

<sup>3</sup> Section 4, CPCS Implementing Guidelines No. 2021-01.

<sup>4</sup> Incomplete and/or delayed submission of the Job Description highly affects the JE of each position in the GOCC.

<sup>5</sup> Chapter I(2) of CPCS Implementing Guidelines.