



MC No. 25, s. 1995

MEMORANDUM CIRCULAR

**T O : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES
OF THE NATIONAL/LOCAL GOVERNMENTS INCLUDING
GOVERNMENT OWNED AND/OR CONTROLLED CORPORATIONS
WITH ORIGINAL CHARTERS AND STATE COLLEGES AND
UNIVERSITIES**

SUBJECT : THE BRIGHTEST FOR THE BUREAUCRACY

Pursuant to CSC Resolution No. 955787 dated 20 Sept 1995, the Commission adopted the Brightest for the Bureaucracy (BB) Program which shall draw people of superior knowledge, skills and capabilities into the bureaucracy and nurture their growth in the public service.

I. RATIONALE

There is an urgent need to infuse fresh young blood into the public service. It has been the perception that the government is an employer of last resort, fit only for those who cannot make in the more competitive private sector.

Consequently, bright young people generally do not pursue government careers. The good ones who do enter government service stay only for a brief period.

This situation has taken its toll on the quality of the public services being dispensed. Among others, there is a perpetuation of traditional practices, systems and procedures which have already outlived their usefulness.

Thus, there is an urgent need to deliberately draw bright young people fresh from college and universities into the bureaucracy's ranks and equally important, nurture their growth in the public service. It is envisioned that the fresh talents under the BB program will eventually be streamed upwards into the managerial/executive positions.

II. TARGET GROUPS

BB focuses on three main sectors:

- A) Topnotchers of Tests administered by the CSC and the PRC;
- B) Honor Graduates automatically granted Eligibilities under PD 907;
- C) Those who belong to the Top 10% of their graduating class who passed the special Modified Walk-In Examination for them.

III. BASIC CONCEPT

BB calls for the CSC to attract high caliber people into joining government service; to identify those with capacity, interest and other potentials for public service, to encourage and facilitate their entry into the bureaucracy, to make this invaluable resource available to agencies in government and to monitor and assess their growth and development in the service.

IV. FEATURES

The BB program will have the following features:

- A) Participation on the BB program will be voluntary on the part of agencies
- B) The BB program will be flexible and not rigidly structured.
- C) Qualified BB participants are to be processed and streamed in as they apply. A primary consideration is to get them into the service as soon as possible.
- D) The program will be very selective and discriminating. Participation is by invitation only.

- E) The matching process will be precise. High caliber participants will be tapped on the basis of available vacancies.
- F) The CSC will extend personalized placement assistance to the BB participant.

V. BASIC MECHANICS

The BB program will be implemented by the BB Operations Group based at the CSC's Office for Recruitment, Examination and Placement (OREP).

This Group will be responsible for all aspects of the program including:

- A) negotiations with agencies;
- B) invitations to target groups;
- C) processing, selection and placement of applicants;
- D) management of the training program;

The BB operations groups will work mainly with the HRD Officer/Personnel Officers of the participating agencies.

HRD/Personnel Officers of participating agencies shall:

- A) Identify and facilitate the availability of vacancies for the BB program;
- B) Participate in the screening and selection of BB participants;
- C) Facilitate the administrative arrangements relative to the employment of the BB participant.

Agencies are invited to participate in the program. HRD Officers/Personnel Officers will be the critical links in the program. As such, they are now requested to identify and enroll positions for the BB program, c/o The BB Operations Unit, Office for Recruitment, Examination and Placement, Constitution Hill, Quezon City, Telephone Numbers 931-80-89; 931-81-63.


CORAZON ALMA G. DE LEON
Chairman

September 20, 1995

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