

Republic of the Philippines
Department of Education
REGION X – NORTHERN MINDANAO
SCHOOLS DIVISION OF EL SALVADOR CITY

25 OCT 2024

DIVISION MEMORANDUM
 No. 428, s. 2024

**ANNOUNCEMENT OF CAREER OPPORTUNITY:
 MASTER TEACHER I (SENIOR HIGH SCHOOL)**

To: **Asst. Schools Division Superintendent**
Chief Education Supervisors, CID and SGOD
Education Program Supervisors
Section Heads
All Public Elementary & Secondary School Heads
All Others Concerned
 This Division

1. This Office announces the call for the submission of Applications for Master Teacher I (Senior High School) position [redacted] until **November 12, 2024, 5:00 PM**. Below is a summary of the duties and responsibilities of a Master Teacher:
 - a. Shall have regular teaching loads;
 - b. Assist other teachers in the school or division towards improving their competencies;
 - c. Take leadership in the preparation of instructional and other materials;
 - d. Perform such other functions commensurate with their capabilities as the principal may assign;
 - e. May be required as demonstration teachers or teacher-consultants in other schools in the division.

Position	Item No.	Station Assignment
Master Teacher I	OSEC-DECSB-MTCHR1-660119-2019	SHS-MOLUGAN NHS

1. The ranking shall abide with the guidelines:

Criteria	Reference
Qualification Standards (QS)	DepEd Order No. 3, s. 2016 and DepEd Order No. 51, s. 2017



Address: Zone 3, Poblacion, El Salvador City
 Telephone No: (088) 882 6326
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Criteria	Reference
Evaluation Criteria and Computation of Points	DepEd Order No. 3, s. 2016 MECS No. 10, s. 1979 DECS Order No. 57, s. 1997
Procedures	DepEd Order No. 66, s. 2007

2. The following qualification standards shall be considered:

Required Competencies

- a. *Technical Competencies:* Teaching Ability, Classroom Management and School Fit
- b. *Core Behavioral Competencies:* Self-Management, Professionalism & Ethics, Results Focus, Teamwork, Service Orientation and Innovation;
- c. *Core Skills:* Oral Communication, Written Communication and Computer/ICT Skills

Prescribed Qualifications

VACANT POSITION	QUALIFICATION STANDARDS				ADDITIONAL REQUIREMENT
	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY	
MASTER TEACHER I (SENIOR HIGH SCHOOL)	ACADEMIC	Master's degree in relevant strand/ subject	8 hours of training relevant to the subject area of specialization	4 years of relevant teaching/ industry work experience	<p>Applicants for a permanent position: RA 1080 (Teacher); If not RA 1080 eligible, they must pass the LET within five (5) years after the date of first hiring</p> <p>Applicants for a contractual position: None required</p> <p>Practitioners (part-time only): None required</p> <p>At least 25 points in leadership and accomplishments to be included in the Selection Line-Up</p> <p>Must have the attachments and MOVs for Item D – Educational Research Activity in the attached checklist (within the last 5 years)</p> <p>Must have been a demonstration teacher, regardless if at the school or division level within the last 5 years (Attachments for this requirement is stated/quoted from DM 104, s. 2021)</p>





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VACANT POSITION	QUALIFICATION STANDARDS				ADDITIONAL REQUIREMENT	
	EDUCATION	TRAINING	EXPERIENCE	ELIGIBILITY		
MASTER TEACHER I (SENIOR HIGH SCHOOL)	TVL	Bachelor's degree holder; or completion of technical-vocational course(s) in the area of specialization	At least NC* II + TMC** I *Appropriate to the specialization	1 year of teaching experience and 6 months of relevant industry work experience	<p>Applicants for a permanent position: RA 1080 (Teacher); If not RA 1080 eligible, they must pass the LET within five (5) years after the date of first hiring</p> <p>Applicants for a contractual position: None required</p> <p>Practitioners (part-time only): None required</p>	<p>At least 25 points in leadership and accomplishments to be included in the Selection Line-Up</p> <p>Must have the attachments and MOVs for Item D – Educational Research Activity in the attached checklist (within the last 5 years)</p> <p>Must have been a demonstration teacher, regardless if at the school or division level within the last 5 years (Attachments for this requirement is stated/quoted from DM 104, s. 2021)</p>

3. The field is also informed of the following additional requirements/support documents need to successfully earn points during the deliberation (References: Division Memorandum No. 104, s. 2021 and Division Memorandum No. 422, s. 2023):

Criteria	Remarks
Demonstration Teaching	<p>Must be acquired after the last promotion but within the last five (5) years regardless if at the school or division level</p> <p>MOV's:</p> <ol style="list-style-type: none"> 1. Certificate of Recognition OR Certificate as Demonstration Teacher stating the date and corroborated by at least 5 teachers; 2. Copy of the lesson plan duly attested; 3. Copy of Program of Activities when the demonstration teaching was conducted, duly attested





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All Documentary requirement from Item A-H of the checklist attached	All documents submitted MUST be earned/done after the last promotion of the application; Hence, if a teacher is promoted last August 2019, the HRMPSB shall credit only the documents thereafter
Item A	<i>It must be initiated by the employee.</i> Commissioned projects or outputs initiated by the Division Office (DO), Regional Office (RO) or Central Office (CO) will not be credited. Only projects initiated by the applicant shall be given corresponding points.
A.a. Curriculum or instructional materials	<i>Note:</i> DAT/RAT-related data or DAT/RAT division and region-initiated materials shall not be credited as support documents
A.b. Effective teaching techniques or strategies	<i>Additional Document:</i> Proof of increase in academic performance/ Comparative data on the change in academic performance of students when the strategy/technique was implemented
A.c. Simplification of Work as in reporting system, record keeping, etc., or procedures that resulted in cost reduction	<i>Additional Document:</i> Comparative data/ Proof of improvement on the Simplification of Work
Criteria	Remarks
A.d. A worthwhile Income Generating Project (IGP) for learners, given recognition by higher officials in the division (fund-raising from money contests are not considered)	<p><i>Note:</i> Certification that applicant is a proponent of the IGP for at least two (2) School Years, duly attested by School Head or SDS</p> <p>Reiteration of Item 4 of DM 130, s. 2019 (attached to this document) relative to Income Generating Projects (IGPs); only those which were approved by the Division Office shall be given credit by the HRMPSB</p>





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<p>Item D – Educational Research Activity</p>	<p>No/ lacking attachment for this criterion shall mean disqualification</p> <p>Must be acquired after the last promotion but within the last five (5) years</p> <p>In lieu of the action plan and approved research proposal, applicants may attach certification from Ms. Karen Rose A. Serrania, Division Research Coordinator, that applicant has conducted and completed an educational research activity for the improvement of instruction, common development or teacher welfare; it shall be indicated in the certification if the applicant is the lead proponent or not</p>
<p>Item H</p>	<p>a. Research journals publish online will only be credited if published in websites with domain of either .edu or .org</p> <p>b. Research article compiled into a book/journal will not be credited unless the book/journal has an assigned ISSN (International Standard Serial Number)</p> <p>c. Research credited in the Authorship will only be credited as an article and not as a book; Published research article shall be granted 1 point only</p>

4. All interested applicants shall submit the required documents in HARD COPY to the Division Office (Attn: Personnel Unit) on or before the deadline. Pertinent Copies shall be submitted in a **legal-sized folder** indicating the prescribed filename in the built-in tab, as enumerated below:

VACANT POSITION	PRESCRIBED FILE NAME	SAMPLE FILE NAME
MASTER TEACHER I (SHS)	2024-SHS-TRACK-MT1B_Full Name	2024-SHS-ACAD-MT1B_Juan D. Cruz 2024-SHS-TVL-MT1A_Juan D. Cruz





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Order of documents shall be as follows:

- a. Letter of intent addressed to the Schools Division Superintendent;

RANDOLPH B. TORTOLA
Schools Division Superintendent
 - b. Checklist of Requirements (enclosed herewith) with Omnibus Sworn Statement and Certification/Waiver pursuant to Data Privacy Act at the bottom
 - c. Duly accomplished Personal Data Sheet (PDS) (CS Form No. 212, Revised 2017) with work experience sheet
 - d. Photocopy of Certificate of Eligibility/Report of Rating OR photocopy of valid and updated PRC License/ID
 - e. Photocopy of scholastic/academic record, e.g. Transcript of Records (TOR), including graduate/post-graduate, if applicable
 - f. For post graduate units, Certification of units earned, duly authenticated/ certified by the university/ school registrar;
 - g. Copy of the General Weighted Average (GWA) duly authenticated/ certified by the university/School registrar
 - h. Certificate of Employment, Contract of Service, or Duly signed Service Record, whichever is applicable
 - i. Photocopy of Certificates of Training if applicable
 - j. Photocopy of the Performance Ratings covering performance in the last three (3) rating periods prior to the assessment, if applicable
 - i. Photocopy of Latest Appointment, if applicable
 - j. Photocopy of Performance Rating obtained from the relevant work experience, if performance rating in Item 'h' is not relevant to the position to be filled
 - k. All available and eligible pertinent documents as stipulated in DepEd Order No. 3, s. 2016 (proof of Outstanding Accomplishments, GWA Certification, LET Ratings, TESDA Certificates, etc).
5. Only applicants tagged as “qualified” in the Initial Evaluation Results, as reflected in the Division Website: www.depedelsalvadoricity.net (just click Career Opportunities → Selection Line-up), will undergo the further interview and further evaluation.





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6. The Human Resource Merit Promotion and Selection Board (HRMPSB) shall be composed of the following personnel:

Role	Main
Chairperson	Conniebel C. Nistal, ASDS
Members	Rolly B. Labis, SGOD Chief
	Jeffrey M. Martinez, Administrative Officer V
	Felanie Marie A. Lim, HRMO II
	Marivic S. Torres, Principal I
	Roque R. Sabasaje, EPSvr
	Marie Jade A. Cacayan, EPSvr
	Jessica M. Micabalo, Master Teacher I
Secretariat	Randy Rhys U. Capistrano, ADAS III

7. This is the target schedule for this ranking:

Schedule	Activity/Output	In-Charge
November 6, 2024	Orientation, via Personnel FB Page	HRMPSB Secretariat
Until November 12, 2024, 5:00PM	Submission of Application Documents	Applicants and HRMPSB Secretariat
November 15, 2024	Initial Evaluation	IER Committee
November 18, 2024	Posting of Selection Line-Up	HRMO & HRMPSB Secretariat
TBA	Interview and Final Deliberation	HRMPSB & Applicants
TBA	Submission of Comparative Assessment Report w/ attachments	HRMPSB

8. This Office shall observe the Equal Employment Opportunity Principle (EEOP) in all steps to be undertaken for this ranking. Hence, all decisions and actions shall be based solely on guidelines set forth, with no discrimination on the account of age, gender identity, sexual orientation, civil status, disability, religion, ethnicity or political affiliation.
9. Immediate dissemination of this Memorandum to all concerned is enjoined.


RANDOLPH B. TORTOLA
Schools Division Superintendent

To be indicated in the Perpetual Index
Under the following subjects:

HIRING RECRUITMENT SELECTION



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**PRESCRIBED SCORE SHEET FOR MASTER TEACHER POSITIONS CREDIT POINTS FOR LEADERSHIP,
 POTENTIAL AND ACCOMPLISHMENTS (per DepED Order No. 57, s. 1997)**

Name of Applicant:
 School/ Station:
 No. of years in service:
 Position Applied for:

Present Position:
 Date of Last Appointment:

Points Maximum	CRITERIA	DOCUMENTS VALIDATED (all or nothing; if 1 document is missing, applicant will earn no (0) points)	Points Earned	Remarks
	Introduced any of the following which has been adopted or used by the school, district or division			
	A.	<i>Note: Commissioned projects or outputs initiated by the Division Office (DO), Regional Office (RO) or Central Office (CO) will not be credited. Only projects initiated by the applicant shall be given corresponding points</i>		
Division-20 School-10	A.c.	Simplification of Work as in reporting system, record keeping, etc., or procedures that resulted in cost reduction	Concept Paper/proposal (must include title, rationale, objectives, timeframe, target participants, management, implementation plan) duly approved by the School Head or Division Office c/o SDS Accomplishment Report for the innovation introduced Certification that simplification of work introduced by applicant is adopted in the School or Division, duly attested by School Head or SDS Comparative data/ Proof of improvement on the Simplification of Work <i>To earn points for School Level:</i> Attestation from atleast 5 co-teachers that simplification of work introduced by applicant were adopted <i>To earn points for Division Level:</i> Must have attestation from at least 50% of the school heads per appropriate level (for JHS at least 4 schools, for SHS at least 2 schools) have adopted the said simplification of work introduced	
Division-20 School-10	A.d.	A worthwhile Income Generating Project (IGP) for learners, given recognition by higher officials in the division (fund-raising from money contests are not considered)	Concept Paper/proposal (must include title, rationale, objectives, timeframe, target participants, management, implementation plan) duly approved by the School Head or Division Office c/o SDS Certification that applicant is a proponent of the IGP for at least two (2) School Years, duly attested by School Head or SDS Accomplishment Report Financial Statement (indicate detailed information where the proceeds were used) w/ corresponding Official Receipts or Acknowledgement Receipt <i>To earn points for School Level:</i> Attestation from atleast 5 co-teachers that the applicant has indeed conducted the IGP <i>To earn points for Division Level:</i> Must have attestation from at least 50% of the school heads per appropriate level (for JHS at least 4 schools, for SHS at least 2 schools) have adopted the said IGP	
	B. Served as either of the following:			
Chairperson - 12 Member - 7	B.a.	Subject/ Program Coordinator (for at least 1 year)	Designation as Subject or Program Coordinator, signed by School Head List of Teachers managed or List of Committee Members, attested by School Head Action plan, duly approved by School Head Report of accomplishment as subject coordinator, duly attested by School Head, with pictures Certificate of Recognition OR Certification by School Head that applicant has been a subject/ program coordinator (stating inclusive date of service), duly attested by School Head	



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Name of Applicant:
 School/ Station:
 No. of years in service:
 Position Applied for:

Present Position:
 Date of Last Appointment:

Points Maximum	CRITERIA		DOCUMENTS VALIDATED (all or nothing; if 1 document is missing, applicant will earn no (0) points)	Points Earned	Remarks
	B. Served as either of the following:				
Chairperson - 12 Member - 7	B.b.	Grade Chairperson (for at least 1 year)	Designation as Grade Chairperson, signed by School Head List of teachers managed or List of Committee Members, attested by School Head Action plan, duly approved by School Head Report of accomplishment as grade/year level coordinator, duly attested by School Head, with pictures Certificate of Recognition OR Certification by School Head that applicant has been a secondary school grade/year level coordinator (stating inclusive date of service), duly attested by School Head		
Chairperson - 12 Member - 7	B.c.	Adviser of School Publication (for at least 1 year)	Designation as Adviser of School Publication, signed by School Head List of Advisees/ Members of the team for School Publication, attested by School Head Action plan, duly approved by School Head Accomplishment Report as Adviser of School Publication, with sample copy of School Paper (wherein name of applicant is indicated as School Paper Adviser) Certificate of Recognition OR Certification that applicant is a school paper adviser signed by the School Head stating inclusive date of service		
Chairperson - 12 Member - 7	B.d.	Adviser of any special school organization (for at least 1 year); Religious Organizations are not credited	Designation as adviser of school organization, signed by School Head List of Members/Officers of the special organization, attested by School Head Action Plan, duly approved by School Head Accomplishment Report as adviser of a special organization in the school, with pictures Certification that applicant is an adviser of a special organization of the school, stating inclusive date of service, signed by School Head		
	C. Served as Chairperson or member of either of the following committee:				
Chairperson - 12 Member - 7	C.a.	Committee to Prepare Instructional Materials	Designation as Chairperson or member of the special committee, signed by School Head or SDS Action Plan, duly approved by School Head or SDS Accomplishment Report as Chairperson or Member of the Committee, with pictures Sample copy of Instructional Materials prepared (must be related to the certification issued) Certification as Chairperson or Member, stating inclusive date of service, signed by School Head or SDS		



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 School/ Station:
 No. of years in service:
 Position Applied for:

Present Position:
 Date of Last Appointment:

Points Maximum	CRITERIA	DOCUMENTS VALIDATED (all or nothing; if 1 document is missing, applicant will earn no (0) points)	Points Earned	Remarks
	C. Served as Chairperson or member of either of the following committee:			
Chairperson - 12 Member - 7	C.b. <i>Note: Will not credit school programs like Nutrition Month celebration, Buwan ng Wika and the like</i>	Designation as Chairperson or member of the special committee, signed by School Head		
		Action Plan, duly approved by School Head		
		Certification as Chairperson or member, stating inclusive date of service, signed by School Head		
		Accomplishment Report as Chairperson or member of the Committee, with pictures		
		Sample copy of approved School program prepared, signed by School Head		
	D. Initiated or headed an Educational Research Activity duly approved by educational authorities, either for improvement of instruction, for common development or teacher welfare <i>*Note: Thesis from Graduate and Post-graduate studies shall not be considered.</i>			
Chairperson/ Lead Proponent - 12 Member - 7		Action Plan, duly approved by SDS		
		Copy of Research proposal duly approved by the Division Office		
		Copy of the complete research work (findings and recommended intervention in the school/division)		
		Certification that Research Activity conducted is helpful in the improvement of instruction, common development or teacher welfare in the School/ Division, attested by SDS		
		OR		
		Certification from Division Research Coordinator that applicant has conducted and completed an education research activity for the improvement of instruction, common development or teacher welfare and noted whether the applicant is the lead proponent of the research activity or not		
	E. Coordinator of community project or activity or of a program of another agency or coordinator of a rural service improvement activity for at least 1 year <i>*Note: Community projects (excluding religious activities) are accomplished for the benefit of the community (purok, barangay or town). Projects/ activities which benefit the school shall NOT be credited; Service rendered for Elections shall not be credited.</i> <i>Head of Agency may refer to Brgy. Captain or City Mayor</i>			
Chairperson - 12 Member - 7		Designation or Letter from head of agency		
		Report of Accomplishments attested by head of agency or organization, with pictures		
		Certification as chairman or member of a community project, indicating inclusive years, signed by the head of agency or organization		
		Attendance Sheet indicating the Names (w/ affixed signature) of Officials/ participants involved in the community project OR List of Officials/ participants involved in the community project, attested by Head of Agency or Organization		
		Certificate of Recognition or Appreciation, attesting that the community benefit from the project, signed by Head of Agency or Organization		



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No. of years in service:
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Present Position:
Date of Last Appointment:

Points Maximum	CRITERIA	DOCUMENTS VALIDATED (all or nothing; if 1 document is missing, applicant will earn no (0) points)	Points Earned	Remarks
	F. Organized/ managed an in-service activity or other similar activities at least on the school level <i>*Note: Participants of training/ activity must be teachers</i>			
Chairperson - 12 Member - 7	F.a. Organized/Managed an In-Service Activity Per MECS Order 4, s. 1987, teachers who have had specialized training as trainers and upon return from the training, initiated or managed inservice training sessions for other teachers even on school level only may be given corresponding credits.	Certificate of attendance to a seminar or training prior to the school/ division seminar conducted by DepED only (if not conducted by DepED, submit authority to attend) Designation as Chairperson, signed by School Head or SDS Action Plan, duly approved by School Head or SDS Certificate of Recognition or Certification for organizing/ managing an in-service training, attested by School Head or SDS Accomplishment Report, with pictures Attendance of Participants		
Chairperson - 12 Member - 7	F.b. Self-Initiated Training	Request to conduct training, approved by School Head or SDS Action Plan, duly approved by School Head or SDS Training Design approved by the School Head or SDS Certification for organizing a self-initiated training, attested by the School Head or SDS Accomplishment Report, with pictures Attendance of Participants		
10	G. Credited with meritorious achievements in either of the following (present only the set of documents which may merit the highest score)			
	G.a. Trainor of or coach to contestants who received prizes, commendations or any form of recognition			
10	G.a.1. National Winner	• Designation as coach/ trainer		
5	G.a.2. Regional Winner	• Copy of awards or proof of awards received by contestant (e.g. Regional Memorandum)		
3	G.a.3. Division Winner	OR • Certification as trainer with name of contestant, level of contest, date, venue and prize received, whether 1st, 2nd or 3rd signed by Division authority/ies concerned (e.g. for Journalism c/o English and/or Filipino Supervisor)		
	G.b. Coach of a sports event who won prizes as follows			
10	G.b.1. National Level	• Designation as coach/ trainer		
5	G.b.2. Regional Level	• Copy of awards or proof of awards received by contestant (e.g. Regional Memorandum)		
3	G.b.3. Provincial/ Division Level	OR		
1	G.b.4. School/ District Level	• Certification as coach/trainer with name of contestant, level of contest, date, venue and prize received, whether 1st, 2nd or 3rd signed by proper official/s (District/ Division/ Region/ National)		



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Name of Applicant:
 School/ Station:
 No. of years in service:
 Position Applied for:

Present Position:
 Date of Last Appointment:

Points Maximum	CRITERIA	DOCUMENTS VALIDATED (all or nothing; if 1 document is missing, applicant will earn no (0) points)	Points Earned	Remarks
	Coordinator of Boy or Girl Scout activities G.c. <i>Note: Certificates of appreciation or recognition for service of short duration such as those received for services rendered in special events/ in service training program are NOT credited. All awards in scouting are NOT credited but may serve as documents to support accomplishments as School/ Division Boy/ Girl Scout Coordinator.</i>			
10	G.c.1. National Level	<ul style="list-style-type: none"> • Designation as Coordinator of a Boy/ Girl Scout activity, signed by School Head • Copy of Matrix of activities duly signed by proper authorities • Report of Accomplishment, with pictures 		
5	G.c.2. Regional Level			
3	G.c.3. Provincial/ Council-Wide/ Division Level			
1	G.c.4. District / School Level			
10	H. Authorship <i>*Thesis or Dissertation shall not be credited.</i>			
10	H.a. Sole authorship of a book	<ul style="list-style-type: none"> • Copy of book/magazine/ newspaper where the article appeared • Research journals published online will only be credited if published in websites with domain of either .edu or .org • Research article compiled into a book/journal will not be credited unless it has an assigned ISSN (International Standard Serial Number) • Research credited in this section will only be credited as an article and not as a book; Published research article shall be granted 1 point only. 		
5	H.b. Co-authorship of a book			
1	H.c. Article on education (1 per article, maximum of 4 articles only)			
TOTAL SCORE FOR LEADERSHIP, POTENTIAL AND ACCOMPLISHMENTS				

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 (MOV's) 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.