

**UPDATED QUALIFICATION STANDARDS FOR CERTAIN POSITIONS  
PER CSC AND COA ISSUANCES**

Position Title	SC	Education	Experience	Training	Eligibility
<b>ACCOUNTANT II</b>	16	B.S. Accounting / B.S.C. Accounting / B.B.A. Accounting	1 year of relevant experience	4 hours of relevant training	SA 1080 (C.P.A.)
<b>ACCOUNTANT III</b>	19	B.S. Accounting / B.S.C. Accounting / B.B.A. Accounting	2 years of relevant experience	8 hours of relevant training	SA 1080 (C.P.A.)
<b>ACCOUNTANT IV</b>	22	B.S. Accounting / B.S.C. Accounting / B.B.A. Accounting	3 years of relevant experience	16 hours of relevant training	SA 1080 (C.P.A.)
<b>ADMINISTRATIVE AIDE IV</b>	04				
<i>(Reproduction Machine Operator II)</i>	04	Elementary School graduate	None required	None required	Relevant FCC I.I. s. 1996
<i>(Driver II)</i>	04	Elementary School graduate	None required	None required	Professional Driver's License
<i>(Electrician I) (For CDO/ATFS only)</i>	04	High School Graduate or Completion of relevant vocational trade course	None required	None required	Relevant FCC I.I. s. 1996
<i>(Mechanic I) (For CDO/ATFS only)</i>	04	High School Graduate or Completion of relevant vocational trade course	None required	None required	Relevant FCC I.I. s. 1996
<b>ADMINISTRATIVE AIDE V</b>	05				
<i>(Chairperson) (Office of the Chairperson only)</i>	05	Elementary School graduate	1 year of relevant experience	4 hours of relevant training	Professional Driver's License

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Position Title	SC	Education	Experience	Training	Eligibility
<b>ADMINISTRATIVE AIDE VI</b>	06				
<i>(Clerk II)</i>	06	Completion of five-year studies in college	1 year of relevant experience	4 hours of relevant training	CE Trade professional/First Level Eligibility
<i>(Electrician II) (For CDO/ATFS only)</i>	06	High School Graduate or Completion of relevant vocational trade course	1 year of relevant experience	4 hours of relevant training	Electrician (Building Wiring)
<i>(Mechanic II) (For CDO/ATFS only)</i>	06	High School Graduate or Completion of relevant vocational trade course	1 year of relevant experience	4 hours of relevant training	Mechanic
<i>(Air-conditioning Technician I) (For CDO/ATFS only)</i>	06	High School Graduate or Completion of relevant vocational trade course	1 year of relevant experience	4 hours of relevant training	Air-conditioning/Refrigeration Technician
<b>ADMINISTRATIVE ASSISTANT III</b>	09				
<i>(Secretary II)</i>	09	Completion of five-year studies in college	1 year of relevant experience	4 hours of relevant training	CE Trade professional/First Level Eligibility
<i>(Computer Operator II)</i>	09	Completion of five-year studies in college	1 year of relevant experience	4 hours of relevant training	CE Trade professional/First Level Eligibility
<i>(Electrician Foreman) (For CDO/ATFS only)</i>	09	High School Graduate or Completion of relevant vocational trade course	1 year of relevant experience	4 hours of relevant training	Electrician (Building Wiring)
<i>(Mechanic II) (For CDO/ATFS only)</i>	09	High School Graduate or Completion of relevant vocational trade course	1 year of relevant experience	4 hours of relevant training	Mechanic

# Qualification Standards Manual Of The Csc

**United States. Superintendent of  
Documents**



## Qualification Standards Manual Of The Csc:

Supervisory Grade-evaluation Guide and Qualification Standard United States Civil Service Commission, United States Civil Service Commission. Bureau of Policies and Standards, 1976      Department of the Navy Manual for Position Classifiers United States. Navy Department. Office of Industrial Relations, 1963      Manual for Position Classifiers United States. Navy Department. Office of Industrial Relations, 1963      **Federal personnel manual system** , 1977      Supervisory Grade-evaluation Guide and Qualification Standard , 1984      Index to Civil Service Commission Information United States Civil Service Commission, 1977-06      Physical Security Manual United States. Defense Supply Agency, 1977      *The Universal Key to the CSC Issuance System* United States Civil Service Commission, 1962      *Emotional Bureaucracy* Rupert Hodder, 2017-07-28 This study casts doubt on the classic model of bureaucracy and its relevance to developing areas In particular Hodder challenges the Weberian distinction between the role of emotion and a modern bureaucracy's impersonal and rational qualities He suggests that bureaucracies function differently and offers a different perspective The focus is the Philippines but Hodder's conclusions are applicable to other developing areas Two main themes are discussed The first explores the classic Weberian model of bureaucracy The second concerns ways of thinking about the social features of bureaucracy The focus is dimensions of bureaucracy that are less dependent upon structure What emerges is an innovative description of the social world of bureaucracy and its attributes Hodder observes that discussions with civil servants and politicians in developing countries suggest that deepening emotion a strengthening sense of the importance of social relationships and informality are vital to the emergence of professional and stable organizations Hodder believes it is possible to account for these social features of bureaucracy by understanding participants' representations and practices While these ideas are discussed in the context of the Philippines they have wider relevance to other states especially those whose bureaucracies are characterized as weak and personalistic The author suggests that these characterizations and possible remedies may need to be reconsidered He argues that through informality and emotion effective and stable organizations can be built excessive formalism may exacerbate the problems that governments of developing countries are trying to solve The means to strengthen bureaucracies in developing countries are already available and rather than be ignored or suppressed need be identified and encouraged      Official Gazette Philippines, 2001      **The Federal Labor-management Consultant** , 1978      **Reports and Documents** United States. Congress,      *Statutory Exceptions to the Competitive Service* United States Civil Service Commission, 1973      *FSH.* , 1969      Files Maintenance and Disposition United States. Defense Supply Agency, 1968      **Civil Service Commission Merit Staffing Review Team** United States. Congress. House. Committee on Post Office and Civil Service, 1976      Paperwork Management and Printing Facilities in the United States Government United States. Congress. House. Committee on House Administration, 1956      Personnel Bibliography Series United States Civil Service Commission. Library, 1960      *Position Classification and Pay in the Federal*

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