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**Office of the President
of the Philippines
Malacañang**

MEMORANDUM CIRCULAR NO. 12

**AUTHORIZING THE CONTINUANCE IN SERVICE OF GOVERNMENT
OFFICIALS AND EMPLOYEES IN THE EXECUTIVE BRANCH**

In the exigency of the service, and to ensure continuity in government operations, while promoting competence, merit and fitness in the selection and appointment of government officers and personnel of departments, agencies, bureaus and offices in the Executive branch, the following are hereby ordered:

1. Officers-in-Charge of departments, agencies, bureaus and offices, including Non-Career Executive Service Officials occupying Career Executive Service (CES) positions, shall continue to perform their duties and discharge their functions until a replacement has been appointed or designated, unless otherwise earlier terminated, in accordance with the specific needs and requirements of their respective departments, agencies, bureaus and offices, and subject to existing civil service laws, rules and regulations; and
2. CES Eligibles occupying CES positions, including on-stream candidates for CES eligibility, shall continue to perform their duties and discharge their functions pursuant to law, rules and regulations, unless they are reappointed or replaced, or their respective successors are appointed or designated.

All government officials and employees covered herein shall abide by the high standard of ethics in public service and discharge their duties with utmost responsibility, integrity, competence, and patriotism.

This Circular amends Memorandum Circular Nos. 1 (s. 2022) and 3 (s. 2022). All orders, rules, regulations and issuances or parts thereof, which are inconsistent with this Circular, are hereby repealed or modified accordingly.

This Circular shall take effect immediately.

DONE, in the City of Manila, this 29th day of December, in the year of our Lord, Two Thousand and Twenty-Two.

By authority of the President:


LUCAS P. BERSAMIN
Executive Secretary
Office of the President
MALACAÑANG RECORDS OFFICE
CERTIFIED COPY
for: 
ATTY. CONCEPCION ZERY E. FERRER-LINO-ENAD
DIRECTOR IV
12/29/22