



THE KINGDOM OF SOLQUELUM
Commission on Government Personnel

GOVERNANCE CODE OF THE KINGDOM OF SOLQUELUM

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PREAMBLE

By virtue of the powers vested in the Commission on Government Personnel (CGP) under Article XIV, Section 5 of the 2024 Constitution of the Kingdom of Solquelim, and in consonance with the provisions of the Electoral Code and other pertinent legislative enactments, the CGP hereby promulgates this Governance Code. This Code establishes the framework for the ethical, efficient, and accountable administration of national and local governance, providing detailed provisions governing the recruitment, conduct, evaluation, and removal of public officials and personnel. The principles underpinning this Code are constitutional monarchy, the tenet of public service as a public trust, and participatory democracy, including the operationalization of "People Power."

CHAPTER I — GENERAL PROVISIONS AND DEFINITIONS

Article I: Scope and Applicability

- Section 1 This Code shall apply to all public officers, whether elected or appointed, within the governmental structure of the Kingdom of Solquelim.
- Section 2 The provisions of this Code shall govern all ministries, commissions, agencies, provinces, and provinces as the smallest administrative units, as well as any special administrative zones or bodies created by royal decree or legislative act.

Article II: Definitions

- Section 1 Commission on Government Personnel (CGP) refers to the independent constitutional body charged with the oversight of personnel management, including, but not limited to, recruitment, ethics, performance management, discipline, and professional development.
- Section 2 Elected Official denotes an individual who holds public office by virtue of direct or indirect suffrage. This includes, but is not limited to, members of the Solquelim Assembly and Provincial Governors.



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- Section 3 Appointed Personnel refers to individuals selected through procedures established by the CGP to occupy civil service roles.
- Section 4 People Power Mechanism refers to the constitutionally recognized citizen-led processes by which registered voters may initiate petitions, demand referenda, or call for performance reviews of public officials.
- Section 5 Provisional Appointment refers to a temporary assignment to a critical post, authorized by the CGP or a Provincial Governor, pending the completion of election processes, prescribed training, or formal recruitment procedures.
- Section 6 Ethical Declaration is a notarized instrument executed by a public servant, wherein they disclose financial interests, affirm their loyalty to the Crown, and pledge to uphold neutrality and integrity in public service.
- Section 7 National Registry of Government Employees (NRGE) refers to the centralized digital repository maintained by the CGP for the purpose of recording and tracking appointments, conduct records, eligibility status, and performance reviews of government employees.
- Section 8 Local Personnel Exam (LPE) refers to the standardized test administered by the CGP to evaluate the fitness of applicants for local government positions.
- Section 9 National Civil Eligibility Examination (NCEE) refers to the standardized test required for applicants seeking entry into national-level public service roles.
- Section 10 Revocation of Certification refers to the withdrawal of CGP-issued eligibility or certification following due process and upon findings of misconduct, disqualification, or legal violations.



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DIVISION 1: NATIONAL GOVERNANCE

CHAPTER I — STRUCTURE AND MANDATE OF THE CGP

Article I: Legal Foundations

- Section 1 The Commission on Government Personnel (CGP) is established as a permanent constitutional body with independence from both the monarchy and the legislative assembly, except as provided in the Constitution.
- Section 1.2 The CGP shall exercise powers necessary to ensure merit-based, ethical, and professional public service through quasi-legislative (rulemaking), quasi-judicial (disciplinary adjudication), and administrative (policy implementation and monitoring) capacities.

Article II: Core Duties and Powers

- Section 1 The CGP shall:
- a. Develop and administer the National Civil Eligibility Examination (NCEE) and the Local Personnel Exam (LPE);
 - b. Formulate and enforce rules governing entry into, promotion within, and exit from public service roles;
 - c. Establish and maintain the National Registry of Government Employees (NRGE);
 - d. Conduct ethics audits and investigate breaches of public trust;
 - e. Certify appointments, oversee personnel behavior, and issue public service eligibility credentials;
 - f. Submit annual reports detailing national personnel statistics, misconduct investigations, and training programs to the Solquelum Assembly;
 - g. Recommend changes to the Assembly regarding personnel policy, civil service law, and appointment structures;
 - h. Operate a complaint and appeals mechanism for the public and government workers alike.



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CHAPTER II — ELECTED NATIONAL OFFICIALS

Article I: Solquelim Assembly Representatives

Section 1 Members of the Solquelim Assembly are directly elected by the constituents of each province and serve as national legislators.

Section 2 Representatives shall:

- a. Draft and enact laws in accordance with constitutional provisions;
- b. Review and approve the national and provincial budget plans;
- c. Exercise oversight over ministries and government commissions through inquiries and investigations;
- d. Represent the interests and welfare of their home provinces;
- e. Attend plenary sessions and committee hearings regularly;
- f. Submit an annual performance report including budget allocations, enacted legislation, and attendance records to both the CGP and public archives;
- g. Abide by the Ethical Declaration and be subject to CGP evaluation outside of impeachment grounds.

Section 3 Members who fail to perform their duties or commit misconduct may be investigated by the CGP and recommended for impeachment by the Assembly per Article XV of the Constitution.



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DIVISION 2: LOCAL GOVERNANCE

CHAPTER I — PROVINCIAL ELECTED OFFICIALS

Article I: Governors

- Section 1 Each province with a population of over seventy-five (75) citizens shall elect one (1) Governor; provinces with a population of one hundred fifty (150) or more shall elect two (2) Governors. Governors shall be directly elected by registered citizens of the province.
- Section 2 The Provincial Governor shall:
- a. Execute national laws and provincial ordinances within the province;
 - b. Supervise all appointed personnel in the province, including administrative and technical officers certified by the CGP;
 - c. Manage provincial planning, budgeting, and the implementation of local development programs;
 - d. Submit quarterly performance reports and local development updates to the CGP and the Solquelim Assembly;
 - e. Preserve peace and order through coordination with local councils and the judiciary;
 - f. Convene the provincial assembly or citizen council quarterly for deliberations on local matters.
- Section 3 The CGP shall validate the qualifications of all gubernatorial candidates, including proof of citizenship, ethical clearance, and participation in a pre-election policy orientation program.

Article II: Provinces Without Governors

- Section 1 In provinces with a population under seventy-five (75) citizens, the Representative of the Province to the Solquelim Assembly shall serve as the executive head and fulfill the responsibilities of a governor. This provision applies in the absence of a governor, as the gubernatorial office is established only in provinces meeting the minimum population requirement of seventy-five (75) citizens.



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Article III: People Power and Accountability

- Section 1 A recall referendum may be initiated through a petition signed by at least twenty-five percent (25%) of registered provincial voters. The petition shall state specific grounds for removal.
- Section 2 Upon verification of the petition:
- a. The CGP shall suspend the official pending the outcome of the referendum;
 - b. If the majority of votes cast express no confidence, the CGP shall declare the position vacant;
 - c. The CGP shall organize a special gubernatorial election within forty-five (45) days with the Commission on Elections (COE);
 - d. The CGP may appoint an interim administrator until a new Governor assumes office.

CHAPTER II — LOCAL ADMINISTRATION

Article I: Oversight and Personnel Appointment

- Section 1 Local administrative personnel shall be appointed by the Governor but must:
- a. Be certified by the CGP through the LPE or an equivalent mechanism;
 - b. Possess an ethical clearance and no disqualifying records;
 - c. Reside in the province for no less than three (3) consecutive months prior to appointment.
- Section 2 These personnel shall include, but are not limited to, provincial registrars, provincial records officers, development officers, provincial engineers, and budget officers.
- Section 3 All local staff are required to:
- a. Submit Monthly Activity Logs (MALs) to both the Governor and CGP;
 - b. Participate in annual ethics and procedural training offered or endorsed by the CGP;



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- c. Abide by the Governance Code and are subject to audit, review, and disciplinary action by the CGP.

Section 4 The CGP retains the right to suspend, reassign, or revoke the appointment of any local officer found in breach of duty or ethical norms after due process.



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DIVISION 3: CERTIFICATION, EXAMINATIONS, AND LICENSING

CHAPTER I — CERTIFICATION AND LICENSE VALIDITY

Article I: Certification Requirements

- Section 1 Certification by the CGP is mandatory for all appointed government positions at the national and local levels.
- Section 2 Pre-requisites before examination shall include:
- a. Proof of citizenship in the Kingdom of Solquelum;
 - b. Completion of the Ethical Declaration;
 - c. Attendance and completion of the Pre-Service Public Orientation Seminar (PPOS);
 - d. For LPE candidates: proof of at least three (3) months provincial residency;
 - e. For NCEE candidates: submission of educational or experience-based credentials as specified by CGP regulations.
- Section 3 Certifications remain valid for three electoral terms (six years).
- Section 4 Certification renewal is contingent upon re-taking and passing the applicable examination before expiration.
- Section 5 Government personnel who fail to renew their certification shall be considered unqualified for service and suspended until recertification.

CHAPTER II — EXAMINATION PROCESS

Article I: Structure and Passing Grade

- Section 1 Both the NCEE and LPE shall consist of four (4) sections, each contributing 25% to the final score.
- Section 2 A passing grade shall be a composite score of at least seventy-five percent (75%).



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Section 3 Results shall be final and confidential unless subject to a formal review by the CGP.

Article II: Examination Content

Section 1 The National Civil Eligibility Examination (NCEE) shall cover:

- a. The Constitution and national legislation;
- b. Administrative governance and inter-ministerial functions;
- c. Ethics and accountability in public service;
- d. Logic, critical thinking, and governance case analysis.

Section 2 The Local Personnel Exam (LPE) shall cover:

- a. Local government structure and powers;
- b. Community engagement and development planning;
- c. Ethical conduct and civil service behavior;
- d. Records management and basic fiscal oversight.

Article III: Scheduling and Administration

Section 1 The CGP shall offer the NCEE and LPE at least once every calendar year.

Section 2 Additional sessions may be scheduled based on regional demand or national recruitment cycles.

Section 3 All examinees shall be informed of testing locations, procedures, and rules no less than thirty (30) days before the scheduled exam.

CHAPTER III — REVOCATION, RE-EXAMINATION, AND DISQUALIFICATION

Article I: Grounds for Disqualification

Section 1 Certification may be revoked for:

- a. Fraudulent information or falsified credentials;
- b. Acts of corruption or abuse of power;
- c. Violations of the Ethical Declaration;
- d. Conviction of any criminal offense by final judgment.



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Article II: Requirements for Re-examination

- Section 1 All government-certified personnel must retake and pass their applicable examination every three (3) electoral terms (six years).
- Section 2 The CGP shall notify certified individuals at least six (6) months prior to their license expiry.
- Section 3 Failure to pass the re-examination may result in temporary suspension with a maximum extension of ninety (90) days for retake preparation.
- Section 4 Personnel who fail two (2) consecutive re-examinations shall be disqualified from public service for one electoral term (two years).



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CHAPTER II — FINAL PROVISIONS

Article I: Supremacy of Law

- Section 1 This Code shall be subordinate to the Constitution of the Kingdom of Solquelim, and consistent with it. In the event of any conflict between the provisions of this Code and other legal texts, the following hierarchy shall prevail:
1. Constitution of the Kingdom of Solquelim;
 2. Royal Decrees, provided they are consistent with the Constitution;
 3. This Governance Code;
 4. Electoral Code;
 5. Local Ordinances and other subsidiary legislation.

Article II: Enactment and Amendments

- Section 1 This Code shall be published in the Solquelim Gazette and shall take effect thirty (30) days after its publication, unless otherwise provided herein.
- Section 2 Amendments to this Code shall be enacted as follows:
- a. A proposal for amendment shall be approved by a two-thirds ($\frac{2}{3}$) vote of all the members of the Solquelim Assembly;
 - b. The proposed amendment shall be endorsed by the CGP; and
 - c. The proposed amendment shall be assented to by the King.



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Signed under the Seal of the Kingdom of Solquelum
By the Commission on Elections

With the Assent of


His Majesty King Lawrence I
The Kingdom of Solquelum



Dated: May 10, 2025



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APPENDIX

The following roles are defined for provincial governance and public administration and include, but are not limited to:

Solquelum Assembly Representative

A nationally elected legislator who proposes, enacts, and amends laws, exercises oversight over executive functions, approves budgets, and serves as a liaison between their province and national authorities.

Provincial Governor

The chief executive of the province, elected by provincial citizens. Responsible for law enforcement, budget oversight, development planning, civil service management, and upholding provincial peace and order.

Provincial Registrar

Maintains official provincial records including birth, death, marriage, citizenship, and legal documentation. Ensures archival integrity and access to civil status documents.

Provincial Records Officer

Oversees classification, storage, retrieval, and security of official provincial documents, logs, and public service reports.

Development Officer

Plans, implements, and evaluates programs for economic, social, and cultural development within the province. Coordinates with stakeholders for project alignment and impact assessment.

Budget Officer

Prepares the provincial budget, monitors fund usage, and ensures financial accountability in accordance with CGP standards. Coordinates with departments on spending plans and adjustments.



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Provincial Health Officer

Develops and oversees healthcare strategies, public health campaigns, and medical service delivery across the province. Responds to health emergencies and coordinates with national agencies.

Provincial Education Officer

Administers education programs and institutions within the province. Monitors curriculum implementation, student access, and faculty development.

Provincial Records Clerk

Supports data entry, record keeping, and routine document processing under the Provincial Registrar and Records Officer.

All jobholders must:

- a. Hold a valid CGP certification;
- b. Abide by the Ethical Declaration;
- c. Participate in CGP-mandated training;
- d. Submit regular reports and performance logs as prescribed by law.

