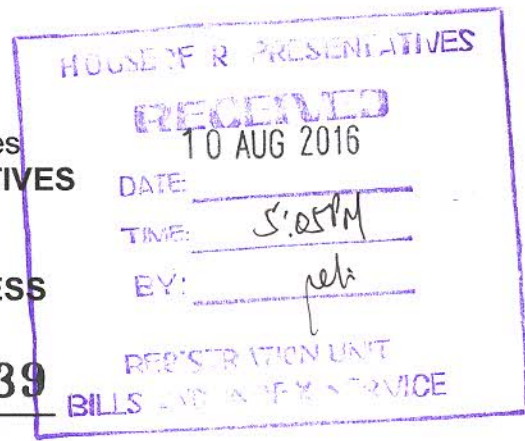


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2839



Introduced by REP. TEDDY BRAWNER BAGUILAT

**AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT
EMPLOYEES, UNDER CERTAIN CONDITIONS, WHOSE STATUS OF
APPOINTMENT IS EITHER CASUAL OR CONTRACTUAL AND WHO HAVE
RENDERED A TOTAL OF FIVE (5) YEARS OF EFFICIENT SERVICE**

EXPLANATORY NOTE

The government is the biggest employer of the country, with approximately 1.4 million civil servants in its employ in 2010. Majority of the total non-career positions hold casual and contractual positions. Government workers who have civil service eligibilities in the first or second level are entitled to occupy regular or permanent positions in government while the non-eligible government workers are hired as casual or contractual employment.

Casual and contractual employees in government are required to be civil service eligible to be considered for regular employment. They are not entitled to benefits and privileges accorded to regular employees despite their long years in government service. Considering the services they extend in all government offices *vis-a-vis* the insufficient benefits and privileges accorded the casual and contractual employees, the government should grant these dedicated employees who have rendered efficient service in the bureaucracy an opportunity to obtain their civil service eligibility. Casual and contractual employees deserve to be given the opportunity to enjoy the benefits of their hard work and perseverance such as having job security.

It is, therefore, urged that the legislature pass this measure granting civil service eligibility to casual and contractual employees who have been rendering uninterrupted service in the government for five (5) years.



TEDDY BRAWNER BAGUILAT
Ifugao Lone District

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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

1 **SECTION 1. Declaration of Policy.** - The State shall harness its human resources to
2 cope with the rapid economic development and population growth. Government workers,
3 being an important component of the State's human resources, shall be given the equal
4 opportunity to quality education, justice, and security of tenure.

5 **SEC. 2. Coverage.**- Subject to the provisions of the Constitution and applicable civil
6 service laws, rules and regulations, all incumbent government employees, as of
7 the approval of this Act, who are holding casual or contractual positions in the first
8 and second levels and who have rendered continuous service for the last five (5) years
9 shall be granted civil service eligibility by the Civil Service Commission: *Provided,*
10 *however,* that they shall not be entitled to any promotion unless they obtain the
11 appropriate eligibility requirement for that position.

12 **SEC. 3. Civil Service Performance Evaluation Standards.**- The Civil
13 Service Commission shall formulate performance evaluation standards to determine
14 qualified employees under this Act.

1 **SEC. 4. *Implementing Rules and Regulations.***- The Civil Service Commission shall
2 prepare the necessary rules and regulations to implement the provisions of this Act, and
3 the same shall be promulgated within ninety (90) days after the approval of this Act.

4 **SEC. 5. *Separability Clause.*** - If any provision of this Act is declared unconstitutional
5 or invalid, the other provisions not so declared shall remain in full force and effect.

6 **SEC. 6. *Repealing Clause.***- All laws, decrees, executive orders, department or
7 memorandum orders and other administrative issuances or parts thereof which
8 are inconsistent with the provisions of this Act are hereby modified, superseded or
9 repealed accordingly.

10 **SEC. 7. *Effectivity Clause.***- This Act shall take effect fifteen (15) days after
11 its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,