

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1279



Introduced by HONORABLE LUIS RAYMUND F. VILLAFUERTE, JR.

EXPLANATORY NOTE

The Philippine government has employed over 1.4 million personnel in 2010¹, making it the biggest employer in the country. There are no signs of slowing down, and a career in the civil service is still very much in demand. In fact, over 230,000 people took the career service exam last March 2017² in the hopes of getting eligibility.

However, the total number of personnel in non-career service surveyed by the Civil Service Commission³ shows that 59% is filled by Casual employees, or those hired for emergency or seasonal jobs, while 24% is filled by Contractual employees, or those hired for a specific job or those requiring technical skills. Non-careers make up a total of 117,000 employees⁴ in the Philippine civil service—this is over 13% of people working for the government that do not receive the same benefits career personnel do. These men and women work the same hours as regular employees and yet do not receive compensation for paid holiday that regular employees take.

This bill proposes to give the contractual and casual employees in the civil service their due entitlement by ensuring that they are paid corresponding wages during special public and local holidays, as may be proclaimed by the President of the

¹ http://www.csc.gov.ph/phocadownload/IGP/2010IGP_stat.pdf

² <http://www.csc.gov.ph/new-updates/1309-more-than-230,000-to-take-career-service-exams-on-march-12.html>

³ <http://www.csc.gov.ph/phocadownload/userupload/irmoitd/StateHRinCivilService.pdf>

⁴ Ibid

Philippines. In the spirit of fairness, this bill aims to encourage the dynamic workforce of non-career civil servants in the country and give them their due compensation.

The approval of this bill is earnestly sought.



LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.

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HOUSE BILL NO. _____

Introduced by HONORABLE LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.

AN ACT

**GRANTING NIGHT SHIFT DIFFERENTIAL PAY TO THE GOVERNMENT
EMPLOYEES INCLUDING THOSE IN GOVERNMENT-OWNED OR
CONTROLLED CORPORATIONS AND APPROPRIATING FUNDS THEREFOR**

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

SECTION 1. Government employees, including those in government-owned or controlled corporations, whether their nature of employment is permanent, contractual, temporary or casual, shall be paid night shift differential at a rate not exceeding twenty percent (20%) of the hourly basic rate of the employee for each hour of work performed between ten o'clock in the evening and six o'clock in the morning; *Provided*, That the night shift differential pay provided under this Act shall be in addition to and shall not in any way diminish whatever benefits and allowances being presently enjoyed by government employees.

"Hourly basic rate" refers to basic salary rate per hour derived by dividing the monthly rate by twenty-two (22) working days and dividing the quotient derived by eight (8) hours.

SEC. 2. The following government employees are not covered by this Act:

- a) Public health workers who are already covered by Republic Act No. 7305; and
- b) Government employees whose services are required, or are on call, twenty-four (24) hours a day such as the uniformed personnel of the Armed Forces of the

Philippines (AFP), the Philippine National Police (PNP), the Bureau of Jail Management and Penology (BJMP), and the Bureau of Fire Protection (BFP).

SEC. 3. The Civil Service Commission (CSC), in coordination with the Department of Budget and Management (DBM), shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 4. The amount necessary for the effective implementation of this Act shall be funded as follows:

- a) For the national government entities, the initial amount shall be charged from the savings generated from the different departments, bureaus, offices, and agencies. Thereafter, such sum as may be necessary for the continuous implementation of this Act shall be included in the annual General Appropriations Act (GAA):
- b) For local government units, the amount shall be charged against their respective funds; and
- c) For government-owned or controlled corporations and their subsidiaries the amount shall come from their respective corporate funds.

SEC. 5. All laws, decrees, orders, rules and regulations, and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 6. This Act shall take effect fifteen (15) days after publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,