## Republic of the Philippines HOUSE OF REPRESENTATIVES Quezon City

EIGHTEENTH CONGRESS First Regular Session

House Bill No. 4320



Introduced by Rep. BERNADETTE "BH" HERRERA-DY

## AN ACT

GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES, GRANTING 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**

As of the last count in 2010, the government is the biggest employer of the country with approximately 1.4 million civil servants. As many as 120, 000 state workers are said to be contractual employees, and in some agencies such as Department of Transportation, as much as 40% -- almost half of the Department's 6, 948 personnel – remain to be temporary, contractual or 'job order' workers.

If the current government's thrust is to end contractualization, or "Endo" in the private sector, so too should it regularize government workers who suffer the same fate. Granting regular status will serve as an incentive towards more productive work, investing in one's job, and taking on a longer-term view at one's career advancement. Considering the services they extend in all government offices vis-à-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.

This bill will mandate that all incumbent government employees, as of the approval of this Act, who are holding casual or contractual positions in the first and second levels and who have rendered continuous service for the last five (5) years shall be granted civil service eligibility of the Civil Service Commission, provided, however, that they shall not be entitled to any promotion unless they obtain the appropriate eligibility requirement for that position.

In view of the foregoing, immediate approval of this bill is earnestly sought.

BERNADETTE HERRERA-DY

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	Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:
	<b>SECTION 1.</b> Declaration of Policy. – The State shall harness its human resources to cope with the rapid economic development and population growth. Government worker, being an important component of the State's human resources, shall be given the equal opportunity to quality education, justice, and security of tenure.
1	<b>SEC. 2.</b> Coverage. – Subject to the provisions of the Constitution and applicable civil service laws, rules and regulations, all incumbent government employees, as of the approval of this Act, who are holding casual or contractual positions in the first and second levels and who have rendered continuous service for the last five (5) years shall be granted civil service eligibility by the Civil Service Commission: <i>Provided</i> , However, that they shall not be entitled to any promotion unless they obtain the appropriate eligibility requirement for that position.
	<b>SEC. 3.</b> Civil Service Performance Evaluation Standards. – The Civil Service Commission shall formulate performance evaluation standards to determine qualified employees under this Act.
	<b>SEC. 4.</b> <i>Implementing Rules and Regulations.</i> – The Civil Service Commission shall prepare the necessary rules and regulations to implement the provisions of this Act, and the same shall be promulgated within ninety (90) days after the approval of this Act.
	<b>SEC. 5.</b> Separability Clause. – If any provision of this Act is declared unconstitutional or invalid, the other provisions not so declared shall remain in full force and effect.
	<b>SEC. 6.</b> Repealing Clause. – All laws, decrees, executive orders, department or memorandum orders and other administrative issuances or parts thereof which are inconsistent with the provisions of this Act are hereby modified, superseded or repealed accordingly.
	SEC. 7. Effectivity Clause This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspaper of general circulation.

Approved,

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