

Republic of the Philippines
HOUSE OF REPRESENTATIVES

Quezon City

Eighteenth Congress

First Regular Session

House Bill No: **3643**



Introduced by REP. MERCEDES C. CAGAS

EXPLANATORY NOTE

This bill seeks to grant appropriate civil service eligibility to the temporary employees in the government who have rendered at least five (5) years of continuous and efficient service.

While temporary employees are equipped with the educational requirement, training and experience for the career service position to which they are appointed, they lack the appropriate civil service eligibility that will qualify them for permanent appointment to their current positions.

In 1990, there were around 200,000 temporary government employees occupying career service positions. These employees benefitted from the passage of Republic Act (RA) No. 6850 which granted civil service eligibility to government employees who were appointed under temporary status and have rendered a total of seven (7) years of efficient service.

Today, 26 years after RA 6850 had been implemented, the population of government employees has burgeoned, which expectedly come with a large number of temporary employees. If temporary employees covered under RA 6850 were given the opportunity to become permanent, we cannot see why the same privilege cannot be extended to the temporary employees who presently occupy important career service positions.

Article IX-B Section 2(6) of the 1987 Constitution provides that "*temporary employees of the government shall be given such protection as may be provided by law.*" In cognizance of this constitutional mandate, we find it most fitting to grant appropriate civil service eligibility to temporary employees in the government who possess at least five years of continuous and efficient service as of the approval of this proposed measure to help them qualify for permanent appointment to their current positions.

Hence, approval of this bill is earnestly sought.


MERCEDES C. CAGAS

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**AN ACT GRANTING CIVIL SERVICE ELIGIBILITY UNDER CERTAIN
CONDITIONS TO GOVERNMENT EMPLOYEES WHO ARE APPOINTED UNDER
TEMPORARY STATUS AND WHO HAVE RENDERED AT LEAST FIVE (5)
YEARS OF CONTINUOUS AND EFFICIENT SERVICE**

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

SECTION 1. ***Grant of Eligibility*** – All government employees who, as of the approval of this Act, are holding career service positions under temporary status and who have rendered at least five (5) years continuous and efficient service, shall be granted the civil service eligibility that qualifies these employees for permanent appointment to their current positions: *Provided*, that these government employees must have obtained a “satisfactory” performance rating for the last two semestral rating period and that they have no pending criminal or administrative case as certified by the immediate supervisor or head office.

SECTION 2. ***Performance Evaluation Standard*** – The Civil Service Commission shall, consistent with the merit and fitness principle, formulate the performance evaluation standard to be used in the determination of temporary employees who are qualified to avail of the privilege granted under this Act.

As used in this section, *temporary employee* refers to a government employee who meets the education, experience and training requirements for the position to which he is appointed except for the appropriate civil service eligibility.

SECTION 3. *Implementing Rules and Regulations* – The Civil Service Commission shall, within ninety (90) days from the approval of this Act, promulgate the rules and regulations necessary for its implementation.

SECTION 4. *Effectivity* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,