

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session



**HOUSE BILL NO. 1081**

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Introduced by: **HON. "KUYA" JOSE ANTONIO R. SY-ALVARADO**

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**EXPLANATORY NOTE**

This bill seeks to grant the appropriate civil service eligibility to casual, contractual or temporary status employees in the government who has religiously served for at least ten (10) years without any gap in their service record.

One of the pre-requisites of having a permanent appointment is being civil service eligible aside from their basic qualifications of meritoriously, morally, and being physically fit.

Efficient government service is one aspect which we would like to promote and improve. Having served a period of 10 years or more without being classified as a permanent employee, demoralizes and isolates an individual based on his civil service eligibility alone. It erases the fact that he or she is already considered a senior in his field of work having rendered a considerable amount of effort and time to the government agency. Being able to master his or her work for a period of 10 or more years is being over qualified if we are to base it on experience alone. Thus, we would like to appeal that the service tenure provided by the individual for the longest time be equivalent to being civil service eligible.

Hence the approval of this measure is earnestly sought after.

**"KUYA" JOSE ANTONIO R. SY-ALVARADO** ✍  
*Representative*  
*First District of Bulacan*

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**AN ACT GRANTING SECURITY OF TENURE TO GOVERNMENT  
EMPLOYEES WHOSE NATURE OF APPOINTMENT IS EITHER  
TEMPORARY, CONTRACTUAL AND CASUAL AND WHO HAVE RENDERED  
A TOTAL OF TEN (10) YEARS OF EFFICIENT SERVICE.**

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

**SECTION 1. Declaration of Policy.** – The state shall harness its Human resources to cope with the rapid economic development and population growth. Government workers, being an important component of the state’s human resources, shall be given the equal opportunity to quality education, justice, and the security of tenure of employment.

**SECTION 2. Coverage.** – Subject to the provisions of the Constitution and applicable civil service laws, rules and regulations, all incumbent government employees and casual as of the approval of this Act, who are holding contractual and/or temporary positions in the first and second levels and who have rendered continuous service for the last ten (10) years shall be given regular positions with permanent appointments by their respective officers: Provided, however, that, they shall not be entitled to any promotion until such time that they shall have obtained the appropriate eligibility equivalency requirement for that position.

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

**SECTION 4. Implementing Rules and Regulations.** – The Civil Service Commission shall promulgate rules and regulations within ninety (90) days after the approval of this Act.

**SECTION 5. Separability Clause.** – If any part, section or provision of this Act is declared invalid or unconstitutional, other provision not affected therein shall remain in force and effect.

**SECTION 6. Repealing Clause.** – All laws, decrees, and executive orders inconsistent with this Act are hereby repealed or modified accordingly.

**SECTION 7. Effectively Clause.** – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspaper of general accordingly.

*Approved,*

