

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

**EIGHTEENTH CONGRESS**  
First Regular Session

HOUSE BILL NO. **4885**



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**Introduced by Representative Michael L. Romero**

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**EXPLANATORY NOTE**

The State recognizes the importance to promote the economy, efficiency and effectiveness in government operations, particularly in the delivery of essential public services. The State shall further endeavor to streamline government functions and to maintain necessary positions through an appropriate **retirement and voluntary separation scheme.**

The State shall protect all appointive officials and employees of the National Government, including government-owned or controlled corporations with original charters, as well as the personnel of all local government units.

This House Bill seeks to foster the benefits to all regular, temporary, casual and emergency employees, regardless of age, who have rendered at least a total of two (2) consecutive years of government service as of the date of separation.

Thus, the early passage of this bill is earnestly requested.

  
**MICHAEL L. ROMERO Ph.D.**

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

**EIGHTEENTH CONGRESS**  
First Regular Session

HOUSE BILL NO. 4885

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**Introduced by Representative Michael L. Romero**

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**AN ACT**

**AMENDING REPUBLIC ACT 6683, "OTHERWISE KNOWN AS AN  
ACT PROVIDING BENEFITS FOR EARLY RETIREMENT AND  
VOLUNTARY SEPARATION FROM THE GOVERNMENT SERVICE,  
AS WELL AS INVOLUNTARY SEPARATION OF CIVIL SERVICE  
OFFICERS AND EMPLOYEES", AND FOR OTHER PURPOSES**

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

**SECTION 1.** Section 10 of Republic Act 6683 is hereby amended to  
read follows:

**Section 10. Funding.** - For national government employees, the sum of Ten Billion pesos (**₱10,000,000,000.00**), or so much thereof as may be necessary, is hereby authorized to be appropriated out of any funds in the National Treasury not otherwise appropriated for payment of early retirement and separation incentive benefits authorized in this Act.

For employees of government-owned or controlled corporations, the benefits herein granted shall be paid from the internal funds of the respective corporations no case shall the benefits paid to employees of government-owned or



controlled corporations be less than the benefits granted by their existing corporate programs, if any.

For employees of local government units, the benefits shall be paid from available funds of each local government unit.

Government-owned or controlled corporations and local government units which may not be able to adequately fund the incentive benefits under this Act may avail themselves of the Ten Billion Pesos **(10,000,000,000.00)** fund appropriation for this purpose but only to the extent of twenty-five percent (25%) of the requirements on the condition that their plantilla and staffing pattern shall, for a period of one (1) year from the effectivity of this Act, be subject to approval of the Department of Budget and Management: provided, that in the case of government-owned or controlled corporations, said twenty-five percent (25%) may be deducted by the Department of Budget and Management from whatever budgetary allocation and assistance they may get from the National Government in the future.

The above provisions notwithstanding, all savings accruing from the abolition of positions pursuant hereto shall be earmarked and used exclusively for the payment of the benefits under this Act.

**SECTION 2.** Section 12 of Republic Act 6683 is hereby amended to read as follows:

**Section 12. Penalties.** - Any government official who compels an employee under any guise whatsoever to retire or be separated from government service by virtue of this Act or otherwise violates provisions hereof shall, upon conviction, be punished by a fine not less than One Hundred Thousand pesos **(P100,000.00)**, or by imprisonment not less than Six **(6)** years or both such fine and imprisonment in the discretion of the court.

**SECTION 3. TRANSITORY PROVISION** - Existing industries, businesses and offices affected by the implementation of this Act shall be given six **(6)** months transitory period from the effectivity of the IRR or such other period as may be determined, to comply with the requirements of this Act.

**SECTION 4. IMPLEMENTING RULES AND REGULATIONS.** – The departments and agencies charged with carrying out the provisions of this Act shall, within sixty **(60)** days after the effectivity of this Act, formulate the necessary rules and regulations for its effective implementation.

**SECTION 5. REPEALING CLAUSE.** – All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SECTION 6. SEPARABILITY CLAUSE.** – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected thereby.

**SECTION 7. EFFECTIVITY CLAUSE.** – This Act shall take effect after fifteen (15) days from its publication in the Official Gazette or in at least two (2) national newspapers of general circulation whichever comes earlier.

Approved,