



Republic of the Philippines  
**House of Representatives**  
Quezon City, Metro Manila

Seventeenth Congress  
First Regular Session

HOUSE BILL NO. **3465**

HOUSE OF REPRESENTATIVES	
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REGISTRATION UNIT BILLS AND INDEX SERVICE	

Introduced by Honorable Geraldine B. Roman

#### EXPLANATORY NOTE

The Civil Service Commission reported that nearly 128,000 contractual or non-permanent government employees help run our bureaucracy. A great majority of them have been in the civil service for years, yet they do not enjoy the security of tenure of a permanent government employee because of contractualization.

Under this scheme, contractual employees are allowed to suffer work on repeated cycles, thus, depriving them of the full benefits that they should have been receiving had they been appointed to permanent positions. Also, whenever there are vacancies in government positions, new applicants are sometimes considered over active contractual employees who are equally qualified and have been faithfully serving the agency or office for years.

This bill seeks to empower contractual government employees who possess appropriate eligibilities and qualifications and have continuously and satisfactorily rendered service to the government for at least one (1) year by institutionalizing prior consideration of their appointment to permanent positions before the agency looks for applicants with the same qualifications from outside the agency or office. All things being equal, preferential consideration must be given to qualified contractual employees over new applicants.

While we are espousing the minimization and gradual abolition of contractualization in the private sector, the same protection must also be given to our contractual government employees who have, through the years, acquired the experience and expertise, and have shown dedication to public service.

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

  
GERALDINE B. ROMAN



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AN ACT

MANDATING ALL GOVERNMENT AGENCIES, OFFICES AND  
INSTRUMENTALITIES TO EVALUATE AND CONSIDER QUALIFIED  
CONTRACTUAL WORKERS FOR APPOINTMENT TO PERMANENT  
POSITIONS

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

SECTION 1. All branches, subdivisions, instrumentalities, and agencies  
of the government, including government-owned or -controlled corporations  
with original charters are hereby mandated to give preferential consideration to  
the permanent appointment of qualified contractual employees in their  
respective agency, office or instrumentality who have rendered at least one (1)  
year of continuous and effective government service, before considering new  
applicants for the permanent position from outside their agency, office, unit or  
instrumentality.

For the purpose of this Act, *permanent appointment* or *permanent  
position* refers to a career service position or a government post that requires  
entrance based on merit and fitness, competitive career service examination

1 administered by the Civil Service Commission, and in appropriate cases, highly  
2 technical qualifications.

3 *Contractual employees* refer to those whose employment in the  
4 government is in accordance with a special contract to undertake a specific  
5 work or job, requiring special or technical skills not available in the employing  
6 agency, to be accomplished within a specific period, which in no case shall  
7 exceed one (1) year, and perform or accomplish the specific work or job, under  
8 the employee's own responsibility with minimum direction and supervision  
9 from the hiring agency.

10 SEC. 2. The preferential consideration to contractual employees  
11 mandated by this Act shall apply only when both the contractual employee and  
12 the new applicant possess the minimum qualifications, eligibilities and skills for  
13 the permanent position to be filled up.

14 SEC. 3. The Civil Service Commission shall, within sixty (60) days from  
15 effectivity of this Act, promulgate necessary rules and regulations for the  
16 implementation of this Act.

17 SEC. 4. All laws, decrees, issuances, and implementing rules and  
18 regulations inconsistent with this Act are hereby repealed or modified  
19 accordingly.

20 SEC. 5. This Act shall take effect fifteen (15) days after its publication in  
21 the *Official Gazette* or in a newspaper of general circulation.

22 Approved,