

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3078

Introduced by
Honorable Estrellita B. Suansing and Honorable Horacio P. Suansing, Jr.

HOUSE OF REPRESENTATIVES

RECEIVED

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EXPLANATORY NOTE

Casual and contractual employees cannot be granted their right to security of tenure because they lack the necessary civil service eligibility. It is assumed that they meet the necessary minimum requirements of their positions, otherwise, they will not be renewed every time their contract ends. Hence, this bill is filed to provide civil service eligibility to all casual and contractual employees of the government who have rendered at least ten (10) years of continuous and efficient service.

The Philippine Constitution provides that, "*The State shall afford full protection to labor, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all.*" It also further provides, "*... They shall be entitled to security of tenure, humane conditions of work, and a living wage. They shall also participate in policy and decision-making processes affecting their rights and benefits as may be provided by law.*"

In 1990, Republic Act No. 6850 was signed into law granting civil service eligibility under certain conditions to government employees appointed under provisional or temporary status who have rendered at least seven (7) years of efficient service. In 1995, another law was enacted, Republic Act No. 7883, granting civil service eligibility to Barangay Health Workers who have rendered five (5) years of continuous service/ likewise, the conferment of appropriate civil service eligibility upon members of the Sangguniang Bayan, the Sangguniang Panlungsod, and the Sangguniang Panlalawigan based on the number of aggregate period of years in office, among others, was effected with the approval of Republic Act No. 10156 in 2011.

If these groups of government employees were given such a privilege, the same may also be extended to other groups of similar status, in accordance with the equal protection clause guaranteed by the Constitution. Furthermore, this measure will promote efficient government service by providing assurance of security of tenure and preventing the high turnover of employees.

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


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AN ACT

PROVIDING CIVIL SERVICE ELIGIBILITY TO ALL CASUAL AND CONTRACTUAL
EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED AT LEAST TEN (10)
YEARS OF CONTINUOUS AND EFFICIENT SERVICE

*Be it enacted by the Senate and the 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. Civil servants, being an important component of the State's human resource, shall be given equal opportunity to quality education, justice and security of tenure.

SECTION 2. **Coverage.** – Subject to the provisions of the Constitution and applicable civils 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 and efficient service for the last ten (10) years shall be granted civil service eligibility by 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.

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

SECTION 4. **Implementing Rules and Regulations.** – The Civil Service Commission CSC 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.

SECTION 5. **Separability Clause.** – If any portion or provision of this Act or application thereof shall be declared invalid or unconstitutional, the validity of the other parts or provisions shall continue to be in full force and effect.

SECTION 6. **Repealing Clause.** – All laws, decrees, executive issuances, rules and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SECTION 7. **Effectivity Clause.** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,