

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

16th Congress
First Regular Session

HOUSE BILL NO. 1095



Introduced by **HON. MA. VICTORIA R. SY-ALVARADO**

EXPLANATORY NOTE

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

Besides the basic qualifications of merit, good moral character and being physically fit, a permanent appointment in any government position is dependent upon a person's civil service eligibility.

Efficient government service is one aspect which we would like to promote and improve. Serving for a period of 10 years and more without being classified as a permanent employee, can demoralize 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. In this case, experience over passing the civil service eligibility exams should take precedence over other considerations. Thus, we would like to appeal that the service tenure provided by the individual for 10 years or more be equivalent to being civil service eligible.

In view of the foregoing considerations, approval of this bill is highly recommended and earnestly sought.


MA. VICTORIA R. SY-ALVARADO

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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 offices: 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 provisions 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. Effectivity Clause. – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspaper of general circulation.

Approved,

