

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

SIXTEENTH CONGRESS
First Regular Session

House Bill No. 1530



INTRODUCED BY HON. MARCELINO "MARCY" R. TEODORO

EXPLANATORY NOTE

In *Freakonomics* (2005), "rogue" economist Steven D. Levitt explained incentive as "a bullet, a lever, a key" that makes things possible. People act or achieve things based on the incentives they would get in exchange for such actions, it is a reward and at the same time impetus for good performance on one hand, and a reprimand for poor and uninspired action on the other.

This bill seeks to provide an incentive (in the form of security of tenure) for casual or contractual government employees who have rendered a total of ten (10) years of efficient service, as supported by pertinent documents or evaluation results based on a given or accepted standards of excellence, similar to Republic Act 6850 that granted the same privilege to government employees appointed under probation or temporary status who have rendered a total of seven (7) years of efficient service. This measure aims to reward those individuals who have been dutifully rendering civil service to the best of their abilities in spite of their formal position or circumstances of actual employment.

In addition, this would provide inspiration for similarly employed government personnel to perform beyond what is expected from them so as to reap the rewards eventually. This would also ensure efficiency and unhampered operations for government offices since the frequent turnover of employees would be abated.

Given the important nature of this bill, its immediate passage is earnestly sought.

A handwritten signature in black ink, which appears to read "Marcelino Teodoro".

MARCELINO "MARCY" R. TEODORO
Representative,
1st District, City of Marikina

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AN ACT
GRANTING SECURITY OF TENURE UNDER CERTAIN CONDITIONS TO GOVERNMENT
EMPLOYEES WHOSE NATURE OF APPOINTMENT IS EITHER TEMPORARY OR
CONTRACTUAL AND WHO HAVE RENDERED A TOTAL OF TEN (10) YEARS OF
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 as a critical strategy to achieve and sustain economic development. Government workers, being an important component of the State's human resources, shall be given the equal opportunity at gainful employment with security of tenure.

SEC. 2. Security of Tenure. - Subject to the provisions of the Constitution and applicable civil service laws, rules and regulations, all incumbent government employees, as of the approval of this Act, who are holding contractual positions and/or temporary in status in the first and second levels and who have rendered continuous service for the last ten (10) years shall be granted security of tenure by their respective offices: Provided, however, That, they shall not be entitled to any permanent appointment until such time that they shall have obtained the appropriate eligibility requirement.

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

SEC. 4. Implementing Rules and Regulations. - The Civil Service Commission shall promulgate rules and regulation within ninety (90) days after the approval of this Act.

SEC. 5. Separability Clause. - If any provision of this Act shall at any time be found to be unconstitutional or invalid, the remainder thereof not affected by such declaration shall remain in full force and effect.

SEC. 6. Repealing Clause. - All laws, decrees, rules or regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 7. Effectivity Clause. This Act shall take effect after fifteen (15) days following its complete publication in two (2) newspapers of general circulation.

Approved,