

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

16th CONGRESS
FIRST REGULAR SESSION

HOUSE BILL NO. 564



INTRODUCED BY HON. FREDENIL H. CASTRO

EXPLANATORY NOTE

This bill seeks to give security of tenure to temporary or contractual employees in the government who have continuously served for at least ten (10) years in their respective offices/agencies.

Having worked in their respective positions for at least a decade, these temporary and contractual workers have come to know the workflow of their working environment and as such they have grown efficient at what they do. However, in some cases, they are also targets of "office bullying" or in extreme cases harrasment. In these conditions, these temporary or contractual workers choose to remain silent out of fear of job termination or non-renewal of their contracts.

It is but fitting that we should also look after the welfare of these contractual and temporary employees as they play a vital role in the management of our offices and agencies.

Security of tenure will mean that our national government is rewarding their hardwork and perseverance in working as a civil servant, even if it was in a contractual or temporary capacity for the past ten years. This would also mean that they would even be more efficient as they will be inspired to continue their diligence without fear of job termination and or end of contract.

Furthermore, this measure has the objective of promoting efficient government service as frequent turnover of personnel in the government will be avoided.

Hence, the approval of this bill is highly recommended.



FREDENIL H. CASTRO

Representative
2nd District, Capiz

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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 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 and/or temporary positions 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 regulations within ninety (90) days after the approval of this Act.

SEC. 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.

SEC. 6. Repealing Clause. – All laws, decrees, and executive orders inconsistent with this Act are hereby repealed or modified accordingly.

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

Approved,