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REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 601



Introduced by REP. FRANCIS G. ESCUDERO

EXPLANATORY NOTE

This Bill seeks to revitalize and enhance the implementation of the Scientific Career System (SCS) to ensure continued attraction and retention of scientific manpower in the conduct of research and development, foster scientific productivity, recognize and reward qualified scientist and technologies. Certain organizational procedures and requirements were corrected and improved to draw sufficient interest and encouragement for the scientists and researchers in the public sector to choose a scientific career in favor of the usual administrative post. The Scientific Career System is therefore re-introduced with certain revisions taking into account current developments in the scientific community and with the end view of further improving its implementation.

The SCS, a special career system for scientists and researchers, adheres to the rank concept of the public service. A researcher who qualifies for appointment to the SCS is conferred a scientific rank on the basis of his qualifications and productivity. The conferment of a rank, and its attendant privileges acknowledges the scientist's contribution to the advancement of knowledge in his field of discipline and documented scientific output rather than by his position in the administrative hierarchy.

The rank classification scheme in SCS provides a system of career of progression to scientists in the public service without the necessity of losing their status as scientist and researchers. This feature is a particular importance to a developing country, like the Philippines which cannot afford to have its scarce scientific manpower diverted to other occupational sectors because of lack of opportunities for advancement in its own sector, nor to

lose these same people foreign countries where scientific knowledge and technical skills are acknowledge, appreciated and rewarding recognized.

The passage of this Bill is, therefore, urgent and necessary, if we are to hasten our march towards the status of a newly industrialized country.

A handwritten signature in blue ink, consisting of several overlapping loops and a final horizontal stroke.

FRANCIS G. ESCUDERO

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AN ACT
INSTITUTIONALIZING THE SCIENTIFIC CAREER SYSTEM

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

SECTION 1. *Declaration of Policy* – It shall be the policy of the State to support and encourage the development of science and technology, to attract scientific experts into the public service, and to provide a system of recognition and reward of technological and scientific productivity, efficiency, innovativeness, and effectiveness on the job, as shown in their dedication of the public service.

SECTION 2. *Definition of Terms* – The Scientific Career System (SCS), hereinafter referred to as a system of recruitment, career progression, recognition and reward of scientists and engineers in the public service as a means of developing a pool of highly qualified and productive scientific personnel.

SECTION 3. Coverage – The System shall apply to permanent scientific personnel in the government service with masters and/or doctoral degrees in the sciences and engineering who are directly and definitely involved in research and development, laboratory works and field research.

Other highly qualified scientific personnel who are occupying sensitive positions which are critical in research and development at the time of the approval of this Act may be included in the system upon the recommendation of the Scientific Career Council (SCC), created under this Act.

The System shall cover natural sciences, engineering and technology, medical sciences and agricultural sciences. The SCS may, upon the recommendation of the Secretary of the Department of Science and Technology (DOST) to the Securities and Exchange Commission (SEC), include other fields and disciplines in its coverage for the purpose of meeting the requirements on the national scientific community.

SECTION 4. The Administration of the System – (a) The SCS is hereby created to be composed of the Secretary of the DOST as Chairman, the Chairman of the Civil Service Commission (CSC) as co-chairman, and the Presidents of the National Research Council of the Philippines, the National Academy of Science and Technology, and the University of the Philippines System, as members.

(b) The SCC shall administer the System and shall have the final authority to decide on all matters pertaining to the System. It shall evaluate the qualification of nominees for conferment of ranks to the scientists.

The SCC shall develop and administer a continuing program of training and development for all scientific personnel in the government

service. To carry out this major responsibility, the following policies shall be adopted:

- (1) In consultation with agencies, develop and administer a continuing human resource development program for all scientific personnel and scientists in the government service;
- (2) Selection of participants to training programs shall be based on actual needs for specialization and enhancement of competencies taking into consideration national and organizational priorities for science and technology development; and,
- (3) Encourage scientific personnel or scientists to pursue relevant local foreign assisted trainings/scholarships, seminars, conference, workshops, and/or related human resources development courses.

SECTION 5. *Powers and Functions* – In coordination with the DOST and the CSC, the SEC shall have the following functions:

- a. Establish special technical committees in the following fields of specialization, namely: natural sciences, engineering and technology, medical sciences, agricultural sciences and such other related fields to assist the SEC in evaluating nominees to the rank.

Each of the above technical committees shall be composed of at least five (5) members who are recognized authorities in their respective fields and who shall each serve for a term of two (2) years unless the SCC shall, for justifiable reason, shorten the term. At least two (2) members shall be regular members of the National Academy of Science and Technology and at least three (3) as regular members of the National Research Council of the Philippines;

b) Establish a Scientific Career Evaluation Committee (SCEC) in each nominating agency to assist in the preliminary screening of candidates for appointment to the system.

Those agencies/functions including educational institutions with no organic unit engaged in research and development may create an evaluation committee provided they are substantially involved in research and development; efficiency and integrity among scientific personnel and scientists through a system of rewards and recognition for outstanding performance or achievements in the fields covered by the System in accordance with the rules, regulations and standards promulgated by the CSC;

c) Ensure the creation of an atmosphere conducive to productive and quality research and development work, as well as, technology transfer/application endeavors and active laboratory works and field research for scientists and researchers;

d) Establish a secretariat based at the DOST and the SSC and assisted by a staff from the DOST and CSC, to be appointed by their respective agencies; and,

e) Issue such rules and regulations for the effective implementation of this Act.

SECTION 6. *Rank in the System* – The CSC shall confer ranks to scientists as follows:

a. Scientist I – Completion of a masteral degree in the appropriate field of science and ten (10) years of productive scholarship and

- professional experience or publication of at least five (5) articles on science and technology in five (5) international reference journals;
- b. The SCC shall determine the qualifications for Scientist II to Scientist V on the criteria provided in Section 7 hereof;

Under very exceptional circumstances, the SCC may confer the rank to any individual with outstanding science and technology achievements such as Nobel Prize Award.

- c. An individual with a degree of Doctor of Medicine shall be deemed to have a master's degree while Doctor of Medicine with diplomate shall be one with the same degree and a diplomate shall be deemed to have an equivalent doctoral degree.

SECTION 7. *Criteria for Conferment in the System* – Education, productivity, and civil service eligibility shall be the criteria for appointment to scientific ranks specifically:

- a. Education shall refer to advanced academic degree of at least masteral level from a college or university of recognized standing either locally or abroad.
- b. Scientific productivity shall refer to significant outputs and contributions in relevant fields of applied and natural sciences. It shall encompass the following:
- (1) Scientific articles in publications of international circulation and other works of similar nature;
 - (2) Discoveries, inventions and other significant original contributions;
 - (3) Practical application of research findings, discoveries, inventions or other existing knowledge;

- (4) Books, monographs, compendiums, and major bodies of published works; and
 - (5) Training of young scientists.
- c. Professional standing shall refer to the level of acceptance and recognition in the scientific community in terms of professional, moral and ethical integrity.

SECTION 8. *Salary Schedule* – The compensation plan including benefits and allowances of the scientists appointed to the System shall be in accordance with and comparable to that of the career executive service: Provided, That it may be revised with the concurrence of the Department of Budget and Management.

SECTION 9. *Appointment/Advancement in the System* – (a) The SCC, through the SCEC, shall evaluate and assess qualifications of candidates for appointment and/or advancement in the System.

(b) The SCEC shall submit the assessment of the candidates to the head of the department/agency concerned, which submitted to the SCC the names of their nominees for evaluation.

(c) The SCC shall appoint qualified science personnel from rank I to rank III in the System subject to the approval by the CSC. The President of the Republic of the Philippines shall upon recommendation of the SCC, appoint Scientists IV and V.

(d) All those appointed to the System shall remain in the scientific career path and shall constitute a pool of scientists who may be assigned to special projects within the DOST or another agency with research and development (R&D) or technology-based projects.

(e) The SCC, in consultation with the CSC and the scientific community, shall establish a system of evaluation of the performance in the grant of incentives and other benefits of the scientists.

SECTION 10. *Security of Tenure* – No person covered by the System shall be divested of, or demoted in, rank except for cause as provided by law. The provision of the civil service law and rules on administrative discipline shall apply.

SECTION 11. *Funding* – The amount necessary to carry out the provisions of this Act shall be included in the General Appropriations Act of the year following its enactment into law and thereafter.

SECTION 12. *Implementing Rules and Regulations* – The SCC is hereby mandated to formulate the rules and regulations to implement the provisions of this Act.

SECTION 13. *Separability Clause* – The provisions of this Act are hereby mandated to formulate the rules and regulations to implement the provisions of this Act.

SECTION 14. *Repealing Clause* – All laws, executive orders, rules and regulations or parts thereof inconsistent herewith are hereby repealed or modified accordingly.

SECTION 15. *Effectivity Clause* – This Act shall take effect (15) days after its publication in at least two (2) newspapers of general publication and the Official Gazette.

Approved,