

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

FIRST REGULAR SESSION
15th CONGRESS

HOUSE BILL NO. 28



INTRODUCED BY HON. JANE TAN-CASTRO

EXPLANATORY NOTE

This bill seeks to grant appropriate civil service eligibility to casual or contractual employees in the government who have continuously served therein for at least ten (10) years.

Casual and contractual employees of the government are part of the civil service. They are likewise employed on the basis of their qualifications or merit and fitness. However, they can not be given permanent appointment due to lack of appropriate civil service eligibility.

In 1990, Republic Act No. 6850 was passed granting civil service eligibility to government employees appointed under probation or temporary status who have rendered a total of seven (7) years of efficient service. Likewise in 1995, barangay health workers who have rendered five (5) years of continuous service were granted civil service eligibility through Republic Act No. 7833.

If these group of government employees were given such privilege, the same should also be extended to other groups of similar status such as casual and contractual employees in accordance with the equal protection clause as guaranteed by the Constitution. 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.


JANE TAN-CASTRO
Representative
2nd District, Capiz

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

FIRST REGULAR SESSION
15th CONGRESS

HOUSE BILL NO. _____ 28



INTRODUCED BY HON. JANE TAN-CASTRO

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 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.

SEC. 2. Coverage. – 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 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 requirement for that position.

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,