

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

FIFTEENTH CONGRESS
First Regular Session

House Bill No. 2237

INTRODUCED BY HON. MARCELINO "MARCY" R. TEODORO

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 civil service eligibility) 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 given or accepted standards of excellence, similar to Republic Act (R.A.) 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 these professionals who have been dutifully rendering civil service (for what is government work but 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.



MARCELINO "MARCY" R. TEODORO
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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 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 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 1 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, the 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,