

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

Fifteenth Congress  
Second Regular Session



1521

COMMITTEE REPORT NO.

Submitted by the Committee on Civil Service and Professional Regulation on  
22 NOV 2011

Re: House Bill No. **5507**

Recommending its approval in substitution of House Bill Nos. 28, 226, 644, 1432, 2237, 3028 and 3606

Sponsors: Representatives Andres D. Salvacion, Jr., Jane T. Castro, Amado S. Bagatsing, Juan Edgardo M. Angara, Carmelo F. Lazatin, Marcelino R. Teodoro, Rodolfo G. Biazon, Rufus B. Rodriguez and Maximo B. Rodriguez, Jr.

Mr. Speaker:

The Committee on Civil Service and Professional Regulation to which were referred House Bill No. 28 introduced by Rep. Jane T. Castro, entitled:

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

House Bill No. 226, introduced by Rep. Amado S. Bagatsing, entitled:

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 YEARS OF EFFICIENT SERVICE

House Bill No. 644, introduced by Rep. Juan Edgardo M. Angara, entitled:

AN ACT

GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES, UNDER CERTAIN CONDITIONS, WHOSE STATUS OF APPOINTMENT IS EITHER CASUAL OR CONTRACTUAL AND WHO HAVE RENDERED A TOTAL OF FIVE YEARS OF EFFICIENT SERVICE

House Bill No. 1432, introduced by Rep. Carmelo F. Lazatin, entitled:

AN ACT  
GRANTING CIVIL SERVICE SUB-PROFESSIONAL ELIGIBILITY TO  
ALL CO-TERMINUS, CONTRACTUAL AND CASUAL EMPLOYEES,  
WHO HAVE RENDERED NINE (9) STRAIGHT YEARS OF SERVICES

House Bill No. 2237, introduced by Rep. Marcelino R. Teodoro, entitled:

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

House Bill No. 3028, introduced by Rep. Rodolfo G. Biazon, entitled:

AN ACT  
GRANTING CIVIL SERVICE ELIGIBILITY TO CONTRACTUAL AND  
CO-TERMINUS GOVERNMENT EMPLOYEES WHO HAVE RENDERED  
A TOTAL OF FIVE (5) YEARS OF EFFICIENT SERVICE, AND FOR  
OTHER PURPOSES

and House Bill No. 3606, introduced by Reps. Rufus B. Rodriguez and Maximo B. Rodriguez, Jr., entitled:

AN ACT  
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT  
EMPLOYEES, UNDER CERTAIN CONDITIONS, WHOSE STATUS OF  
APPOINTMENT IS EITHER CASUAL OR CONTRACTUAL AND WHO  
HAVE RENDERED A TOTAL OF FIVE YEARS OF EFFICIENT  
SERVICE

has considered the same and recommends that the attached House Bill No. \_\_\_\_\_  
entitled:

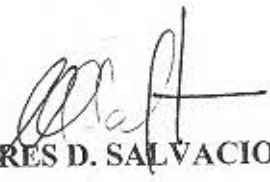
5507

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 approved in substitution of House Bill Nos. 28, 226, 644, 1432, 2237, 3028 and 3606,  
and with Reps. Jane T. Castro, Amado S. Bagatsing, Juan Edgardo M. Angara, Carmelo F.  
Lazatin, Marcelino R. Teodoro, Rodolfo G. Biazon, Rufus B. Rodriguez, Maximo B.  
Rodriguez, Jr., Andres D. Salvacion, Jr., Salvador H. Escudero III, Marlyn L. Primicias-  
Agabas, Victor J. Yu, Cresente C. Paez, Mariano U. Piamonte, Jr., Ferdinand Martin G.  
Romualdez, Erico B. Aumentado, Augusto Boboy Syjuco, Ph.D., Ma. Amelita A. Calimbias-  
Villarosa, Josephine Veronique R. Lacson-Noel, Raden C. Sakaluran, Bernadette R.

Herrera-Dy, Rachel Marguerite B. del Mar, Cesar V. Sarmiento, Emmeline Y. Aglipay, Susan A. Yap, Carlos M. Padilla and Ma. Victoria R. Sy-Alvarado as authors thereof.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Andres D. Salvacion, Jr.', written over the printed name.

**HON. ANDRES D. SALVACION, JR.**  
Chairman  
Committee on Civil Service  
and Professional Regulation

THE HONORABLE SPEAKER  
HOUSE OF REPRESENTATIVES  
QUEZON CITY

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

**FIFTEENTH CONGRESS**

Second Regular Session

**HOUSE BILL NO. 5507**

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Introduced by Representatives Jane T. Castro, Amado S. Bagatsing, Juan Edgardo M. Angara, Carmelo F. Lazatin, Marcelino R. Teodoro, Rodolfo G. Biazon, Rufus B. Rodriguez, Maximo B. Rodriguez, Jr., Andres D. Salvacion, Jr., Salvador H. Escudero III, Marlyn L. Primicias-Agabas, Victor J. Yu, Cresente C. Paez, Mariano U. Piamonte, Jr., Ferdinand Martin G. Romualdez, Erico B. Aumentado, Augusto Boboy Syjuco, Ph.D., Ma. Amelita A. Calimbas-Villarosa, Josephine Veronique R. Lacson-Noel, Raden C. Sakaluran, Bernadette R. Herrera-Dy, Rachel Marguerite B. del Mar, Cesar V. Sarmiento, Emmeline Y. Aglipay, Susan A. Yap, Carlos M. Padilla, Ma. Victoria R. Sy-Alvarado and Salvador P. Cabaluna III

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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:*

1       **SECTION 1. Declaration of Policy.** - The State shall harness its  
2 human resources as a critical strategy to achieve and sustain economic  
3 development. Government workers, being an important component of  
4 the State's human resources, shall be given the equal opportunity at  
5 gainful employment with security of tenure

6       **SEC. 2. Security of Tenure.** - Subject to the provisions of the  
7 Constitution and applicable civil service laws, rules and regulations, all  
8 incumbent government employees, as of the approval of this Act, who are  
9 holding contractual positions and/or are temporary in status in the first  
10 and second levels and who have rendered continuous service for the last

1 ten (10) years shall be granted security of tenure by their respective  
2 offices: *Provided, however,* That, they shall not be entitled to any  
3 permanent appointment until such time that they shall have obtained the  
4 appropriate eligibility requirement.

5 **SEC. 3. *Civil Service Performance Evaluation Standards.* -**

6 The Civil Service Commission shall formulate performance evaluation  
7 standards to determine qualified employees under this Act.

8 **SEC. 4. *Implementing Rules and Regulations.* -** The Civil

9 Service Commission shall promulgate rules and regulations within ninety  
10 (90) days after the approval of this Act.

11 **SEC. 5. *Separability Clause.* -** If any part, section or provision of

12 this Act is declared invalid or unconstitutional, other provisions not  
13 affected therein shall remain in force and effect.

14 **SEC. 6. *Repealing Clause* -** All laws, decrees, and executive orders

15 inconsistent with this Act are hereby repealed or modified accordingly.

16 **SEC. 7. *Effectivity Clause* -** This Act shall take effect fifteen (15)

17 days after its publication in at least two (2) newspapers of general  
18 circulation.

19 Approved.

## FACT SHEET

House Bill Nos. 28, 226, 644, 1432, 2237, 3028 and 3606  
(As Approved by the Committee)

**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**

*Introduced by: REPRESENTATIVES JANE T. CASTRO, AMADO S. BAGATSING, JUAN EDGARDO M. ANGARA, CARMELO F. LAZATIN, MARCELINO R. TEODORO, RODOLFO G. BIAZON, RUFUS B. RODRIGUEZ and MAXIMO B. RODRIGUEZ, JR.*

*Committee Referral: COMMITTEE ON CIVIL SERVICE AND PROFESSIONAL REGULATION (Primary)*  
*Committee Chairperson: HON. ANDRES D. SALVACION, JR.*

**OBJECTIVE:**

- To effectively harness its human resource, minimize the frequent turnover of personnel in the government and promote efficiency in the government service.

**KEY PROVISION:**

- Grants security of tenure to contractual and/or temporary employees in the government who have continuously and efficiently served therein for at least ten (10) years in accordance with the equal protection clause as guaranteed by the Constitution by giving them security of tenure until they obtain the appropriate eligibility requirement to entitle them to a permanent appointment.

**RELATED LAW:**

- Republic Act No. 6850, "An Act to Grant Civil Service Eligibility Under Certain Conditions to Government Employees Appointed Under Provisional or Temporary Status who have Rendered a Total of Seven (7) Years of Efficient Service, and for Other Purposes"