



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

Sixteenth Congress
First Regular Session

HOUSE BILL NO. 2348



Introduced by : **Cong. George P. Arnaiz,**

EXPLANATORY NOTE

It is a fact that national government offices or corporations, as well as local governments have hired contractual or casual employees. Many of them have served for more than ten years and yet, they can be removed anytime because they don't enjoy security of tenure under the law.

In consonance with social justice, and to harness existing human resources and to develop the talents and experience of these contractals, it is about time that the State grant security of tenure to them.

For reasons explained, the approval of this bill is earnestly requested.


GEORGE P. ARNAIZ



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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.

SECTION 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 positions and/or are temporary in status in the first and second levels and who have rendered continuous service for at least ten (10) years shall be granted security of tenure by their respective offices and should not be removed from office unless for cause as provided for in the civil service law: Provided, however, That they shall not be entitled to any permanent appointment until such time that they have obtained the appropriate eligibility requirement.

SECTION 3. *Civil Service Performance Evaluation Standards* – The Civil Service Commission shall formulate performance evaluation standards to determine qualified employees under this Act.

SECTION 4. *Implementing Rules and Regulations* – The Civil Service Commission shall promulgate rules and regulations within ninety (90) days after the approval of this Act.

SECTION 5. *Separability Clause* – If any part, section or provision of this Act is declared invalid or unconstitutional, to her provisions not affected therein shall remain in force and effect.

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 *Repealing Clause* – All laws, decrees and executive orders inconsistent with this Act are hereby repealed or modified accordingly.

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

Approved,