

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **4356**



Introduced by REP. Michael L. Romero

EXPLANATORY NOTE

Agriculturists, veterinarians, aqua-culturists, nutritionists, extension workers, agricultural engineers, agricultural technicians/technologists maintain the states linkages to farmers all over the country in improving and modernization of the agricultural sector.

Last 2008, agriculture accounted for twenty five percent (25%) of the country's Gross national Product (GNP) and forty two and a half percent (42.5%) of employment. They are the key players in the industry. They obtain government assistance and support mainly through agricultural development workers.

The immediate delivery of services to our farmers have been left at a weakened and staggered state by certain government functions to the local level, thus creating coordination problems between the Department of Agriculture (DA) and the Local Government Units (LGUs).

This seeks to make beneficial positions mandatory in all cities and municipalities. This Bill also seeks the creation of slots for agricultural engineers, fisheries, and aqua-cultural officer in all provinces, cities and municipal governments.

This House Bill seeks to affirm the rights of agricultural workers with the provisions for their career development as a means of acknowledging their importance in agricultural modernization.

Thus, the early passage of this bill is earnestly requested.



MICHAEL L. ROMERO Ph.D

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HOUSE BILL NO. **4356**

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**AN ACT CREATING A SERVICE CAREER DEVELOPMENT PROGRAM
FOR AGRICULTURAL WORKERS, IMPROVING THEIR SOCIAL WELL-BEING,
AND FOR OTHER PURPOSES**

*Be it enacted by the Senate and House of Representative of the
Philippines in congress assembled:*

SECTION 1. Short Title - This Act shall be known as the **"Service Career Development Program for Agricultural Workers Act of 2016."**

SECTION 2. Declaration of Policy - It is hereby declared that the state shall accelerate the development of the Philippine Agriculture and improve the conditions and employment status.

The state shall likewise enhance their skills, intellectual capacity necessary for providing services for our countryside development.

The state shall develop their knowledge and capabilities to become more responsive and effective.

SECTION 3. Professionalization of Developmental Services – for this purpose, the Civil Service Commission (CSC) in coordination with the Department of Budget and management (DBM), Department of Interior and Local Government (DILG) and Department of Agriculture (DA) shall review the existing functions, qualifications, responsibilities, and plantilla if the agricultural development workers employed at the DA, Local Government Units and all other government concerned agencies.

SECTION 4. Implementing Rules and Regulations. – The Department of Agriculture (DA) in collaboration with the Civil Service Commission (CSC), Department of Labor and Employment (DOLE), National Labor Relations Council (NLRC), Department of Interior and Local Government (DILG) shall issue and formulate the necessary rules and regulations to implement this Act.

SECTION 5. Recruitment Standards and Qualifications – the appointment of all agricultural development workers shall be in accordance with the respective merits and fitness principles.

He or she must have the appropriate:

- civil service eligibilities and professional licenses;
- skill sets and competencies;
- educational qualification; and
- experiences

SECTION 6. Performance Evaluation Procedures and Succession Planning

1. This career development plans shall include the provisions on:

- In-service training grants;
- Job rotation;
- Merit promotion;
- Performance evaluation; and
- Incentive awards system

The Department of Agriculture with consultation with the Civil Service Commission and the national associations of agricultural development workers shall prepare a uniform career and personal development plan applicable to all concerned agricultural development workers.

SECTION 7. Powers and Functions – for this purpose, the Department of Agriculture with the Civil Service Commission and the national associations of agricultural development workers shall create and promulgate the necessary provisions for the following:

- Geographical Reassignment of Agricultural Officers;
- Security of Tenure;
- Discrimination Prohibitions;
- No Overloading of Agricultural workers;
- Code of Conduct;
- Standard Work Hours;
- Overtime Work Hours; and
- Training and Scholarship Programs

SECTION 8. Incentives and Rewards – the incentives and rewards system under this act, which shall encourage them to stay in the service, promote productivity and reward their extraordinary performance shall be governed by the following:

- a. Performance based bonus - remuneration given to agricultural workers for performances that will exceed their targets;
- b. Honorarium – remuneration given to services rendered beyond the required workload of agricultural workers;
- c. Incentive pay – remuneration given to those whose services contribute to the efficient and effective implementation of agricultural and fisheries programs; and
- d. Other incentives that the Department of Agriculture and Local Government may establish.

All these cover`s the administration, management, policy making and support services.

SECTION 9. Other Compensations and Benefits – all agricultural development workers shall be entitled to the following additional compensation and benefits:

- Housing;
- Clothing allowance;
- Representation allowance and travelling allowance;
- Hazard allowance;
- On-call pay;
- Subsistence allowance;
- Motor vehicle loan;

- Longevity pay; and
- Compensation for inquiries

All these cover's the administration, management, policy making and support services.

SECTION 10. Miscellaneous Provisions – all government and non-government agencies shall conduct the following human resources management and developmental studies in the areas of:

- a. Staffing patterns and standards of well-being to ensure that they receive quality care;
- b. Mechanisms for democratic consultations;
- c. Adequate equipment and facilities to render quality agricultural services to all;
- d. Ways and Means of granting rank and file agricultural development workers viable opportunities for education; personal growth and development; and
- e. Opportunity for all agricultural development workers to develop and maximize their potentials.

SECTION 11. Monitoring and Implementation – the department of Agriculture shall create a monitoring Committee which shall track the implementation of the provisions of this Act.

The committee shall be composed of the representatives of the:

- Department of Agriculture (DA);

- Department of Interior and Local Government (DILG);
- Civil Service Commission (CSC); and
- The recognized national organizations of agricultural development workers.

The department of Agriculture shall submit bi-annual reports on the progress tracking and status of implementation of this Act to the committee on Agriculture and Food of the House of Representatives (HOR) and Senate.

SECTION 12. Sanctions and Penalties – anyone who shall interfere with, restrain any agricultural development worker in the exercise of his/her rights or therefore violate any provisions of this Act shall upon his/her conviction, be punished by a fine of not less than Twenty Five Thousand Pesos (Php 25,000.00) but not more than Fifty Thousand Pesos (Php 50,000.00) or imprisonment of not more than one (1) year, or both, at the discretion and prerogative of the court.

If the offender is a public official, the designated court, in addition to the penalties provided in the preceding paragraph, shall impose additional penalty of disqualification from office.

SECTION 13. Appropriation - There is hereby authorized to appropriate the necessary funds to carry-out into effect the provisions of this act. Therefore the budget shall be included in the General Appropriations Act.

SECTION 14. Repealing Clause. All laws, executive orders, issuances, rules and regulations inconsistent with this Act are hereby amended, repealed or modified accordingly.

SECTION 15. Separability Clause. If, for any reason or reasons, any portion or provision of this Act shall be held unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SECTION 16. Effectivity Clause. This Act shall take effect fifteen (15) days after its publication in any newspaper of general circulation.

Approved,