

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
Second Regular Session

House Bill No. 7085



Introduced by **MAGDALO Party-List Representative**
HON. GARY C. ALEJANO

EXPLANATORY NOTE

Government accountants play a vital role in the daily operation of the National Government such as monitoring of programs and projects, budget control, economic analysis, policy formulation, decision-making, and spotting possible areas for anomalies. Performing the aforementioned functions and ensuring proper control on expenses and use of the government's resources however requires our accountants to render services beyond office hours.

Moreover, their profession exposes them to stress brought about by deadlines and pressures as well as the responsibilities that rests on their shoulders. This bill seeks to improve and promote the social and economic status of our government accountants as well as their living and working conditions, terms of employment, professional growth, and career advancement.

Further, the proposed measure seeks to provide government accountants additional compensation and incentives such as subsistence allowance, longevity pay, and compensation for injuries.

In view of the foregoing, immediate approval of this bill is earnestly sought.


GARY C. ALEJANO
Representative
Magdalo Para sa Pilipino Party-List

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AN ACT
PROVIDING FOR A MAGNA CARTA OF GOVERNMENT ACCOUNTANTS

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

SECTION 1. Title. - This Act shall be known as the "Magna Carta of Government Accountants".

SEC. 2. Declaration of Policy. - The State shall maintain honesty and integrity in the public service and take positive and effective measures to develop and install a sound and effective government accounting system consistent with the requirements of public accountability and transparency. The State hereby declares the Government Accountants a protector and vanguard of financial and material resources of the Government. To this end, the State shall endeavor to improve and promote their social and economic status, living and working conditions, terms of employment, professional growth, and career advancement.

SEC. 3. Definition of Terms. - As used in this Act, the following terms shall be constructed to mean as follows:

- a) Government Accounting - refers to the whole system of recording, classifying and summarizing financial transactions, the establishment of adequate accounting and financial information system, the establishment of sound and integrated system of internal financial and administrative controls, and such other related functions aimed towards improving fiscal controls and management;
- b) Government Accountant - refers to any government employee holding position belonging to any level of the career service and performing function and/or works pertaining to government accounting;
- c) Government Accounting Staff - refers to a group of government accountants assigned in a particular organizational unit which includes, but not limited to, an office, division, section or equivalent, performing government accounting functions;
- d) Certified Public Accountant (CPA) - refers to one who has passed the licensure examination given by the Board of Accountancy of the Professional Regulation Commission, has taken his oath and possesses no disqualification to practice his profession;
- e) Head of Agency - refers to the chief operating officer of a department, office, agency, bureau, state university and/or college, local government unit, government-owned and controlled corporation and such other governmental instrumentalities;

- 1 f) CSC - refers to the Civil Service Commission;
2
3 g) COA - refers to the Commission on Audit;
4
5 h) DBM - refers to the Department of Budget and Management;
6
7 i) AGAP - refers to the Association of Government Accountants of the Philippines, Inc.;
8
9 j) Geographical Reassignment - refers to the movement of official station from one
10 geographical location to another;
11
12 k) Compulsory Retirement - refers to the cessation and/or termination of service by the
13 Government Accountants with the Government in accordance with law or as may be
14 provided under this Act;
15
16 l) Overloading - refers to a condition when a Government Accountant is assigned
17 tasks/works above normal workload level;
18
19 m) Understaffing - refers to a condition when a number of authorized positions in an
20 organizational unit performing government accounting function is less than the required
21 number of positions.
22

23 **SEC. 4. Coverage.** - This Act shall cover all officials and employees holding permanent
24 positions in the Government, its subdivisions, agencies, and instrumentalities, including
25 government-owned and controlled corporations performing accounting, budgeting, internal audit
26 and other related government accounting functions.
27

28 **SEC. 5. Recruitment and Qualification.** - The selection and appointment of Government
29 Accountants shall be strictly in accordance with the merit and fitness principle and the minimum
30 qualification requirements as may now or thereafter be prescribed by the CSC: *Provided*, That
31 the CSC may develop and administer specialized examination for purposes of providing
32 appropriate eligibilities to positions not requiring a certified public accountant eligibility.
33

34 **SEC. 6. Performance Evaluation and Merit Promotion.** - Heads of agencies shall
35 prepare a uniform Career and Personnel Development Plan applicable to all Government
36 Accountants in their respective agencies. Such Career and Personnel Development Plan shall
37 include provisions on merit promotion, performance evaluation, in service training, grants and
38 incentive award system.
39

40 The Performance Evaluation Plan shall consider foremost the improvement of individual
41 employee's efficiency and organization effectiveness: *Provided*, That each employee shall be
42 informed regularly of his performance evaluation.
43

44 The merit promotion plan shall be in consonance with the rules of the CSC.

45 **SEC. 7. Transfer or Geographical Reassignment of Government Accountants.** -
46 Government Accountants shall not be transferred or reassigned except, when made in the interest
47 of public service, in which case, the employee concerned shall be informed of the reasons
48 therefor in writing. If the Government Accountant believes that there is no valid ground for the
49 transfers or reassignment, he may appeal the order to the CSC; and pending appeal, such transfer
50 or reassignment shall be held in abeyance: *Provided*, That no transfer or reassignment
51 whatsoever shall be made three (3) months before any local or national elections: *Provided*,

1 *further*, That Government shall pay for the necessary expenses of the transfer or reassignment of
2 the Government Accountant and his immediate family.

3 **SEC. 8. *Security of Tenure.*** - Government accountants holding permanent positions shall
4 not be terminated except for cause as may be provided by law and after due process: *Provided*,
5 That any government accountant found by the CSC to be unjustly dismissed from work shall be
6 entitled to reinstatement without loss of seniority rights and to back wages with twelve (12%)
7 percent interest computed from the time the compensation was withheld up to the time of
8 reinstatement.

9
10 **SEC. 9. *Discrimination Prohibited.*** - A Government Accountant shall not be
11 discriminated against with regard to gender, civil status, creed, religious or political beliefs, and
12 ethnic groupings in the exercise of his profession.

13
14 **SEC. 10. *No Understaffing/Overloading of Government Accounting Staff.*** - There shall
15 be no understaffing or overloading of Government Accountants. A Standard Staffing Pattern for
16 government accounting staff shall be established; taking into consideration the total
17 appropriation, number of funds, number of agencies units with individual sets of books of
18 accounts, organization's manpower force, and such other factors as may be determined by the
19 DBM, CSC and COA.

20
21 In line with the above policy, substitute officers or employees shall be provided in place
22 of officers or employees who are on leave for over three (3) months.

23
24 **SEC. 11. *Safeguards and Disciplinary Procedures.*** - In every disciplinary proceeding, a
25 Government Accountant shall be accorded the following rights:

- 26
27 a) The right to be informed in writing of the charges against him;
28
29 b) The right to full access to evidence;
30
31 c) The right to defend by himself or by counsel of his own choice and/or his organization;
32
33 d) The right to confront witnesses presented against him and summon witnesses in his
34 behalf;
35
36 e) The right to appeal to designated authorities; and
37
38 f) Such other rights as will ensure fairness and impartiality during proceedings.

39
40 In case the Government Accountant is exonerated or the charge against him is dismissed,
41 he shall be entitled to reimbursement of reasonable expenses incurred in his defense.

42
43 **SEC. 12. *Overtime Work.*** - Where the exigencies of the service so require, any
44 Government Accountant maybe required to render service beyond the normal eight (8) hours a
45 day, including Saturdays, Sundays or non-working holidays. In such case, the Government
46 Accountant shall be paid an additional compensation in accordance with existing laws.

1 **SEC. 13. Night Shift Differential.** - Any Government Accountant who is required to
2 work on a shift with working hours going beyond ten (10) o'clock in the evening up to six (6)
3 o'clock in the morning shall be entitled to a night shift differential pay of ten percent (10%) of
4 the regular wage for each hour performed during the night shift.

5 **SEC. 14. Salaries.** - The salary of the highest government accountant position shall be
6 equal to the salary of the third ranking official of any government agency: Provided, that the
7 salary grade intervals down the rank shall not be more than two (2) salary grades and shall
8 progress whenever there is a salary increase or across the board adjustment granted by the
9 National Government.

10
11 **SEC. 15. Additional Compensation and Incentives.** - Notwithstanding Section 12 of
12 Republic Act No. 6758, otherwise known as the "Compensation and Position Classification Act
13 21 of 1989," Government Accountants shall receive the following allowances:

- 14
15 a) Subsistence allowance which may be computed in accordance with prevailing
16 circumstances as may be determined by and in consultation with AGAP;
- 17
18 b) Longevity pay which shall be equivalent to five percent (5%) of the monthly basic pay
19 for every five (5) years of continuous, efficient and meritorious services rendered as
20 certified by the Head of Agency commencing with the service after the approval of this
21 Act;
- 22
23 c) Laundry Allowance shall be granted to those who are required to wear uniform regularly
24 at the rate of Three Hundred Pesos (P300.00) per month: *Provided*, That this rate shall be
25 reviewed periodically and increased accordingly by the Secretary of Budget and
26 Management in consultation with the appropriate government agencies concerned;
- 27
28 d) Remote Assignment Allowance shall be extended to those who accept assignment in
29 remote areas or isolated stations, which for reasons of far distance or hard accessibility,
30 such positions had not been filled for the last two (2) years prior to the approval of this
31 Act, equivalent to fifty percent (50%) of their basic pay inclusive of the reimbursable
32 cost of reasonable transportation to and from such remote post or station, upon assuming
33 or leaving such position and during official trips: *Provided*, That tour of duties in remote
34 areas shall not exceed two (2) years for their transfer, or they prefer to stay in such post
35 in excess of two (2) years;
- 36
37 e) Medical Examination - shall be provided compulsorily free of charge upon entry in the
38 government service and every year thereafter during his tenure of employment: *Provided*,
39 That where medical examination shows that medical treatment and/or hospitalization is
40 necessary, medicines shall also be provided free by the Agency, regardless of whether the
41 Government Accountant is confined in government or private hospital: *Provided*,
42 *further*, That the cost of such medical examination and treatment shall be included as
43 automatic appropriation in the Agency's annual budget;
- 44
45 f) Compensation for Injuries - Government Accountants shall be protected against the
46 consequences of employment injuries in accordance with existing laws. Injuries incurred
47 while doing overtime work shall be presumed work connected; and
48

g) As withholding and collecting agent of BIR, GSIS, HMDC, a Government Accountant shall be allowed honorarium as remitting officer.

SEC. 16. Automatic Salary Adjustment. - Government Accountants who are Certified Public Accountants and enjoying permanent status, shall be granted an automatic five percent (5%) increase in his basic salary upon approval of this Act: *Provided*, That those who passed the CPA Licensure Examination or who have completed post graduate studies after the approval of this Act, shall also be entitled to the five percent (5%) automatic adjustment in basic pay.

SEC. 17. Highest Basic Salary Upon Retirement. - Three (3) months prior to compulsory retirement, a Government Accountant shall automatically be granted salary increase to the next higher salary grade but in no case shall the salary difference be less than Five Hundred Pesos (P500.00): *Provided*, That compulsory retirement shall include staff members who died by reason of work connected sickness or accident, or declared total permanent disability prior to compulsory retirement age irrespective of length of services provided that the services rendered were satisfactory

SEC. 18. Right to Self-organization. - Government Accountants shall have the right to freely form their own organization, to affiliate with or assist other organizations or government workers for purposes not contrary to law, in order to defend and protect their mutual interests and to obtain redress of their grievances through peaceful concerted activities: *Provided*, That under no circumstances shall they be allowed to declare, stage or join any strike or cessation of services.

SEC. 19. The Right to Attend Periodic Workshops, Dialogues, Conferences, Seminars and Conventions. - Government Accountants being instrument of management of the various government agencies in graphing or directing the proper course of action towards the attainment of their respective plans and projects have the right to be properly updated of the continuing plans and strategies in maximizing the resources of government to obtain the best results at minimum costs. Heads of Agencies shall allow Government Accountants to attend training workshops, dialogues-conferences or seminars and conventions on official business. They shall also have the right to be informed periodically of the Agency's plans, programs and strategies.

SEC. 20. Freedom from Interference or Coercion. - Government Accountants shall be guaranteed from interference and coercion from authorities outside his agency.

SEC. 21. Human Resource Development Management Study. - The CSC in coordination with the Association of Government Accountants of the Philippines shall conduct periodic human resource development/management study along the following areas:

- a) Adequacy of modern and updated facilities and supplies to render quality, timely and reliable financial reports;
- b) Opportunity for government accountant staff to grow and develop their potentials and to attain a sense of worth and dignity of their work;
- c) Staffing patterns and standards of accounting offices or units attuned to contemporary requirements and trends;

1 d) Ways and means of enabling the government accountants to avail themselves of
2 educational opportunities for personal growth and development; and

3
4 e) Upgrading of working conditions, reclassification of position and salaries to correct
5 disparity vis-a-vis other professions.
6

7 **SEC. 22. *Prohibition Against Elimination and/or Diminution of Benefits.*** - Nothing in
8 this Act shall be construed to eliminate or in any way diminish benefits being enjoyed by
9 Government Accountants of the time of the effectivity of this Act.
10

11 **SEC. 23. *Prohibition Against Double Recovery of Benefits.*** - Whenever other laws
12 provide for the same benefits covered by this Act, the Government Accountant shall have the
13 option to choose which benefits will be paid to him except when such benefit is considered part
14 of an incentive package extended for the extra effort and/or time devoted by the Government
15 Accountant.
16

17 **SEC. 24. *Appropriations.*** - The amount necessary to implement the provision of this Act
18 is hereby authorized to be appropriated out of any funds not otherwise appropriated. Thereafter,
19 such sums shall be included in the General Appropriation of the government agencies or
20 instrumentalities concerned.
21

22 **SEC. 25. *Rules and Regulations.*** - The Civil Service Commission (CSC), in consultation
23 with the Association of Government Accountants of the Philippines (AGAP), Inc. and such other
24 professional organizations of government accountants, shall promulgate necessary rules and
25 regulations to implement the provisions of this Act.
26

27 **SEC. 26. *Separability Clause.*** - If any provision of this Act is declared unconstitutional
28 or invalid, the remainder thereof not affected thereby shall continue to be in full force and effect
29

30 **SEC. 27. *Repealing Clause.*** - All laws, decrees, orders, rules and regulations or other
31 issuance or parts thereof inconsistent with the provision of this Act are hereby repealed, amended
32 or modified accordingly.
33

34 **SEC. 28. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication in
35 at least two (2) newspapers of general circulation.

Approved,