

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

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2423



Introduced by Representative Richard I. Gomez

EXPLANATORY NOTE

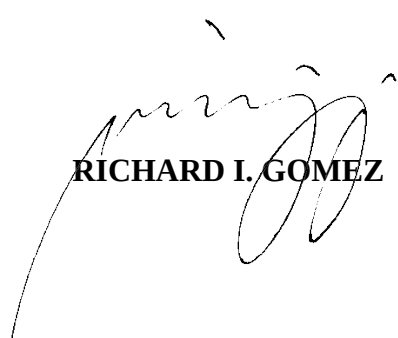
For decades, there has been an invisible and unjustified divide among government workers. Workers going about their duties in government offices spontaneously ask one another, “Plantilla ka o JO?”. The answer to this spells a huge difference in the lives of government employees and their families.

For those in permanent regular positions, also known as plantilla positions, they enjoy the security of tenure, health and retirement benefits, bonuses, as well as the prestige and honor of being recognized as a formal government worker.

However, there are thousands of workers rendering services to the government, not only for short periods but for extended periods of their working years, yet still have not been accorded these basic employment features.

More often than not, the excuse for maintaining the status quo is that, “there is no plantilla position open.” This may be true if the point of consideration is only that particular unit in government is concerned. But this may not be the case, if we take into account organizations, as a whole. For example, one division may have unfilled plantilla positions but other divisions have more demand for workers. Or the plantilla positions may simply not be in line with the organization’s current needs. Therefore, the latter division would be forced to resort to contract of service (COS) workers or job order (JO) workers.

This bill proposes to optimize and increase the efficiency of the government’s human resources by **right-sizing** government agencies, GOCCs and SUCs by mandating organizational reviews of plantilla positions every three years. This will hopefully identify and redefine unused permanent positions, to a certain extent, to make way for long-serving exemplary contractual government workers.


RICHARD I. GOMEZ

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**AN ACT
STREAMLINING THE ORGANIZATIONAL STRUCTURE AND MANPOWER
MANAGEMENT OF NATIONAL GOVERNMENT AGENCIES, LOCAL
GOVERNMENT UNITS, CONSTITUTIONAL BODIES, GOVERNMENT-OWNED
OR CONTROLLED CORPORATIONS AND STATE UNIVERSITIES AND
COLLEGES**

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

SECTION 1. Short Title. - This Act shall be known as the "Right-sizing and Streamlining Government Manpower Act."

SEC. 2. Declaration of Policy. - It is the policy of the State to protect the rights of Filipino workers and promote their welfare, including workers employed by the Philippine government, Government-Owned and Controlled Corporations (GOCCs), as well as State Universities and Colleges (SUCs). To this end, the State shall formulate and implement policies that shall improve the employment practices in such offices, organizations and institutions.

In this regard, the State shall create policies directed at ensuring the efficiency of government organizational human resources, in terms of both functional effectivity and budgets. Furthermore, the State shall create policies to support the meritorious advancement of all Filipino workers rendering services to government agencies, constitutional bodies, GOCCs and SUCs, including those rendering services on a contractual basis.

SEC. 3. Mandatory Human Resource and Organizational Review. - This Act shall mandate all National Government Agencies (NGAs), Local Government Units (LGUs), Constitutional Bodies, Government-Owned and Controlled Corporations (GOCCs) and State Universities and Colleges (SUCs) to conduct a review of its organizational functions, positions and structures every three (3) years.

SEC. 4. Reassessment of unutilized and unfilled permanent (plantilla) positions - Permanent organizational positions, also known as “plantilla” positions that are unfilled and unutilized for a sustained period of at least two (2) consecutive years shall be redefined into another plantilla function, one that would be more relevant to the present organizational needs, for immediate utilization, within six (6) months from said review. Redefinition of permanent and/or plantilla positions shall be limited to five (5) positions per organization per year.

SEC. 5. Standardized performance review for individual government contract workers. – The Civil Service Commission (CSC) in collaboration with all concerned government agencies, GOCCs and SUCs, shall formulate a standardized performance review for individual contract workers-- for Casual government workers, Contract of Service (COS) and job order (JO) workers.

Casual government workers are government employees contracted for seasonal or irregular work. Contract of Service (COS) refers to the engagement of services as consultant, learning service provider or technical expert to undertake a special project within a specific period of time. Job Order (JO) refers to the engagement of workers for the purpose of fulfilling tasks that are intermittent or emergency, in nature, to be undertaken in a short period of time.

SEC. 6. Recommendation of contractual for permanent positions. – The said performance review process shall be able to qualitatively and quantitatively rate the performance of said contractual workers. Moreover, the said performance reviews shall recommend contract workers for permanent positions, as follows:

A. Casual government workers

- (1) After two (2) successive years of excellent ratings; or
- (2) After five (5) successive years of satisfactory service.

B. For Job Order and Contract of Service workers

- (1) After three (3) successive years of excellent ratings; or
- (2) After ten (10) successive years of satisfactory service.

SEC. 7. Facilitation from contractual to permanent positions. – The Civil Service Commission (CSC), in collaboration with all concerned government agencies, GOCCs and SUCs, shall formulate procedures and steps for contractual workers to transition into permanent government positions. This process shall include, but shall not be limited to, the following:

- a) Providing assistance to workers in gaining civil service eligibility; and
- b) Formalizing a system of prioritization for exemplary contract workers in filling newly opened and/or newly redefined permanent or plantilla

positions, most especially for positions in organizational units wherein the said contract worker provided services.

SEC. 8. Implementing Rules and Regulations. - The CSC shall, in consultation with all concerned government agencies, GOCCs and SUCs, promulgate the necessary rules and regulations within one hundred twenty (120) days from the effectivity of this Act.

SEC. 9. Separability Clause. - If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 10. Repealing Clause. - All laws, decrees, orders, rules, and regulations or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 11. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved.