

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

House Bill No. **3425**



Introduced by **Representative Harris Christopher M. Ongchuan**

EXPLANATORY NOTE

This bill seeks to grant civil service eligibility equivalent to a Career Service Professional eligibility to all contractual, temporary, and co-terminous government employees who have rendered a total of at least nine (9) years of efficient service, and Career Service Sub-Professional eligibility to those who have rendered a total of at least six (6) years.

In December 20, 2011, R.A. 10156 was passed conferring appropriate Civil Service Eligibility under certain conditions to Sangguniang Members who have been elected after the effectivity of the Local Government Code of 1991 (R.A. 7160). If this privilege is granted to Sangguniang Members, the same should also be extended to the above-mentioned government employees in recognition of their efficient service for a considerable length of time in order for them to qualify as permanent employees to their present or other positions in the government. It is emphasized, however, that this measure does not automatically make the status of appointment of the subject employees as permanent, for to do so would be an encroachment on the discretionary prerogative of the appointing authority.

While it is true that appointment in the government shall be made according to the merit and fitness rule, the best test to determine the fitness of employees to any position in the government is their compliance to performance evaluation standards with respect to their actual performance of duties.

In view of thereof, consideration and approval of this bill is earnestly sought.


HARRIS CHRISTOPHER M. ONGCHUAN

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AN ACT
GRANTING APPROPRIATE CIVIL SERVICE ELIGIBILITY TO CONTRACTUAL,
TEMPORARY AND CO-TERMINOUS GOVERNMENT EMPLOYEES UNDER
CERTAIN CONDITIONS, AND FOR OTHER PURPOSES

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

Section 1. Grant of Civil Service Eligibility – An eligibility equivalent to a Career Service Professional Eligibility is hereby granted to all contractual, temporary, or co-terminous government employees who as of the approval of this Act have rendered at least a total of nine (9) years of efficient government service. Provided, that such employee must be a bachelor's degree holder.

An employee who has rendered government service for an aggregate period of six (6) years shall be granted an eligibility equivalent to a Career Service Sub-Professional Eligibility: *Provided*, That such member shall have at least earned seventy-two (72) units in any baccalaureate degree program: *Provided, finally*, That the eligibility granted under this section shall be considered appropriate for second and first level positions in the career service respectively, except those which require qualifications in skills or trade test and/or requiring board examinations and other special eligibilities provided under special laws.

SEC. 2. Civil Service Performance Evaluation Standards. The Civil Service Commission shall formulate performance evaluation standards to determine qualified employees under this Act.

SEC. 3. *Implementing Rules and Regulations*. – The Civil Service Commission (CSC) shall promulgate the necessary rules and regulations to implement this Act within ninety (90) days after the effectivity of this Act.

SEC. 4. *Repealing Clause*. – All laws, decrees, executive orders, rules and regulations, issuances or any part thereof inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 5. *Effectivity.* – This Act shall take effect fifteen (15) days following its publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation.

Approved,