



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**NINETEENTH (19th) CONGRESS**  
First Regular Session

**House Bill No. 3623**



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**Introduced by: Hon. Ma. Victoria Co - Pilar**

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#### EXPLANATORY NOTE

There is a sad reality in the bureaucracy wherein employees who have dedicated their lives in the pursuit of perfecting their craft and selfless passion to serve our country, remain in the sidelines because of their eligibility. According to the Civil Service Commission; in 2017, the government employed 2.4 million with 660,000 hired as casual workers.

These casual workers are not given full entitlements as prescribed by law. Individuals are left ineligible for promotions and other additional emoluments regardless of their years of dedication and service. Careers are left on a standstill, unable to climb the government ladder for positions that due to their continuous re-appointments, have bolstered their abilities and skills which rendered these individuals more than capable of handling more responsibilities.

This bill thereby proposes that skilled and technical employees who rendered enough years of service, regardless of their employment status be given civil service eligibility provided that their service be regarded as outstanding or satisfactory. Let us give value to their sacrifice and reward their devotion with tenure to enhance their job motivation.

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



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3 **AN ACT**  
4 **GRANTING CIVIL SERVICE SUB PROFESSIONAL ELIGIBILITY TO**  
5 **EMPLOYEES OF THE GOVERNMENT WITH ATLEAST FIVE YEARS OF**  
6 **SERVICE AND PROFESSIONAL ELIGIBILITY TO EMPLOYEES OF THE**  
7 **GOVERNMENT WITH ATLEAST TEN YEARS OF SERVICE**  
8  
9

10 *Be it enacted by the Senate and House of Representatives of the Philippines in*  
11 *Congress assembled:*  
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13 **SECTION 1, Declaration of Policy.** – The state shall harness its human  
14 resources to cope with the rapid economic development and population growth.  
15

16 **SECTION 2, Automatic Civil Service Eligibility.** - Government employees  
17 regardless of their status of employment, who rendered continuous service for at  
18 least five (5) years shall be granted civil service sub professional eligibility by the  
19 Civil Service Commission. Likewise, Government employees regardless of their  
20 status of employment, who rendered continuous service for at least ten (10) years  
21 shall be granted civil service professional eligibility by the Civil Service  
22 Commission.  
23

1           SECTION 3, Implementing Rules and Regulations. – Within sixty (60) days  
2 from the effectivity of this Act, the Civil Service Commission and the Department  
3 of Budget and Management shall issue the Implementing Rules and Regulations  
4 for this Act.

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6           SECTION 4, Separability Clause. – If any provision of this Act is declared  
7 invalid or unconstitutional, the remaining parts and provisions of this Act shall  
8 not be affected and shall remain valid.

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10          SECTION 5, Repealing Clause. – All acts executive orders, administrative  
11 orders, proclamations, rules and regulations or parts thereof inconsistent with the  
12 provisions of this Act shall be hereby deemed repealed or modified.

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14          SECTION 6, Effectivity, - This Act shall take effect fifteen (15) days after its  
15 publication in the Official Gazette or in two (2) newspapers of general circulation.

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17          Approved.  
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