



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL No. 5456



Introduced by **HONORABLE ERNESTO “ERNIX” M. DIONISIO, JR.**

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES
WHOSE STATUS OF APPOINTMENT IS EITHER CASUAL OR CONTRACTUAL,
AND WHO HAVE CONTINUOUSLY RENDERED AT LEAST SEVEN (7) YEARS
OF EFFICIENT SERVICE

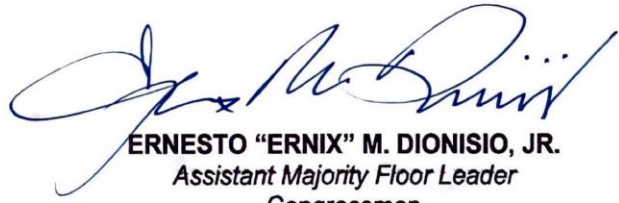
EXPLANATORY NOTE

According to the Inventory of Government Human Resources, as of 2022, there are 642,077 government employees under a contract of service (COS) or job order (JO).¹ Although they help immensely in delivering essential services to government offices, the downside of this trend is that they do not experience the benefits that career and non-career government employees enjoy.

Thus, this proposed bill seeks to grant civil service eligibility to government employees under COS who have been serving for at least five (5) years continuously. This is to comply with the mandate of the Constitution of adopting measures to promote morale and efficiency in the civil service and rightfully compensate government employees.

In view of the foregoing, the passage of this bill is sought.

¹ file:///C:/Users/info/Downloads/CAREER-AND-NON-CAREER-IGHR-BUREAUCRACY-REPORT-AS-OF-JUNE-30-2022.pdf

A handwritten signature in blue ink, appearing to read 'Ernesto M. Dionisio, Jr.', with a stylized flourish at the end.

ERNESTO "ERNIX" M. DIONISIO, JR.

Assistant Majority Floor Leader

Congressman

First Congressional District of Manila



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

SECTION 1. Declaration of Policy. - The State shall harness its human resources to cope with the rapid economic development and population growth. Government workers, being an important component of the State's human resources, shall be given the equal opportunity to security of tenure, humane conditions of work, and a living wage.

SEC. 2. Coverage. - All incumbent government employees who are holding casual or contractual positions in the first and second levels, and who have rendered at least seven (7) years of continuous efficient service, shall be granted appropriate civil service eligibility; *Provided*, however, that they pass the civil service performance evaluation by the Civil Service Commission, as provided in Section 3 of this Act.

SEC. 3. Civil Service Performance Evaluation. - The Civil Service Commission shall formulate the performance evaluation standards to determine qualified employees under this Act. The formulated standards shall not be unreasonable and shall be based on quantifiable merit.

The Civil Service Commission shall conduct a thorough review of the eligibility of the government employees subject to the pertinent rules and regulations they shall formulate for the implementation of this Act.

SEC. 4. Applicability. - This Act shall be implemented for a period of three (3) years.

SEC. 5. Implementing Rules and Regulations. - The Civil Service Commission shall prepare the necessary rules and regulations to implement the provisions of this Act, and the same shall be promulgated within ninety (90) days after the approval of this Act.

SEC. 6. Separability Clause. - If, for any reason, any section or provisions of this Act is declared unconstitutional or invalid, the other sections or provisions not affected thereby shall remain in full force and effect.

SEC. 7. Repealing Clause. - All other laws, decrees, executive orders, issuances, rules and regulations, or part thereof inconsistent with this Act are hereby likewise repealed or amended accordingly.

SEC. 8. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper or in a newspaper of general circulation in the Philippines.

Approved,