Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

NINETEENTH CONGRESS
Second Regular Session



HOUSE BILL NO. 10183

Introduced by Agusan del Norte, 2nd District Representative
HON. DALE B. CORVERA

AN ACT
PROVIDING PROMOTION OF GOVERNMENT OFFICIALS AND EMPLOYEES UPON COMPULSORY RETIREMENT FROM GOVERNMENT SERVICE AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Section 1, Article XI of the 1987 Constitution provides the duty of public officers and employees to the people: Public officers and employees must at all times be accountable to the people, serve them with utmost responsibility, integrity, loyalty, and efficiency, act with patriotism and justice, and lead modest lives. During their tour of duty with the government, public officers and employees are expected to perform their tasks with utmost (not just ordinary) responsibility and efficiency to deliver the services to the people. Thus, their performance is measured differently from most workers in the private sector.

This proposed measure aims to incentivize government officials and employees who consistently performed during their entire employment in the government despite the high standards demanded from them, and who are qualified for compulsory retirement. At present, compulsory retirement is enforced against government personnel who reached the age of 65.

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

DALE B. CORVERA
Representative
Agusan del Norte, 2nd District

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

Section 1. *Promotion Upon Compulsory Retirement.* – All government officials and employees who are eligible for compulsory retirement shall be granted a promotion equivalent to One Grade Level Higher than the Grade Level of his/her position at the time of compulsory retirement for the purpose of computing his/her retirement benefits: Provided, That said government official or employee have obtained at least a "Satisfactory" rating in his/her entire employment with the government.

Section 2. *Implementing Rules and Regulations.* – The Civil Service Commission, in coordination with the Governance Commission for GOCCs, the Department of Budget and Management, the Government Service Insurance System, and other relevant government agencies, shall formulate the rules and regulations for the effective implementation of this Act.

Section 3. *Separability Clause.* – If, for any reason, any section, clause or term of this Act is held to be illegal, invalid, or unconstitutional, such parts not affected by such declaration shall remain in full force and effect.

Section 4. *Repealing Clause.* – All laws, presidential decrees, issuances, executive orders, letters of instruction, rules, and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Section 5. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,