

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

**TWENTIETH CONGRESS**  
First Regular Session



**HOUSE BILL NO. 1580**

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INTRODUCED BY **REP. KRISTINE ALIXIE B. TUTOR**  
THIRD DISTRICT, BOHOL

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**AN ACT ALLOWING THE EXTENSION OF SERVICES OF RETIREABLE OFFICIALS  
AND EMPLOYEES IN THE GOVERNMENT SERVICE UNDER EXCEPTIONAL  
CIRCUMSTANCES**

**EXPLANATORY NOTE**

Advancements in healthcare, nutrition, and education have led to increased life expectancies in numerous countries, including the Philippines, thereby contributing to a growing elderly demographic. This bill proposes the introduction of an option for delayed retirement for government officials and employees under exceptional circumstances, permitting them to continue their professional duties for a maximum of five additional years, rather than enforcing mandatory retirement. The intent of this legislation is to strike a balance between the benefits of retirement and the recognition that, for some individuals, continued employment may be preferable to retirement, which can lead to health decline due to inactivity. Furthermore, this proposed legislation aims to maintain a competent workforce while addressing the demographic shift towards an aging population.

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

  
**REP. KRISTINE ALEXIE B. TUTOR**

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**SECTION 1.** Notwithstanding the provisions of any law, rules or regulations to the contrary, the services of any retirable official or employee in the government service may be extended, by not more than five (5) years, upon the concurrence of the following circumstances:

(a) The concerned official or employee has expressed such an option in writing to his office, agency or instrumentality.

(b) The head of the unit, agency or instrumentality where the official or employee belongs has certified that the latter possesses certain skills or competencies that are necessary or desirable to the performance of the mandate of the said office; and

(c) A duly accredited government physician has issued a medical certification that the subject official or employee is still fit for work.

**SECTION 2.** Nothing in this Act shall deprive the official or employee whose services has been extended of benefits to which he may be entitled under existing law.

**SECTION 3.** All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed, modified or amended accordingly.

**SECTION. 4.** This Act shall take effect fifteen (15) days after its publication either in the Official Gazette or in two (2) newspapers of general circulation.

Approved,