

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1581



INTRODUCED BY **REP. KRISTINE ALIXIE B. TUTOR**

THIRD DISTRICT, BOHOL

AN ACT GRANTING CIVIL SERVICE ELIGIBILITY TO THOSE WHO HAVE RENDERED AT LEAST THREE CONSECUTIVE YEARS OF GOVERNMENT SERVICE, OR AT LEAST FIVE NON-CONSECUTIVE YEARS, WHOSE APPOINTMENT STATUS IS EITHER CONTRACTUAL, CASUAL, OR JOB ORDER

EXPLANATORY NOTE

Eligibility for civil service positions is a crucial aspect of ensuring a competent and dedicated workforce in government roles. To enhance the integrity and effectiveness of public service, it is proposed that Civil Service Eligibility be granted to individuals who have rendered at least three (3) consecutive years of government service, or at least five (5) non-consecutive years of service, whose appointment status is either contractual, casual, or job order. This Civil Service Eligibility will qualify them for regular appointment in their current position, provided they meet the evaluation standards formulated by the Civil Service Commission.

This criterion not only acknowledges the commitment and experience of dedicated employees but also promotes stability and continuity within the civil service. By recognizing the value of prior service, we encourage a workforce that is familiar with governmental processes, policies, and the ethical standards expected in public service.

Furthermore, establishing such a policy could foster an environment of loyalty and motivation among government employees, ultimately benefiting public administration and service delivery to citizens.

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


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SECTION 1. Short Title. - This Act shall be known as the "Automatic Civil Service Eligibility Act."

SECTION 2. Automatic Civil Service Eligibility. - Employees in the government without Civil Service Eligibility that have rendered at least three (3) consecutive years of service, or at least five (5) non-consecutive years of service, whose appointment status is either contractual, casual, or job order, shall be granted Civil Service Eligibility that will qualify them for regular appointment in their current position; Provided, that they shall be able to meet the performance evaluation standards formulated by the Civil Service Commission in order for them to be eligible to avail of the privilege granted by this Act; Provided further, that if they are granted Civil Service Eligibility, they shall not be entitled to any promotion unless they obtain the appropriate eligibility requirement for the higher position; Provided finally, that the office where they are currently assigned and the Department of Budget and Management shall create the necessary plantilla position where the grantee of Civil Service Eligibility shall be considered.

SECTION 3. Civil Service Performance Evaluation Standards. - The Civil Service Commission shall formulate the Performance Evaluation Standards that the employee needs to pass in order for them to be eligible to avail of the privilege granted by this Act.

SECTION 4. Implementing Rules and Regulations. - Within ninety (90) days from the effectivity of this Act, the Civil Service Commission and the Department of Budget and Management shall issue the implementing Rules and Regulations for the immediate implementation of this Act.

SECTION 5. Separability Clause. - If any provision of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall remain valid.

SECTION 6. Repealing Clause. - All acts, executive orders, administrative orders, proclamations, rules and regulations or parts thereof inconsistent with any of the provisions of this Act are hereby repealed or modified accordingly.

SECTION 7. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved.