



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 2771



**Introduced by Representatives Ferdinand Martin G.
Romualdez, Andrew Julian K. Romualdez, Yedda Marie K.
Romualdez, and Jude A. Acidre**

EXPLANATORY NOTE

One of the primary issues plaguing the Philippine civil service is the lack of transparency and public accountability in the hiring and appointment process, which has resulted in the perpetuation of patronage politics, nepotism, and corruption. While the Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA) provide the current regulatory framework for recruitment and placement, they fall short of mandating mechanisms that guarantee public access to information, citizen oversight, and institutional safeguards in the appointment process.

This bill seeks to amend and strengthen the ORAOHRA by institutionalizing mandatory publication and digital disclosure of vacant and filled government positions, the criteria used in selecting candidates, and the actual results of selection processes. It further empowers civil society and citizen groups to observe and report anomalies in appointments, thereby institutionalizing participatory governance and merit-based recruitment in public service.

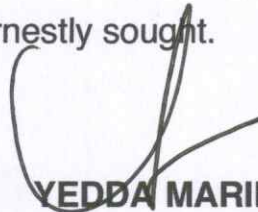
This legislation upholds the constitutional policy that public office is a public trust. Transparency in government hiring fosters competence, integrity, and trust in the bureaucracy.

This is one of the bills proposed during the first Eastern Visayas Young Leaders Parliament held on December 11–15, 2024.

Immediate passage of this bill is earnestly sought.



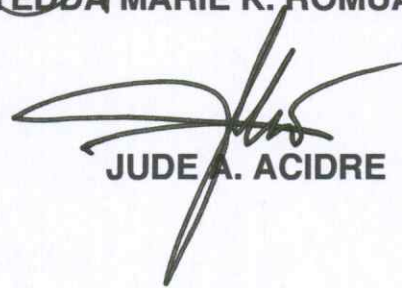
FERDINAND MARTIN G. ROMUALDEZ



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AN ACT
ENSURING TRANSPARENCY, ACCOUNTABILITY, AND
INCLUSIVENESS IN THE RECRUITMENT, SELECTION, AND
APPOINTMENT PROCESS IN GOVERNMENT SERVICE, AMENDING
THE OMNIBUS RULES ON APPOINTMENTS AND OTHER HUMAN
RESOURCE ACTIONS (ORAOHRA), AND FOR OTHER PURPOSES

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

Section 1. Title – This Act shall be known as the “**Transparent Appointments in Government Act of 2025**”

Section 2. Declaration of State Policy - It is the policy of the State to ensure that public office is a public trust and that all appointments to government service are based on merit, fitness, transparency, and inclusivity. Towards this end, the State shall seek to promote equal opportunity, prevent abuse of discretion, strengthen public accountability, and protect the civil service system from politicization.

Section 3. Coverage – This Act shall apply to all appointments in career and non-career positions within government agencies, offices, and instrumentalities, including government-owned or -controlled corporations (GOCCs), state universities and colleges (SUCs), constitutional commissions, and local government units (LGUs), except those positions expressly exempted by law.

Section 4. Mandatory Publication and Disclosure of Vacancies.
— All vacancies for government positions, whether career or non-career, permanent or temporary, must be published in the Civil Service Commission Job Portal. Agencies shall also post the same vacancies on their official websites and verified social media platforms to ensure broad accessibility. The public notice shall include the following: a. Title of the position; b. Qualification standards; c. Salary grade and step; d. Place of assignment; e. Duties and responsibilities; f. Deadline for submission of application; and g. List of required documents.

A centralized online application platform shall be established by the Civil Service Commission to receive, process, and track all employment applications. Except when otherwise stated in the implementing rules, applications submitted outside this system shall not be considered valid.

Section 5. Disclosure and Notification of Applicants. - All applicants to a government position, regardless of their internal or external status, must be notified of the result of their application.

Applicants must be informed whether they were shortlisted or disqualified. Those disqualified shall be given clear and specific grounds for disqualification, such as failure to meet minimum qualifications or incomplete documentation. Those who were appointed shall have their identity, final rating, and qualifications disclosed along with the appointment notice.

A final summary list of all applicants, indicating their names, internal or external status, and result of their application, shall be published in the same platform used for the job posting.

Section 6. Rectification of Minor Documentary Defects. - Applications with minor clerical errors or documentary defects shall not be automatically disqualified. Instead, the applicant shall be informed of the defect and be given one calendar day before the application deadline to rectify the same.

If the defect is discovered after the closing date, the applicant shall be allowed up to two working days to correct it, provided such leniency does not unduly delay the process or prejudice other applicants.

Reasonable leniency shall be exercised for first-time job seekers, especially for entry-level positions not requiring prior experience. A record of all allowed rectifications and notifications must be included in the recruitment report.

Section 7. *Inhibition of HRMPSB Members with Conflict of Interest.* - Any member of the Human Resource Merit Promotion and Selection Board (HRMPSB) who is the immediate supervisor or holds any authority within the direct command structure over an internal applicant must inhibit from participating in the deliberations and final decision-making process concerning the said position.

The inhibited member must be replaced temporarily by an alternate member designated by the appointing authority in consultation with the Civil Service Commission.

Section 8. *Presence of Independent Observers* - Each HRMPSB shall include one independent observer from a recognized civil society organization and one representative from a duly accredited employees' association.

These observers shall participate in all stages of the screening and selection process and may submit an independent report regarding the integrity of the proceedings. Their observations shall form part of the final report submitted to the Civil Service Commission.

Section 9. *Deliberation Records and Reporting* - All deliberations, interviews, and evaluation activities conducted by the HRMPSB shall be properly recorded and archived. Minutes and summaries of these proceedings must be certified and submitted to the Civil Service Commission within fifteen calendar days after completion of the appointment process.

Failure to comply with this requirement may result in the suspension or invalidation of the appointment, and administrative penalties against responsible officials.

Section 10. *Separability Clause.* - If any provision of this Act is declared unconstitutional, the remainder thereof not otherwise affected shall remain in full force and effect.

Section 11 *Repealing Clause.* - All laws, presidential decrees, executive orders, letters of instruction, proclamations or administrative regulations that are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

Section 12. *Effectivity.* - Notwithstanding the non-issuance of the implementing rules and regulations, this Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,