



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. **2983**



Introduced by Representatives Yedda Marie K. Romualdez, Andrew Julian K. Romualdez and Jude A. Acidre

AN ACT
PROVIDING PREFERENTIAL APPOINTMENT TO APPOINTIVE OFFICERS AND EMPLOYEES HOLDING VALID APPOINTMENTS TO THE NEW POSITIONS IN THE APPROVED STAFFING PATTERN FOLLOWING A GOVERNMENT REORGANIZATION, AMENDING FOR THE PURPOSE, SECTION 4 OF REPUBLIC ACT NO. 6656

EXPLANATORY NOTE

Section 4 of Republic Act (R.A.) No. 6656 or an “Act to Protect the Security of Tenure of Civil Service Officers and Employees in the Implementation of Government Reorganization” provides preference to government personnel with permanent appointments during placement into positions under a new staffing pattern resulting from a legitimate reorganization. It prohibits new hiring until all qualified permanent, temporary, and casual employees have been placed, except for policy-determining, confidential, or highly technical positions.

This bill seeks to amend Section 4 to require agencies to prioritize the placement of existing personnel within the reorganized structure, allowing movement not only to comparable positions but also to next higher or, when necessary, next lower-ranked position, provided that security of tenure is safeguarded.

This bill aims to retain appointive officials and employees with valid appointments who are already familiar with government operations, policies, and procedures. Their continued service ensures continuity, efficiency, and the preservation of institutional knowledge during government reorganizations.

This measure was also filed during the 19th Congress and was primarily referred to the Committee on Civil Service and Professional Regulation, where it was approved on third and final reading by the House of Representatives.

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



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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

SECTION 1. *Short Title.* – Section 4 of Republic Act No. 6656, entitled, “An Act to Protect the Security of Tenure of Civil Service Officers and Employees in the Implementation of Government Reorganization”, is hereby amended to read as follows:

“**Section 4. APPOINTIVE** officers and employees holding [permanent] **VALID** appointments shall be given preference for appointment to the new positions in the approved staffing pattern **OF** comparable **RANK** to their former

OR THE NEXT HIGHER RANK position. In case there are not enough comparable **POSITIONS OR POSITIONS NEXT HIGHER IN RANK, THEY SHALL BE GIVEN PREFERENCE TO APPOINTMENT** to positions next lower in rank: **PROVIDED, THAT PLACEMENT SHALL BE MADE IN ACCORDANCE WITH THE REVISED IMPLEMENTING RULES AND REGULATIONS OF THIS ACT.**

No new employees shall be taken in until all permanent officers and employees have been appointed, including temporary and casual employees who possess the necessary qualification requirements, among which is the appropriate civil service eligibility, for permanent appointment to positions in the approved staffing pattern, in case there are still positions to be filled, unless such positions are policy-determining, primarily confidential, or highly technical in nature.”

SEC. 2. Within sixty (60) days after the effectivity of this Act, the Civil Service Commission shall promulgate the necessary rules and regulations to implement this Act.

SEC. 3. All laws, rules, regulations, other issuances or parts thereof, which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 4. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,