



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



Twentieth Congress

First Regular Session

House Bill No. 4182

Introduced by

HON. REPRESENTATIVE LAARNI LAVIN ROQUE
4TH DISTRICT, BUKIDNON

EXPLANATORY NOTE

In some instances, a new administration may introduce reorganization measures intended to streamline operations or realign functions in government agencies. If a bona fide reorganization leads to the abolition of positions or the merging of offices, affected employees may be separated, particularly those holding non-career positions such as co-terminus or primarily confidential appointments, losing their source of livelihood as a result thereof.

This bill seeks to provide that appointive officers and employees holding valid appointments, in cases of valid reorganizations, shall be given preference for appointment to the new positions in the approved staffing pattern of comparable rank to their former position, or the next higher rank position, amending Section 4 of Republic Act No. 6656, or an 'Act to *Protect the Security of Tenure of Civil Service Officers and Employees in the Implementation of Government Reorganization*', for the purpose. It further proposes that 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.

The rationale behind the proposed measure is to ensure the security of tenure of appointive officers and employees of the government holding valid

appointments in the implementation of government reorganization plans, and to engage the government to retain people who have served in such capacities and are therefore already familiar with government policies, operations and procedures in their respective agencies, considered a wise investment in human resources.

This bill has been approved on 3rd Reading by the House of Representatives and transmitted to the Senate for concurrence in the 19th Congress but was not enacted into law due to lack of material time.

For the foregoing reasons, the immediate approval of the bill is earnestly urged.


HON. LAARNI LAVIN ROQUE
4TH DISTRICT BUKIDNON



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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

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

SECTION 1. 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 (CSC) 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.