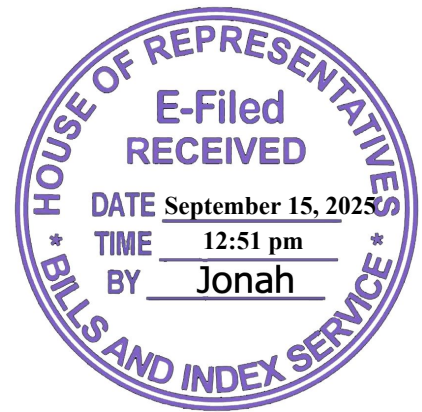


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4577



Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

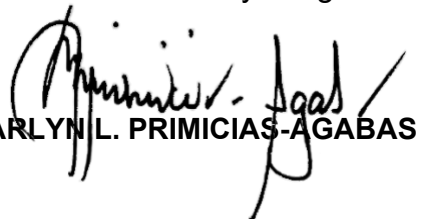
The Philippine bureaucracy relies heavily on the dedication and service of thousands of government workers who, despite years of faithful service, remain ineligible for regular appointment due to the absence of civil service eligibility. Many of these employees serve under contractual, casual, or job order status, performing essential functions that sustain the daily operations of government offices nationwide.

Existing laws, such as *Republic Act No. 6850*, have recognized the merit of granting civil service eligibility to government employees who have rendered at least seven years of efficient service under provisional or temporary status. Similarly, *Republic Act No. 10156* confers eligibility to members of local legislative bodies after a prescribed period of service. However, these laws do not extend the same recognition to contractual, casual, or job order employees, who often face limited opportunities for career advancement and job security despite their significant contributions.

This bill seeks to address this inequity by granting automatic civil service eligibility to government employees who have rendered at least three consecutive years, or five non-consecutive years, of service under contractual, casual, or job order status, provided they meet the performance evaluation standards to be set by the Civil Service Commission.

This measure not only acknowledges the competence and commitment of these employees but also promotes meritocracy and professionalization within the public sector. By providing a clear pathway to regularization, this Act aims to motivate government workers to perform at their best, enhance the quality of public service, and foster a more inclusive and equitable civil service system. The creation of necessary plantilla positions, in coordination with the Department of Budget and Management, ensures that the transition of eligible employees to regular status is both orderly and sustainable.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


MARLYN L. PRIMICIAS-AGABAS

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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4577

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

AN ACT
GRANTING AUTOMATIC CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES UNDER CONTRACTUAL, CASUAL, OR JOB ORDER STATUS, WHO HAVE RENDERED AT LEAST THREE CONSECUTIVE YEARS OF GOVERNMENT SERVICE, OR AT LEAST FIVE NON-CONSECUTIVE YEARS, AND FOR OTHER PURPOSES

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

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

SEC. 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.

SEC. 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.

SEC. 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.

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

SEC. 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.

SEC. 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.