

1 Republic of the Philippines
2 **HOUSE OF REPRESENTATIVES**
3 Batasan Hills, Quezon City
4

5
6 **TWENTIETH CONGRESS**
7 First Regular Session
8

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10 **HOUSE BILL No. 7660**
11



12 -----
13 Introduced by
14 **ACT Teachers Party-List Rep. ANTONIO L. TINIO,**
15 **Gabriela Women's Party Rep. SARAH JANE I. ELAGO,**
16 **and KABATAAN Party-List Rep. RENEE LOUISE M. CO**
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18
19 **AN ACT**
20 **REINSTATING THE "TAKE-ALL" MODE FOR RETIRING**
21 **GOVERNMENT EMPLOYEES, AMENDING FOR THE PURPOSE**
22 **PRESIDENTIAL DECREE 1146 OR THE REVISED GOVERNMENT**
23 **SERVICE INSURANCE ACT OF 1977, AS AMENDED**
24 **BY REPUBLIC ACT 8291**
25

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27 **EXPLANATORY NOTE**
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29 This Bill seeks to bring back the "take-all" mode of retirement for government
30 employees. This mode was provided under Republic Act 1616 to employees who
31 entered government service before June 1, 1977 and have rendered at least 20 years of
32 service regardless of age and employment status. The law is of 1957 vintage, and
33 there is hardly anyone today who could avail of this mode.
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35 The take-all mode operates on the "gratuity plus refund" style, as opposed to
36 the two options under R.A. 8291,¹ namely, Option 1 or a five-year lump sum plus
37 deferred pension and Option 2 or cash payment plus immediate pension. Retirees are
38 given a one-time payment of their total gratuity benefit multiplied by the highest
39 compensation they received, usually their compensation upon retirement. Their
40 gratuity benefit is computed from their total length of service, which is converted into
41 "gratuity months" by multiplying the first 20 years by one month, plus the next 10 up
42 30 years by 1.5, plus the rest of the length of service in excess of 30 years by two
43 months. Retirees are further refunded their retirement premiums, with interest on their
44 personal share and without interest on the government share.

45 ¹ Per the GSIS, the retirement mode most commonly availed of out of the five retirement laws
it is implementing. (Brochure, *Retirement and other Social Insurance Benefits*.)

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This "gratuity plus refund" style makes for a higher retirement benefit, as compared to the two options under R.A. 8291. For one thing, retirees are appropriately compensated for the years they devoted to government service, since they are paid based on their highest salary and longer stays in government service are properly factored in. Furthermore, although the take-all mode does not provide monthly pensions to retirees, many government employees believe that the take-all option is more beneficial because they get their benefit right after retirement date, and government gives back to them their premium contributions (with interest) plus the 12% share that the government paid on their behalf (without interest).

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Reinstating the "take-all" option is therefore a common demand of many government employees, especially those who are of the younger generation, among them public school teachers and education support personnel who have spent, or will spend, 20 years in service but are disqualified from R.A. 1616. This Bill will add another option for would-be retirees who might want to receive greater benefits or wish that they themselves take hold, manage, and enjoy all of their retirement benefits while they are able or healthy enough to do so.

For these reasons, immediate approval of this Bill is sought.



REP. ANTONIO L. TINIO

ACT Teachers Party-List



REP. SARAH JANE I. ELAGO

Gabriela Women's Party



REP. RENEE LOUISE M. CO

KABATAAN Party-List

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27 *Be it enacted in the Senate and the House of Representatives of the Philippines in*
28 *Congress assembled:*
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30 **SECTION 1. *Short Title.*** This Act shall be known as "***Take-All Retirement Option***
31 ***Act of 2026***"
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33 **SEC. 2.** A new Section 13-B is hereby added in Presidential Decree No. 1146, as
34 amended, to read as follows:
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36 **"SEC. 13-B. *Take-All Retirement Option.*** — Notwithstanding Section 13 and
37 Section 13-A above, retirement may be allowed to a member, regardless of age,
38 who has rendered at least twenty years of service. The benefit shall comprise:
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40 **"(a)** a gratuity based on the total length of service, converted into gratuity
41 months, computed as follows:
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Gratuity Months	Factor
First 20 years of service	x 1 month

21-30 years of service	x 1.5 months
In excess of 30 years of service	x 2 months

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then multiplied by the highest salary received and

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“(b) a return of his or her personal contributions with interest plus the government share without interest.”

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SEC. 3. *Repealing Clause.* All laws, decrees, orders, rules and regulations, and other issuances inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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SEC. 4. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

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Approved,