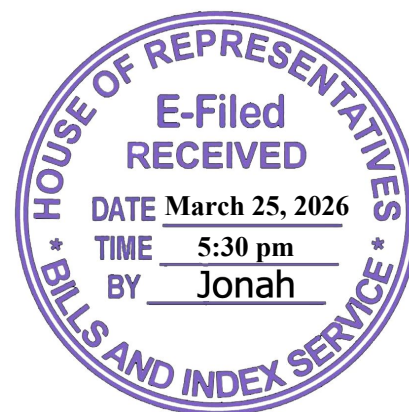


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **8793**



Introduced by **REP. NATHANIEL “Atty. Nat” M. ODUCAO**

EXPLANATORY NOTE

Barangay officials play an essential role in local governance, serving as the frontline workers who implement government programs and respond directly to community needs. A study of 274 elected barangay officials provides clear insight into their capacity and readiness for broader public service: 50% were male and 50% female, with a mean age of 52 years (ranging from 23 to 74), 36% holding college degrees, and 45% with secondary education. Many also demonstrated long service, particularly as kagawads, underscoring their administrative, legislative, financial, and community leadership skills that align with civil service roles.

Despite their invaluable contributions under Republic Act No. 7160, or the Local Government Code, barangay officials often face limited opportunities to transition into permanent positions in local government units or national agencies upon completing their terms. Although CSC Memorandum Circular No. 24, s. 2012 grants Barangay Official Eligibility for entry-level roles, no structured mechanism exists to prioritize their hiring based on grassroots expertise, leaving a critical gap in harnessing their proven capabilities for broader public service.

This measure addresses this gap by granting priority consideration—subject to Civil Service Form No. 212 merit and fitness standards for qualified barangay officials who have completed at least one full three-year term and seek Plantilla positions in LGUs within their city or municipality, or national agencies in their province or region. The bill mandates certification that no qualified applicant under this Act applied before filling any vacancy, ensuring fairness without automatic employment.

The bill further directs the Civil Service Commission, in coordination with the Department of the Interior and Local Government and Department of Budget and Management, to develop a skills assessment and training program within one year. It includes annual CSC reporting to Congress for accountability, with funding from the General Appropriations Act.

Through these provisions, the measure promotes Article II, Section 26 of the 1987 Constitution on social justice and efficient governance. It ensures continuity of public service, rewards proven leadership, and strengthens government capacity while upholding meritocracy.

¹Ische (2020). Gender Based Differentiation Among the Elected Barangay Officials in The First District of Cavite. Available at <https://www.dpublication.com/wp-content/uploads/2020/12/38-50716.pdf>

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

A handwritten signature in black ink, appearing to read 'N. Oducado', with a small circular stamp or mark near the end of the signature.

REP. NATHANIEL “ATTY. NAT” M. ODOCADO
1Tahanan Party List

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **8793**

Introduced by **REP. NATHANIEL “ATTY. NAT” M. ODUCCADO**

**AN ACT PROVIDING PRIORITY EMPLOYMENT OPPORTUNITIES FOR
BARANGAY OFFICIALS WHO HAVE COMPLETED THEIR TERMS OF OFFICE
IN LOCAL GOVERNMENT UNITS AND NATIONAL GOVERNMENT AGENCIES,
SUBJECT TO CIVIL SERVICE ELIGIBILITY, AND FOR OTHER PURPOSES**

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the “*Barangay Officials*
2 *Employment Transition Act.*”

3 **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the State, consistent
4 with Article II, Section 26 of the 1987 Constitution which promotes a just and dynamic social order,
5 and Article X, Section 8 recognizing the role of local officials, to harness the grassroots experience
6 of barangay officials who have completed their terms of office by providing them priority pathways
7 to careers in the civil service.

8 **SEC. 3. *Definition of Terms.*** – For purposes of this Act:

- 9 a) *Qualified Barangay Officials* – refer to those covered under Section 4 who have no
10 pending administrative or criminal cases involving moral turpitude;
11 b) *Full Term* – means one (1) complete three-year term under Republic Act No. 7160,
12 as amended; and
13 c) *Plantilla Positions* – refer to permanent career service positions in the approved
14 staffing pattern of Local Government Units (LGUs) or National Government
15 Agencies (NGAs).

16 **SEC. 4. *Coverage.*** – This Act shall cover barangay officials who have completed at least
17 one (1) full term, including:

- 18 a) Punong Barangay;
19 b) Members of the Sangguniang Barangay (Kagawad);
20 c) Sangguniang Kabataan Chairperson; and
21 d) Barangay Treasurer and Barangay Secretary who were appointed and served
22 continuously for one (1) full term.

1 **SEC. 5. *Priority Employment.*** – Qualified barangay officials shall be given priority
2 consideration in filing vacant Plantilla positions, subject to existing civil service laws, rules,
3 and regulations on merit, fitness, and eligibility in:

- 4 a) Local Government Unit offices within their city or municipality; or
5 b) National Government Agencies or government-owned or controlled corporations
6 with offices in their province or region.

7 Such priority shall be exercised in accordance with the standards of the Civil Service
8 Commission, including the submission and evaluation of the Personal Data Sheet (CS Form No.
9 212), and other requirements on qualifications, eligibility, and competence.

10 For purposes of this Act, “priority consideration” shall mean that qualified barangay
11 officials who apply for a vacant position shall be given due preference in the evaluation process;
12 *Provided*, That such preference shall not prejudice the application of the merit and fitness principle
13 under existing civil service laws, rules, and regulations.

14 **SEC. 6. *Skills Assessment and Training.*** – Within one (1) year from the effectivity of this
15 Act, the Civil Service Commission (CSC), in coordination with the Department of the Interior and
16 Local Government (DILG) and the Department of Budget and Management (DBM), shall develop
17 and implement a skills matching program, including competency assessments and training
18 modules, to facilitate the integration of qualified barangay officials into appropriate public service
19 roles.

20 **SEC. 7. *Monitoring and Reporting.*** – The CSC shall submit an annual report to Congress
21 on the number of qualified barangay officials employed under this Act, training completions, and
22 implementation challenges.

23 **SEC. 8. *Funding.*** - The amount necessary for the implementation of this Act shall be
24 included in the annual General Appropriations Act (GAA), with initial funding sourced from the
25 existing budgets of the CSC and the DILG, and from the appropriate allocations of local
26 government units.

27 **SEC. 9. *Implementing Rules and Regulations.*** - Within ninety (90) days from effectivity,
28 the CSC and DILG, in consultation with LGUs and NGAs, shall promulgate the necessary
29 implementing rules and regulations.

30 **SEC. 10. *Separability Clause.*** – If any provision of this Act is declared invalid or
31 unconstitutional, the other provisions not affected by such declaration shall remain in full force and
32 effect.

33 **SEC. 11. *Repealing Clause.*** – All laws, executive orders, administrative orders, and rules
34 and regulations inconsistent with this Act are hereby repealed or amended accordingly.

35 **SEC. 12. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in
36 the *Official Gazette* or in two (2) newspapers of general circulation.

37 *Approved,*