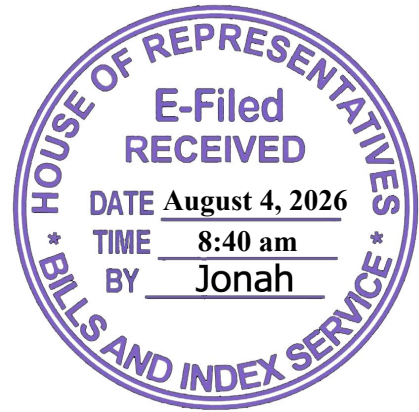




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

20th CONGRESS
2nd Regular Session

HOUSE BILL NO. **10549**



Introduced by Representative SITTIE SHAHARA “BAI DIMPLE” I. MASTURA

AN ACT

**GRANTING SECURITY OF TENURE UNDER CERTAIN CONDITIONS TO GOVERNMENT EMPLOYEES
WHOSE NATURE OF APPOINTMENT IS EITHER TEMPORARY OR CONTRACTUAL AND WHO HAVE
RENDERED A TOTAL OF TEN (10) YEARS OF EFFICIENT SERVICE**

EXPLANATORY NOTE

Contractual arrangements in government, more commonly known as job order (JO) and contract of service (COS), often sit outside the standard framework of Plantilla (regular) positions in the civil service.

The term “contractual” is used casually across the broad extent of government employment, but legally it can mean different things; however, this proposed measure is directed at the long overdue correction of the usual practice of ignoring, to a large extent, the plight of non-plantilla personnel who have continuously served for more than five (5) or even 10 (10) years as contractual or casual employees.

In the interest of social justice, and to recognize their potentials and contributions, this bill seeks to grant civil service eligibility to non-plantilla personnel, and as such, passage of this measure is earnestly sought.



SITTIE SHAHARA “BAI DIMPLE” I. MASTURA

Representative

Lone District, Maguindanao del Norte with Cotabato City



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

SECTION 1. Declaration of Policy. – The State shall harness its human resources as a critical strategy to achieve and sustain economic development. Government workers, as important components of the State’s human resources, shall be given the equal opportunity at gainful employment with security of tenure.

SEC. 2. Security of Tenure. – Subject to the provisions of the 1987 Philippine Constitution and applicable civil service laws, rules and regulations, all incumbent government employees, as of the approval of this Act, who are holding contractual positions and/or temporary in status in the first and second levels, and who have rendered continuous service for the last ten (10) years shall be granted security of tenure by their respective offices: *Provided, however,* That they shall not be entitled to any permanent appointment until such time that they have obtained the appropriate eligibility requirement.

SEC. 3. Civil Service Performance Eligibility Standards. - The Civil Service Commission (CSC) shall formulate performance evaluation standards to determine qualified employees under this Act.

SEC. 4. Implementing Rules and Regulations. - The Civil Service Commission (CSC) shall promulgate rules and regulations within ninety (90) days after the approval of this Act.

SEC. 5. Separability Clause. – If any provision or part hereof is held invalid or unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

SEC. 6. Repealing Clause. – All laws, decrees, executive orders, presidential proclamations, rules and regulations or parts thereof contrary to or inconsistent with this Act are hereby amended, repealed or modified accordingly.

SEC. 7. Effectivity Clause. – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,