


EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



'19 OCT 14 P3:53

SENATE

S. No. 1116

RECEIVED BY 

Introduced by SENATOR RAMON BONG REVILLA, JR.

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT EMPLOYEES,
UNDER CERTAIN CONDITIONS, WHOSE STATUS OF APPOINTMENT IS
EITHER CASUAL OR CONTRACTUAL, AND WHO HAVE CONTINUOUSLY
RENDERED A TOTAL OF TEN (10) YEARS OF EFFICIENT SERVICE

EXPLANATORY NOTE

Rule IV, Section 9 of The 2017 Omnibus Rules on Appointments and Other Human Resource Actions (Revised July 2018) defines the various employment status including casual and contractual. Casual is "an appointment issued only for essential and necessary services where there are not enough regular staff to meet the demands of the service and for emergency cases and intermittent period not to exceed one year." On the other hand, contractual is "an appointment issued to a person whose employment in the government is in accordance with a special contract to undertake local or foreign-assisted projects or a specific work or job requiring special or technical skills not available in the employing agency, to be accomplished within a specific period."

According to the Civil Service Commission (CSC), there are 4,530 and 78,852 casual employees in the national government agencies (NGAs) and local government units (LGUs), respectively, as of May 31, 2019. During the same period, there are 23,497 and 8,961 contractual employees in the NGAs and LGUs, respectively.

While these employees were hired supposedly for emergency cases and for a certain period of time only, many of them are re-hired and continuously serve in the position they are presently holding, or transferred to another position or another office under the same employment status. Through their long years of service in the government, they gain knowledge and skills necessary for the effective performance of a given job.

This measure seeks to recognize the competence and skills that the casual and contractual employees acquired from their job without sacrificing the qualification standards set by the CSC. It seeks to grant civil service eligibility for all casual and contractual employees who have rendered continuous service for ten (10) years.

Such civil service eligibility, along with other requirements, will qualify them for permanent positions in government and thus enjoy security of tenure and the full benefits entitled to said position.

With the end in view of hiring the best and most qualified civil servants to serve our country and people, the immediate passage of this bill is highly recommended.


RAMON BONG REVILLA, JR.



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

1 Section 1. *Declaration of Policy.* The State shall harness its human resources
2 to cope with the rapid economic development and population growth. Government
3 workers, being an important component of the State's human resources, shall be given
4 the equal opportunity to quality education, justice and security of tenure.

5 Sec. 2. *Coverage.* – Subject to the provisions of the Constitution and applicable
6 civil service laws, rules and regulations, all incumbent government employees who are
7 holding casual or contractual positions in the first and second levels and who have
8 rendered continuous service for ten (10) years shall be granted civil service eligibility
9 by the Civil Service Commission: *Provided, however,* That they shall not be entitled to
10 any promotion unless they obtain the appropriate eligibility requirement for that
11 position.

12 Sec. 3. *Civil Service Performance Evaluation Standards.* – The Civil Service
13 Commission shall formulate performance evaluation standards to determine qualified
14 employees under this Act.

15 Sec. 4. *Implementing Rules and Regulations.* – The Civil Service Commission
16 shall prepare the necessary rules and regulations to implement the provisions of this

1 Act, and the same shall be promulgated within ninety (90) days after the approval of
2 this Act.

3 Sec. 5. *Separability Clause.* – If any provision of this Act is declared
4 unconstitutional or invalid, the other provisions not so declared shall remain in full
5 force and effect.

6 Sec. 6. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or
7 parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

8 Sec. 7. *Effectivity.* – This Act shall take effect fifteen (15) days after its
9 publication in the *Official Gazette* or in two (2) newspapers of general circulation.

10

11 *Approved,*