

EIGHTEENTH CONGRESS )  
REPUBLIC OF THE PHILIPPINES )  
FIRST REGULAR SESSION )



HOUSE OF REPRESENTATIVES

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Introduced by Representative Rufus B. Rodriguez

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House Bill No. 2809

EXPLANATORY NOTE

It is a fact that national government offices or corporations, as well as local governments have hired contractual or casual employees. Many of them have served for more than five years or even more ten years.

In consonance with social justice, and to harness existing human resources and to develop these contractuels, it is about time that the State grants civil service eligibility to them.

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

  
RUFUS B. RODRIGUEZ

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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

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

**Sec. 1. Declaration of Policy** – The State shall harness its human resources as a critical Strategy to achieve and sustain economic development. Government workers, being an important component 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 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 are 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 Evaluation Standards** – The Civil Service Commission shall formulate performance evaluation standards to determine qualified employees under this Act.

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

**Sec. 5. Separability Clause** – If any part, section or provision of this Act is declared invalid or unconstitutional, the other provisions not affected therein shall remain in force and effect.

**Sec. 6. Repealing Clause** – All laws, decrees and executive orders inconsistent with this Act are hereby repealed or modified accordingly.

**Sec. 7. Effectivity Clause** – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,