

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

150

HOUSE RESOLUTION NO. \_\_\_\_\_



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Introduced by **Representative Jose Francisco B. Benitez, Ph.D.**

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**RESOLUTION**

**DIRECTING THE CONDUCT OF A STRATEGIC REVIEW OF THE OPERATIONS AND ORGANIZATIONAL STRUCTURE OF THE HOUSE OF REPRESENTATIVES AND THE FORMULATION OF A RIGHTSIZING PLAN WITH AN ACCOMPANYING EARLY RETIREMENT INCENTIVE BENEFIT FOR AFFECTED PERSONNEL, AND THE IMPLEMENTATION OF A ONE-TIME SEPARATE EARLY RETIREMENT INCENTIVE BENEFIT FOR QUALIFIED PERSONNEL**

**WHEREAS**, it is the policy of the House of Representatives (“House”) to establish appropriate organizational systems to best utilize the talents and the skills of qualified professionals to enhance institutional legislative performance;

**WHEREAS**, to attain improved institutional legislative performance, there is a need to undertake organizational reforms in order to promote and maintain effectiveness, efficiency, and economy in the operations of the House;

**WHEREAS**, there is a need to right-size the organizational structure of the House in order to modernize the Human Resources, streamline the bureaucracy into an efficient and results-oriented structure, and create a healthy environment that will foster innovation;

**WHEREAS**, it is the function of the Department of Budget and Management (“DBM”) to assist the government in the achievement of more economy and efficiency in the management of government operations, administration of compensation and position classification systems, and assessment of organizational effectiveness;

**NOW, THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED**, to direct the House, in coordination with DBM and other relevant agencies, to conduct a strategic review of the operations and organizational structure of the House and to formulate a corresponding Rightsizing plan with accompanying Early retirement Incentive Benefit (“ERIB”) for affected House Personnel, and the implementation of a one-time Separate ERIB for qualified House Personnel who may opt to retire or be separated from the service, to enhance the institutional capacity of the House.

**BE IT FURTHER RESOLVED**, that House Personnel are qualified to avail of the one-time Separate ERIB if they have served in the House for at least fifteen (15) cumulative years. The incentive shall be based on the House Personnel’s two (2) months basic salary multiplied by the number of years served in the House.

The one-time Separate ERIB shall be for the sole purpose of encouraging early retirement and personnel movement to aid in the Rightsizing efforts of the House and shall not be considered part of any retirement/separation/unemployment benefits which the employees may be entitled to.

**RESOLVED, FINALLY**, that the House, in coordination with DBM and other relevant agencies, shall complete its review and formulation of the Rightsizing Plan and the one-time Separate ERIB and submit the same to concerned Committee of the House on or before the first Monday of October 2019.

*Adopted,*

  
**REP. JOSE FRANCISCO B. BENITEZ**