

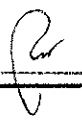
FIFTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



Senate  
Office of the Secretary

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SENATE

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COMMITTEE REPORT NO. 51

Submitted by the Committee on Civil Service and Government Reorganization on JUN - 8 2011

Re: Senate Bill No. 2875

Recommending its approval in substitution of Senate Bill Nos. 27, 148, 161, 418, 1400 and 2386

Sponsor: Senator Trillanes IV

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**MR. PRESIDENT:**

The Committee on Civil Service and Government Reorganization to which were referred Senate Bill No. 27 introduced by Senator Revilla, Jr., *entitled:*

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

Senate Bill No. 148, introduced by Senator Pangilinan, *entitled:*

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

Senate Bill No. 161, introduced by Senator Zubiri, *entitled:*

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

Senate Bill No. 418, introduced by Senator Trillanes IV, *entitled:*

**AN ACT  
GRANTING CIVIL SERVICE ELIGIBILITY UNDER CERTAIN CONDITIONS TO A  
GOVERNMENT EMPLOYEE WHOSE STATUS OF APPOINTMENT IS CASUAL OR**

**CONTRACTUAL AND WHO HAS RENDERED A TOTAL OF TEN (10) YEARS OF EFFICIENT SERVICE**

Senate Bill No. 1400, introduced by Senator Legarda, *entitled:*

**AN ACT**

**AMENDING SECTIONS 1 AND 2 OF REPUBLIC ACT NO. 6850 OTHERWISE KNOWN AS AN ACT TO GRANT CIVIL SERVICE ELIGIBILITY UNDER CERTAIN CONDITIONS TO GOVERNMENT EMPLOYEES APPOINTED UNDER PROVISIONAL OR TEMPORARY STATUS WHO HAVE RENDERED A TOTAL OF SEVEN (7) YEARS OF EFFICIENT SERVICE, AND FOR OTHER PURPOSES**

Senate Bill No. 2386, introduced by Senator Ejercito-Estrada, *entitled:*

**AN ACT**

**AMENDING SECTIONS 1 AND 2 OF REPUBLIC ACT NO. 6850, OTHERWISE KNOWN AS AN ACT TO GRANT CIVIL SERVICE ELIGIBILITY UNDER CERTAIN CONDITIONS TO GOVERNMENT EMPLOYEES APPOINTED UNDER PROVISIONAL OR TEMPORARY STATUS WHO HAVE RENDERED A TOTAL OF THREE (3) YEARS OF EFFICIENT SERVICE, AND FOR OTHER PURPOSES**

have considered the same and have the honor to report them back to the Senate with the recommendation that the attached Senate Bill No. 2875 prepared by the Committee, *entitled:*

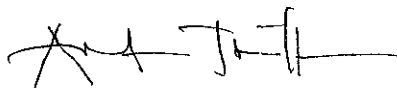
**AN ACT**

**PROVIDING FOR SECURITY OF TENURE FOR ALL CASUAL AND CONTRACTUAL EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED AT LEAST FIVE (5) YEARS OF CONTINUOUS SERVICE IN THE CASE OF NATIONAL GOVERNMENT AGENCIES AND TEN (10) YEARS OF CONTINUOUS SERVICE IN THE CASE OF LOCAL GOVERNMENT UNITS AND FOR OTHER RELATED PURPOSES**

be approved in substitution of Senate Bill Nos. 27, 148, 161, 418, 1400 and 2386 with Senators Revilla, Jr., Pangilinan, Zubiri, Trillanes IV, Legarda, Ejercito-Estrada, as authors thereof.

**Respectfully submitted:**

*Chairperson*



**ANTONIO "SONNY" F. TRILLANES IV**

*Vice-Chairperson*



**GREGORIO B. HONASAN II**

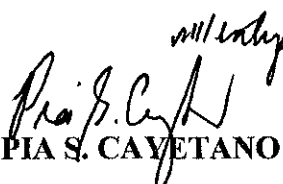
Members

  
MANUEL "LITO" M. LAPID

FRANCIS N. PANGILINAN

LOREN B. LEGARDA

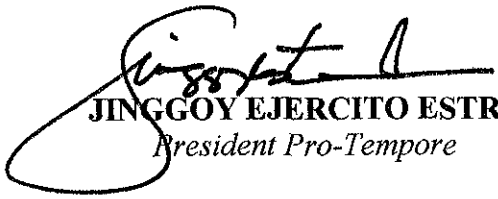
  
FERDINAND R. MARCOS, JR.

  
PIA S. CAYETANO

Ex-Officio Members

  
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*Minority Leader*

  
VICENTE C. SOTTO III  
*Majority Leader*

  
JINGGOY EJERCITO ESTRADA  
*President Pro-Tempore*

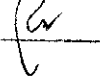
**The Honorable JUAN PONCE ENRILE**  
*President of the Senate*

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



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SENATE  
S. NO. 2875

RECEIVED BY: 

(In substitution of Senate Bills Nos. 27, 148, 161, 418, 1400 and 2368)

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Prepared by the Committee on Civil Service and Government Reorganization with Senators Revilla, Jr., Pangilinan, Zubiri, Trillanes IV, Legarda and Ejercito-Estrada as authors thereof

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AN ACT  
PROVIDING FOR SECURITY OF TENURE FOR ALL CASUAL AND CONTRACTUAL EMPLOYEES OF THE GOVERNMENT WHO HAVE RENDERED AT LEAST FIVE (5) YEARS OF CONTINUOUS SERVICE IN THE CASE OF NATIONAL GOVERNMENT AGENCIES AND TEN (10) YEARS OF CONTINUOUS SERVICE IN THE CASE OF LOCAL GOVERNMENT UNITS AND FOR OTHER RELATED PURPOSES

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

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

5

6           **SEC. 2. Security of tenure for long-time casual and contractual employees;**  
7 **Coverage.** – Subject to the provisions of the Constitution and applicable civil service  
8 laws, rules and regulations, it is hereby mandated that all incumbent casual and  
9 contractual government employees who have rendered at least five (5) years of  
10 continuous service in the case of national government agencies or a total of ten (10) years  
11 of continuous service in the case of local government units as of the date of the approval  
12 of this Act shall be entitled to security of tenure.

13

14           **SEC. 3. Status of covered employees and affected positions.** – All of the  
15 positions affected by this Act currently held by the covered employees shall be deemed

1 necessary and/or desirable for the efficient operation of the government and shall be  
2 marked as co-terminus with the incumbent. All covered employees may not be separated  
3 or terminated from the said positions except for just or lawful cause and with due process  
4 of law nor can their positions be abolished except when the same are vacated by their  
5 incumbents.

6  
7 **SEC. 4. *Implementing Rules and Regulations.*** – The Civil Service Commission,  
8 in consultation with the Department of Budget and Management, shall issue the rules and  
9 regulations necessary to implement the provisions of this Act. Said implementing rules  
10 and regulations shall be promulgated within ninety (90) days after the approval of this  
11 Act.

12  
13 **SEC. 5. *Penal Provisions.*** – Any government employee who shall apply for  
14 entitlement to security of tenure under the provisions of this Act on the basis of false  
15 claims and/or documents as well as any government officer or employee who will make  
16 or issue false certifications, attestations, endorsements and/or spurious documents in  
17 relation to any such application shall suffer the penalty of imprisonment of one (1) to  
18 three (3) years or a fine in amount up to one hundred thousand pesos (P100,000.00) or  
19 both, at the discretion of the judge, in addition to perpetual disqualification from public  
20 office. Said employees may also be administratively charged under existing civil service  
21 laws, rules and regulations.

22  
23 **SEC. 6. *Separability Clause.*** – If any provision of this Act is held as invalid or  
24 unconstitutional, the remaining provisions of this Act not otherwise affected shall remain  
25 valid and subsisting.

26  
27 **SEC. 7. *Repealing Clause.*** – All laws, decrees, executive orders, department or  
28 memorandum orders and other administrative issuance or parts thereof which are

1 inconsistent with the provisions of this Act are hereby modified, superseded or repealed  
2 accordingly.

3

4           **SEC. 8. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its  
5 publication in at least two (2) newspapers of general circulation.

Approved,