

FOURTEENTH CONGRESS OF THE REPUBLIC)
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Third Regular Session)

SENATE
OFFICE OF THE SECRETARY

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SENATE
S. B. No. 3543

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Introduced by Senator Miriam Defensor Santiago

EXPLANATORY NOTE

The Constitution, Article 9-B, Section 3 provides that:

The Civil Service Commission, as the central personnel agency of the Government, shall establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness and courtesy in the civil service. It shall strengthen the merit and rewards system, integrate all human resources development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability. It shall submit to the President and the Congress an annual report on its personnel programs.

Internship programs bridge the gap between the academe and the workplace. It serves a two-fold purpose. The first is to allow government agencies to augment entry level functions while providing valuable work experience to prospective government employees. The second is to improve the recruitment pool by establishing a definite list of individuals who have experience working with particular government agencies. A sound internship system would provide our civil service a necessary layer in training, selection and overall human resource development.

In order to ensure that the internship system is properly carried out across the government agencies and that the best practices are acknowledged and replicated, the Civil Service Commission must take the lead in establishing rules on internship programs as well as gathering pertinent information. The Civil Service Commission has the role of making sure that information regarding available internship programs are properly disseminated in order to attract more applicants and provide the government agencies with sufficient candidates for internship.

This bill seeks to mandate the Civil Service Commission to provide an integrated internship program that would complement its current recruitment efforts in order to ensure that our prospective civil servants are properly trained and the deserving ones promptly recruited.

William Defensor Santiago
WILLIAM DEFENSOR SANTIAGO

9 NOV 25 12:07

SENATE
S. B. No. 3543

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Introduced by Senator Miriam Defensor Santiago

1 AN ACT
2 TO IMPROVE GOVERNMENT INTERNSHIP PROGRAMS TO FACILITATE HIRING OF
3 FULL-TIME GOVERNMENT EMPLOYEES

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

4 SECTION 1. *Short Title.* – This Act shall be known as the “Government Internship
5 Improvement Act of 2009.”

6 SECTION 2. *Definitions.* – The purposes of this Act the term –

7 A. “Internship program” means a program established by a Government agency to
8 provide educational employment experiences to individuals whose service in such
9 agency will not be used to displace any employee; and

10 B. “Intern” means an individual serving in an internship program.

11 SECTION 3. *Internship Coordinator.* – The head of each Government agency operating
12 an internship program shall designate an individual within such agency to serve as an internship
13 coordinator.

14 SECTION 4. *Online Information.* – The head of each Government agency operating an
15 internship program shall make publicly available on the Internet--

16 A. the name and contact information of the internship coordinator for such program; and;

17 B. information regarding application procedures and deadlines for such internship
18 program;

19 The Civil Service Commission shall make publicly available on the Internet links to the
20 websites where the information described in paragraph (1) is displayed.

1 SECTION 5. *Centralized Database.* – The Civil Service Commission shall establish and
2 maintain a centralized electronic database that contains the names, contact information, and
3 relevant skills of individuals who have completed or are nearing completion of an internship
4 program and are currently seeking full-time Government employment.

5 SECTION 6. *Noncompetitive Appointment.* – Under such regulations as the Civil Service
6 Commission shall prescribe, the head of an agency may make a noncompetitive appointment
7 leading to conversion to term, career, or career-conditional employment of an individual if the
8 individual –

- 9 A. has completed an internship program;
- 10 B. is recommended for such appointment by the agency in which the individual served
11 as an intern; and
- 12 C. satisfies such other requirements and conditions as the Civil Service Commission
13 may prescribe.

14 SECTION 7. *Term Appointment Conversion.* – An intern appointed to term employment
15 under Section 6 may subsequently be converted noncompetitively to a career or career-
16 conditional appointment before the term appointment expires.

17 SECTION 8. *Regulations.* – The Civil Service Commission shall prescribe such
18 regulations as the Commission considers necessary to carry out this Act.

19 SECTION 9. *Program Report.* – The head of each Government agency operating an
20 internship program shall annually submit to the Civil Service Commission a report assessing
21 such internship program. Each report required shall include, for the one-year period ending on
22 March 1 of the year in which the report is submitted –

- 23 A. the number of interns that participated in an internship program at such agency;
- 24 B. information regarding the demographic characteristics of interns at such agency,
25 including educational background;
- 26 C. the percentage of individuals who began full-time Government employment at such
27 agency who were appointed to such employment in accordance with Section 9.D.;

- 1 D. a description of the steps taken by such agency to increase such percentage, and any
2 barriers encountered;
- 3 E. a description of activities engaged in by such agency to recruit new interns, including
4 locations and methods;
- 5 F. a description of the diversity of work roles offered within internship programs at such
6 agency;
- 7 G. a description of the mentorship portion of such internship programs; and
- 8 H. a summary of exit interviews conducted by such agency upon completion of an
9 internship program by an intern.

10 SECTION 10. *Submission.* – Each report required under Section 9 shall be submitted to
11 the Civil Service Commission between March 1 and March 31 of each year. Not later than April
12 30 of each year, the Civil Service Commission shall submit to Congress a report summarizing
13 the information submitted to the Civil Service Commission in accordance with Section 9 for such
14 year.

15 SECTION 11. *Separability Clause.* – If any provision or part hereof, is held invalid or
16 unconstitutional, the remainder of the law or the provision not otherwise affected shall remain
17 valid and subsisting.

18 SECTION 12. *Repealing Clause.* – Any law, presidential decree or issuance, executive
19 order, letter of instruction, administrative order, rule or regulation contrary to or is inconsistent
20 with the provision of this Act is hereby repealed, modified, or amended accordingly.

21 SECTION 13. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
22 publication in at least two (2) newspapers of general circulation.

Approved,