

SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Third Regular Session)



Senate
Office of the Secretary

'16 FEB -1 P3:20

SENATE
S. No. 3197

RECEIVED BY: 

Introduced by Senator Miriam Defensor Santiago

AN ACT
IMPROVING GOVERNMENT INTERNSHIP PROGRAMS TO FACILITATE
HIRING OF FULL-TIME GOVERNMENT EMPLOYEES

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 reward 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.¹


MIRIAM DEFENSOR SANTIAGO

¹ This bill was originally filed during the Fourteenth Congress, Third Regular Session.

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

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

5 SECTION 2. *Definitions.* – For purposes of this Act, the term:

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

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

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

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

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

1 B. information regarding application procedures and deadlines for such
2 internship program.

3 The Civil Service Commission shall make publicly available on the Internet links
4 to the web sites where the information described in paragraph (1) is displayed.

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

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

14 A. has completed an internship program;

15 B. is recommended for such appointment by the agency in which the individual
16 served as an intern; and

17 C. satisfies such other requirements and conditions as the Civil Service
18 Commission may prescribe.

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

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

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

5 **A.** the number of interns that participated in an internship program at such agency;

6 **B.** information regarding the demographic characteristics of interns at such
7 agency, including educational background;

8 **C.** the percentage of individuals who began full-time government employment at
9 such agency who were appointed to such employment in accordance with Section 9 D;

10 **D.** a description of the steps taken by such agency to increase such percentage,
11 and any barriers encountered;

12 **E.** a description of activities engaged in by such agency to recruit new interns,
13 including locations and methods;

14 **F.** a description of the diversity of work roles offered within internship programs
15 at such agency;

16 **G.** a description of the mentorship portion of such internship programs; and

17 **H.** a summary of exit interviews conducted by such agency upon completion of
18 an internship program by an intern.

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

1 SECTION 11. *Separability Clause.* – If any provision of this Act is held invalid or
2 unconstitutional, the same shall not affect the validity and effectivity of the other
3 provisions hereof.

4 SECTION 12. *Repealing Clause.* – All laws, decrees, orders, and issuances, or
5 portions thereof, which are inconsistent with the provisions of this Act, are hereby
6 repealed, amended or modified accordingly.

7 SECTION 13. *Effectivity Clause.* – This Act shall take effect fifteen (15) days
8 after its publication in the *Official Gazette* or in two (2) newspapers of general
9 circulation.

Approved,

/ersmg6Jan2016