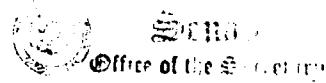
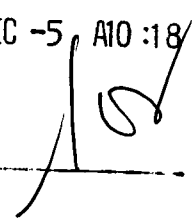


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



23 DEC -5 AIO :18

SENATE
S.B. No. 2502

RECEIVED BY: 

Introduced by SENATOR JOEL VILLANUEVA

AN ACT
RIGHTSIZING THE NATIONAL GOVERNMENT TO IMPROVE PUBLIC SERVICE
DELIVERY AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Reorganization of the government has been present since the establishment of the Philippine Republic in 1899 and has been a top agenda of various Philippine presidents since at least 1946.¹ It entails the rearrangement or restructuring of administrative structures within a government and involves abolishing, merging, or creating governmental bodies as well as removing duplicate and overlapping functions to respond to and help achieve the goals set by an administration.²

Consistent with this and in order to improve the efficiency, economy, and effectiveness of government operations and enhance the delivery of public services to the citizens, it is necessary to regularly review and evaluate the government's organizational structure, systems, and mandates, among others. This includes the optimal process of filling permanent positions, as the government is one of the biggest, if not the biggest, employers in the country. According to the Department of Budget and Management (DBM) Staffing Summary, the total number of permanent positions for Fiscal Year (FY) 2024 is 1,979,564, of which 1,810,428 (91.46%) positions are filled, while 169,136 (8.54%) remain unfilled.³

Despite having roughly 1 out of 10 authorized positions unfilled, data from the Civil Service Commission (CSC) shows that the government has hired 832,812 non-permanent government workers under Job Order or Contract of Service status, as of June 30, 2023.⁴ Hence, it is also crucial to conduct a comprehensive study of the

¹ Brillantes, A.B., Lorenzo, M.P. (2021). Public Reorganization in the Philippines. In: Farazmand, A. (eds) Global Encyclopedia of Public Administration, Public Policy, and Governance. Springer, Cham. https://doi.org/10.1007/978-3-319-31816-5_4348-1.
² *Ibid.*
³ DBM. 2024 Staffing Summary. Available at <https://www.dbm.gov.ph/wp-content/uploads/Staffing/STAFFING2024/STAFFING-SUMMARY-2024.pdf>. Accessed on 06 November 2023.
⁴ CSC. Inventory of Government Human Resources, Job Order and Contract of Service Data as of June 30, 2023. Available at <https://www.csc.gov.ph/downloads/category/426-2023>. Accessed on 06 November 2023.

staffing pattern of government agencies to determine whether some existing permanent positions are already obsolete, redundant, or unnecessary.

Given the foregoing, this measure aims to implement a systemic reform to promote and maintain an effective, efficient, economical, responsive, and progressive Philippine Government. This bill seeks to put in place the National Government Rightsizing Program (NGRP), guided, among others, by the role of government and the scope, level, and prioritization of government programs, activities, and projects, as well as the appropriate manner in which public goods and services are provided, as determined in accordance with the Constitution, political and socio-economic contexts and objectives of the government, and available resources.

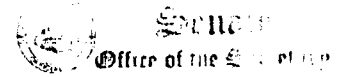
Further, this bill seeks to pursue the strengthening of functions of agencies; scaling down or discontinuation of functions or programs that can be undertaken by the private sector or can be devolved to local government units; review of the staffing needs of the government to address the growing number of non-permanent government workers despite the existence of unfilled positions; and transferring or integrating functions from one agency to another which could better perform the same.

To emphasize, "rightsizing" is not the same as "downsizing." Ultimately, the aim of this measure is to streamline the roles, functions, mandates, and programs of the entire government to ensure the attainment of the country's societal and economic development goals and objectives, while also protecting the welfare of government workers. Finally, it seeks to promote equity and ethical accountability in addition to the administrative orthodox of efficiency, economy, and effectiveness.

For the foregoing reasons, the passage of this bill is earnestly sought.


JOEL VILLANUEVA ^{SG}

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



23 DEC -5 AIO :18

SENATE
S.B. No. 2502

RECEIVED BY

Introduced by SENATOR JOEL VILLANUEVA

AN ACT
RIGHTSIZING THE NATIONAL GOVERNMENT TO IMPROVE PUBLIC SERVICE
DELIVERY AND FOR OTHER PURPOSES

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

1 **Section 1. Short Title.** – This Act shall be known as “The National Government
2 Rightsizing Act of 2023.”

3 **Sec. 2. Declaration of Policy.** – It is hereby declared the policy of the State to
4 promote and maintain effectiveness, efficiency, economy, equity, and ethical
5 accountability in the government; enhance institutional capacity to improve public
6 service delivery; and ensure the attainment of the country’s societal and economic
7 development goals and objectives. Consistent with this, the government shall focus its
8 functions and resources on the essential role, scope, and level of governance, and
9 minimize, if not eliminate, redundancies, overlaps and duplications in its operations
10 and simplify its rules and regulations, and systems and processes, while protecting
11 the welfare of civil servants and other government workers.

12 **Sec. 3. Definition of Terms.** – As used in this Act:

- 13 a) *Abolition* refers to the elimination of an obsolete/unnecessary organizational unit;
14 b) *Affected Personnel* refers to any government employee, whether regular or non-
15 permanent, that may be affected by the organizational actions arising from the
16 results of strategic review and study under the National Government Rightsizing
17 Program (NGRP);
18 c) *Consolidation* refers to the dissolution of two (2) or more organizational units to
19 form a new unit;
20 d) *Deactivation* refers to the act of making dormant or non-operational an
21 organizational unit by phasing out its functions or transferring them to other units,
22 and/or discontinuing the provision of resources. An organizational unit is
23 rendered dormant or non-operational if it is defunded and/or its operation is
24 terminated but its formal existence continues. A deactivated organizational unit

1 is devoid of any activity, personnel, financial, and physical resources;

- 2 e) *Detailed Rightsized Organizational Structure* refers to the output of a government
3 agency that provides information on the systematic arrangement and functions
4 of the divisions and units within the organization. This shall be based on the
5 rightsized organizational structure that shall be developed by the Committee on
6 Rightsizing the Executive Branch;
- 7 f) *Merger* refers to the combination of two (2) or more organizational units, whereby
8 the identity of one is retained and the other is abolished or deactivated;
- 9 g) *Placement* refers to the process of matching the jobs and the individual;
10 placement occurs when the individual is assigned with the particular job;
- 11 h) *Rightsized Organizational Structure* refers to the output of the Committee on
12 Rightsizing the Executive Branch, which shall contain the appropriate structure
13 of government agencies (i.e., Departments, Bureaus, Services, and Offices) and
14 their corresponding mandates and functions, resulting from the conduct of
15 strategic review and study;
- 16 i) *Rightsizing* refers to the process of analyzing and designing the appropriate role,
17 mandate, structure, functions, size, systems, and processes of government
18 agencies in order to ensure effective, responsive, and efficient service delivery;
- 19 j) *Staffing Pattern* refers to the staffing complement of an agency. It shows the
20 number of authorized positions by class and occupational group for each
21 organizational unit within the agency; and
- 22 k) *Transfer* refers to the movement of an employee from one organizational unit to
23 another in the same department or agency, or from one department or agency to
24 another, whichever is of equivalent rank, level, or salary.

25
26 **Sec. 4. Coverage.** – This Act shall cover all agencies of the Executive Branch,
27 including departments, bureaus, offices, commissions, boards, councils, and all other
28 entities attached to or under their administrative supervision, and government-owned
29 or -controlled corporations (GOCCs) not covered by Republic Act No. 10149 or the
30 GOCC Governance Act of 2011.

31
32 In recognition of the important role of certain government positions in the society,
33 the following positions shall be excluded in the coverage of this Act:

- 34
35 a) Teaching and teaching-related positions in elementary, secondary,
36 technical/vocational schools, state universities and colleges, and non-chartered
37 tertiary schools; and
- 38 b) Military and uniformed personnel in the Department of National Defense,
39 Department of the Interior and Local Government, Department of Transportation,
40 Department of Environment and Natural Resources, and the Department of
41 Justice.

42
43 The Legislature, Judiciary, Constitutional Commissions, and Office of the
44 Ombudsman may, within their respective authorized appropriations, likewise rightsize
45 their respective offices, consistent with the principles and guidelines contained in this
46 Act, and within the parameters of the Unified Position Classification and Compensation
47 System established under Republic Act No. 6758, as amended.

1 Local government units (LGUs) may also rightsize their respective offices,
2 consistent with the governing principles and guidelines contained in this Act and the
3 provisions of Republic Act No. 7160 or the Local Government Code of 1991, and
4 subject to their financial capability.

5
6 The Governance Commission for GOCCs shall continue to exercise its authority
7 under Republic Act No. 10149 to reorganize, merge, streamline, abolish, or privatize
8 any GOCC, in consultation with the department to which the GOCC is attached.

9
10 **Sec. 5. Governing Principles.** – The National Government shall implement a
11 Rightsizing Program in accordance with the following principles:

- 12
13 a) The role of government and the scope, level, and prioritization of government
14 programs, activities and projects, as well as the appropriate manner in which
15 public goods and services are provided, shall be determined in accordance with
16 the Constitutional mandate, political and socio-economic contexts and objectives
17 of the government, and available resources;
- 18 b) The government shall establish a conducive policy environment to encourage
19 active engagement of the private sector and civil society organizations in the
20 production and delivery of goods and services;
- 21 c) The delineation of functions and responsibilities between the National
22 Government and the LGUs in the provision of public goods and services shall be
23 clearly defined, consistent with the provisions of Republic Act No. 7160 and other
24 pertinent laws and issuances, for purposes of providing a more seamless,
25 accessible, and responsive government services to the people;
- 26 d) A whole-of-nation approach shall be adopted to ensure seamless operations of
27 agencies within and across sectors and to be more anticipatory and responsive
28 to public needs;
- 29 e) Government operations shall be simplified so that the agencies could focus on
30 the performance of their core functions and implementation of programs and
31 projects that will lead to the attainment of the desired sectoral and national goals
32 and outcomes;
- 33 f) Government systems and processes shall be streamlined and modernized to
34 facilitate the delivery and upgrade the quality of frontline services, as well as to
35 improve policy formulation, planning and performance evaluation, and raise
36 overall productivity of the public sector;
- 37 g) Digitalization and e-Governance shall be utilized as means to efficiently optimize
38 government roles and provide prompt and effective services to the people;
- 39 h) Government rules, procedures and requirements shall be rationalized to reduce
40 the regulatory burden on citizens, businesses and other stakeholders, as well as
41 reduce the administrative burden on the part of the government; and
- 42 i) The organizational structure of an agency shall be designed and rightsized to
43 facilitate the effective, efficient, economical, equitable, and ethical
44 implementation of programs and projects, and the attainment of organizational
45 outputs and outcomes; and the appropriate staffing mix shall be determined
46 based on the skills and competencies required to effectively and efficiently carry
47 out the agency mandate and functions.
- 48

1 **Sec. 6. Authority of the President of the Philippines to Rightsize the**
2 **Operations of the Executive Branch.** – Pursuant to the governing principles,
3 policies, standards, and guidelines stipulated in this Act, the President is hereby
4 granted the following authority in the rightsizing of the operations of the different
5 agencies of the Executive Branch:
6

- 7 a) To pursue the following functional shifts/modifications:
8 i. Strengthen functions of the agency which directly contribute to the targeted
9 ultimate societal outcomes of the National Government and/or the targeted
10 sector/sub-sector outcomes of the agency;
11 ii. Scale down, phase out, eliminate or discontinue functions, programs,
12 projects or activities that could be better carried out or undertaken by the
13 private sector, or have already been devolved to LGUs consistent with the
14 governing principles provided in this Act; and
15 iii. Transfer/integrate functions from one agency to another which could better
16 perform the same;
17 b) To implement the following organizational actions, upon determination of the
18 Committee on Rightsizing the Executive Branch created under this Act that it is
19 to the best interest of the State to create, reorganize, merge, streamline or
20 abolish agencies and offices:
21 i. Create new agencies, offices, positions, as needed, in order to strengthen
22 the capacity of government agencies to perform their mandate;
23 ii. Regularize ad hoc offices whose functions are vital and significant, thus
24 must be continually undertaken by the government;
25 iii. Merge or consolidate agencies whose functions are unnecessarily
26 overlapping or duplicating and could be undertaken by a single entity, or
27 clients are similar or related, to rationalize the use of government resources;
28 iv. Split agencies with multifarious functions which are deemed distinct but
29 equally important aspects of governance;
30 v. Transfer offices to other agencies where their functions are more aligned;
31 and
32 vi. Subject to evaluation and favorable recommendation of the Committee on
33 Rightsizing the Executive Branch, abolish agencies, based on any of the
34 following grounds: (1) the functions are already redundant or no longer
35 relevant or necessary, or could be better undertaken by another entity; (2)
36 agency is no longer achieving the objectives and purposes for which they
37 were originally created; (3) continued operation is not cost-effective since
38 they do not generate the desired level of outputs and outcomes vis-à-vis
39 the resource inputs; and/or (4) agency has already become non-operational
40 or dormant and/or outlived its purpose;
41 c) To undertake other functional/organizational actions, such as conducting
42 regulatory reviews, streamlining or reengineering processes, capability-building
43 interventions, among others, as necessary, consistent with the policies,
44 principles, framework and standards of this Act;
45 d) To develop and provide safety nets, including their implementation strategies, for
46 employees of agencies who may be affected by the government's rightsizing
47 efforts; and
48 e) To formulate an Organizational Development Program to strengthen the
49 institutional capacity of the agencies and improve productivity of employees.

1 **Sec. 7. Creation of a Committee on Rightsizing the Executive Branch.** – A
2 Committee on Rightsizing the Executive Branch (CREB) is hereby created to oversee
3 the implementation of the Rightsizing Program, in accordance with the provisions of
4 this Act.

5
6 The Committee shall be composed of the following officials or their duly
7 authorized representatives: Executive Secretary as Chairperson, and the Secretary of
8 the Department of Budget and Management (DBM) as Co-Chairperson, with the
9 Secretary of Socioeconomic Planning of the National Economic and Development
10 Authority, Chairperson of the Civil Service Commission (CSC), and the Director-
11 General of the Anti-Red Tape Authority, as members. The duly authorized
12 representative shall be at least a third (3rd) ranking official of the agency.

13 The Committee shall be organized within fifteen (15) days from the effectivity of
14 this Act.

15 The CREB shall also organize Sub-Committees composed of experts on
16 government operations, organizational development, and human resource
17 management, including a secretariat for each Sub-Committee, to assist in the
18 performance of its functions.

19 The DBM shall provide the necessary secretariat services to the CREB and
20 designate focal persons for each Sub-Committee to ensure effective coordination.
21 In the spirit of transparency and participatory governance, the Committee shall consult
22 the agencies concerned, accredited public sector unions and other stakeholders
23 relative to the implementation of the NGRP.
24

25 **Sec. 8. Powers and Functions of the Committee on Rightsizing the**
26 **Executive Branch.** – The Committee shall have the following powers and functions:

- 27 a) To develop the policies, frameworks, indicators, strategies and mechanisms, in
28 consideration of the lessons learned from previous efforts on reorganization, to
29 be adopted in the implementation of the NGRP;
- 30 b) To develop a Program Management Plan containing the activities,
31 responsibilities, and resource requirements, among others, that shall be adopted
32 to ensure effective implementation of the NGRP and submit the same to the
33 President within sixty (60) days upon effectivity of the implementing rules and
34 regulations (IRR);
- 35 c) To conduct studies on the mandates, functions, programs, projects, operations,
36 structure and manpower complement of the different government agencies and
37 instrumentalities;
- 38 d) To develop and prepare the rightsized organizational structure of agencies
39 concerned and the corresponding executive issuances for approval by the
40 President, in accordance with the provisions of Section 6 of this Act;
- 41 e) To develop and prepare the overall change management program, that shall
42 include communication plans, the appropriate Organizational Development
43 Program, and other mechanisms to effectively manage the transition, ensure the
44 smooth implementation of the NGRP, and safeguard the welfare of employees
45 who may be affected by the rightsizing efforts;

- 1 f) To monitor the implementation by the different agencies of their respective
- 2 approved Rightsizing Plans, and report to the President any issue that must be
- 3 addressed;
- 4 g) To engage the services of experts/consultants, through the DBM, to assist the
- 5 Committee and its Sub-Committees in the performance of their functions; and
- 6 h) To formulate the IRR of this Act.

7
8 **Sec. 9. Conduct of Strategic Review and Study on the Mandates, Functions,**
9 **Systems, Operations, and Processes of the NG.** – The CREB shall conduct
10 strategic review and study on the role, mandates, functions, programs, projects,
11 operations, structure and manpower complement of the different agencies under the
12 Executive Branch for purposes of:

- 13
- 14 a) Determining the role of the government, as well as the suitable extent of
- 15 government intervention on the sectoral areas covered;
- 16 b) Identifying areas of dysfunctions, bureaucratic inefficiencies, among others, in
- 17 the sectoral areas covered and government agencies therein;
- 18 c) Assessing the relevance of an agency's mandates, functions, programs, and
- 19 projects in pursuit of the country's socio-economic and developmental goals and
- 20 outcomes; and
- 21 d) Providing recommendations on the appropriate roles, mandates and functions of
- 22 government agencies; organizational actions that shall improve efficiency and
- 23 interoperability of government agencies; and necessary transformational and
- 24 organizational changes that could be implemented in the sectoral areas and/or
- 25 agencies concerned.
- 26

27 The conduct of the strategic review and study shall be consistent with the
28 governing principles set forth under Section 5 of this Act. Furthermore, the
29 recommendations of the study may contain any, but not limited to the recommended
30 actions provided in Section 6 of this Act.

31
32 **Sec. 10. Submission of the Rightsized Organizational Structure and**
33 **Proposed Executive Issuances to the President.** – The CREB shall submit to the
34 President the rightsized organizational structure of agencies concerned and the
35 corresponding executive issuances, with due consideration of the results and findings
36 of the strategic review and study that will be conducted, within sixty (60) days from
37 approval by the Committee of the results of the strategic review and study.

38
39 **Sec. 11. Submission of the Detailed Rightsized Organizational Structure**
40 **and Staffing Pattern to the DBM.** – Agency Heads shall prepare and submit to the
41 DBM the detailed organizational structure and staffing pattern (OSSP) of their
42 respective agencies, including an estimated cost to implement the detailed rightsized
43 OSSP, within ninety (90) days after the approval of the proposed executive issuances
44 by the President: *Provided*, That assistance in the preparation of organizational
45 structure and staffing pattern has been extended to the agency by the DBM and the
46 CSC.

47
48 **Sec. 12. Non-interruption of Government Service and Transitory**
49 **Provisions.** – This Act, or any guidelines, rules or regulations issued in pursuance

1 thereof, or any initiative related to the implementation of the recommendations under
2 the strategic review and study conducted through the NGRP, shall not operate to
3 suspend or exempt any government office or personnel from compliance with the
4 provisions of Republic Act No. 11032 or the Ease of Doing Business and Efficient
5 Government Service Delivery Act of 2018.

6
7 The agencies shall implement the approved detailed rightsized organizational
8 structure and staffing pattern in such a manner that government operations will not be
9 delayed nor disrupted. Agencies and personnel will be able to perform their functions,
10 respective duties and responsibilities in a holdover capacity until the transition has
11 been completed. Furthermore, agencies shall ensure that a change management
12 program will be carried out to ensure smooth and effective transition.

13
14 The placement of permanent employees to the rightsized staffing pattern, the
15 order of separation of affected personnel pursuant to the rightsizing measure, as well
16 as the remedies and procedures for affected personnel shall be carried out in
17 accordance with Republic Act No. 6656 or An Act to Protect the Security of Tenure of
18 Civil Service Officers and Employees in the Implementation of Government
19 Reorganization and its IRR.

20
21 **Sec. 13. Retirement Benefits and Separation Incentives for Personnel Who**
22 **May be Affected by the NGRP.** – The affected personnel hired on a permanent basis
23 and with appointments attested by the CSC shall be entitled to retirement benefits and
24 separation incentives.

- 25
26 a) The affected personnel shall be given the option to avail of any of the following
27 retirement benefits under existing laws, if qualified:
- 28 i. Retirement gratuity provided under Republic Act No. 1616 or An Act Further
29 Amending Section Twelve of Commonwealth Act Numbered 186, as
30 Amended, By Prescribing Two Other Modes of Retirement and for Other
31 Purposes, as amended; or
 - 32 ii. Retirement benefit under Republic Act No. 660 or An Act to Amend
33 Commonwealth Act Numbered One Hundred and Eighty-Six Entitled, “An
34 Act to Create and Establish a Government Service Insurance System, to
35 Provide for its Administration, and to Appropriate the Necessary Funds
36 Therefor,” and to Provide Retirement Insurance and for Other Purposes; or
 - 37 iii. Retirement, separation or unemployment benefit provided under Republic
38 Act No. 8291 or An Act Amending Presidential Decree No. 1146, as
39 Amended, Expanding and Increasing the Coverage and Benefits of the
40 Government Service Insurance System, Instituting Reforms Therein and for
41 Other Purposes.

42 The retirement gratuity benefit of affected personnel who are qualified and have
43 opted to avail of Republic Act No. 1616 shall be paid by the Government Service
44 Insurance System (GSIS). The GSIS shall no longer pay the refund of retirement
45 premiums (both personal and government shares) of the affected personnel who will
46 opt to avail of Republic Act No. 1616 benefits.

1 b) In addition to said retirement benefits, the affected personnel who would opt to
2 retire or be separated shall be entitled to the following applicable separation
3 incentives:
4

- 5 i. $\frac{1}{2}$ of the actual monthly basic salary for every year of government service,
6 for those who have rendered five (5) years to eleven (11) years of service;
- 7 ii. $\frac{3}{4}$ of the actual monthly basic salary for every year of government service,
8 computed starting from the first year, for those who have rendered eleven
9 (11) to less than twenty-one (21) years of service;
- 10 iii. the actual monthly basic salary for every year of government service,
11 computed starting from the first year, for those who have rendered twenty-
12 one (21) to less than thirty-one (31) years of service; and
- 13 iv. $1\frac{1}{4}$ of the actual monthly basic salary for every year of government service,
14 computed starting from the first year, for those who have rendered thirty-one
15 (31) years of service and above.
16

17 The actual monthly basic salary shall refer to the salary of the affected personnel
18 as of the date of approval of his/her agency's detailed organizational structure and
19 staffing by the DBM.
20

21 A minimum of five (5) years of government service is required in order for an
22 affected personnel to be entitled to avail of the Program's separation incentives under
23 Section 13 (b) of this Act.
24

25 *Provided*, That for the purpose of computing the total amount of separation
26 incentives that an affected personnel would receive, only his/her government service
27 up to age fifty-nine (59) and a fraction thereof would be counted. Government service
28 starting at the age sixty (60) would no longer be subject to the separation incentives
29 provided herein, without affecting the original incentive factor determined as applicable
30 based on the actual years of service of the affected personnel.
31

32 *Provided, further*, That for the purpose of complying with the required number of
33 years of service under Republic Act No. 8291, the portability scheme under Republic
34 Act No. 7699 or An Act Instituting Limited Portability Scheme in the Social Security
35 Insurance Systems by Totalizing the Workers' Creditable Services or Contributions in
36 Each of the Systems may be applied, subject to existing policies and guidelines.
37

38 The affected personnel who will not opt to retire from the service shall be placed
39 in a manpower pool to be organized and administered by the CSC. The CSC, in
40 coordination with other government agencies and relevant private institutions, shall
41 reskill and upskill the subject affected personnel and deploy them to agencies which
42 require their qualifications, skills and competencies.
43

44 The number of personnel who will avail of the separation incentives under
45 Section 13 (b) of this Act shall in no case exceed the number of positions declared for
46 abolition.
47

48 The specific guidelines to carry out the provisions of this Section shall be
49 prescribed in the IRR of this Act.

1 **Sec. 14. Other Benefits of Retired/Separated Personnel.** – The affected
2 personnel who retired/separated shall, in addition to the applicable benefits above, be
3 entitled to the following:
4

- 5 a) Refund of Pag-IBIG Contributions – all affected personnel who are members of
6 the Pag-IBIG shall be entitled to the refund of their contributions (both personal
7 and government), pursuant to existing rules and regulations of the Home
8 Development Mutual Fund; and
9 b) Commutation of Unused Vacation and Sick Leave Credits – all affected
10 personnel shall be entitled to the commutation of unused vacation and sick leave
11 credits in accordance with existing rules and regulations.
12

13 **Sec. 15. Period of Availability of the Retirement Benefits and Separation**
14 **Incentives.** – The retirement benefits and separation incentives provided under this
15 Act shall be available within sixty (60) days upon issuance of the Notice of
16 Organization, Staffing and Compensation Action by the DBM to the agencies
17 concerned.
18

19 **Sec. 16. Prohibition on Reemployment of Personnel Retired/Separated**
20 **from the Service.** – Affected personnel who retired/separated from the service as a
21 result of the implementation of the Rightsizing Program shall not be reemployed in any
22 agency of the National Government, including in GOCCs, for a period of five (5) years,
23 except in the exigency of service or as teaching or medical staff in educational
24 institutions and hospitals, respectively.
25

26 The reemployment of retired/separated personnel under the Program within the
27 prohibited period shall cause the refund of the separation incentives received by the
28 subject personnel under Section 13 (b) of this Act on a pro-rated basis.
29

30 **Sec. 17. Conduct of an Impact Assessment.** – The DBM shall commission the
31 conduct of an independent impact assessment on the NGRP three (3) years from its
32 completion to, among others, determine the effects of, and gains from, the
33 implementation of the Program.
34

35 **Sec. 18. Report to Congress.** – The President shall submit a report to Congress
36 on the results of the Program after the completion of its implementation.
37

38 **Sec. 19. Implementing Rules and Regulations.** – Within sixty (60) days from
39 its organization, the CREB shall formulate the necessary IRR of this Act. Such rules
40 and regulations shall take effect fifteen (15) days after its publication in a newspaper
41 of general circulation.
42

43 **Sec. 20. Provisions Applicable to Other Branches of Government,**
44 **Constitutional Commissions, Office of the Ombudsman, and the LGUs.** – The
45 governing principles, policies, standards, and guidelines, as well as the conditions and
46 limitations provided in this Act shall be followed in the implementation of the
47 Rightsizing Program by the other branches of government, Constitutional
48 Commissions, Office of the Ombudsman, and LGUs.
49

1 The heads of said offices shall issue their respective IRR and furnish a copy
2 thereof to the Senate Committees on Civil Service, Government Reorganization and
3 Professional Regulation, and Finance, the House Committees on Government
4 Reorganization, and Appropriations, and the DBM.

5
6 **Sec. 21. Funding Requirements.** – The amount necessary for the initial
7 implementation of this Act shall be sourced against any applicable appropriation items
8 under the current General Appropriations Act (GAA). Subsequent amounts needed to
9 continue the implementation of the National Government Rightsizing Program shall be
10 included in the succeeding appropriations.

11
12 In the event that the Legislature, Judiciary, Constitutional Commissions, and
13 Office of the Ombudsman rightsize their respective offices in accordance with the
14 provisions of this Act, funds necessary for the purpose shall likewise be sourced from
15 any applicable appropriations under the GAA.

16
17 For GOCCs not covered by Republic Act No. 10149, the amount needed for the
18 implementation of their Rightsizing Program shall be sourced from their respective
19 corporate funds. In case of funding deficiency, the National Government may provide
20 assistance in the payment of separation incentives of personnel who may be affected
21 by the rightsizing efforts of these GOCCs, provided that their salaries and other
22 compensation are covered by Republic Act No. 6758 or the Compensation and
23 Position Classification Act of 1989, as amended.

24
25 In case the LGUs pursue rightsizing efforts consistent with the provisions of this
26 Act and Republic Act No. 7160, the amount needed for the purpose shall be drawn
27 from their respective local government funds.

28
29 **Sec. 22. Separability Clause.** – If any provision of this Act is declared
30 unconstitutional or invalid, the other provisions not otherwise affected shall remain in
31 full force and effect.

32
33 **Sec. 23. Repealing Clause.** – All laws, decrees, executive orders, rules and
34 regulations, and other issuances or parts thereof which are inconsistent with this Act
35 are hereby repealed, amended, or modified accordingly.

36
37 **Sec. 24. Effectivity.** – This Act shall take effect fifteen (15) days after its
38 publication in at least two (2) newspapers of general circulation.

Approved.