


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

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8 DEC 15 AM 11:15

SENATE

S. NO. 2365

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Introduced by Senator Antonio "Sonny" F. Trillanes IV

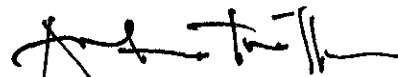
EXPLANATORY NOTE

Persons with disabilities play significant role in Philippine society. Their rights and privileges must be protected and equal opportunities must be afforded to them to develop their abilities in all fields of human endeavor. The State, moreover, must adopt policies to ensure their rehabilitation, self-development and self-reliance. It must develop their skills and potentials to enable them to compete favorably for available opportunities.

A number of disabled persons, however, are still unable to compete successfully in the country's open competitive merit examinations. This bill, therefore, seeks to give opportunity to demonstrate their employment abilities by virtue of temporary non-competitive appointments into the government service. Here, participation of a supported employee will not be based on the expectation that an individual will have the skills to perform all the duties in a job class, but on the assumption that with support and adaptation, or both, a job can be designed to take advantage of the supported employee's special strengths.

With this bill, improvement of their total well-being and their integration into the mainstream of society are expected.

In light of the foregoing, immediate approval of this bill is earnestly requested.




ANTONIO "SONNY" F. TRILLANES IV
Senator

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

OFFICE OF THE SECRETARY
8 DEC 15 AM 11:15

SENATE
S. NO. 2965

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Introduced by Senator Antonio "Sonny" F. Trillanes IV

**AN ACT
PROVIDING FOR A SUPPORTED EMPLOYMENT PROGRAM FOR PERSONS
WITH DISABILITIES**

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the “*Supported*
2 *Employees Act.*”

3
4 **SEC. 2. *Definition of Terms.*** – As used in this Act, the following terms shall
5 mean:

6 (a) "Agency" means those Departments, Boards, Commissions and Authorities of
7 the government and are subject to the provisions and requirements of the Civil Service
8 Commission.

9 (b) "Commission" refers to the Civil Service Commission.

10 (c) "Chairman" means the Chairperson of the Civil Service Commission.

11 (d) "Supported employee" means any individual who:

12 (1) has a severe physical or mental disability which seriously limits
13 functional capacities including but not limited to mobility, communication, self-
14 care, self-direction, work tolerance or work skills, in terms of employability

15 (2) has one or more physical or mental disabilities resulting from
16 amputation; arthritis; blindness; cancer; cerebral palsy; deafness; heart disease;
17 hemiplegia; respiratory or pulmonary dysfunction; mental retardation; mental
18 illness; multiple sclerosis; muscular dystrophy; musculoskeletal disorders;

1 neurological disorders, including stroke and epilepsy; paraplegia; quadriplegia
2 and other spinal cord conditions; sickle cell anemia; and end-stage renal disease;
3 or another disability or combination of disabilities determined on the basis of an
4 evaluation of rehabilitation potential to cause comparable substantial functional
5 limitation.

6 (e) "Supported employment" means competitive work in integrated work settings:

7 (1) for individuals with severe disabilities for whom competitive employment has not
8 traditionally occurred, or

9 (2) for individuals for whom competitive employment has been interrupted or
10 intermittent as a result of a severe disability, and who because of their disability, need
11 on-going support services to perform such work. The term includes transitional
12 employment for individuals with chronic mental illness.

13 (f) "Participation in a supported employee program" means participation as a supported
14 employee that is not based on the expectation that an individual will have the skills to
15 perform all the duties in a job class, but on the assumption that with support and
16 adaptation, or both, a job can be designed to take advantage of the supported employee's
17 special strengths.

18 (g) "Funder" means any entity either State or private, not for profit or for profit, that
19 provides monies to programs that provide services related to supported employment.

20 (h) "Provider" means any entity either public or private that provides technical support
21 and services to any department or agency subject to the control of the national
22 government, the Chairman of the Civil Service Commission.

23
24 **SEC. 3. *Supported Employment Program.*** -- The Commission, working with any
25 funder or provider or both, shall seek the cooperation, assistance and participation of all
26 government agencies in the development and implementation of a supported employment
27 program.

1 **SEC. 4. *Job Classifications for Supported Employees.*** – The Commission shall
2 establish job classifications for supported employees who may be appointed into the
3 classifications by agencies without open competitive testing requirements. Supported
4 employees shall serve in a trial employment capacity for not less than 3 or more than 12
5 months.

6
7 **SEC. 5. *Appointment into Permanent Positions.*** – Upon successful completion
8 of the supported employment trial period, the agencies will petition the Commission for
9 appointment of the participants into permanent targeted government positions.

10 The Commission will place the supported employees on open competitive eligible
11 listings (supported employment option) for the targeted position titles. After which, the
12 Commission will refer the names of the supported employees to the employer agencies
13 for probationary appointment into permanent targeted positions.

14
15 **SEC. 6. *Record.*** – The Commission shall maintain a record of all individuals
16 hired as supported employees by the government agencies. The record shall include:

- 17 (1) the number of supported employees initially appointed by the agencies;
18 (2) the number of supported employees who successfully complete the trial
19 employment periods by the agencies; and
20 (3) the number of permanent targeted positions by titles and agencies.

21 The Department shall submit an annual report to the General Assembly regarding
22 the employment progress of supported employees, with recommendations for legislative
23 action.

24
25 **SEC. 7. *Repealing Clause.*** – All laws, presidential decrees, executive orders and
26 other issuances, and rules and regulations, or part thereof, contrary to or inconsistent with
27 any provision of this Act, are hereby repealed, modified or amended accordingly.

1 **SEC. 8. *Separability Clause.*** – Should any provision of this Act be found
2 unconstitutional by a court of law, such provision shall be severed from the other
3 provisions, and the same shall not affect the enforceability and effectivity of the
4 remaining provisions of this Act.

5

6 **SEC. 9. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its
7 complete publication in any two (2) national newspapers of general circulation.

Approved,