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SENATE  
S.B. No. 1864

RECEIVED BY: \_\_\_\_\_

INTRODUCED BY SENATOR MAGSAYSAY, JR.

### EXPLANATORY NOTE

Education. In the tapestry of the Philippine society, education occupies an earnest wealth. Inculcated in our minds is the belief that education, a good education, is one sure passport to success in life. And sure enough, that mentality instilled on the value of education propelled the country to become Asia's most literate nation.

The empowerment of the people through education is therefore a mission and which is responded to by this bill by institutionalizing and strengthening an existing program for free education to deserving employees in the national and local government. This is consistent with the declared axiom in the 1987 Philippine Constitution when it states, "[t]he 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 x x x" (Art. IX-B, Sec. 3).

The Government is the largest employer in this country. There was a time when people noted that it has become one huge haven for misfits, a situs where square pegs converged in a round hole and an area for the unheralded bureaucrats. And why not, with monetary benefits, minimal opportunities and similar advancement failing in dismal comparison with their private sector counterpart, brilliant human resource and talented fresh graduates distanced themselves from employment in the government.

Recent events, however, provide a good picture of national leadership recognition of government workforce. And in an attempt to professionalize the sector further, this bill is introduced. Scholarship grants in the skill and training level, as well in courses leading to an academic title and graduate school program are guaranteed to deserving government employees. To the government, an advantage is likewise noted: core areas of studies which may be the demand of the future are the premier concentration of this program. Thence, an outstanding government bureaucracy is assured.

Premises cited, an immediate cognizance of this legislation is sought.

  
RAMON B. MAGSAYSAY, JR.

NOV 24 2013

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S.B. No. 1864

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**AN ACT**  
**INSTITUTIONALIZING GOVERNMENT SCHOLARSHIP GRANT TO**  
**DESERVING NATIONAL AND LOCAL GOVERNMENT EMPLOYEES,**  
**PROVIDING FUNDS FOR THIS PURPOSE AND FOR OTHER**  
**PURPOSES**

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

**SECTION 1. Title** - This Act shall be known as the **“Tulong Aral sa Kinabukasan Act of 2004”**.

**SEC. 2. Declaration of Policy** - It is declared a policy of the State to promote morale, efficiency, integrity, responsiveness, progressiveness and courtesy in the civil service; to institutionalize a merit and reward system in the form of free education or scholarship grant to deserving civil servants; to integrate scholarship programs towards human resources development in the government; and to establish a management climate where potentials are tapped and utilized to the fullest and the best virtues harnessed and instilled in the minds of every proud government personnel.

**SEC. 3. Definition of Terms** - As used in this Act, the following terms shall have the following signification:

- a. “Tulong Aral sa Kinabukasan” shall refer to the government-sponsored program under this Act providing free education or scholarship grants to deserving employees of the national and local governments.
- b. “Short-term training grants” shall refer to the government assistance under this Act for scholarship or training programs of not more than six (6) month duration in upgrading of skills of government employees in clerical, trade, crafts, custodial and related services.
- c. “Baccalaureate degree grants” shall refer to government assistance under this Act for scholarship programs consisting in four- or five-year continuous studies leading to an academic title or course diploma.
- d. “Graduate school grants” shall refer to government assistance under this Act for scholarship programs in specialized field of study in post graduate level where a baccalaureate degree and training experience is a prerequisite.

**SEC. 4. The Scholarship Program** - There is hereby adopted the “Tulong Aral sa Kinabukasan” program, a nationwide scholarship

program offering free education or scholarship grant to all government employees in the national and local government levels who want to pursue short-term training, baccalaureate degree courses, and/or graduate school training and education programs in accordance with the requirements under this Act.

For this purpose, the existing Local Scholarship Program (LSP) and the Local Scholarship Program for Skilled Workers in Government (LSP-SWG) being undertaken and handled by the Civil Service Commission shall be incorporated into the "Tulong Aral sa Kinabukasan" program under this Act.

**SEC. 5. Scholarship Grant Thrusts** - The Civil Service Commission (CSC), in coordination with the Department of Education, Culture and Sports and the Commission on Higher Education (CHED), shall formulate the core areas of studies for the training, education or scholarship grants covered under this Act, including, but not limited to the sciences, fiscal management and public finance, economics, the technical, technological, entrepreneurial fields and similar other areas which are geared towards technology development and modern governance and management approaches.

**SEC. 6. Selection Procedure** - Employees in the national and local governments who possess the following qualifications shall be eligible under the scholarship program:

- a. A permanent or temporary appointment at the time of filing;
- b. An aggregate of at two (2) years work experience in government;
- c. A performance rating of at least 'Satisfactory' for the last two (2) consecutive rating periods;
- d. Not more than forty-five (45) years old as of last birthday;
- e. Good health; and
- f. Absence of pending administrative case:

Provided, That in the case of the graduate school grants, the following additional requirements shall also be imposed:

- a. A bachelor's degree from a college or university of good standing;
- b. Absence of a masteral degree; and
- c. Non-availment of any foreign/local scholarship grant from the government in the past two (2) years prior to the school year the employee will study:

Provided, further, That a written or oral examination may be administered by the Civil Service Commission or through a Screening and Selection Committee to be chaired by the Chairman of the Civil Service Commission, with the Secretaries of the Department of Education, Culture and Sports, the Department of Science and Technology, the Department of Interior and Local Government and the Chairman of the Commission on Higher Education, or their representatives, with the rank of at least an Assistant Secretary, as members.

**SEC. 7. Private Sector Initiative** - Private sectors are encouraged to align their existing free education or scholarship programs with the program envisioned under this Act.

Contributions to the fund supporting the scholarship program under this Act shall be deductible from the annual taxable income to the extent of twenty percent (20%) thereof in the case of individual taxpayers and one hundred twenty percent (120%) thereof in the case of corporations, firms or entities, or such contributions may be considered as an input value-added tax, at the election of the contributor.

**SEC. 8. Rules and Regulations** - The CSC, in coordination with the DECS and CHED, shall formulate the necessary rules and regulations for the implementation of this Act and the determination of courses covered under the program, as well as the application procedure, the nomination process, if any, responsibilities of the grantee; additional benefits; and other matters.

**SEC. 9. Funding Source** - The sources of funds for the implementation of this Act shall be, as follows:

- a. For its first year of implementation, the appropriations set aside for the Local Scholarship Program and Local Scholarship Program for Skill Workers in all offices of the Government.
- b. For the succeeding years of implementation, such amounts as are needed shall be included in the annual General Appropriations Act and complemented by the savings generated from the different bureaus, offices and agencies and by contributions extended by private corporation, companies and entities.

**SEC. 10. Separability Clause** - If, for any reason, any provision of this Act is declared to be unconstitutional or invalid, the other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SEC. 11. Repealing Clause** - All laws, decrees, orders, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

**SEC. 12. Effectivity** - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,