



SENATE

S. No. 890

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INTRODUCED BY SENATORS ESCUDERO, GATCHALIAN,  
AND VILLANUEVA AS AUTHORS

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

*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  
2   the “Government Optimization Act”.

3           SEC. 2. *Declaration of Policy.* – It is hereby declared  
4   the policy of the State to promote and maintain  
5   effectiveness, efficiency, economy, equity, and ethical  
6   accountability in the government; enhance institutional  
7   capacity to improve public service delivery; and ensure the  
8   attainment of the country’s societal and economic  
9   development goals and objectives. Consistent with this, the

1 government shall provide adequate resources to support an  
2 organization's essential role, scope, and level of  
3 governance, and minimize, if not eliminate, redundancies,  
4 overlaps, and duplications in its operations and simplify its  
5 rules and regulations, systems and processes, while  
6 protecting the welfare of civil servants and other  
7 government workers.

8 SEC. 3. *Definition of Terms.* – As used in this Act:

9 (a) *Abolition* refers to the dissolution of an agency or  
10 unit and the discontinuance of its operations, or the  
11 elimination of a position deemed obsolete, unnecessary,  
12 redundant, or overlapping;

13 (b) *Affected Personnel* refers to a government  
14 employee, whether regular, contractual, or casual, who  
15 may be affected by organizational actions arising from the  
16 results of the strategic review and study under the  
17 Government Optimization Program (GOP);

1           (c) *Consolidation* refers to the dissolution of two (2)  
2   or more agencies or units with duplicating or overlapping  
3   functions to create a new one;

4           (d) *Creation* refers to the establishment of an  
5   agency, unit, or position deemed necessary for the agency's  
6   operations or performance of essential functions;

7           (e) *Deactivation* refers to the act of making dormant  
8   or non-operational an agency or unit by phasing out its  
9   functions or transferring them to other agencies or units,  
10   and discontinuing the provision of resources. An agency or  
11   unit is rendered dormant or non-operational if it is  
12   defunded and its operation is terminated but its formal  
13   existence continues. A deactivated agency or unit is devoid  
14   of any activity, personnel, financial, and physical  
15   resources;

16          (f) *Detailed Optimized Organizational Structure*  
17   refers to the output of a government agency that provides  
18   information on the systematic arrangement and functions  
19   of the divisions and units within the organization. This

1 shall be based on the Optimized Organizational Structure  
2 that shall be developed by the Committee on Optimizing  
3 the Executive Branch (COEB);

4 (g) *Merger* refers to the combination of two (2) or  
5 more agencies or units, whereby the identity of one is  
6 retained and the other agency/ies or unit/s is/are abolished  
7 or deactivated;

8 (h) *Optimization* refers to the process of analyzing  
9 and designing the appropriate roles, mandates, structures,  
10 functions, sizes, systems, and processes of government  
11 agencies to ensure effective, responsive, and efficient  
12 service delivery;

13 (i) *Optimized Organizational Structure* refers to the  
14 output of the COEB, which shall contain the appropriate  
15 structure of government agencies and their corresponding  
16 mandates and functions, resulting from the conduct of  
17 strategic review and study;

18 (j) *Phase out* refers to the gradual elimination or  
19 discontinuance of a function, program, activity, or project

1 through the sequential or selective abolition of its parts,  
2 until the said function, program, activity, or project ceases  
3 to exist;

4 (k) *Placement* refers to the process of matching the  
5 position, qualifications, and skills of the personnel with the  
6 needs of the agencies, which occurs when the individual is  
7 assigned to a particular job;

8 (l) *Scaling down* refers to the reduction in the  
9 intensity or magnitude of a function, program, activity, or  
10 project either by eliminating selected components or  
11 reducing the geographical, demographic or clientele  
12 coverage, the types of services rendered, or the level of  
13 outputs;

14 (m) *Staffing pattern* refers to the staffing  
15 complement of an agency which shows the number of  
16 authorized positions by class and occupational group for  
17 each organizational unit within the agency;

18 (n) *Strengthening* refers to the act of increasing the  
19 targets of a core function, or its expected goods or services

1 and the desired impact of these, or widening its clientele or  
2 geographical coverage by infusing additional physical,  
3 financial, and other resources to it; and

4 (o) *Transfer* refers to the movement of an agency or  
5 unit to another where it properly belongs or its functions  
6 are more aligned, or of a position or employee from one (1)  
7 organizational unit to another within the same department  
8 or agency, or from one (1) department or agency to another,  
9 with equivalent rank, level, or salary.

10 SEC. 4. *Coverage*. – This Act shall cover all agencies of  
11 the Executive Branch, including departments, bureaus,  
12 offices, commissions, boards, councils, and all other entities  
13 attached to or under their administrative supervision, and  
14 government-owned or -controlled corporations (GOCCs) not  
15 covered by Republic Act No. 10149 or the “GOCC  
16 Governance Act of 2011”.

17 The following positions shall be excluded in the  
18 coverage of this Act:

1           (a) Teaching and teaching-related positions in  
2 elementary, secondary, technical or vocational schools,  
3 state universities and colleges (SUCs), and non-chartered  
4 tertiary schools; and

5           (b) Military and uniformed personnel in the  
6 Department of National Defense, the Department of the  
7 Interior and Local Government, the Department of  
8 Transportation, the Department of Environment and  
9 Natural Resources, and the Department of Justice:

10           *Provided, That* the agencies to which these excluded  
11 positions belong shall ensure that the personnel involved  
12 conform with the qualifications and are actually  
13 performing the functions of such excluded positions.

14           The Legislature, Judiciary, Constitutional  
15 Commissions, and Office of the Ombudsman may, within  
16 their respective authorized appropriations, optimize their  
17 respective offices, consistent with the principles and  
18 guidelines contained in this Act, and within the  
19 parameters of the Unified Position Classification and

1 Compensation System established under Republic Act No.  
2 6758, as amended.

3 Local government units (LGUs) may also optimize  
4 their respective offices, consistent with the governing  
5 principles and guidelines contained in this Act and the  
6 provisions of Republic Act No. 7160 or the "Local  
7 Government Code of 1991", as amended, and subject to  
8 their financial capability.

9 The Governance Commission for GOCCs shall  
10 continue to exercise its authority under Republic Act No.  
11 10149 to reorganize, merge, streamline, abolish, or  
12 privatize any GOCC, in consultation with the department  
13 to which the GOCC is attached.

14 SEC. 5. *Governing Principles.* – The National  
15 Government shall implement the GOP in accordance with  
16 the following principles:

17 (a) The scope, level, and prioritization of government  
18 programs, activities, and projects, as well as the  
19 appropriate manner for providing public goods and



1 services, shall be determined in accordance with the  
2 constitutional mandate, political and socio-economic  
3 contexts, objectives, and available resources of the  
4 government;

5 (b) The government shall establish a conducive  
6 policy environment to encourage the active engagement of  
7 the private sector and civil society organizations in the  
8 production and delivery of goods and services;

9 (c) The government shall recognize the principle of  
10 equal pay for equal work;

11 (d) The government shall respect the right to self-  
12 organization of employees in the public sector, and shall  
13 encourage participation in matters affecting their rights;

14 (e) The delineation of functions and responsibilities  
15 between the National Government and LGUs in the  
16 provision of public goods and services shall be clearly  
17 defined, consistent with the provisions of Republic Act No.  
18 7160, as amended, and other pertinent laws and issuances,

1 to provide a more seamless, accessible, and responsive  
2 government service to the people;

3 (f) A whole-of-nation approach shall be adopted to  
4 ensure seamless operations of agencies within and across  
5 sectors; to better anticipate and be more responsive to  
6 public needs;

7 (g) Government operations shall be simplified so that  
8 the agencies can focus on the performance of their core  
9 functions and the implementation of programs and projects  
10 that will lead to the attainment of the desired sectoral and  
11 national goals and outcomes;

12 (h) Government systems and processes shall be  
13 streamlined and modernized to facilitate the delivery and  
14 upgrade the quality of frontline services, improve policy  
15 formulation, planning, and performance evaluation, and to  
16 raise the overall productivity of the public sector;

17 (i) Digitalization and e-governance shall be utilized  
18 as a means to efficiently optimize government roles and  
19 provide prompt and effective services to the people;

1           (j) Government rules, procedures, and requirements  
2 shall be rationalized to reduce the regulatory burden on  
3 citizens, businesses, and other stakeholders, as well as  
4 reduce the administrative burden on the part of the  
5 government; and

6           (k) The organizational structure of an agency shall be  
7 designed and optimized to facilitate the effective, efficient,  
8 economical implementation of programs and projects, and  
9 attainment of organizational outputs and outcomes.

10           The appropriate staffing mix shall be determined  
11 based on the skills and competencies required to effectively  
12 and efficiently carry out the agency mandate and  
13 functions.

14           SEC. 6. *Authority of the President to Optimize the*  
15 *Operations of the Executive Branch.* – The President is  
16 hereby granted the following authority in optimizing the  
17 operations of the different agencies in the Executive  
18 Branch:

1           (a) To pursue the following functional shifts or  
2 modifications:

3           (1) Strengthen the functions of the agency that  
4 directly contribute to the targeted ultimate societal  
5 outcomes of the National Government and/or the targeted  
6 sector or sub-sector outcomes of the agency;

7           (2) Scale down, phase out, eliminate, or discontinue  
8 functions, programs, projects, or activities that can be  
9 better carried out or undertaken by the private sector, or  
10 have already been devolved to LGUs consistent with the  
11 governing principles provided in this Act; and

12           (3) Transfer or integrate functions from one (1)  
13 agency to another which can better perform the same, or  
14 split functions of agencies, bureaus, and offices that may  
15 be conflicting or multifarious; and

16           (b) To implement the following organizational and  
17 staffing actions, upon determination of the COEB that it is  
18 in the best interest of the State to create, reorganize,

1 merge, streamline, abolish, or deactivate agencies and  
2 offices or units:

3 (1) Merge or consolidate agencies whose functions  
4 are unnecessarily overlapping or duplicating and can be  
5 undertaken by a single entity, or whose clients are similar  
6 or related, to rationalize the use of government resources;

7 (2) Transfer agencies, units, or positions to another  
8 department, agency, or unit where their functions are more  
9 aligned;

10 (3) Split agencies or units with multifarious  
11 functions that are deemed distinct but equally important  
12 aspects of governance;

13 (4) Create new agencies, offices, or positions, as  
14 needed, to strengthen the capacity of government agencies  
15 to perform their mandate;

16 (5) Regularize ad hoc offices whose functions are  
17 vital and significant, and must be continually undertaken  
18 by the government; and

1           (6) Abolish or deactivate agencies or units, subject to  
2 evaluation and favorable recommendation of the COEB,  
3 based on any of the following grounds: (a) the functions are  
4 already redundant, no longer relevant or necessary, or can  
5 be better undertaken by another entity or subsumed under  
6 other departments/agencies/units; (b) the agency is no  
7 longer achieving the objectives and purposes for which it  
8 was originally created; (c) the agency's continued operation  
9 is not cost-effective since it does not generate the desired  
10 level of outputs and outcomes vis-à-vis the resource inputs;  
11 or (d) the agency or unit has become non-operational or  
12 dormant and/or has outlived its purpose.

13           SEC. 7. *Creation of the Committee on Optimizing the*  
14 *Executive Branch.* – The COEB is hereby created to oversee  
15 the implementation of the GOP, in accordance with the  
16 provisions of this Act. It shall be composed of the following:

17           (a) the Executive Secretary as Chairperson;

18           (b) the Secretary of the Department of Budget and  
19 Management (DBM) as Co-Chairperson;

1           (c) the Secretary of Socioeconomic Planning as  
2 member;

3           (d) the Chairperson of the Civil Service Commission  
4 (CSC) as member; and

5           (e) the Director-General of the Anti-Red Tape  
6 Authority as member.

7           The foregoing may appoint a representative who  
8 shall be at least a third (3<sup>rd</sup>) ranking official of the agency.

9           A government employee representative, who shall be  
10 the Public Sector Labor-Management Council (PSLMC)  
11 sectoral labor representative, depending on the agency or  
12 unit being considered for optimization, shall also be a  
13 member of the COEB.

14           The COEB shall organize sub-committees composed  
15 of experts on government operations, organizational  
16 development, and human resource management, with a  
17 secretariat for each sub-committee, composed of regular  
18 personnel from said agencies, to assist in the performance  
19 of its functions.

1           The DBM shall provide the necessary secretariat  
2   services to the COEB and designate focal persons for each  
3   sub-committee to ensure effective coordination.

4           SEC. 8. *Powers and Functions of the Committee on*  
5   *Optimizing the Executive Branch.* – The COEB shall:

6           (a) Develop the policies, frameworks, indicators,  
7   strategies, and mechanisms, in consideration of the lessons  
8   learned from previous efforts on reorganization, to be  
9   adopted in the implementation of the GOP;

10          (b) Develop a GOP Management Plan containing,  
11   among others, the activities, responsibilities, and resource  
12   requirements that shall be adopted to ensure its effective  
13   implementation and submit the same to the President  
14   within sixty (60) days from the effectivity of this Act;

15          (c) Conduct studies on the mandates, functions,  
16   programs, projects, operations, structures, and manpower  
17   complement of the different government agencies and  
18   instrumentalities;



1           (d) Develop and prepare the Optimized  
2     Organizational Structure of agencies concerned and the  
3     corresponding executive issuances for approval by the  
4     President, in accordance with the provisions of Section 6 of  
5     this Act;

6           (e) Develop and prepare the overall change  
7     management program, which shall include communication  
8     plans, the appropriate Organizational Development  
9     Program, and other mechanisms to effectively manage the  
10    transition, ensure the smooth implementation of the GOP,  
11    and safeguard the welfare of employees affected by the  
12    optimization efforts;

13          (f) Monitor the different agencies' implementation of  
14    their respective approved optimization plans, and report to  
15    the President any issue that must be addressed;

16          (g) Engage the services of experts or consultants,  
17    through the DBM, to assist the COEB and its  
18    sub-committees in the performance of their functions; and

1           (h) Formulate the Implementing rules and  
2 regulations of this Act.

3           SEC. 9. *Conduct of Strategic Review and Study on the*  
4 *Mandates, Functions, Systems, Operations, and Processes*  
5 *of the Executive Branch.* – Within ninety (90) days from the  
6 approval of this Act, the COEB shall conduct a strategic  
7 review and study on the roles, mandates, functions,  
8 programs, projects, operations, structures, and manpower  
9 complement of the different agencies under the Executive  
10 Branch for purposes of:

11           (a) Determining the role of the government, as well  
12 as the suitable extent of government intervention in the  
13 sectoral areas covered;

14           (b) Identifying, among others, areas of dysfunctions  
15 and bureaucratic inefficiencies in the sectoral areas  
16 covered and government agencies concerned;

17           (c) Assessing the relevance of an agency's mandates,  
18 functions, programs, and projects in pursuit of the

1 country's socio-economic and developmental goals and  
2 outcomes; and

3 (d) Providing recommendations on the appropriate  
4 roles, mandates, and functions of government agencies;  
5 organizational actions to improve efficiency and  
6 interoperability of government agencies; and necessary  
7 transformational and organizational changes that can be  
8 implemented in the sectoral areas and/or agencies  
9 concerned.

10 The conduct of the strategic review and study shall  
11 be consistent with the governing principles set forth under  
12 Section 5 of this Act and may contain the recommended  
13 actions provided in Section 6 of this Act.

14 SEC. 10. *Prerequisites to Optimization.* –

15 (a) Organizational Review and Study. – An agency  
16 covered under this Act shall conduct an organizational  
17 review and study of the agency's mandates, missions,  
18 objectives, functions, systems, procedures, programs,  
19 activities, projects, organizational structure, staffing

1 pattern, and manpower complement. The study shall also  
2 include the evaluation of the qualifications and  
3 performance of all personnel.

4 (b) Optimization Plan. – The agency shall formulate  
5 an optimization plan consistent with the governing  
6 principles set forth under Section 5 of this Act, which shall  
7 include areas where improvements are necessary and  
8 areas where more resources need to be rechanneled as part  
9 of its institutional strengthening effort.

10 The optimization plan may also include the agency's  
11 requirement for additional plantilla positions for qualified  
12 personnel occupying casual, contractual, job order, or  
13 contract of service positions with a minimum of ten (10)  
14 years of continuous service in the agency, subject to a cap  
15 or quota as may be determined by the COEB: *Provided,*  
16 That if the DBM fails to act on the request for additional  
17 positions within sixty (60) days from submission, the  
18 additional plantilla positions shall be automatically  
19 created: *Provided, further,* That the optimized agency shall

1 not be allowed to hire casual, contractual, job order, or  
2 contract of service employees within five (5) years from the  
3 time the optimization plan is implemented.

4 The organizational review and study, and the  
5 optimization plan shall be submitted to the COEB within  
6 sixty (60) days from the approval of this Act and shall be  
7 required before the agency can be optimized: *Provided*,  
8 That the agency shall conduct the organizational review  
9 and study, and the optimization plan, in consultation with  
10 an employee representative, in the following order of  
11 preference:

12 (1) The sole and exclusive negotiating agent (SENA);

13 (2) The representative of its registered organization;

14 or

15 (3) A nominee from its rank and file employees.

16 SEC. 11. *Submission of the Optimized Organizational*  
17 *Structure and Proposed Executive Issuances to the*  
18 *President.* – Within sixty (60) days from its approval of the  
19 results of the strategic review and study, the COEB shall

1 submit to the President the Optimized Organizational  
2 Structure of agencies concerned and the corresponding  
3 executive issuances, taking into consideration the results  
4 and findings of the strategic review and study.

5       SEC. 12. *Submission of the Detailed Optimized*  
6 *Organizational Structure and Staffing Pattern to the*  
7 *COEB.* – Agency Heads shall prepare and submit to the  
8 COEB the Detailed Optimized Organizational Structure  
9 and Staffing Pattern (OSSP), including its estimated cost,  
10 within ninety (90) days after the approval of the proposed  
11 executive issuances by the President: *Provided*, That the  
12 DBM and the CSC shall extend assistance to the agencies  
13 in the preparation of the Detailed Optimized OSSP.

14       SEC. 13. *Retirement Benefits and Separation*  
15 *Incentives for Personnel Who May be Affected by the GOP.* –  
16 The affected personnel hired on a permanent basis and  
17 with appointments attested by the CSC shall be entitled to  
18 retirement benefits and separation incentives.

1           (a) Qualified affected personnel shall be given the  
2   option to avail of any of the following retirement benefits  
3   under existing laws:

4           (1) Retirement gratuity provided under Republic Act  
5   No. 1616 or "An Act Further Amending Section Twelve of  
6   Commonwealth Act Numbered 186, as Amended, By  
7   Prescribing Two Other Modes of Retirement and for Other  
8   Purposes", as amended;

9           (2) Retirement benefit under Republic Act No. 660 or  
10   "An Act to Amend Commonwealth Act Numbered One  
11   Hundred and Eighty-Six Entitled, 'An Act to Create and  
12   Establish a Government Service Insurance System, to  
13   Provide for its Administration, and to Appropriate the  
14   Necessary Funds Therefor,' and to Provide Retirement  
15   Insurance and for Other Purposes"; or

16          (3) Retirement, separation, or unemployment benefit  
17   provided under Republic Act No. 8291 or "An Act  
18   Amending Presidential Decree No. 1146, as Amended,  
19   Expanding and Increasing the Coverage and Benefits of

1 the Government Service Insurance System, Instituting  
2 Reforms Therein and for Other Purposes”: *Provided*, That  
3 affected personnel shall have a minimum of five (5) years  
4 of government service to avail of the separation benefits  
5 provided under this Act. The Government Service  
6 Insurance System (GSIS) shall formulate guidelines on the  
7 grant of separation or unemployment benefit to affected  
8 personnel.

9       Qualified affected personnel who will opt to avail of  
10 the benefits under Republic Act No. 1616 shall be entitled  
11 to a refund of retirement premiums consisting of both  
12 personal and government shares, to be paid by the GSIS.  
13 The personnel shall be given the option to avail either the  
14 retirement gratuity benefit provided under Republic Act  
15 No. 1616 or the separation incentives under Section 13(b)  
16 of this Act, which shall be charged against the General  
17 Appropriations Act.

18       (b) In addition to said retirement benefits, the  
19 affected personnel who will opt to retire or be separated



1 shall be entitled to the following separation incentives as  
2 applicable:

3 (1) One and one-fourth ( $1\frac{1}{4}$ ) of the actual monthly  
4 basic salary for every year of government service, for those  
5 who have rendered five (5) to less than eleven (11) years of  
6 service;

7 (2) The actual monthly basic salary for every year of  
8 government service, computed starting from the first year,  
9 for those who have rendered eleven (11) to less than  
10 twenty-one (21) years of service;

11 (3) Three-fourths ( $\frac{3}{4}$ ) of the actual monthly basic  
12 salary for every year of government service, computed  
13 starting from the first year, for those who have rendered  
14 twenty-one (21) to less than thirty-one (31) years of service;  
15 and

16 (4) One half ( $\frac{1}{2}$ ) of the actual monthly basic salary  
17 for every year of government service, computed starting  
18 from the first year, for those who have rendered thirty-one  
19 (31) years of service and above.

1           The actual monthly basic salary shall refer to the  
2   affected personnel's salary as of the date of approval of the  
3   agency's Detailed Optimized OSSP by the COEB:

4           *Provided*, That for the purpose of computing the total  
5   amount of separation incentives that affected personnel  
6   will receive, only the government service rendered up to  
7   age fifty-nine (59) and a fraction thereof will be counted.  
8   Government service from the age of sixty (60) will no  
9   longer be subject to the separation incentives provided  
10   herein, without affecting the original incentive factor  
11   determined based on the actual years of service of the  
12   affected personnel as applicable:

13           *Provided, further*, That to comply with the required  
14   number of years of service under Republic Act No. 8291,  
15   the portability scheme under Republic Act No. 7699 or "An  
16   Act Instituting Limited Portability Scheme in the Social  
17   Security Insurance Systems by Totalizing the Workers'  
18   Creditable Services or Contributions in Each of the

1    Systems” may be applied, subject to existing policies and  
2    guidelines:

3            *Provided, finally,* That affected personnel who retired  
4    or were separated from the service as a result of the  
5    implementation of the GOP shall not be reemployed in any  
6    agency of the National Government, including GOCCs, for  
7    a period of five (5) years, except in the exigency of service  
8    or as teaching or medical staff in educational institutions  
9    and hospitals, respectively.

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

13           The specific guidelines to carry out the provisions of  
14    this section shall be prescribed in the IRR of this Act.

15           SEC. 14. *Other Benefits of Retired or Separated*  
16    *Personnel.* – The affected personnel who retired or were  
17    separated from service shall be entitled to the following  
18    benefits, among others, under applicable laws:

1           (a) Refund of Pag-IBIG Contributions – All affected  
2   personnel who are members of the Pag-IBIG fund shall be  
3   entitled to the refund of their contributions (both personal  
4   and government), pursuant to existing rules and  
5   regulations of the Home Development Mutual Fund; and

6           (b) Commutation of Unused Vacation and Sick Leave  
7   Credits – All affected personnel shall be entitled to the  
8   commutation of unused vacation and sick leave credits in  
9   accordance with existing rules and regulations.

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

16          SEC. 16. *Non-interruption of Government Service*  
17   *during the Transition Period; Change Management*  
18   *Program; Reskilling/Upskilling Program.* – This Act, or  
19   any guidelines, rules, or regulations issued in pursuance

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

8           The agencies shall implement the approved Detailed  
9    Optimized OSSP in such a manner that government  
10   operations will not be delayed or disrupted. For this  
11   purpose, agencies affected by the GOP shall be given a  
12   period of one (1) year from the approval of the NOSCA to  
13   fully implement the Detailed Optimized OSSPs.

14          Agencies and personnel shall perform their respective  
15   functions, duties, and responsibilities in a holdover  
16   capacity until the transition has been completed.

17          Agencies shall ensure that a change management  
18   program is carried out to ensure smooth and effective  
19   transition.

1       The affected personnel who opt not to retire or be  
2   separated from the service shall, when appropriate, be  
3   transferred to the appropriate agency, in coordination with  
4   the CSC, other government agencies, and relevant private  
5   institutions. The personnel shall be subject to a reskilling  
6   and upskilling program to capacitate them for  
7   redeployment.

8       SEC. 17. *Conduct of an Impact Assessment.* – The  
9   DBM shall commission the conduct of an independent  
10   impact assessment on the GOP three (3) years from its  
11   completion to, among others, determine the effects and  
12   gains from its implementation.

13       SEC. 18. *Report to Congress.* – The President shall  
14   submit a report to Congress on the results of the GOP after  
15   the completion of its implementation.

16       SEC. 19. *Provisions Applicable to Other Branches of*  
17   *Government, Constitutional Commissions, Office of the*  
18   *Ombudsman, and the LGUs.* – The governing principles,  
19   policies, standards, guidelines, conditions and limitations

1 provided in this Act, shall be followed in the  
2 implementation of the GOP by the other branches of  
3 government, Constitutional Commissions, the Office of the  
4 Ombudsman, and the LGUs.

5 The heads of said offices shall issue their respective  
6 IRRs and furnish a copy thereof to the Senate Committees  
7 on Civil Service, Government Reorganization and  
8 Professional Regulation, and Finance, the House  
9 Committees on Government Reorganization, and  
10 Appropriations, and the DBM.

11 SEC. 20. *Funding Requirements.* – The amounts  
12 necessary for the initial implementation of this Act shall be  
13 charged against any applicable appropriation items under  
14 the current GAA, subject to existing budgeting, accounting,  
15 and auditing laws, rules, and regulations. Subsequent  
16 amounts needed to continue the implementation of the  
17 GOP shall be included in the annual GAA, subject to the  
18 usual budgetary process.

1           In the event that the Legislature, Judiciary,  
2   Constitutional Commissions, and Office of the Ombudsman  
3   optimize their respective offices in accordance with the  
4   provisions of this Act, the funds necessary for this purpose  
5   shall likewise be sourced from any applicable  
6   appropriations under the GAA.

7           The amount needed to implement the GOP of GOCCs  
8   not covered by Republic Act No. 10149 shall be sourced  
9   from their respective corporate funds. In case of funding  
10   deficiency, the National Government may assist in the  
11   payment of separation incentives of the affected personnel  
12   whose salaries and other compensation are covered by  
13   Republic Act No. 6758, as amended.

14          In case the LGUs pursue optimization efforts  
15   consistent with the provisions of this Act and Republic Act  
16   No. 7160, as amended, the amounts needed for the purpose  
17   shall be drawn from their respective local government  
18   funds.



1           SEC. 21. *Sunset Provision.* – The authority given to  
2   the President under this Act shall end five (5) years after  
3   the effectivity of this Act.

4           SEC. 22. *Implementing Rules and Regulations.* –  
5   Within sixty (60) days from its organization, the COEB  
6   shall formulate the necessary rules and regulations to  
7   carry out the provisions of this Act. Such rules and  
8   regulations shall take effect fifteen (15) days after  
9   publication in a newspaper of general circulation.

10          SEC. 23. *Separability Clause.* – If any provision of this  
11   Act is declared unconstitutional, the remainder thereof not  
12   otherwise affected shall remain in full force and effect.

13          SEC. 24. *Repealing Clause.* – All laws, presidential  
14   decrees, executive orders, letters of instruction,  
15   proclamations, or administrative regulations that are  
16   inconsistent with the provisions of this Act are hereby  
17   repealed, amended, or modified accordingly.

- 1        SEC. 25. *Effectivity.* – This Act shall take effect fifteen  
2    (15) days after its publication in the *Official Gazette* or a  
3    newspaper of general circulation.

Approved,