


FOURTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session

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) 7 JUL -2 P4:43
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SENATE

RECEIVED BY: 

Senate Bill No. 499

INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA

EXPLANATORY NOTE

Orientation courses for entrants to government service as a standard feature of bureaucracies everywhere. In Singapore, for instance, entrants to the civil service undergo orientation programs akin to initiation rites, to instill in the minds of its workers their responsibilities to the country and the people they serve.

In our country, however, most of the orientation courses offered by government agencies, if there be any, are usually limited to informing the new employee of the higher officials of the agency and briefing him on his job in terms of the tasks he is expected to do. Rarely is the agency's mission, specifically its role in the national scheme fully defined. These deficiencies make for an employee with a very vague notion of his own role and rarely imbued with a sense of commitment as a public servant.

This bill seeks to remedy this problem by requiring all newly-appointed government officials and employees to undergo orientation courses prior into assumption into office. These courses shall be designed to make them aware of their new functions and responsibilities of the need and demands of their client-public as well as the role of their agency in national development. By making civil servants aware of all these, it is expected that a deeper sense of commitment to duty would be fostered among our men in government.


In view of the foregoing considerations early passage of this bill is earnestly sought.


JINGGOY EJERCITO ESTRADA
Senator

FOURTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
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**AN ACT
REQUIRING NEWLY APPOINTED GOVERNMENT OFFICIALS AND
EMPLOYEES TO UNDERGO ORIENTATION COURSES UPON ASSUMPTION
TO OFFICE AND PROVIDING PENALTIES FOR VIOLATIONS THEREOF**

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

SECTION 1. It shall be the policy of the government to instill a high sense of commitment to duty in the civil service. To this end, government agencies shall initiate programs to develop in every government employee a keen awareness of his function in the agency and of the agency's role in national development as well as the needs and expectations of the public.

SEC 2. The provisions of existing laws to the contrary withstanding, any person who has accepted an appointment in the government service shall upon assumption into office, undergo a three (3) day orientation course that shall focus not only on their specific duties and responsibilities in the office but also on the functions and objectives of the office as well as its commitment to the public. Upon completion of the orientation course, the new appointee shall, in simple ceremonies, take an oath of office before any official authorized to administer oaths.

SEC 3. Each department, bureau or agency of the government, in coordination with the Civil Service Commission, shall within one hundred eight (180) days from the effectivity of this Act, prepare an orientation module for their respective offices which shall include an actual session with a representative group of persons being served by the office.

SEC 4. Any head of office, or chief of the personnel or human resource division who shall allow without cause, any performance of his duties without undergoing the necessary three (3) day orientation course and oath-taking as provided under this Act, shall be punished by a fine in an amount equivalent to one (1) salary or suspension for a period of one (1) month, if found guilty in an appropriate administrative investigation.

A newly appointed official and employee who shall without cause, enter into the performance of his duties without completing the required orientation course and oath taking shall be automatically dismissed from the service.

SEC. 5 All laws, decrees, orders, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC 6. This Act shall take effect fifteen (15) days after its publication in a newspaper of general circulation.

Approved,