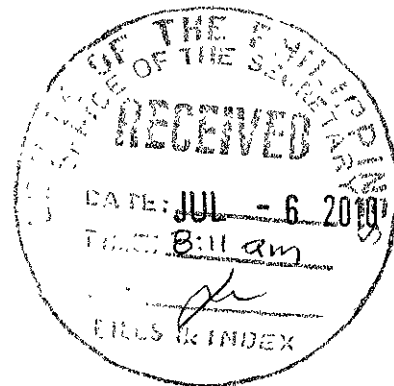


FIFTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session



SENATE

Senate Bill No. 148

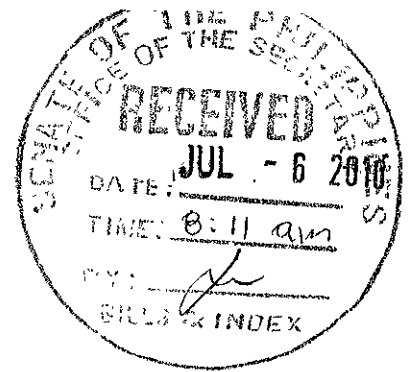
Introduced by Senator Francis N. Pangilinan

EXPLANATORY NOTE

The government is the biggest employer of the country, with approximately 1.4 million civil servants in its employ. Majority of the total non-career positions hold casual and contractual positions. Government workers who have civil service eligibilities in the first or second level are entitled to occupy regular or permanent positions in government, however, the non-eligible government workers who are taken in are hired under the terms of casual or contractual employment.

Casual and contractual employees in government can not be considered for regular employment unless they are civil service eligible. They are not entitled to benefits and privileges accorded to regular employees even if they have been serving in the government for several years. Considering the services they extend in all government offices vis-à-vis the insufficient benefits and privileges accorded the casual and contractual employees, the government should grant employees who have been working for several years in the bureaucracy an opportunity to obtain their eligibility. Casual and contractual employees are dedicated workers who render efficient service in the bureaucracy. It is unfortunate if they would not be given the opportunity to enjoy the benefits of their hard work and perseverance such as having job security.

It is therefore urged that the legislature pass a measure that will grant eligibility to casual and contractual employees who have been rendering uninterrupted service in the government for five years.



SENATE

Senate Bill No. **148**

INTRODUCED BY SENATOR PANGILINAN

AN ACT
GRANTING CIVIL SERVICE ELIGIBILITY TO GOVERNMENT
EMPLOYEES, UNDER CERTAIN CONDITIONS, WHOSE STATUS OF
APPOINTMENT IS EITHER CASUAL OR CONTRACTUAL AND WHO HAVE
RENDERED A TOTAL OF FIVE YEARS OF EFFICIENT SERVICE

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

1 **SECTION 1. Declaration of Policy** – The State shall harness its human
2 resources to cope with the rapid economic development and population growth.
3 Government workers, being an important component of the State’s human resources,
4 shall be given the equal opportunity to quality education, justice, and security of tenure.
5

6 **SEC. 2. Coverage** – Subject to the provisions of the Constitution and applicable
7 civil service laws, rules and regulations, all incumbent government employees, as of the
8 approval of this Act, who are holding casual or contractual positions in the first and
9 second levels and who have rendered continuous service for the last five (5) years shall
10 be granted civil service eligibility by the Civil Service Commission: *Provided, however,*
11 *that they shall not be entitled to any promotion unless they obtain the appropriate*
12 *eligibility requirement for that position.*
13

14 **SEC. 3. Civil Service Performance Evaluation Standards.** – The Civil Service
15 Commission shall formulate performance evaluation standards to determine qualified
16 employees under this Act.
17

1 **SEC. 4. *Implementing Rules and Regulations.*** – The Civil Service Commission
2 shall prepare the necessary rules and regulations needed to implement the provisions of
3 this Act, and the same shall be promulgated within ninety (90) days after the approval of
4 this Act.

5

6 **SEC. 5. *Separability Clause*** – If any clause, sentence, paragraph or part of this
7 Act shall be declared unconstitutional or invalid, such judgment shall not affect,
8 invalidate or impair any other part of this Act.

9

10 **SEC. 6. *Repealing Clause*** – All laws, decrees, executive orders, department or
11 memorandum orders and other administrative issuances or parts thereof which are
12 inconsistent with the provisions of this Act are hereby modified, superseded or repealed
13 accordingly.

14

15 **SEC. 7. *Effectivity Clause*** – This Act shall take effect fifteen (15) days after its
16 publication in at least two (2) newspapers of general circulation.

17 Approved,