



Republic of the Philippines
House of Representatives
Quezon City



EIGHTEENTH CONGRESS
Second Regular Session

House Bill No. 9584

Introduced by REPRESENTATIVE ERIC L. OLIVAREZ

EXPLANATORY NOTE

Retirement refers to that moment in one's life when one is required to leave the workforce permanently. However, this does not mean that retirement is seen as something to be tranquil about. In fact, dealing with retirement in the Philippines is stressful. This is because as retirement is accompanied by old age, the cost of living of a retiree also increases as she/she deals with health issues and, at the same time, continue giving support to his/her family. The transition of employees to retirees is not an easy road as their retirement benefits are inadequate to support the retirees' needs.

This Bill is proposed to provide an automatic promotion of government employees and officials upon retirement from government service. In effect, the basis of the computation of retirement benefits shall be based on the adjusted salary grade held by the retiree.

Through this Bill, government officials and employees who have rendered many years of service to the country are recognized rightfully. Likewise, they will be able to receive deserved retirement benefits which will be of much help as they leave the workforce permanently.

In view of the foregoing, the passage of this Bill is earnestly sought.

Eric C. Olivarez
ERIC OLIVAREZ



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1
2 **“AN ACT PROVIDING AUTOMATIC PROMOTION OF GOVERNMENT**
3 **OFFICIALS AND EMPLOYEES UPON RETIREMENT FROM**
4 **GOVERNMENT SERVICE AND FOR OTHER PURPOSES”**

5 *Be it enacted in the Senate and the House of Representatives of the Republic of the*
6 *Philippines in Congress assembled:*

7 **SECTION 1. *Short Title*** - – This Act shall be known as the “*Automatic Promotion*
8 *for Government Officials and Employees Upon Retirement Act*”.

9 **SECTION 2. *Automatic Promotion.*** – All government officials and employees
10 who are qualified for compulsory retirement shall be granted an automatic promotion
11 equivalent to one (1) grade level higher than the position being held at the time of
12 retirement. Applying this, the basis for the computation of his/her retirement benefits
13 shall be the adjusted salary grade level.

14 **SECTION 3. *Implementing Rules and Regulations.*** – The Civil Service Commission
15 in coordination with the Department of Budget and Management and the Government
16 Service Insurance System, shall formulate the necessary rules and regulation for the
17 effective implementation of this Act.

1 **SECTION 4. *Separability Clause.*** – If any provision of this Act is declared invalid
2 or unconstitutional, the other provisions not affected thereby shall remain valid and
3 subsisting.

4 **SECTION 5. *Repealing Clause.*** – All acts, executive orders, memorandum
5 circulars/guidelines and other issuances or parts thereof, which are inconsistent with this
6 Act, are hereby repealed or modified accordingly.

7 **SECTION 6. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
8 publication in the Official Gazette or in two (2) newspapers of general circulation

9 **Approved.**