

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 117



Introduced by
HON. MARCELINO C. LIBANAN

AN ACT
STRENGTHENING THE DSWD SYSTEM FOR THE EFFECTIVE
IMPLEMENTATION OF THE PANTAWID PAMILYANG PILIPINO
PROGRAM (4Ps), AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

The successful implementation of any government program depends primordially upon the efficiency of the agency mandated to roll out the program. In the case of the Pantawid Pamilyang Pilipino Program (4Ps), which has been institutionalized by virtue of Republic Act No. 11310 otherwise known as the 4Ps Act, the Department of Social Welfare and Development has been mandated by law to be the lead agency for the implementation of this program.

In the implantation of the 4Ps Act, key personnel are engaged in providing support services to beneficiaries of 4Ps nationwide. They are the following:

- Regional Program Coordinators (RPCs)
- Provincial Links
- Social Welfare Officer III (SWO III)
- City or Municipal Links (C/MLs)
- Social Welfare Assistants (SWAs)

These personnel are trained in case management process, counseling, family therapy, group process, project management and other related training, and they are being hired by the DSWD to serve as case managers or program staff who directly work with qualified household-beneficiaries to effect change and assist them to improve their well-being.

Their roles in the implementation of 4Ps Act is very critical as they serve as the conduit between the stakeholders – DSWD, LGUs and the household-beneficiaries themselves. As field implementers, they undertake frontline systems operations. They coordinate with key partner stakeholders to ensure that services

to the household-beneficiaries are delivered efficiently, and timely. They are also in charge of ensuring that the household-beneficiaries follow the 4Ps requirements, and that appropriate interventions are provided to the beneficiaries for the improvement of their well-being.

It is, however, truly unfortunate that despite the importance of these personnel in the implementation of 4Ps, they are merely hired in a contractual basis or through Contracts of Service (COS), thus, they are without security of tenure, and they are not entitled to benefits.

This Representation believes that they should be regarded as regular employees of the government as they perform tasks that are vital to the success of a government instituted program. In this manner, this will allow a streamlined delivery of government service and ensure the attainment of the objectives of the 4Ps Act. The regularization of these positions will equate to creation of plantilla positions for our implementers. As the 4Ps is an intervention anticipated to break the intergenerational cycle of poverty, it would be ironic that the very implementers of this program are the ones who might need such intervention in the future due to unemployment. It is only fitting and proper that the individuals who are at the core of the implementation of the program should be given the opportunity for employment, enjoyment of security of tenure and entitlement of benefits.

This Representation has previously filed HB No. 7410 during the 19th Congress which aims for the creation of Plantilla positions for 4Ps workers/implementers. The said measure was referred to the Committee on Poverty Alleviation and a TWG created. The TWG crafted a substitute bill but due to lack of material time, the same was not referred back to the mother committee.

Thus, the approval of this bill is earnestly sought.



MARCELINO C. LIBANAN

Representative, 4Ps Partylist ✓

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Be in enacted by the Senate and House of Representatives of the Philippine Congress Assembled:

SECTION 1. Title. – This Act shall be known as the “4Ps Workers Act”.

SEC. 2. Declaration of Policy. – The State upholds the Constitutional guarantee on the right to security of tenure of all workers in private and public sectors and shall afford full employment opportunity, social protection, and decent work to public sector employees.

SEC 3. Coverage. – This Act shall cover all persons directly and primarily engaged in providing support services to beneficiaries of the Pantawid Pamilyang Pilipino Program (4Ps) nationwide. These include 4Ps Regional Program Coordinators, Provincial Links, City/Municipal Links, and all other positions below the aforementioned.

SEC 4. Qualification. – A regional program coordinator must possess the following qualifications:

- a. Must be of legal age;
- b. Must have not been sanctioned for violations of Republic Act No. 4373;
- c. Must not have been convicted of any crime involving moral turpitude;
- d. Must have a Master's Degree in social work or its equivalent;
- e. Must have passed the Social Worker Licensure Examination or the Civil Service Professional Licensure Examination;
- f. Four (4) years of supervisory/management experience;

A provincial link must possess the following qualifications:

- a. Must be of legal age;
- b. Must have not been sanctioned for violations of Republic Act No. 4373;
- c. Must not have been convicted of any crime involving moral turpitude;
- d. Must have passed the Social Worker Licensure Examination or the Civil Service Professional Licensure Examination; and
- e. Three (3) years of relevant experience.

A city/municipal link must possess the following qualifications:

- a. Must be of legal age;
- b. Must have not been sanctioned for violations of Republic Act No. 4373;

- c. Must not have been convicted of any crime involving moral turpitude;
- d. Must have passed the Social Worker Licensure Examination or the Civil Service Professional Licensure Examination;
- e. Must be certified by the DSWD as having received adequate training in social work, particularly the conduct of case management;
- f. For the incumbent 4Ps City/Municipal Links, must have received at least a very satisfactory rating in two (2) consecutive performance evaluation cycles based on approved performance standards set by the DSWD.

All city/municipal links rendering service as such at the time of this Act shall be given up to eighteen (18) months to comply with requirements “b” and “f”.

All other positions below city/municipal links must possess the following qualifications:

- a) Must be of legal age;
- b) Must have not been sanctioned for violations of Republic Act No. 4373;
- c) Must not have been convicted of any crime involving moral turpitude; and

- d) Must have passed the Civil Service Sub-Professional Licensure Examination.

SEC. 5. Recruitment. – A qualified person shall file the application with the DSWD to become a 4Ps regional program coordinator, provincial link, city/municipal link, or other 4Ps workers. Discrimination against any applicant on the basis of gender, religion, economic status, race, political affiliation, or any other consideration, is prohibited.

SEC. 6. Salary. – 4Ps regional program coordinators, provincial links and city/municipal links covered by this Act shall receive the salary equivalent to Salary Grade 24, Salary Grade 22, and Salary Grade 15 of the civil service, respectively.

SEC. 7. Additional Compensation and Allowances. – 4Ps regional program coordinators, provincial links, city/municipal links, and other 4Ps workers shall be provided the following additional compensation subject to the guidelines provided:

- a. **Overtime Pay** – for work rendered beyond the regular working hours;
- b. **Hazard Pay** – for work where the place of assignment or condition of work poses danger to their life or health;
- c. **Subsistence Allowance** – for work where the place of assignment is in isolated barangays which require long periods of travel on their part.

The DSWD shall provide the guidelines for the grant of the abovementioned additional compensation and allowances.

SEC. 8. Application of CSC Rules and Regulations – All CSC rules on working hours, tenure and transfer, and leave benefits shall apply to 4Ps workers.

SEC. 9. Code of Conduct for 4Ps Workers. – Within six (6) months upon approval of this Act, the DSWD, in consultation with the Philippine Association of Social Workers Inc., shall formulate a Code of Conduct for 4Ps regional program coordinators, provincial links, city/municipal links, and other 4Ps workers. These 4Ps workers shall be provided a copy of the Code at the government's expense.

SEC. 10. Training, Education and Skills Enhancement. – The DSWD, in coordination with the Philippine Association of Social Work, Inc., shall provide for a system of continuing education and skills, training and knowledge enhancement programs for regional program coordinators, provincial links, city/municipal links, and other 4Ps workers.

SEC. 11. – Progressive Regularization of Other Positions relative to 4Ps. After due deliberation and if warranted, additional plantilla positions of employees involved in the implementation of the Pantawid Pamilyang Pilipino Program may be created.

SEC. 12. – Appropriations – The amount necessary to carry out the provisions of this Act shall be charged against the current and subsequent General Appropriations Act of the Department of Social Welfare and Development.

SEC. 13. - Implementing Rules and Regulations. The Department of Social Welfare and Development will full participation of the Philippine Association of Social Workers, Inc., (PASWI) and the Samahan ng Nagkakaisang Pamilya ng Pantawid (SNPP), in consultation with the House Committee on Poverty Alleviation and the Senate Committee on Social Justice, Welfare and Rural Development, shall promulgate the Implementing Rules and Regulations of this Act within ninety (90) days after approval of this Act.

SEC. 14. Separability Clause. – If, for any reason, part of this Act shall be rendered unconstitutional or invalid, other parts or provisions hereof which are not thereby affected shall continue to be in effect and full force.

SEC. 15. Repealing Clause. – All orders, rules and regulations, issuances, or any part thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 16. Effectivity Clause. – This Act shall take effect fifteen (15) days after publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,