



HOUSE OF REPRESENTATIVES

H. No. 7240

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AN ACT

RIGHTSIZING THE NATIONAL GOVERNMENT TO IMPROVE PUBLIC SERVICE DELIVERY, AND APPROPRIATING FUNDS THEREFOR

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 “The National Government
2 Rightsizing Act.”

3 **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the State to promote
4 and maintain effectiveness, efficiency, and economy in the government; enhance institutional
5 capacity to improve public service delivery; and ensure the attainment of the country’s societal
6 and economic development goals and objectives. Consistent with this, the government shall
7 focus its functions and resources on the essential role, scope, and level of governance, and
8 minimize, if not eliminate, redundancies, overlaps and duplications in its operations and

1 simplify its rules and regulations, and systems and processes, while protecting the welfare of
2 civil servants and other government workers.

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

4 a) **Abolition** refers to the elimination of an obsolete or unnecessary organizational
5 unit;

6 b) **Affected Personnel** refers to any government employee, whether regular or non-
7 permanent, that may be affected by the organizational actions arising from the results of
8 strategic review and study under the National Government Rightsizing Program (NGRP);

9 c) **Consolidation** refers to the dissolution of two (2) or more organizational units to
10 form a new unit;

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

17 e) **Detailed Rightsized Organizational Structure** refers to the output of a government
18 agency that provides information on the systematic arrangement and functions of the divisions
19 and units within the organization. This shall be based on the rightsized organizational structure
20 that shall be developed by the Committee on Rightsizing the Executive Branch as constituted
21 in this Act;

22 f) **Merger** refers to the combination of two (2) or more organizational units, whereby
23 the identity of one is retained and the other is abolished or deactivated;

24 g) **Placement** refers to the process of matching the jobs and the individual, and
25 placement occurs when the individual is assigned with the particular job;

26 h) **Rightsized Organizational Structure** refers to the output of the Committee on
27 Rightsizing the Executive Branch, which shall contain the appropriate structure of government
28 agencies, such as departments, bureaus, services, and offices, and its corresponding mandates
29 and functions, resulting from the conduct of strategic review and study;

30 i) **Rightsizing** refers to the process of analyzing and designing the appropriate role,
31 mandate, structure, functions, size, systems, and processes of government agencies in order to
32 ensure effective, responsive, and efficient service delivery;

33 j) **Staffing Pattern** refers to the approved staffing complement of an agency. It shows
34 the number of authorized positions by class and occupational group for each organizational
35 unit within the agency;

1 k) **Transfer** refers to the movement of an employee from one organizational unit to
2 another in the same department or agency, or from one department or agency to another,
3 whichever is of equivalent rank, level, or salary.

4 **SEC. 4. Coverage.** – This Act shall cover all agencies of the Executive Branch,
5 including departments, bureaus, offices, commissions, boards, councils, and all other entities
6 attached to or under their administrative supervision, government-owned or -controlled
7 corporations (GOCCs) not covered by Republic Act No. 10149 otherwise known as the GOCC
8 Governance Act of 2011.

9 In recognition of the important role of certain government positions in the Philippine
10 society, the following positions shall be excluded in the coverage of this Act:

- 11 1. Teaching and teaching-related positions in elementary, secondary, technical/vocational
12 schools, state universities and colleges, and non-chartered tertiary schools;
- 13 2. Medical and allied-medical items in hospitals and other medical facilities servicing
14 agency clients; and
- 15 3. Military and uniformed personnel in the Department of National Defense, Department
16 of the Interior and Local Government, Department of Transportation, Department of
17 Environment and Natural Resources, and the Department of Justice.

18 The Legislature, the Judiciary, Constitutional Commissions, and Office of the
19 Ombudsman may, within their respective authorized appropriations, likewise rightsize their
20 respective offices, consistent with the principles and guidelines contained in this Act, and
21 within the parameters of the Unified Position Classification and Compensation System
22 established under Republic Act No. 6758, otherwise known as Compensation and Position
23 Classification Act of 1989, as amended.

24 Local Government Units (LGUs) may also rightsize their respective offices subject to
25 their financial capability and consistent with the governing principles and guidelines contained
26 in this Act and the provisions of Republic Act No. 7160, otherwise known as the Local
27 Government Code of 1991, as amended.

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

31 **SEC. 5. Governing Principles.** – The National Government shall implement a
32 Rightsizing Program in accordance with the following principles:

- 33 a) The role of government and the scope, level, and prioritization of government
34 programs, activities and projects, as well as the appropriate manner in which public goods and
35 services are provided, shall be determined in accordance with the constitutional mandate,

1 political and socioeconomic contexts and objectives of the government, and available
2 resources;

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

6 c) The delineation of functions and responsibilities between the National Government
7 and the LGUs in the provision of public goods and services shall be clearly defined, consistent
8 with the provisions of Republic Act No. 7160, as amended, and other pertinent laws and
9 issuances, for purposes of providing a more seamless, accessible, and responsive government
10 services to the people;

11 d) A whole-of-nation approach shall be adopted to ensure smooth operations of
12 agencies within and across sectors and to be more anticipatory and responsive to public needs;

13 e) Government operations shall be simplified so that the agencies can focus on the
14 performance of their core functions and implementation of programs and projects to attain of
15 the desired sectoral and national goals and outcomes;

16 f) Government systems and processes shall be streamlined and modernized to
17 facilitate the delivery and upgrade the quality of frontline services, improve policy formulation,
18 planning and performance evaluation, and raise overall productivity of the public sector;

19 g) Digitalization and E-governance shall be utilized as means to efficiently optimize
20 government roles and provide prompt and effective basic services to the Filipinos people;

21 h) Government rules, procedures and requirements shall be rationalized to reduce the
22 regulatory burden on citizens, businesses and other stakeholders, as well as reduce the
23 administrative burden on the part of the government; and

24 i) The organizational structure of an agency shall be designed to facilitate the
25 effective, efficient, and economical implementation of programs and projects, and ensure the
26 attainment of organizational outputs and outcomes. The appropriate staffing mix shall be
27 determined based on the skills and competencies required to effectively and efficiently carry
28 out the agency mandate and functions.

29 **SEC. 6. Authority of the President of the Philippines to rightsize the operations of**
30 **the Executive Branch.** – Pursuant to the governing principles, policies, standards, and
31 guidelines stipulated in this Act, the President is hereby granted the following authority in the
32 rightsizing of the operations of the different agencies of the Executive Branch:

33 a) To pursue the following functional shifts and modifications:

1 1) Strengthen the functions of the agencies which directly contribute to the targeted
2 ultimate societal outcomes of the National Government and the targeted sector or
3 sub-sector outcomes of the agency;

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

8 3) Transfer or integrate functions from one agency to another which could better
9 perform the same.

10 b) To implement the following organizational actions, upon determination of the
11 Committee on Rightsizing the Executive Branch created under this Act that it is to the best
12 interest of the State to create, reorganize, merge, streamline or abolish agencies and offices:

13 1) Create new agencies, offices, positions, as needed, in order to strengthen the
14 capacity of government agencies to perform their mandate;

15 2) Regularize ad hoc offices whose functions are vital and significant, thus must
16 be continually undertaken by the government;

17 3) Merge or consolidate agencies whose functions are unnecessarily overlapping
18 or duplicating and may be undertaken by a single entity, or clients are similar or related,
19 to rationalize the use of government resources;

20 4) Split agencies with multifarious functions which are deemed distinct but equally
21 important aspects of governance;

22 5) Transfer offices to other agencies where their functions are more aligned; and

23 6) Subject to evaluation and favorable recommendation of the Committee on
24 Rightsizing the Executive Branch, abolish agencies, based on any of the following
25 grounds: (i) the functions are already redundant or no longer relevant or necessary, or
26 can be better undertaken by another entity; (ii) the agency is no longer achieving
27 the objectives and purposes for which it was originally created;
28 (iii) continued operation is not cost-effective since it does not generate the desired level
29 of outputs and outcomes *vis-à-vis* the resource inputs; or (iv) the agency has already
30 become non-operational or dormant or has outlived its purpose.

31 c) To undertake other functional or organizational actions, such as conducting
32 regulatory reviews, streamlining or reengineering processes, and capability-building
33 interventions, among others, as necessary, and consistent with the policies, principles,
34 framework and standards of this Act.

1 d) To develop and provide safety nets, including their implementation strategies, for
2 employees of agencies who may be affected by the government's rightsizing efforts.

3 e) To formulate an organizational development program to strengthen the institutional
4 capacity of the agencies and improve productivity of employees.

5 **SEC. 7. *Creation of a Committee on Rightsizing the Executive Branch.*** – A
6 Committee on Rightsizing the Executive Branch (CREB) is hereby created to oversee the
7 implementation of the Rightsizing Program, in accordance with the provisions of this Act.

8 The Committee shall be composed of the following officials or their duly authorized
9 representatives: The Executive Secretary as Chairperson and the Secretary of the Department
10 of Budget and Management (DBM) as Co-Chairperson, and the Secretary of Socioeconomic
11 Planning of the National Economic and Development Authority, Chairperson of the Civil
12 Service Commission (CSC), and the Director General of the Anti-Red Tape Authority, as
13 members. Their respective duly authorized representative shall be at least the third (3rd) highest
14 ranking official of the agency.

15 The CREB shall be organized within fifteen (15) days from the effectivity of this Act.

16 The CREB shall also organize subcommittees composed of experts on government
17 operations, organizational development, and human resource management, including a
18 secretariat for each subcommittee, to assist in the performance of its functions.

19 The DBM shall provide the necessary secretariat services to the CREB, and shall
20 designate focal persons for each subcommittee to ensure effective coordination.

21 In the spirit of transparency and participatory governance, the CREB shall consult the
22 agencies concerned, accredited public sector unions and other stakeholders relative to the
23 implementation of the NGRP.

24 **SEC. 8. *Powers and Functions of the Committee on Rightsizing the Executive***
25 ***Branch.*** – The CREB shall have the following powers and functions:

26 a) Develop the policies, frameworks, indicators, strategies and mechanisms, in
27 consideration of the lessons learned from previous efforts on reorganization, to be adopted in
28 the implementation of the NGRP;

29 b) Develop a Program Management Plan containing the activities, responsibilities,
30 and resource requirements, among others, that shall be adopted to ensure effective
31 implementation of the NGRP and submit the same to the President within sixty (60) days upon
32 effectivity of the implementing rules and regulations (IRR);

33 c) To conduct studies on the mandates, functions, programs, projects, operations,
34 structure and manpower complement of the different government agencies and
35 instrumentalities;

1 d) Develop and prepare the rightsized organizational structure of agencies concerned
2 and the corresponding executive issuances for approval by the President, in accordance with
3 the provisions of Section 6 of this Act;

4 e) Develop and prepare the overall change management program, that shall include a
5 communication plans, the appropriate Organizational Development Program, and other
6 mechanisms to effectively manage the transition, ensure the smooth implementation of the
7 NGRP, and safeguard the welfare of employees who may be affected by the rightsizing efforts;

8 f) To monitor the implementation by the different agencies of their respective
9 approved Rightsizing Plans, and report to the President any issue that must be addressed;

10 g) Engage the services of experts and consultants, through the DBM, to assist the
11 Committee and its Subcommittees in the performance of their functions; and

12 h) Formulate the rules and regulations for the effective implementation of this Act.

13 **SEC. 9. *Conduct of Strategic Review and Study on the Mandates, Functions,***
14 ***Systems, Operations, and Processes of the National Government.*** – The CREB shall conduct
15 a strategic review and study on the role, mandates, functions, programs, projects, operations,
16 structure and manpower complement of the different agencies under the Executive Branch for
17 the purposes of:

18 a) Determining the role of the government, as well as the suitable extent of
19 government intervention on the sectoral areas covered;

20 b) Identifying areas of dysfunctions and bureaucratic inefficiencies, among others in
21 the sectoral areas covered and government agencies therein;

22 c) Assessing the relevance of an agency’s mandates, functions, programs, and projects
23 in pursuit of the country’s socioeconomic and developmental goals and outcomes; and

24 d) Providing recommendations on the appropriate roles, mandates and functions of
25 government agencies; organizational actions that shall improve efficiency and interoperability
26 of government agencies; and necessary transformational and organizational changes that can
27 be implemented in the sectoral areas or agencies concerned.

28 The conduct of the strategic review and study shall be consistent with the governing
29 principles set forth under Section 5 of this Act. Furthermore, the recommendations of the study
30 may contain any, but not limited to, the recommended actions provided in Section 6 of this Act.

31 **SEC. 10. *Submission of the Rightsized Organizational Structure and Proposed***
32 ***Executive Issuances to the President.*** – Within sixty (60) days from approval by the
33 Committee of the strategic review and study, and with due consideration of the results and
34 findings of its review and study, the CREB shall submit to the President its recommendations

1 on the updated rightsized organizational structure of agencies concerned and the corresponding executive
2 issuances.

3 **SEC. 11. *Submission of the Detailed Rightsized Organizational Structure and***
4 ***Staffing Pattern to the DBM.*** – The agency heads shall prepare and submit to the DBM the
5 detailed organizational structure and staffing pattern (OSSP) of their respective agencies,
6 including an estimated cost of effecting the detailed rightsized OSSP, within ninety (90) days
7 after the approval of the proposed executive issuances by the President: *Provided*, That
8 assistance in the preparation of organizational structure and staffing pattern has been extended
9 to the agency by the DBM and the CSC.

10 **SEC. 12. *Non-interruption of Government Service and Transitory Provisions.*** – This
11 Act, or any guidelines, rules or regulations issued in pursuance thereof, or any initiative related
12 to the implementation of the recommendations under the strategic review and study conducted
13 through the NGRP, shall not be operated to suspend or exempt any government office or
14 personnel from complying with the provisions of Republic Act No. 11032 otherwise known as
15 the Ease of Doing Business and Efficient Government Service Delivery Act of 2018.

16 The agencies shall implement the approved detailed rightsized organizational structure
17 and staffing pattern in such a manner that government operations shall not be delayed nor
18 disrupted. Agencies and personnel shall continue to perform their functions and respective
19 duties and responsibilities in a holdover capacity until the transition has been completed:
20 *Provided*, That agencies shall carry out a change management program to ensure a smooth and
21 effective transition.

22 The placement of permanent employees to the rightsized staffing pattern, the order of
23 separation of affected personnel pursuant to the rightsizing program, as well as the remedies
24 and procedures for affected personnel shall be carried out in accordance with Republic Act
25 No. 6656, entitled *An Act to Protect the Security of Tenure of Civil Service Officers and*
26 *Employees in the Implementation of Government Reorganization* and its Implementing Rules
27 and Regulations.

28 **SEC. 13. *Retirement Benefits and Separation Incentives for Personnel Who May be***
29 ***Affected by the NGRP.*** – The affected personnel who hold permanent appointments attested by
30 the CSC shall be entitled to retirement benefits and separation incentives.

31 a) The affected personnel shall be given the option to avail themselves of any of
32 the following retirement benefits under existing laws, if qualified:

- 33 1) Retirement gratuity provided under Republic Act No. 1616, entitled *An Act Further*
34 *Amending Section Twelve of Commonwealth Act Numbered 186, as Amended, By*
35 *Prescribing Two Other Modes of Retirement and for Other Purposes*, as amended; or

1 2) Retirement benefit under Republic Act No. 660, entitled *An Act to Amend*
2 *Commonwealth Act Numbered One Hundred and Eighty-Six Entitled "An Act to Create*
3 *and Establish a Government Service Insurance System, to Provide for its*
4 *Administration, and to appropriate the Necessary Funds Therefor," and to Provide*
5 *Retirement Insurance and for Other Purposes; or*

6 3) Retirement, separation or unemployment benefit provided under Republic Act No.
7 8291, entitled *An Act Amending Presidential Decree No. 1146, as Amended, Expanding*
8 *and Increasing the Coverage and Benefits of the Government Service Insurance System,*
9 *Instituting Reforms Therein and for Other Purposes.*

10 The retirement gratuity benefit of affected personnel who are qualified and who
11 opt to retire under Republic Act No. 1616 shall be paid by the Government Service
12 Insurance System (GSIS). The GSIS shall no longer refund retirement premiums, both
13 personnel and government shares, of the affected personnel who will opt to avail of
14 retirement benefits under Republic Act No. 1616.

15 b) In addition to said retirement benefits, the affected personnel who opted to retire or
16 be separated shall be entitled to the following applicable separation incentives:

17 1) One-half ($\frac{1}{2}$) of the actual monthly basic salary for every year of government
18 service, for those who have rendered five (5) years to eleven (11) years of service;

19 2) Three-fourths ($\frac{3}{4}$) of the actual monthly basic salary for every year of
20 government service, computed starting from the first year, for those who have rendered
21 eleven (11) to less than twenty-one (21) years of service;

22 3) The actual monthly basic salary for every year of government service, computed
23 starting from the first year, for those who have rendered twenty-one (21) to less than
24 thirty-one (31) years of service; and

25 4) One and one-fourth ($1\frac{1}{4}$) of the actual monthly basic salary for every year of
26 government service, computed starting from the first year, for those who have rendered
27 thirty-one (31) years of service and above.

28 The actual monthly basic salary shall refer to the salary of the affected personnel as of
29 the date of approval of the agency's detailed organizational structure and staffing by the DBM.

30 A minimum of five (5) years of government service is required before an affected
31 personnel can be entitled to avail of the NGRP's separation incentives under Section 13.b of
32 this Act: *Provided, That for the purpose of computing the total amount of separation incentives*
33 *that an affected personnel shall receive, only the government service up to age fifty-nine (59)*
34 *and a fraction thereof shall be counted. Government service starting at the age sixty (60) shall*
35 *no longer be subject to the separation incentives provided herein, without affecting the original*

1 incentive factor determined as applicable based on the actual years of service of the affected
2 personnel: *Provided, further*, That for the purpose of complying with the required number of
3 years of service under Republic Act No. 8291, the portability scheme under Republic Act
4 No. 7699, entitled *An Act Instituting Limited Portability Scheme in the Social Security*
5 *Insurance Systems by Totalizing the Workers' Creditable Services or Contributions in Each of*
6 *the Systems* may be applied, subject to existing policies and guidelines.

7 The affected personnel who will not opt to retire from the service shall be placed in a
8 manpower pool to be organized and administered by the CSC. The CSC, in coordination with
9 other government agencies and relevant private institutions, shall undertake the retooling of the
10 affected personnel and deploy them to agencies which require their qualifications, skills and
11 competencies.

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

14 The specific guidelines to carry out the provisions of this section shall be prescribed in
15 the rules and regulations to be formulated by the CREB.

16 **SEC. 14. *Other Benefits of Retired or Separated Personnel.*** – The affected personnel
17 who opt to retire or be separated from the service shall, in addition to the applicable benefits,
18 be entitled to the following:

19 a) Refund of Pag-IBIG Contributions - All affected personnel who are members of
20 the Home Development Mutual Fund (HDMF) shall be entitled to the refund of their
21 contributions, both personal and government, pursuant to existing rules and regulations of the
22 HDMF; and

23 b) Commutation of Unused Vacation and Sick Leave Credits - All affected personnel
24 shall be entitled to the commutation of unused vacation and sick leave credits in accordance
25 with existing rules and regulations.

26 **SEC. 15. *Period of Availment of the Retirement Benefits and Separation Incentives.***
27 – The retirement benefits and separation incentives provided in this Act may be availed of
28 within sixty (60) days upon issuance of the Notice of Organization, Staffing and Compensation
29 Action by the DBM to the agencies concerned.

30 **SEC. 16. *Prohibition on Reemployment of Personnel Retired or Separated from the***
31 ***Service.*** – Affected personnel who retired or are separated from the service as a result of the
32 implementation of the NGRP shall not be reemployed in any agency of the National
33 Government, including GOCCs, for a period of five (5) years, except in the exigency of service
34 or as teaching or medical staff in educational institutions and hospitals, respectively: *Provided*,
35 That personnel who retired or were separated from the service under the NGRP and are

1 reemployed by any agency of the national government within the prohibited period shall refund
2 on a pro-rated basis, the retirement and separation incentives received under Section 13(b) of
3 this Act.

4 **SEC. 17. *Joint Congressional Oversight Committee on the Rightsizing Program.*** –

5 There is hereby created an Oversight Committee to oversee, monitor and evaluate the
6 implementation of this Act.

7 The Oversight Committee shall be composed of five (5) members each from the Senate
8 and from the House of Representatives, which shall include representatives of the Senate
9 Committees on Civil Service, Government Reorganization and Professional Regulation, and
10 Finance, and the House Committees on Government Reorganization and Appropriations.

11 **SEC. 18. *Conduct of an Impact Assessment.*** – The DBM shall commission the conduct
12 of an independent impact assessment on the NGRP three (3) years from its completion to,
13 among others, determine the effects of, and gains from, the implementation of the NGRP.

14 **SEC. 19. *Report to Congress.*** – The President shall submit a report to Congress on the
15 results of the Program after the completion of its implementation.

16 **SEC. 20. *Sunset Provision.*** – The authority given to the President under this Act, as
17 well as the existence of the Committee on Rightsizing the Executive Branch, shall end three
18 (3) years after the effectivity of this Act.

19 **SEC. 21. *Implementing Rules and Regulations.*** – Within sixty (60) days from the
20 organization of the Committee on Rightsizing the Executive Branch, it shall formulate rules
21 and regulations to implement this Act. Such rules and regulations shall take effect fifteen (15)
22 days after its publication in a newspaper of general circulation.

23 **SEC. 22. *Provisions Applicable to Other Branches of Government, Constitutional***
24 ***Commissions, Office of the Ombudsman, and the LGUs.*** – The governing principles, policies,
25 standards, and guidelines, as well as the conditions and limitations provided in this Act, shall
26 be followed in the implementation of the Rightsizing Program by other branches of
27 government, Constitutional Commissions, Office of the Ombudsman, and the LGUs.

28 The heads of said offices shall issue their respective implementing rules and regulations
29 and furnish a copy thereof to the Senate Committees on Civil Service, Government
30 Reorganization and Professional Regulation, and Finance, the House Committees on
31 Government Reorganization and Appropriations, and the DBM.

32 **SEC. 23. *Funding Requirements.*** – The amount necessary for the initial
33 implementation of this Act shall be sourced against any applicable appropriation items under
34 the current General Appropriations Act (GAA). Subsequent amounts needed to continue the

1 implementation of the National Government's Rightsizing Program shall be included in the
2 succeeding appropriations.

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

7 For GOCCs not covered by Republic Act No. 10149, the amount needed for the
8 implementation of their Rightsizing Program shall be outsourced from their respective
9 corporate funds. In case of funding deficiency, the National Government may provide
10 assistance in the payment of separation incentives of personnel who may be affected by the
11 rightsizing efforts of these GOCCs: *Provided*, That their salaries and other compensation are
12 covered by Republic Act No. 6758, as amended, otherwise known as the Compensation and
13 Position Classification Act of 1989.

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

17 **SEC. 24. Separability Clause.** – If any provision of this Act is declared unconstitutional
18 or invalid, the other provisions not otherwise affected shall remain in full force and effect.

19 **SEC. 25. Repealing Clause.** – All laws, decrees, executive orders, rules and regulations,
20 and other issuances or parts thereof which are inconsistent with this Act are hereby repealed,
21 amended or modified accordingly.

22 **SEC. 26. Effectivity.** – This Act shall take effect fifteen (15) days after its publication
23 in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,