


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )



23 APR 17 P2 :41

**SENATE**  
S. No. 2070

RECEIVED BY: 

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**Introduced by Senator Jinggoy Ejercito Estrada**

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**AN ACT**  
**CREATING A MANDATORY POSITION FOR A HUMAN RESOURCE**  
**MANAGEMENT OFFICER IN LOCAL GOVERNMENT UNITS, AMENDING FOR**  
**THE PURPOSE SECTIONS 443, 454 AND 463 OF REPUBLIC ACT NO. 7160,**  
**AS AMENDED, OTHERWISE KNOWN AS THE "LOCAL GOVERNMENT CODE OF**  
**1991," AND FOR OTHER PURPOSES**

**EXPLANATORY NOTE**

Republic Act No. 7160, otherwise known as the "Local Government Code of 1991" provides for the positions in local government units (LGUs) that are mandatory and these include a treasurer, assessor, accountant, budget officer, planning and development coordinator, engineer / building official, health officer and civil registrar for municipalities. These positions are also required for cities, with the addition of an administrator, legal officer, veterinarian, social welfare and development officer, and general services. The mandatory positions for cities are also the ones required for provinces, with the addition of a provincial agriculturist.

It can be noted that in all levels of LGUs, no position related to human resource management is mandatory despite the fact that all administrative work and other related tasks pertaining "from hiring to firing" of employees and personnel of LGUs are inevitable.

The essential roles of Human Resource Management Officer (HRMO) are recognized by the Civil Service Commission (CSC) in its Resolution No. 1800692 or the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (ORAOHRA) Revised July 2018 which specifically assigns certain tasks to the Human Resource Management Officer (HRMO). Moreover, Rule XIII of ORAOHRA outlined the Responsibilities of the Human Resource Management Officer and even provides that administrative disciplinary action for neglect of duty may be initiated by the head of agency or the CSC against HRMO or the duly authorized employee in charge of human resource management who fails to perform any of the responsibilities given to him or her under the 2017 ORAOHRA.

Recent developments in the landscape of public administration in the Philippines even more emphasized the importance of HRMOs in the LGUs. The implementation of the Supreme Court Ruling on the Mandanas-Garcia Case starting fiscal year 2022 affirmed the Constitutional mandate to provide the LGUs with their just share on national taxes. The said jurisprudence also spawned the full devolution of services to LGUs as provided under the Local Government Code. With more resources and bigger responsibilities, LGUs are expected to perform optimally, efficiently and effectively, and the main drivers for the achievement of their mandate are undeniably the employees.

Taking into consideration the current structure and demands related to human resource in LGUs, this measure seeks to make the HRMO position mandatory in all LGUs by amending appropriate sections of the Local Government Code. The bill also provides for the qualifications and functions of an HRMO. More than providing a legal basis for the hiring of said officers, it aims to contribute towards a more responsible, proactive, and responsive management of the human resources of LGUs. The expansion of activities and increasing dynamism of the functions of human resources management in the government require the services and dedication of HRMOs who possess the competence, expertise, compassion to promote public service.

In view of the foregoing, the immediate passage of this measure is highly recommended.



**JINGGOY EJERCITO ESTRADA**

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THE PURPOSE SECTIONS 443, 454 AND 463 OF REPUBLIC ACT NO. 7160,  
AS AMENDED, OTHERWISE KNOWN AS THE "LOCAL GOVERNMENT CODE OF  
1991," AND FOR OTHER PURPOSES**

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

1 Section 1. Section 443 of Republic Act No. 7160 or the Local Government Code  
2 of 1991, as amended, is hereby further amended to read as follows:

3 "SECTION. 443. Officials of the Municipal Government. – (a)

4 There shall be in each municipality a municipal mayor, a  
5 municipal vice-mayor, Sangguniang Bayan members, a  
6 secretary to the Sangguniang Bayan, a municipal treasurer, a  
7 municipal assessor, a municipal accountant, a municipal  
8 budget officer, a municipal planning and development  
9 coordinator, a municipal engineer/building official, a municipal  
10 health officer, [and] a municipal civil registrar **AND A**  
11 **MUNICIPAL HUMAN RESOURCE MANAGEMENT**  
12 **OFFICER.**

13 "x x x."

14 Sec. 2. Section 454 of the same law is hereby amended to read as follows:

1 "SECTION 454. Officials of the City Government. – (a) There  
2 shall be in each city a mayor, a vice-mayor, Sangguniang  
3 Panlungsod members, a secretary to the Sangguniang  
4 Panlungsod, a city treasurer, a city assessor, a city  
5 accountant, a city budget officer, a city planning and  
6 development coordinator, a city engineer, a city health officer,  
7 a city civil registrar, a city administrator, a city legal officer, a  
8 city veterinarian, a city social welfare and development officer,  
9 ~~[and]~~ a city general services officer, **AND A CITY HUMAN**  
10 **RESOURCE MANAGEMENT OFFICER.**

11 "x x x."

12 Sec. 3. Section 463 of the same law is hereby amended to read as follows:

13 "SECTION 463. Officials of the Provincial Government. – (a)  
14 There shall be in each province a governor, a vice-governor,  
15 members of the Sangguniang Panlalawigan, a secretary to the  
16 Sangguniang Panlalawigan, a provincial treasurer, a provincial  
17 assessor, a provincial accountant, a provincial engineer, a  
18 provincial budget officer, a provincial planning and  
19 development coordinator, a provincial legal officer, a  
20 provincial administrator, a provincial health officer, a  
21 provincial social welfare and development officer, a provincial  
22 general services officer, a provincial agriculturist, ~~[and]~~ a  
23 provincial veterinarian **AND A PROVINCIAL HUMAN**  
24 **RESOURCE MANAGEMENT OFFICER."**

25 "x x x."

26 Sec. 4. A new article and section to be denominated as Article XXI, Section  
27 490-A shall be inserted after Article XX, Section 490 of Title V, on Appointive Local  
28 Officials Common to all Municipalities, Cities and Provinces, and shall read as follows:

29 **"ARTICLE XXI**

30 **"THE HUMAN RESOURCE MANAGEMENT OFFICER**

31 **"SEC. 490-A. QUALIFICATIONS, POWERS AND**  
32 **DUTIES. –"A) NO PERSON SHALL BE APPOINTED AS**

1 HUMAN RESOURCE MANAGEMENT OFFICER UNLESS  
2 HE/SHE IS A CITIZEN OF THE REPUBLIC OF THE  
3 PHILIPPINES, OF GOOD MORAL CHARACTER, A  
4 HOLDER OF A COLLEGE DEGREE PREFERABLY IN  
5 PSYCHOLOGY OR PUBLIC ADMINISTRATION, A FIRST  
6 GRADE CIVIL SERVICE ELIGIBLE OR ITS EQUIVALENT,  
7 A RESIDENT OF THE LOCAL GOVERNMENT UNIT (LGU)  
8 CONCERNED, HAS ACQUIRED EXPERIENCE IN HUMAN  
9 RESOURCE MANAGEMENT FOR AT LEAST THREE (3)  
10 YEARS IN THE CASE OF PROVINCE OR CITY, OR AT  
11 LEAST TWO (2) YEARS IN THE CASE OF A  
12 MUNICIPALITY, AND HAS UNDERGONE THE  
13 CERTIFICATION PROGRAM FOR HUMAN RESOURCE  
14 MANAGEMENT OFFICERS CONDUCTED BY THE CIVIL  
15 SERVICE COMMISSION (CSC).

16 "B) THE HUMAN RESOURCE MANAGEMENT OFFICER  
17 SHALL BE APPOINTED BY THE CHAIRPERSON CSC  
18 FROM THE LIST OF AT LEAST THREE (3) ELIGIBLE  
19 RECOMMENDEES OF THE LOCAL CHIEF EXECUTIVE OF  
20 THE LGU CONCERNED, SUBJECT TO CIVIL SERVICE  
21 RULES AND REGULATIONS.

22 "C) THE HUMAN RESOURCE MANAGEMENT OFFICER  
23 SHALL:

24 "I. FORMULATE A HUMAN RESOURCE DEVELOPMENT  
25 PLAN THAT WILL ENHANCE PERSONNEL  
26 MANAGEMENT PROCESSES IN THE LGU CONCERNED  
27 WITH EMPHASIS IN THE AREAS OF RECRUITMENT  
28 AND SELECTION, CAREER DEVELOPMENT,  
29 PERFORMANCE MANAGEMENT, PERSONNEL  
30 WELFARE, AND REWARDS AND INCENTIVES FOR  
31 SERVICE EXCELLENCE;

1           **"II. MONITOR AND EVALUATE THE MANAGEMENT OF**  
2           **PERSONNEL PERFORMANCE IN THE LOCAL**  
3           **GOVERNMENT UNIT CONCERNED AND ENSURE THAT**  
4           **SUCH IS IN ACCORDANCE WITH CIVIL SERVICE**  
5           **RULES AND REGULATIONS;**

6           **"III. INSTITUTIONALIZE A CENTRALIZED RECORDS**  
7           **DEPOSITORY OF HUMAN RESOURCE DOCUMENTS**  
8           **SUCH AS APPOINTMENT PAPERS, PERSONAL DATA**  
9           **SHEETS, SERVICE RECORDS, STATEMENTS OF ASSETS**  
10           **AND LIABILITIES, LEAVE CREDITS AND OTHER**  
11           **PERTINENT RECORDS;**

12           **"IV. CONDUCT CONTINUING HUMAN RESOURCE**  
13           **DEVELOPMENT PROGRAMS AND OTHER CAPACITY**  
14           **BUILDING ACTIVITIES TO ENHANCE THE**  
15           **COMPETENCY OF PERSONNEL AND OFFICIALS;**

16           **"V. ENSURE THAT CIVIL SERVICE LAWS AND RULES**  
17           **AND REGULATIONS ON PERSONNEL MATTERS ARE**  
18           **PROPERLY EXECUTED;**

19           **"VI. ADVISE ON MATTERS RELATED TO CIVIL**  
20           **SERVICE RULES AND REGULATIONS ON**  
21           **REQUIREMENT, SELECTION AND PLACEMENT (RSP),**  
22           **LEARNING AND DEVELOPMENT (L&D), PERFORMANCE**  
23           **MANAGEMENT (PM), AND REWARDS AND**  
24           **RECOGNITION, AND OTHER HUMAN RESOURCES**  
25           **POLICIES;**

26           **"VII. ESTABLISH LINKAGES AND PARTNERSHIPS**  
27           **WITH HUMAN RESOURCE ORGANIZATIONS AND**  
28           **OTHER LOCAL GOVERNMENT AGENCIES; AND,**

29           **"VIII. EXERCISE SUCH OTHER POWERS AND**  
30           **PERFORM SUCH OTHER FUNCTIONS AND DUTIES AS**  
31           **MAY BE PRESCRIBED BY LAW OR ORDINANCE."**

1           Sec. 5. The position of Human Resource Management Officer shall be included  
2 in the plantilla for personnel under the CSC. The appropriation or budget item number  
3 of the position shall be approved by the CSC Chairperson.

4           Sec. 6. *Separability Clause.* If any provision or part hereof, is held invalid or  
5 unconstitutional, the remainder of the law or the provision not otherwise affected  
6 shall remain valid and subsisting.

7           Sec. 7. *Repealing Clause.* All laws, presidential decrees or issuances, executive  
8 orders, letter of instructions, administrative order, rule or regulation contrary to, or  
9 inconsistent with the provisions of this Act is hereby repealed, modified or amended  
10 accordingly.

11           Sec. 8. *Effectivity Clause.* This Act shall take effect fifteen (15) days after its  
12 complete publication in the Official Gazette or in a newspaper of general circulation.

*Approved,*