

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



23 JUL 12 A9:57

SENATE
S. No. 2296

RECEIVED BY:

Introduced by SENATOR RAMON BONG REVILLA, JR.

**AN ACT
MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT
PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS
AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

The government recognizes the vital role of its workforce in ensuring the efficiency in public service delivery in the country.

Despite the last and fourth tranches of salary increase for the government employees provided under Republic Act 11466 or the "Salary Standardization Law of 2019", there remains to address the inadequacy in compensation brought about by the rising cost of goods and services, and other post pandemic economic realities.

This measure aims to raise the purchasing power of approximately 1.946 million civil servants in the country that was eroded by inflation by legislating another round of salary increase.

This measure similarly covers all positions for civilian personnel, whether regular, casual, or contractual in nature, appointive or elective, full-time or part-time, now existing or thereafter created in the executive, legislative, and judicial branches; constitutional commissions and other constitutional offices; state universities and

colleges (SUCs); and government-owned or controlled corporations (GOCCs) not covered by Republic Act 10149 or the "GOCC Governance Act of 2011".

This measure aims to create a working condition which would promote excellence in service by motivating government personnel by providing an equivalent and competitive compensation. By increasing their disposable income, consumer spending is boosted, and the economy is stimulated to generate more revenues.

The measure proposes a salary increase equivalent to an across-the-board annual ten percent (10%) increase for government officials and employees in accordance with salary schedules for four (4) tranches starting January 1, 2024 until January 1, 2027.

This measure is also in anticipation of the ongoing 48-million-peso study being undertaken by the Governance Commission for GOCCs to look into government compensation structure of the different national government agencies and GOCCs.

The house version of this measure is filed by the honorable representative of the 6th District of Batangas - Deputy Speaker Ralph G. Recto.

In view of attracting, retaining and motivating competent workforce in the bureaucracy, the immediate approval of this bill is earnestly sought.


RAMON BONG REVILLA, JR.

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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 "*Salary Standardization*
2 *Law VI.*"

3 Sec. 2. *Declaration of Policy.* - Pursuant to the constitutional mandate that the
4 State shall provide for the standardization of salary of government officials and
5 employees, including those in government-owned or-controlled corporations with
6 original charters, taking into account the nature of duties and responsibilities
7 pertaining to and the qualifications required for their positions, the State shall:

- 8 a. implement a salary schedule that is generally comparable with those in the
9 private sector doing comparable work and in accordance with the provisions of
10 existing salary and position classification laws, in order to attract, retain and
11 motivate a corps of competent civil servants;
- 12 b. keep the salary for government personnel fair and reasonable based upon
13 substantive differences in duties, responsibilities, accountabilities and
14 qualification requirements of the positions;
- 15 c. ensure that the compensation for all civilian government personnel shall be
16 standardized and rationalized across all government agencies to create an
17 enabling environment that will promote social justice, integrity, efficiency,
18 productivity, accountability and excellence in the civil service;

- 1 d. take into consideration the financial capability of the government and shall give
2 due regard to the efficient allocation of funds for personnel services, which shall
3 be maintained at a realistic level in proportion to the overall expenditure of
4 government; and
- 5 e. conduct a periodic review of the salary and position classification system taking
6 into account the changes in skills and competency requirements and the
7 possible erosion in the purchasing power due to inflation, and other factors.

8 *Sec. 3. Coverage.* - This Act shall apply to all positions for civilian government
9 personnel in the Executive, Legislative and Judicial Branches, including Constitutional
10 Commissions, State Universities and Colleges (SUCs), Government-Owned or
11 Controlled Corporations (GOCCs) not covered by Republic Act 10149, Government
12 Financial Institutions (GFs) and local government units (LGUs); regardless of
13 appointment status, whether regular, casual or contractual in nature; appointive or
14 elective; and on full-time or part-time basis, now existing or hereafter created.

15 *Sec. 4. Exclusions.* - The following shall be excluded from the coverage of this
16 Act:

- 17 a. Military and uniformed personnel;
- 18 b. GOCCs under Republic Act 10149 which shall be covered by a Compensation
19 and Position Classification System (PCS) established by the Governance
20 Commission for GOCCs (GCG) and approved by the President of the Philippines:
21 and
- 22 c. Individuals whose services are engaged through job orders, contracts of
23 service, consultancy or service contracts with no employer-employee
24 relationship.

25 *Sec. 5. Exempt Entities.* - Exempt entities refer to:

- 26 a. government agencies that are not covered by the CPCS authorized under
27 Republic Act 6758, as amended;
- 28 b. GOCCs governed by the (CPCS) established by GCG under Republic Act 10149;
29 and

1 c. those authorized by law and have actually adopted their own compensation
2 and position classification system.

3 Exempt entities shall be governed by their respective compensation and
4 position classification systems which shall be made effective upon the
5 recommendation of the Department of Budget and Management (DBM) or GCG, as
6 the case may be, and approval by the President of the Philippines.

7 *Sec. 6. Applicability to Certain Officials.* - Pursuant to Section 6 of Article VII
8 and Section 10 of Article VI of the Constitution, the salaries authorized herein for the
9 President of the Philippines, Vice-President of the Philippines and Members of
10 Congress shall take effect only after the expiration of the respective terms of the
11 present incumbents.

12 *Sec. 7. Modified Salary Schedule for Civilian Government Personnel.* - The
13 modified Salary Schedule for Civilian Personnel shall be as follows:

14 **FIRST TRANCHE**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14,300	14,420	14,541	14,662	14,785	14,908	15,033	15,158
2	15,201	15,318	15,435	15,554	15,673	15,793	15,915	16,036
3	16,146	16,271	16,396	16,522	16,650	16,776	16,906	17,035
4	17,145	17,277	17,410	17,543	17,678	17,812	17,950	18,087
5	18,197	18,338	18,479	18,621	18,763	18,908	19,053	19,198
6	19,308	19,457	19,606	19,758	19,910	20,062	20,217	20,372
7	20,482	20,639	20,798	20,958	21,118	21,281	21,443	21,608
8	21,718	21,915	22,114	22,314	22,515	22,718	22,924	23,132
9	23,332	23,527	23,724	23,922	24,122	24,323	24,527	24,731
10	25,494	25,707	25,922	26,138	26,357	26,577	26,799	27,024
11	29,700	30,012	30,330	30,652	30,977	31,308	31,643	31,983
12	32,082	32,394	32,711	33,031	33,355	33,684	34,016	34,353
13	34,452	34,796	35,144	35,496	35,853	36,214	36,579	36,950
14	37,227	37,606	37,989	38,377	38,768	39,166	39,568	39,975
15	40,281	40,697	41,118	41,545	41,976	42,413	42,855	43,304
16	43,639	44,097	44,560	45,029	45,504	45,984	46,472	46,963
17	47,333	47,837	48,346	48,862	49,385	49,914	50,448	50,991
18	51,398	51,951	52,512	53,078	53,654	54,236	54,824	55,420

19	56,493	57,306	58,132	58,971	59,825	60,691	61,574	62,469
20	63,082	63,999	64,933	65,881	66,846	67,826	68,822	69,834
21	70,397	71,434	72,489	73,560	74,650	75,757	76,882	78,026
22	78,662	79,835	81,027	82,238	83,469	84,721	85,993	87,284
23	88,003	89,328	90,675	92,051	93,554	95,081	96,632	98,209
24	99,086	100,703	102,347	104,018	105,716	107,441	109,195	110,977
25	112,959	114,803	116,676	118,580	120,516	122,483	124,483	126,513
26	127,644	129,726	131,844	133,995	136,183	138,405	140,664	142,960
27	144,236	146,590	148,984	151,415	153,887	156,398	158,951	161,545
28	162,988	165,648	168,352	171,100	173,891	176,730	179,615	182,546
29	184,175	187,183	190,237	193,343	196,497	199,705	202,964	206,278
30	208,119	211,515	214,968	218,477	222,042	225,666	229,349	233,092
31	306,277	312,259	318,358	324,576	330,916	337,379	343,969	350,687
32	365,149	372,514	380,026	387,690	395,508	403,484	411,622	419,923
33	461,058	474,890						

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SECOND TRANCHE

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	15,730	15,862	15,995	16,128	16,264	16,399	16,536	16,674
2	16,721	16,850	16,979	17,109	17,240	17,372	17,507	17,640
3	17,761	17,898	18,036	18,174	18,315	18,454	18,597	18,739
4	18,860	19,005	19,151	19,297	19,446	19,593	19,745	19,896
5	20,017	20,172	20,327	20,483	20,639	20,799	20,958	21,118
6	21,239	21,403	21,567	21,734	21,901	22,068	22,239	22,409
7	22,530	22,703	22,878	23,054	23,230	23,409	23,587	23,769
8	23,890	24,107	24,325	24,545	24,767	24,990	25,216	25,445
9	25,665	25,880	26,096	26,314	26,534	26,755	26,980	27,204
10	28,043	28,278	28,514	28,752	28,993	29,235	29,479	29,726
11	32,670	33,013	33,363	33,717	34,075	34,439	34,807	35,181
12	35,290	35,633	35,982	36,334	36,691	37,052	37,418	37,788
13	37,897	38,276	38,658	39,046	39,438	39,835	40,237	40,645
14	40,950	41,367	41,788	42,215	42,645	43,083	43,525	43,973
15	44,309	44,767	45,230	45,700	46,174	46,654	47,141	47,634
16	48,003	48,507	49,016	49,532	50,054	50,582	51,119	51,659
17	52,066	52,621	53,181	53,748	54,324	54,905	55,493	56,090
18	56,538	57,146	57,763	58,386	59,019	59,660	60,306	60,962
19	62,142	63,037	63,945	64,868	65,808	66,760	67,731	68,716

20	69,390	70,399	71,426	72,469	73,531	74,609	75,704	76,817
21	77,437	78,577	79,738	80,916	82,115	83,333	84,570	85,829
22	86,528	87,819	89,130	90,462	91,816	93,193	94,592	96,012
23	96,803	98,261	99,743	101,256	102,909	104,589	106,295	108,030
24	108,995	110,773	112,582	114,420	116,288	118,185	120,115	122,075
25	124,255	126,283	128,344	130,438	132,568	134,731	136,931	139,164
26	140,408	142,699	145,028	147,395	149,801	152,246	154,730	157,256
27	158,660	161,249	163,882	166,557	169,276	172,038	174,846	177,700
28	179,287	182,213	185,187	188,210	191,280	194,403	197,577	200,801
29	202,593	205,901	209,261	212,677	216,147	219,676	223,260	226,906
30	228,931	232,667	236,465	240,325	244,246	248,233	252,284	256,401
31	336,905	343,485	350,194	357,034	364,008	371,117	378,366	385,756
32	401,664	409,765	418,029	426,459	435,059	443,832	452,784	461,915
33	507,164	522,379						

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2 **THIRD TRANCHE**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	17,303	17,448	17,595	17,741	17,890	18,039	18,190	18,341
2	18,393	18,535	18,677	18,820	18,964	19,109	19,258	19,404
3	19,537	19,688	19,840	19,991	20,147	20,299	20,457	20,513
4	20,746	20,906	21,066	21,227	21,391	21,552	21,720	21,786
5	22,019	22,189	22,360	22,531	22,703	22,879	23,054	23,130
6	23,363	23,543	23,724	23,907	24,091	24,275	24,463	24,650
7	24,783	24,973	25,166	25,359	25,553	25,750	25,946	26,146
8	26,279	26,518	26,758	27,000	27,244	27,489	27,738	27,990
9	28,232	28,468	28,706	28,945	29,187	29,431	29,678	29,924
10	30,847	31,106	31,365	31,627	31,892	32,159	32,427	32,699
11	35,937	36,314	36,699	37,089	37,483	37,883	38,288	38,699
12	38,819	39,196	39,580	39,967	40,360	40,757	41,160	41,567
13	41,687	42,104	42,524	42,951	43,382	43,819	44,261	44,710
14	45,045	45,504	45,967	46,437	46,910	47,391	47,878	48,370
15	48,740	49,244	49,753	50,270	50,791	51,319	51,855	52,397
16	52,803	53,358	53,918	54,485	55,059	55,640	56,231	56,825
17	57,273	57,883	58,499	59,123	59,756	60,396	61,042	61,699
18	62,192	62,861	63,539	64,225	64,921	65,626	66,337	67,058
19	68,356	69,341	70,340	71,355	72,389	73,436	74,504	75,588

20	76,329	77,439	78,569	79,716	80,884	82,070	83,274	84,499
21	85,181	86,435	87,712	89,008	90,327	91,666	93,027	94,412
22	95,181	96,601	98,043	99,508	100,998	102,512	104,051	105,613
23	106,483	108,087	109,717	111,382	113,200	115,048	116,925	118,833
24	119,895	121,850	123,840	125,862	127,917	130,004	132,127	134,283
25	136,681	138,911	141,178	143,482	145,825	148,204	150,624	153,080
26	154,449	156,969	159,531	162,135	164,781	167,471	170,203	172,982
27	174,526	177,374	180,270	183,213	186,204	189,242	192,331	195,470
28	197,216	200,434	203,706	207,031	210,408	213,843	217,335	220,881
29	222,852	226,491	230,187	233,945	237,762	241,644	245,586	249,597
30	251,824	255,934	260,112	264,358	268,671	273,056	277,512	282,041
31	370,596	377,834	385,213	392,737	400,409	408,229	416,203	424,332
32	441,830	450,742	459,832	469,105	478,565	488,215	498,062	508,107
33	557,880	574,617						

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2 **FOURTH TRANCHE**

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	19,033	19,193	19,355	19,515	19,679	19,843	20,009	20,175
2	20,232	20,389	20,545	20,702	20,860	21,020	21,184	21,344
3	21,491	21,657	21,824	21,990	22,162	22,329	22,503	23,364
4	22,821	22,997	23,173	23,350	23,530	23,707	23,892	24,765
5	24,221	24,408	24,596	24,784	24,973	25,167	25,359	26,243
6	25,699	25,897	26,096	26,298	26,500	26,703	26,909	27,115
7	27,261	27,470	27,683	27,895	28,108	28,325	28,541	28,761
8	28,907	29,170	29,434	29,700	29,968	30,238	30,512	30,789
9	31,055	31,315	31,577	31,840	32,106	32,374	32,646	32,916
10	33,932	34,217	34,502	34,790	35,081	35,375	35,670	35,969
11	39,531	39,945	40,369	40,798	41,231	41,671	42,117	42,569
12	42,701	43,116	43,538	43,964	44,396	44,833	45,276	45,724
13	45,856	46,314	46,776	47,246	47,720	48,201	48,687	49,181
14	49,550	50,054	50,564	51,081	51,601	52,130	52,666	53,207
15	53,614	54,168	54,728	55,297	55,870	56,451	57,041	57,637
16	58,083	58,694	59,310	59,934	60,565	61,204	61,854	62,508
17	63,000	63,671	64,349	65,035	65,732	66,436	67,146	67,869
18	68,411	69,147	69,893	70,648	71,413	72,189	72,971	73,764
19	75,192	76,275	77,374	78,491	79,628	80,780	81,954	83,147

20	83,962	85,183	86,426	87,688	88,972	90,277	91,601	92,949
21	93,699	95,079	96,483	97,909	99,360	100,833	102,330	103,853
22	104,699	106,261	107,847	109,459	111,098	112,763	114,456	116,174
23	117,131	118,896	120,689	122,520	124,520	126,553	128,618	130,716
24	131,885	134,035	136,224	138,448	140,709	143,004	145,340	147,711
25	150,349	152,802	155,296	157,830	160,408	163,024	165,686	168,388
26	169,894	172,666	175,484	178,349	181,259	184,218	187,223	190,280
27	191,979	195,111	198,297	201,534	204,824	208,166	211,564	215,017
28	216,938	220,477	224,077	227,734	231,449	235,227	239,069	242,969
29	245,137	249,140	253,206	257,340	261,538	265,808	270,145	274,557
30	277,006	281,527	286,123	290,794	295,538	300,362	305,263	310,245
31	407,656	415,617	423,734	432,011	440,450	449,052	457,823	466,765
32	486,013	495,816	505,815	516,016	526,422	537,037	547,868	558,918
33	613,668	632,079						

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The rates in the above Salary Schedule represent monthly remuneration for regular or contractual personnel, whether appointive or elective, and on full-time employment. The remuneration for those on part-time basis shall be proportionate to the actual services rendered.

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Casual personnel shall be paid daily wage rate computed by dividing the corresponding monthly salary rate in the above schedule by twenty-two (22) working days.

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Sec. 8. Salary Adjustment for Personnel of Local Government Units. - The modified Salary Schedule authorized herein may be granted to personnel of LGUs subject to compliance with the Personnel Services (PS) limitation in the LGU budget under Sections 325 and 331 of Republic Act 7160 and authorization from the Sanggunian as provided under Sections 447(a), 458(a) and 46S(a) of Republic Act 7160.

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In the implementation of the salary increases, LGs shall likewise ensure compliance with the following:

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- a. The salaries of LG personnel that may be authorized shall correspond to the LG's income classification and shall not exceed the percentage of the Salary Schedule in Section 7 hereof, as follows:

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PERCENTAGE OF THE SALARY SCHEDULE		
	For Provinces/Cities	For Municipalities
Special Cities	100%	
1st Class	100%	90%
2nd Class	95%	85%
3rd Class	90%	80%
4th Class	85%	75%
5th Class	80%	70%
6th Class	75%	65%

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2 b. The basic pay of barangay personnel shall be in the form of honoraria consistent
 3 with Republic Act 7160, which shall not exceed the percentage of the Salary
 4 Schedule corresponding to the income classification of the LGU.

5 c. In case of partial implementation of the authorized compensation rates, the
 6 same shall be at uniform percentage across all positions for every LGU.

7 *Sec. 9. Implementation Schedule.* - The modified Salary Schedule as provided
 8 herein shall be implemented in National Government Agencies as follows, subject to
 9 appropriations by Congress:

- 10 a. Starting January 1, 2024, the first tranche schedule for civilian personnel;
- 11 b. By January 1, 2025, the second tranche schedule for civilian personnel;
- 12 c. By January 1, 2026, the third tranche schedule for civilian personnel; and
- 13 d. By January 1, 2027, the fourth tranche schedule for civilian personnel.

14 For covered GOCCs, GFIs and LGUs, the implementation period shall be in at
 15 least four (4) years depending on their financial capability, with each tranche starting
 16 not earlier than the dates stated above. GOCCs, GFIs and LGUs which do not have
 17 adequate or sufficient funds shall partially implement the modified Salary Schedule.

18 In case of partial implementation, the same shall be at uniform percentage
 19 across all positions for every GOCC, GFI and LGU.

1 Sec. 10. Non-diminution in the Basic Salaries of Incumbent Employees. - In no
2 case shall there be any diminution in the basic salaries of incumbent employees upon
3 the implementation of this Act. For this purpose, they shall receive the new salary
4 rates prescribed herein which in no case shall be less than their existing salary rates.

5 Sec. 11. *Compensation and Position Classification Report.* - The DBM shall
6 prepare a Compensation and Position Classification Report for all government entities
7 in the national government; GOCCs and GFIs including exempt entities and the status
8 of implementation thereof. The reports shall be periodically updated and submitted to
9 Congress and the Commission on Audit for public disclosure, monitoring, compliance
10 with established policies and as basis for future policy decisions.

11 Sec. 12. *Periodic Review of the Compensation and Position Classification*
12 *System.* - The DBM and Civil Service Commission (CSC) shall jointly review the
13 Compensation and Position Classification System every three (3) years, develop and
14 recommend to the President a competitive compensation and remuneration system
15 which shall attract and retain talent.

16 Sec. 13. *Appropriations.* - The funding sources for the amounts necessary to
17 implement the modified Salary Schedule shall be as follows:

- 18 a. For national government entities, the amount necessary for the immediate
19 implementation of this Act shall be included in the General Appropriations Act
20 (GAA);
- 21 b. For covered GOCCs and GFIs, the amounts shall come from their respective
22 corporate funds in the approved corporate operating budgets. Government
23 corporations which do not have adequate or sufficient funds shall only partially
24 implement the established rates: Provided, That any partial implementation
25 shall be at uniform proportion of the established rates for all positions in each
26 government corporation; and
- 27 c. For LGs, the amounts shall be charged against their respective local
28 government funds in accordance with the pertinent provisions of this Act and
29 Republic Act 7160.

1 Sec. 14. *Implementing Rules and Regulations (IRR)*. - Within sixty (60) days
2 after the effectivity of this Act, the DBM, CSC and GCG shall formulate the IRR to
3 effectively implement the provisions of this Act.

4 Sec. 15. *Separability Clause*. – If any provision of this Act is declared invalid or
5 unconstitutional, other provisions hereof which are not affected thereby shall remain
6 in full force and effect.

7 Sec. 16. *Repealing Clause*. – All laws, orders, decrees, rules and regulations,
8 and other parts thereof inconsistent with the provisions of this Act are hereby
9 repealed, amended or modified accordingly.

10 Sec. 17. *Effectivity*. – This Act shall take effect fifteen (15) days after its
11 publication in the *Official Gazette* or in two (2) newspapers of general circulation in
12 the Philippines.

Approved,