

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



23 JUL 25 P 6 :28

**SENATE**  
S. No. 2356

RECEIVED BY: \_\_\_\_\_

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**Introduced by SENATOR RAMON BONG REVILLA, JR.**

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**AN ACT  
PROVIDING FOR ADDITIONAL P 12,000 INCREASE IN THE MINIMUM PAY  
OF EMPLOYEES AND WORKERS IN THE PUBLIC SECTOR NATIONWIDE AND  
FOR OTHER PURPOSE**

**EXPLANATORY NOTE**

Article II, Section 18 of the 1987 Constitution states that, "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare." It further provides in Article XIII, Section 3 that "They shall be entitled to security of tenure, humane conditions of work, and a living wage (emphasis provided)."

Government employees are the frontliners of the State in ensuring public service delivery. However, the real value of their salaries have been significantly decreased by inflation and other present economic realities. The salaries of those in the lowest salary grade level are way behind the government's conservative estimate of the cost of living a family needs in order to survive.

The current minimum pay reflects the dismal state of public sector workers. Hence, this measure seeks to address these issues by providing a P 12,000 increase to the minimum pay, and in the process, bring the low salaried government employees closer to the State's assurance of a decent wage.

In view of increasing the inflation-eroded salaries of government workers, the passage of this measure is earnestly sought.

  
**RAMON BONG REVILLA, JR.**

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**FOR OTHER PURPOSE**

*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 Additional P12,000*  
2 *Increase in the Minimum Pay Act of 2023*".

3           *Sec. 2. Declaration of Policy.* - It is hereby declared to be the policy of the State  
4 to alleviate the living conditions of the ordinary Filipino through policies that provide  
5 for a decent and humane standard of living and improved quality of life, particularly  
6 of the workers, both private and public; to ensure the right of labor to just share in  
7 the fruits of production; to guarantee the workers' right to a living wage; and to  
8 promote social justice through the adoption of measures calculated to ensure the well  
9 being and economic security of all the members of the community.

10           *Sec. 3. Scope.* - The government as the employer of public sector workers shall  
11 grant all employees in all National Government Agencies, Government Owned and  
12 Controlled Corporations, Government Financial Institutions, State Universities and  
13 Colleges, Local Government Units and other instrumentalities of the government, a P  
14 12,000 increases in the Minimum Pay (Salary Grade I).

15           *Sec. 4. Compliance to Collective Negotiations Agreement.* - No salary increase  
16 shall be credited as compliance with the increase prescribed herein unless expressly  
17 provided under a valid collective negotiations agreement.

1            *Sec. 5. Non-Diminution of Existing Allowances and Benefits.* - Nothing in this  
2 Act shall be construed to reduce any existing allowances and benefits of any form  
3 under existing laws, decrees, issuances, executive orders and any contract or  
4 agreement between employees and the government.

5            *Sec. 6. Implementing Rules and Regulations (IRR).* - The Department of Budget  
6 and Management, after a thorough process of consultation with the government  
7 employees shall promulgate the IRR to implement this Act including the corresponding  
8 increases per Salary Grades necessary to address the distortion created by the P  
9 12,000 increases in the minimum pay.

10           *Sec. 7. Separability Clause.* - All laws, orders, decrees, rules and regulations,  
11 and other parts thereof inconsistent with the provisions of this Act are hereby  
12 repealed, amended or modified accordingly.

13           *Sec. 8. Repealing Clause.* - All laws, orders, decrees, rules and regulations, and  
14 other parts thereof inconsistent with the provisions of this Act are hereby repealed,  
15 amended or modified accordingly.

16           *Sec. 9. Effectivity.* – This Act shall take effect fifteen (15) days after its  
17 publication in the Official Gazette or in two (2) newspapers of general circulation in  
18 the Philippines.

*Approved,*