

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City



EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL No. 0219

Introduced by
ACT Teachers Party-List Rep. FRANCE L. CASTRO,
BAYAN MUNA Party-List Rep. CARLOS ISAGANI T. ZARATE,
Rep. FERDINAND GAITE and Rep. EUFEMIA C. CULLAMAT,
GABRIELA Women's Party Rep. ARLENE D. BROSAS,
and KABATAAN Party-List Rep. SARAH JANE I. ELAGO

AN ACT
INCREASING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS
AND OTHER GOVERNMENT EMPLOYEES
AND AUGMENTING THE PERSONNEL ECONOMIC RELIEF ALLOWANCE

EXPLANATORY NOTE

This bill aims to increase the minimum monthly salaries of public school teachers and other government employees. It also aims to increase the Personnel Economic Relief Allowance granted to all government employees from ₱2,000 per month to ₱5,000.

Increasing the salaries of government employees, majority of whom are public school teachers and workers in the education sector, will ease the errors in the Salary Standardization Law (SSL) which were worsened by its latest adjustment through Executive Order 201 (2016) and the doubling of salaries of military and uniformed personnel through Joint Resolution 1 (2018).

First, the SSL under EO 201 grants measly increases that are quickly eaten away by taxes and inflation—especially those brought by the TRAIN Law. The salaries remain insufficient for a family living wage of ₱1,119 per day or ₱33,570 per month for a family of six to have a decent and humane condition of living. 1 The disparity between the salary and the family living wage continues to widen, as

inflation steadily rises without corresponding timely increases in salaries. Our employees' earnings simply cannot catch up with the cost of living. For instance, the present salaries of public school teachers range only from ₱20,179 up to ₱24,224 per month, which are way below the living wage.

Second, the SSL gives more to those who already have more, and far less to those who have less. With this latest adjustment, the long-standing gap between the lowest and highest paid employees was made even wider. The salary of the lowest-ranked government employee was increased by only 22.98% (₱9,000 to ₱11,000), and that of a Teacher I and Nurse I by only 11.89% (₱18,549 to ₱20,754). On the other hand, the salaries of those occupying executive-level positions were increased by 76.96% up to 233.12% (Salary Grade 25 to Salary Grade 33).

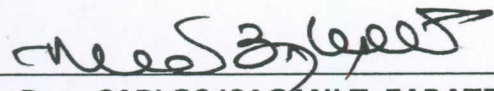
Civilian personnel are also left far behind now that Joint Resolution 1 increased the base pay of military and uniformed personnel, without a corresponding adjustment in the salaries of civilian employees. This created a wide salary gap between civilian employees and their armed counterparts, with the former on the losing side. For instance, candidate soldiers earn ₱18,587 monthly while thousands of civilian rank-and-file employees in Salary Grades (SG) 1 to 10 are paid ₱10,510 to ₱18,718, though they have similar, even higher qualifications, or have spent equal or even more years in government service. A Police Officer 1 (PO1) and a Private are now paid P29,668, almost P10,000 more than the P20,179 paid to a Teacher I, a Nurse I, a Private Secretary, a Registrar I, and a Guidance Counselor I (SG 11) under the third tranche of the revised Salary Standardization Law.

Hence, this bill proposes substantial salary increases for civilian personnel in government to close the gap between public sector pay, especially among the rank-and-file, and the cost of living. It will also address the distortion created by the doubling of entry-level pay of military and uniformed personnel. It also proposes the annual adjustment of salaries to ensure that public sector pay keeps pace with the cost of living. This bill mandates the Department of Budget and Management, in consultation with public sector unions, to recommend to Congress the appropriation of the necessary funds.


For these reasons, immediate approval of this bill is sought.



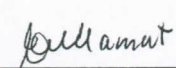
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ACT Teachers Party-List




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BAYAN MUNA Party-List



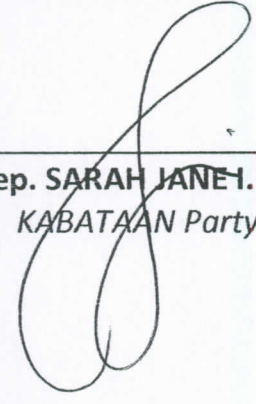
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Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

SECTION 1. Declaration of Policy. It is hereby declared the policy of the State to alleviate the living conditions of government employees and to guarantee employees' rights to living wage.

The State policies of ensuring that education receives the highest budgetary priority and that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment are hereby reiterated.

In the formulation of decisions with regard to education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to human conditions of work and a living wage.

SECTION 2. *Raising of the Minimum Salaries of Regular Employees in Government.*

The present salary of a regular entry-level position in government service shall not be less than Sixteen Thousand Pesos (P16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 3. *Raising of the Minimum Salaries of Public School Teachers in Basic Education.*

The present entry-level salary of public school teachers shall not be less than Thirty Thousand Pesos (P30,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 4. *Raising of the Minimum Salary Grade Level of Higher Education Teaching Personnel.*

The present entry-level salary of teaching personnel in State and Local Universities and Colleges shall not be less than Thirty One Thousand Pesos (P31,000) a month. The salaries of all other teaching personnel occupying higher positions shall be adjusted accordingly.

SECTION 5. *Annual Adjustment of Salaries.* Salaries of government personnel shall be adjusted annually to keep pace with the cost of living. The Department of Budget and Management (DBM), in consultation with public sector unions, shall recommend to Congress the appropriation of the necessary funds.

SECTION 6. *Augmentation of the Personnel Economic Relief Allowance.* The Personnel Economic Relief Allowance (PERA) is hereby increased from the present Two Thousand Pesos (P2,000) a month to Five Thousand Pesos (P5,000) a month. The PERA shall henceforth be referred to as the Augmented Personnel Economic Relief Allowance (APERA).

SECTION 7. *Rules and Regulations.* The Department of Education, the Commission on Higher Education, and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION 8. *Appropriations.* The amount necessary for the initial implementation of this Act shall be taken from current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

SECTION 9. *Separability Clause.* Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 10. *Repealing Clause.* All laws, decrees, orders, rules and regulations or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed.

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

Approved,