

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 2302**

HOUSE OF REPRESENTATIVES	
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Introduced by Rep. Winston "Winnie" Castelo

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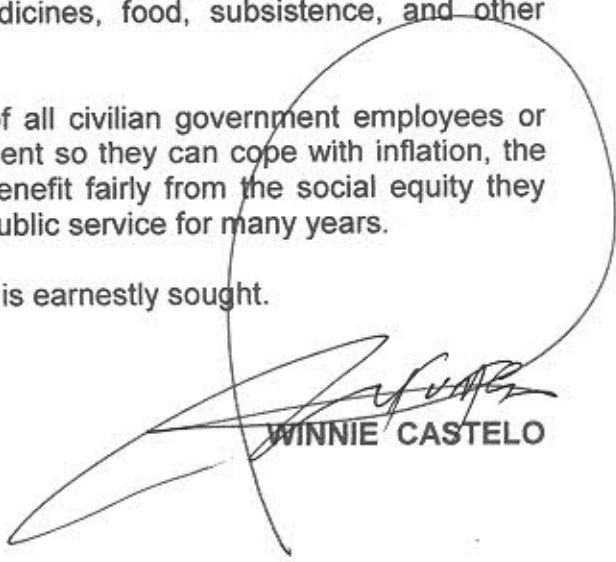
**EXPLANATORY NOTE**

It is a matter of sound government policy to grant an increase or corresponding adjustment in retirement pay for all civilian government employees who have faithfully rendered services to the government especially those who have completed at least twenty (20) years of public service.

Apparently, whenever initiatives are carried out to effect increase in salaries and allowances and other benefits for all government employees and personnel, it is the retirement pay of those who have served in government for many years which is not given equal attention. Hence, this sector of civil servants is not benefitted and instead disadvantaged since the equity they deserve and continue to deserve is taken for granted. Furthermore, they are subjected to the costs of standard of living in their retired status such as but not limited to medicines, food, subsistence, and other emerging needs.

Thus, it is only fitting that the retirement pay of all civilian government employees or personnel to be granted an increase or adjustment so they can cope with inflation, the purchasing power of the peso, as well as to benefit fairly from the social equity they rightfully deserve as those who have served in public service for many years.

Henceforth, the approval of this instant measure is earnestly sought.



**WINNIE CASTELO**

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**AN ACT**  
**AUTHORIZING THE GRANT OF AN INCREASE IN RETIREMENT PAY OF ALL CIVILIAN**  
**GOVERNMENT EMPLOYEES AND FOR OTHER PURPOSES**

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

SECTION 1. This Act shall be known as the "Retirement Pay Adjustment Act of 2016."

SEC. 2. There shall hereby be authorized the grant of an increase or adjustment in retirement pay of all civilian government employees;

*Provided Further That*, such grant of an increase or adjustment be effected as a continuing incentive for those who have served in government for a period of not less than twenty (20) years and that it be implemented across the board.

SEC. 3. The Government Service Insurance System in coordination with the Department of Budget and Management shall determine the rational amount of such increase/adjustment and consequently issue appropriate rules, regulations, guidelines, and orders to effectively carry out the provisions of this Act.

*Provided Further That*, the amount required and necessary to implement this Act shall henceforth be appropriated and subsequently incorporated in the yearly appropriation of the government and every year thereafter.

SEC. 4. This Act shall take effect thirty (30) days upon its approval, its publication in the Official Gazette, and in at least three (3) newspapers of general circulation.

*Approved,*