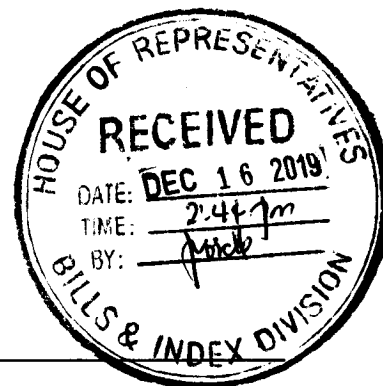


Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS  
First Regular Session



COMMITTEE REPORT NO. 137

Submitted by the Committee on Appropriations on DEC 16 2019

**Re: House Bill No. 5712**

Recommending its approval without amendment in consolidation with House Bills Numbered 6,196, 219, 247, 460, 496, 509, 643, 661, 754, 781, 877, 887, 908, 930, 957, 959, 1020, 1054, 1086, 1268, 1272, 1279, 1296, 1314, 1410, 1475, 1499, 1500, 1559, 1740, 1767, 1895, 1919, 1942, 1968, 1992, 2022, 2027, 2028, 2029, 2035, 2137, 2226, 2452, 2470, 2475, 2477, 2509, 2548, 2581, 2703, 2854, 2889, 2922, 2988, 2994, 3015, 3096, 3160, 3252, 3271, 3278, 3346, 3410, 3435, 3436, 3478, 3479, 3535, 3539, 3607, 3655, 3676, 3923, 3955, 3956, 4049, 4134, 4149, 4186, 4325, 4334, 4353, 4451, 4478, 4498, 4500, 4547, 4563, 4589, 4657, 4968, 4987, 5033, 5076, 5096, 5133, 5140, 5239, 5486, 5500, 5573 and 5709

Sponsor: Representatives Isidro T. Ungab, Alan Peter "Compañero" S. Cayetano, Paolo Z. Duterte and Ferdinand Martin G. Romualdez

**Mr. Speaker,**

The Committee on Appropriations to which were referred:

House Bill No. 6, introduced by Rep. Alan Peter "Compañero" S. Cayetano, Jr., titled:

"AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND  
COMPENSATION FOR EDUCATORS IN BASIC  
EDUCATION";

House Bill No. 196, introduced by Reps. Estrellita B. Suansing and Horacio P. Suansing, Jr., titled:

"AN ACT UPGRADING THE MINIMUM MONTHLY SALARY  
OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING  
PERSONNEL FROM SALARY GRADE 11 TO SALARY  
GRADE 20, AND FROM SALARY GRADE 1 TO SALARY  
GRADE 8, RESPECTIVELY, AND APPROPRIATING FUNDS  
THEREFOR";

House Bill No. 219, introduced by Reps. France L. Castro, Carlos Isagani T. Zarate, Ferdinand R. Gaite, Eufemia "Ka Femia" C. Cullamat, Arlene D. Brosas and Sarah Jane I. Elago, titled:

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

House Bill No. 247, introduced by Reps. Ferdinand R. Gaite, Carlos Isagani T. Zarate, Eufemia "Ka Femia" C. Cullamat, France L. Castro, Arlene D. Brosas and Sarah Jane I. Elago, titled:

**"AN ACT ESTABLISHING THE NATIONAL MINIMUM MONTHLY SALARY IN GOVERNMENT AND PROVIDING FUNDS THEREFOR";**

House Bill No. 460, introduced by Rep. Olga T. Kho, titled:

**"AN ACT GRANTING EXEMPTION TO MEDICAL DOCTORS FROM THE COVERAGE OF REPUBLIC ACT NO. 6758, OTHERWISE KNOWN AS THE SALARY STANDARDIZATION";**

House Bill No. 496, introduced by Rep. Raul V. Del Mar, titled:

**"AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 20 AND PROVIDING FUNDS THERETO";**

House Bill No. 509, introduced by Reps. France L. Castro, Carlos Isagani T. Zarate, Ferdinand R. Gaite, Eufemia "Ka Femia" C. Cullamat, Arlene D. Brosas and Sarah Jane I. Elago, titled:

**"AN ACT CREATING IN THE DEPARTMENT OF EDUCATION THE PLANTILLA POSITIONS OF GUIDANCE COUNSELOR IN EVERY ELEMENTARY SCHOOL AND ADDITIONAL PLANTILLA POSITIONS OF GUIDANCE COUNSELOR FOR HIGH SCHOOL, INCREASING THE SALARIES OF GUIDANCE COUNSELORS AND GUIDANCE-RELATED POSITIONS, AND APPROPRIATING FUNDS THEREFOR";**

House Bill No. 643, introduced by Rep. Joy Myra S. Tambunting, titled:

**"AN ACT UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15";**

House Bill No. 661, introduced by Rep. Ron P. Salo, titled:

“AN ACT PROVIDING AN INCREASE AND AN AUTOMATIC ADJUSTMENT MECHANISM IN THE PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA) GRANTED TO ALL WORKERS IN THE PUBLIC SECTOR, AND APPROPRIATING FUNDS THEREOF,” introduced by Rep. Ron P. Salo; House Bill No. 754, titled “AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 19”;

House Bill No. 754, introduced by Rep. Rozzano Rufino B. Biazon, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 19”;

House Bill No. 781, introduced by Rep. Rozzano Rufino B. Biazon, titled:

“AN ACT EXEMPTING THE BUREAU OF CUSTOMS AND THE BUREAU OF INTERNAL REVENUES FROM THE COVERAGE OF REPUBLIC ACT NO. 6758, OTHERWISE KNOWN AS THE SALARY STANDARDIZATION LAW, AS AMENDED, AND FOR OTHER PURPOSES”;

House Bill No. 877, introduced by Rep. John Reynald M. Tiangco, titled:

“AN ACT INCREASING THE MINIMUM SALARIES OF TEACHERS AND NON-TEACHING PERSONNEL IN PUBLIC SCHOOLS, AND GRANTING THEM ADDITIONAL INCENTIVES”;

House Bill No. 887, introduced by Rep. Manuel DG. Cabochan III, titled:

“AN ACT INCREASING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 20 AND PROVIDING FUNDS THEREFOR”;

House Bill No. 908, introduced by Rep. Sonny L. Lagon, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15”;

House Bill No. 930, introduced by Rep. Manule DG. Cabochan III, titled:

**“AN ACT GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No.957, introduced by Rep. Ron P. Salo, titled:

**“AN ACT RECLASSIFYING THE SALARY AND QUALIFICATIONS OF CERTAIN EMPLOYEES IN THE JUDICIARY AND FOR OTHER PURPOSES”;**

House Bill No. 959, introduced by Rep. Ron P. Salo, titled:

**“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF THE TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15”;**

House Bill No. 1020, introduced by Rep. Precious Hipolito Castelo, titled:

**“AN ACT INCREASING THE BASIC SALARY OF PUBLIC SCHOOL TEACHERS TO THIRTY THOUSAND PESOS (P30,000.00)”;**

House Bill No. 1054, introduced by Rep. Dahlia A. Loyola, titled:

**“AN ACT PROVIDING FOR A TEN THOUSAND (Php10,000.00) ACROSS- THE-BOARD INCREASE IN THE BASIC SALARY OF ALL PUBLIC SCHOOL TEACHERS IN KINDERGARTEN, ELEMENTARY, SECONDARY, AND SENIOR HIGH SCHOOL AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 1086, introduced by Rep. “Kuya” Jose Antonio R. Sy-Alvarado, titled:

**“AN ACT UPGRADING THE POSITION OF SANITATION INSPECTOR TO THE NEXT HIGHER GRADE AND APPROPRIATING FUNDS THEREFORE”;**

House Bill No. 1268, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

**“AN ACT GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 1272, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT PROVIDING THAT ALL CONTRACTUAL AND CASUAL EMPLOYEES IN THE GOVERNMENT SERVICE BE PAID CORRESPONDING WAGES DURING SPECIAL PUBLIC AND LOCAL HOLIDAYS, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1279, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT GRANTING NIGHT SHIFT DIFFERENTIAL PAY TO THE GOV'T EMPLOYEES INCLUDING THOSE IN GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1296, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT’ UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT DOCTORS FROM SALARY GRADE 16 TO 24”;

House Bill No. 1314, introduced by Rep. Jocelyn F. Fortuno, titled:

“AN ACT GRANTING ALL PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL OF THE DEPARTMENT OF EDUCATION (DepEd) AN ACROSS-THE-BOARD INCREASE IN THE AMOUNT OF TEN THOUSAND PESOS (P10,000.00) PER MONTH AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1410, introduced by Rep. Alfred D. Vargas, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF THE TEACHERS FROM SALARY GRADE 11 TO 19”;

House Bill No. 1475, introduced by Rep. Marlyn B. Alonte, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF THE TEACHERS FROM SALARY GRADE 11 TO 19”;

House Bill No. 1499, introduced by Rep. Manuel DG. Cabochan III, titled:

“AN ACT PROVIDING FOR A COST OF LIVING ALLOWANCE (COLA) FOR ALL OFFICIALS AND EMPLOYEES IN THE GOVERNMENT SECTOR AND FOR OTHER RELATED PURPOSES”;

House Bill No. 1500, introduced by Rep. Edgar M. Chatto, titled:

“AN ACT UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SALARY GRADE 18, AND FROM SALARY GRADE 1 TO SALARY GRADE 9, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1559, introduced by Rep. Rommel Rico T. Angara, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO 19 AND FOR OTHER PURPOSES”;

House Bill No. 1740, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS IN BASIC EDUCATION”;

House Bill No. 1767, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT GRANTING SPECIAL HARDSHIP ALLOWANCE TO PUBLIC SCHOOL TEACHERS, SCHOOL HEADS AND ADMINISTRATORS IN HARDSHIP POSTS”;

House Bill No. 1895, introduced by Rep. Erico Go Yap, titled:

“AN ACT INCREASING THE SALARY OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS THEREOF”;

House Bill No. 1919, introduced by Rep. “Kuya” Jose Antonio R. Sy-Alvarado, titled:

“AN ACT PROVIDING FOR AN ACROSS THE BOARD INCREASE OF TWELVE THOUSAND PESOS (PHP 12,000.00) TO THE BASIC SALARY OF ALL ELEMENTARY AND SECONDARY PUBLIC-SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1942, introduced by Reps. Enrico A. Pineda and Michael L. Romero, titled:

“AN ACT UPGRADING THE MINIMUM SALARY OF GOVERNMENT NURSES FROM SALARY GRADE 11 TO SALARY GRADE 15”;

House Bill No. 1968, introduced by Rep. Manuel DG. Cabochan III, titled:

“AN ACT PROVIDING FOR AN INCREASE IN THE SALARY AND ADDITIONAL INCENTIVES FOR GOVERNMENT PHYSICIANS AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 1992, introduced by Rep. Frederick W. Siao, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO 19”;

House Bill No. 2022, introduced by Rep. Alfred D. Vargas, titled:

“AN ACT GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 2027, introduced by Rep. Bernadette “BH” Herrera-Dy, titled:

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

House Bill No. 2028, introduced by Rep. Bernadette “BH” Herrera-Dy, titled:

**“AN ACT UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SALARY GRADE 18, AND FROM SALARY GRADE 1 TO SALARY GRADE 9, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 2029, introduced by Rep. Bernadette “BH” Hererra-Dy, titled:

**“AN ACT INSTITUTIONALIZING THE SALARY STEP INCREMENT FOR TEACHERS WITH SPECIALIZATION IN SCIENCE AND ON MATHEMATICS”;**

House Bill No. 2035, introduced by Rep. “Kuya” Jose Antonio R. Sy-Alvarado, titled:

**“AN INCREASING THE SALARY OF HEAD TEACHER IN PROPORTION TO THEIR FUNCTION AND IN RELATION TO THE PAYSCALE OF TEACHERS PROVIDED BY LAW”;**

House Bill No. 2137, introduced by Rep. Precious Hipolito Castelo, titled:

**“AUTHORIZING THE GRANT OF AN INCREASE IN RETIREMENT PAY OF CIVILIAN GOVERNMENT EMPLOYEES AND FOR OTHER PURPOSES”;**

House Bill No. 2226, introduced by Rep. Anthony Peter “Onyx” D. Crisologo, titled:

**“AN ACT UPGRADING THE SALARY GRADE OF TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 19, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES”;**

House Bill No. 2452, introduced by Rep. Angelina “Helen” D.L. Tan, M.D., titled:

**“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO 19”;**

House Bill No. 2470, introduced by Rep. Lianda B. Bolilia, titled:

**“AN ACT INCREASING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR”;**



House Bill No. 2475, introduced by Reps. Davis “Jay-Jay” C. Suarez and Anna Marie Villaraza-Suarez, titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS IN BASIC EDUCATION”;

House Bill No. 2477, introduced by Rep. Aloysia T. Lim, titled:

“AN ACT INCREASING THE BASIC SALARY OF THE PUBLIC SCHOOL TEACHERS AND PROVIDING FUNDS THEREOF”;

House Bill No. 2509, introduced by Rep. Aleta C. Suarez, titled:

“AN ACT UPGRADING THE MINIMUM SALARY OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 13, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 2548, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL”;

House Bill No. 2581, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

“AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 15 AND PROVIDING FUNDS THEREOF”;

House Bill No. 2703, introduced by Rep. Aurelio “Dong” Gonzales, Jr., titled:

“AN ACT INCREASING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 15 AND PROVIDING FUNDS THEREFOR”;

House Bill No. 2854, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT NURSES FROM SALARY GRADE 11 TO 15”;

House Bill No. 2889, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS IN BASIC EDUCATION”;

House Bill No. 2922, introduced by Rep. Precious Hipolito Castelo, titled:

“AN ACT GRANTING THE METRO MANILA DEVELOPMENT AUTHORITY TRAFFIC ENFORCERS HAZARD PAY EQUIVALENT TO AT LEAST TWENTY PERCENT (20%) OF THEIR MONTHLY BASIC SALARY, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES”;

House Bill No. 2988, Introduced by Rep. Precious Hipolito Castelo, titled:

“AN ACT INCREASING THE BASIC SALARY OF GOVERNMENT NURSES TO THIRTY THOUSAND PESOS (P30,000.00)”;

House Bill No. 2994, introduced by Rep. Aurelio “Dong” Gonzales, Jr., titled:

“AN ACT PROVIDING FOR AN INCREASE IN THE SALARY GRADE OF GOVERNMENT NURSES, PHARMACISTS, SPEECH THERAPISTS, OCCUPATIONAL THERAPISTS, PHYSICAL THERAPISTS, MEDICAL TECHNICIANS, RADIOLOGY TECHNICIANS AND OTHER HEALTH CARE PERSONNEL, GRANTING OF ALLOWANCE AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 3015, introduced by Rep. Alyssa Sheena P. Tan, titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS AND OTHER PERSONNEL IN BASIC EDUCATION”;

House Bill No. 3096, introduced by Rep. Strike B. Revilla, titled:

“AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO 15 AND PROVIDING FUNDS THEREFOR”;

House Bill No. 3160, introduced by Rep. Alfred D. Vargas, titled:

**“AN ACT PROVIDING FOR NURSES TO BE ALLOCATED WITH RAISED SALARIES BY UPGRADING THE MINIMUM SALARY GRADE LEVEL OF ALL PUBLIC SCHOOL NURSES FROM SALARY GRADE 11 TO 15 IN ALL PUBLIC HOSPITALS AND OTHER GOVERNMENT INSTITUTIONS, AND INCREASING THE SALARY RATE OF ALL PRIVATE NURSES IN ALL PRIVATE HOSPITALS AND HEALTH INSTITUTIONS”;**

House Bill No. 3252, introduced by Rep. “Kuya” Jose Antonio R. Sy-Alvarado, titled:

**“AN ACT ADJUSTING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES”;**

House Bill No. 3271, introduced by Rep. Virgilio S. Lacson, titled:

**“AN ACT INSTITUTIONALIZING THE RELEASE OF THE 14TH MONTH PAY FOR ALL PUBLIC SCHOOL TEACHERS”;**

House Bill No. 3278, introduced by Reps. Ferdinand Martin G. Romuladez and Yedda Marie K. Romualdez, titled:

**“AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL”;**

House Bill No. 3346, introduced by Rep. Cheryl Deloso-Montalla, titled:

**“AN ACT ADJUSTING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT AND FOR OTHER PURPOSES”;**

House Bill No. 3410, introduced by Rep. Jericho Jonas B. Nograles, titled:

**“AN ACT ADJUSTING THE SALARY OF CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES”;**

House Bill No.3435, introduced by Rep. Vilma Santos-Recto, titled:

**“AN ACT PROVIDING FOR THE TEN THOUSAND PESOS (P10,000.00) ACROSS-THE-BOARD INCREASE IN THE BASIC MONTHLY SALARY OF ALL PUBLIC ELEMENTARY AND SECONDARY SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No.3436, introduced by Rep. Vilma Santos-Recto, titled:

**“AN ACT ADJUSTING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT AND FOR OTHER PURPOSES”;**

House Bill No. 3478, introduced by Reps. Ferdinand R. Gaitan, Carlos Isagani T. Zarate, Eufemia “Ka Femia” C. Cullamat, France L. Castro, Arlene D. Brosas and Sarah Jane I. Elago, titled:

**“AN ACT UPGRADING THE MINIMUM MONTHLY SALARY OF NURSES TO P30,000 AND PROVIDING THEM WITH OTHER BENEFITS”;**

House Bill No. 3479, introduced by Rep. Angelina “Helen” D.L. Tan, M.D., titled:

**“AN ACT ADJUSTING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT”;**

House Bill No. 3535, introduced by Rep. Precious Hipolito Castelo, titled:

**“AN ACT INCREASING THE HAZARD PAY OF ALL FIREFIGHTERS IN THE COUNTRY TO AT LEAST 20% OF THEIR MONTHLY BASIC SALARY, APPROPRIATING FUNDS THEREFORE AND FOR OTHER PURPOSE”;**

House Bill No. 3539, introduced by Rep. Esmarel “Toto” G. Mangudadatu, titled:

**“AN ACT INCREASING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SG 11 TO 19”;**

House Bill No. 3607, introduced by Rep. Josephine Y. Ramirez-Sato, titled:

“AN ACT RATIONALIZING THE EQUITABLE SALARIES OF TEACHERS BY INCREASING THE SALARY GRADE OF TEACHER 1 TO TEACHER III, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 3655, introduced by Reps. Eric Go Yap, Jocelyn P. Tulfo and Rowena Niña O. Taduran, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT NURSES AND OTHER HEALTH CARE PERSONNEL”;

House Bill No. 3676, introduced by Rep. Virgilio S. Lacson, titled:

“AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS THEREFOR”;

House Bill No. 3923, introduced by Rep. Anthony Peter “Onyx” D. Crisologo, titled:

“AN ACT SETTING THE MINIMUM MONTHLY PAY OF GOVERNMENT PHYSICIANS, PROVIDING THEM BENEFITS, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 3955, introduced by Rep. Erico Aristotle C. Aumentado, titled:

“AN ACT UPGRADING THE MINIMUM SALARY OF GOVERNMENT NURSES FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS THEREFOR”;

House Bill No. 3956, introduced by Rep. Erico Aristotle C. Aumentado, titled:

“AN ACT UPGRADING THE BASIC SALARY OF PUBLIC SCHOOL TEACHERS SALARY GRADE 11 TO SALARY GRADE 15”;

House Bill No. 4049, introduced by Rep. Johnny Ty Pimentel, titled:

“AN ACT UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 19”;

House Bill No. 4134, introduced by Rep. Jumel Anthony I. Espino, titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS IN BASIC EDUCATION”;

House Bill No. 4149, introduced by Rep. Teodorico “Nonong” T. Haresco, Jr., titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF THE TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 20, AND FOR OTHER PURPOSES”;

House Bill No. 4186, introduced by Rep. Eric L. Olivarez, titled:

“AN ACT PROVIDING FOR AN ACROSS THE BOARD INCREASE OF FIFTEEN THOUSAND PESOS (P15,000.00) TO THE BASIC SALARY OF ALL ELEMENTARY AND SECONDARY PUBLIC SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 4325, introduced by Rep. Faustino “Inno” A. Dy V, titled:

“AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF THE TEACHERS FROM SALARY GRADE 11 TO 19”;

House Bill No. 4334, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

“AN ACT ADJUSTING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES”;

House Bill No. 4353, introduced by Rep. Vilma Santos-Recto, titled:

“AN ACT INCREASING TO THREE THOUSAND PESOS (P3,000.00) THE MONTHLY PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA) GRANTED TO GOVERNMENT EMPLOYEES, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES”;

House Bill No. 4451, introduced by Rep. Ferdinand L. Hernandez, titled:

“AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR EDUCATORS IN BASIC EDUCATION”;

House Bill No. 4478, introduced by Reps. Shernee A. Tan-Tambut and Samier A. Tan, titled:

“AN ACT UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SG 18, AND FROM SG 1 TO SG 9 RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 4498, introduced by Reps. Shernee A. Tan-Tambut and Samier A. Tan, titled:

“AN ACT INCREASING THE SPECIAL HARDSHIP ALLOWANCES OF PUBLIC SCHOOL TEACHERS ASSIGNED IN CONFLICT AREAS, AMENDING FOR THE PURPOSE RA NO. 4670, AS AMENDED, OTHERWISE KNOWN AS THE MAGNA CARTA FOR PUBLIC TEACHERS AND APPROPRIATING FUNDS THEREFOR”;

House Bill No. 4500, introduced by Rep. Aloysia T. Lim, titled:

“AN ACT MODIFYING THE SALARY SCHEDULE OF CIVILIAN GOVERNMENT PERSONNEL AND FOR OTHER PURPOSES”;

House Bill No. 4547, introduced by Rep. Vilma Santos-Recto, titled:

“AN ACT INCREASING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE GOVERNMENT AND FOR OTHER PURPOSES”;

House Bill No.4563, introduced by Reps. Shernee A. Tan-Tambut and Samier A. Tan, titled:

**“AN ACT UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SG 18, AND FROM SG 1 TO SG 9 RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 4589, introduced by Rep. Manuel DG. Cabochan III, titled:

**“AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS”;**

House Bill No. 4657, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

**“AN ACT UPGRADING THE MINIMUM SG LEVEL OF THE TEACHERS FROM SG 11 TO 19”;**

House Bill No. 4968, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

**“AN ACT INCREASING THE SALARY OF HEAD TEACHER IN PROPORTION TO THEIR FUNCTION AND IN RELATION TO THE PAY SCALE OF TEACHERS PROVIDED BY LAW”;**

House Bill No. 4987, introduced by Rep. Tyrone D. Agabas, titled:

**“AN ACT UPGRADING THE MINIMUM MONTHLY SALARY OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SG 20, AND FROM SG 1 TO SG 8, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 5033, introduced by Rep. John Marvin “Yul Servo” C. Nieto, titled:

**“AN ACT UPGRADING THE SALARIES OF EMPLOYEES OF THE COMMISSION ON ELECTIONS”;**

House Bill No. 5076, introduced by Rep. Juan Fidel Felipe F. Nograles, titled:



**“AN ACT PROVIDING FOR A HIGHER SALARY GRADE LEVEL AND GRANTING RETIREMENT BENEFITS TO ALL PUBLIC SCHOOL TEACHERS AND PROVIDING FUNDS THEREFOR”;**

House Bill No. 5096, introduced by Rep. Victor A. Yap, titled:

**“AN ACT INCREASING TO FOUR THOUSAND PESOS (P4,000.00) THE MONTHLY PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA) GRANTED TO GOVERNMENT EMPLOYEES AND PROVIDING FOR AN AUTOMATIC ADJUSTMENT MECHANISM THEREOF, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES”;**

House Bill No. 5133, introduced by Reps. Mujiv S. Hataman, and Amihilda J. Sangcopan, titled:

**“AN ACT PROVIDING TEN THOUSAND PESOS (P10,000.00) ACROSS THE BOARD INCREASE IN THE BASIC MONTHLY SALARY OF PUBLIC SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 5140, introduced by Rep. Michael L. Romero, titled:

**“AN ACT PROVIDING FOR THE SALARY ADJUSTMENT OF ALL PUBLIC SCHOOL TEACHERS AND HIGHER EDUCATION TEACHING PERSONNEL TO AUGMENT THEIR PERFORMANCE AND FOR OTHER PURPOSES”;**

House Bill No. 5239, introduced by Rep. Victor A. Yap, titled:

**“AN ACT GRANTING NIGHT SHIFT DIFFERENTIAL PAY TO GOVERNMENT EMPLOYEES INCLUDING THOSE IN GOVERNMENT-OWNED CORPORATIONS AND APPROPRIATING FUNDS THEREFOR”;**

House Bill No. 5486, introduced by Rep. Luisa Lloren Cuaresma, titled:

**“AN ACT PROVIDING FOR ADDITIONAL COMPENSATION TO PUBLIC SCHOOL EDUCATORS AND NON-TEACHING PERSONNEL IN BASIC EDUCATION”;**

House Bill No. 5500, introduced by Rep. Ma. Angelica M. Amante-Matba, titled:

“AN ACT UPGRADING THE MINIMUM SALARY OF GOVERNMENT NURSES AND OTHER HEALTH CARE PERSONNEL”;

House Bill No. 5573, introduced by Rep. Luis Raymund “LRay” F. Villafuerte, Jr., titled:

“AN ACT PROVIDING FOR ADDITIONAL COMPENSATION AND ALLOWANCES FOR EDUCATORS IN PUBLIC BASIC EDUCATION”;

House Bill No. 5709, introduced by Rep. Lianda B. Bolilia, titled:

AN ACT INSTITUTIONALIZING THE SALARY STEP INCREMENT FOR TEACHERS WITH SPECIALIZATION IN SCIENCEAND/OR MATHEMATICS” and

House Bill No. 5712, introduced by Reps. Alan Peter “Compañero” S. Cayetano, Paolo Z. Duterte, Ferdinand Martin G. Romualdez and Isidro T. Ungab, titled:

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

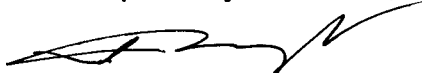
has considered the same and recommends that House Bill No. 5712, titled:

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

be approved without amendment in consolidation with House Bills Numbered 6,196, 219, 247, 460, 496, 509, 643, 661, 754, 781, 877, 887, 908, 930, 957, 959, 1020, 1054, 1086, 1268, 1272, 1279, 1296, 1314, 1410, 1475, 1499, 1500, 1559, 1740, 1767, 1895, 1919, 1942, 1968, 1992, 2022, 2027, 2028, 2029, 2035, 2137, 2226, 2452, 2470, 2475, 2477, 2509, 2548, 2581, 2703, 2854, 2889, 2922, 2988, 2994, 3015, 3096, 3160, 3252, 3271, 3278, 3346, 3410, 3435, 3436, 3478, 3479, 3535, 3539, 3607, 3655, 3676, 3923, 3955, 3956, 4049, 4134, 4149, 4186, 4325, 4334, 4353, 4451, 4478, 4498, 4500, 4547, 4563, 4589, 4657, 4968, 4987, 5033, 5076, 5096, 5133, 5140, 5239, 5486, 5500, 5573 and 5709

and with Representatives Alan Peter “Compañero” S. Cayetano, Paolo Z. Duterte, Ferdinand Martin G. Romualdez, Isidro T. Ungab, Estrellita B. Suansing, Horacio P. Suansing, Jr., Ferdinand R. Gaité, Carlos Isagani T. Zarate, Eufemia “Ka Femia” C. Cullamat, France L. Castro, Arlene D. Brosas, Sarah Jane I. Elago, Elisa “Olga” T. Kho, Raul V. Del Mar, Joy Myra S. Tambunting, Ron P. Salo, Rozzano Rufino B. Biazon, John Reynald M. Tiangco, Manuel DG. Cabochan III, Sonny “SL” L. Lagon, Precious Hipolito Castelo, Dahlia A. Loyola, “Kuya” Jose Antonio R. Sy-Alvarado, Luis Raymund “LRay” F. Villafuerte, Jr., Jocelyn F. Fortuno, Alfred D. Vargas, Marlyn “Len” B. Alonte, Edgar M. Chatto, Rommel Rico T. Angara, Eric Go Yap, Enrico A. Pineda, Michael Odylon L. Romero, Ph.D., Frederick W. Siao, Bernadette “BH” Herrera-Dy, Anthony Peter “Onyx” D. Crisologo, Angelina “Helen” D.L. Tan, M.D., Lianda B. Bolilia, David “Jay-Jay” C. Suarez, Anna Marie Villaraza-Suarez, Aloy Lim, Aleta C. Suarez, John Marvin “Yul Servo” C. Nieto, Aurelio “Dong” D. Gonzales, Jr., Atty. Alyssa Sheena P. Tan, CPA, Strike B. Revilla, Virgilio S. Lacson, Yedda Marie K. Romualdez, Cheryl P. Deloso-Montalla, Jericho Jonas B. Nograles, Vilma Santos-Recto, Esmael G. Mangudadatu, Josephine Ramirez-Sato, Erico Aristotle C. Aumentado, Jocelyn P. Tulfo, Rowena Niña Taduran, Johnny Ty Pimentel, Jummel Anthony I. Espino, Teodorico T. Haresco, Jr., Eric L. Olivarez, Faustino “Inno” A. Dy V, Ferdinand L. Hernandez, Shernee A. Tan-Tambut, Samier A. Tan, Tyrone D. Agabas, Juan Fidel Felipe F. Nograles, Victor A. Yap, Mujiv S. Hataman, Amihilda J. Sangcopan, Luisa Lloren Cuaresma, and Ma. Angelica M. Amante-Matba, Junie E. Cua, Jocelyn Sy Limkaichong, Luis N. Campos, Jr., Romeo S. Momo, Sr., Manuel F. Zubiri, Pablo C. Ortega, Maricel G. Natividad-Nagaño, M.D., Peter John D. Calderon, Micaela S. Violago, Joselito “Joel” S. Sacdalan, Hector S. Sanchez, Mohamad Khalid Q. Dimaporo, Gil “Kabarangay Jr.” A. Acosta, Godofredo N. Guya, Isagani S. Amatong, Kristine Alexie B. Tutor, Ramon V. Guico III, Alfred C. Delos Santos, Ed Christopher S. Go, Mario Vittorio “Marvey” A. Mariño and Juan Miguel Macapagal Arroyo as authors thereof.

Respectfully submitted,



**ISIDRO T. UNGAB**

Chairperson

Committee on Appropriations

**THE HONORABLE SPEAKER**  
**HOUSE OF REPRESENTATIVES**  
Quezon City

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

EIGHTEENTH CONGRESS  
First Regular Session

5712  
House Bill No. \_\_\_\_\_

---

INTRODUCED BY REPRESENTATIVES ALAN PETER "COMPAÑERO" S. CAYETANO, PAOLO Z. DUTERTE, FERDINAND MARTIN G. ROMUALDEZ, AND ISIDRO T. UNGAB

---

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

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

**Section 1. Title.** - This Act shall be known as the "Salary Standardization Law of 2019".

**Section 2. Statement of Policy.** - It is hereby declared the policy of the State to provide all government personnel a just and equitable compensation in accordance with the principle of equal pay for work of equal value. In pursuing this policy, the State shall ensure that:

- (a) Differences in pay shall be based upon substantive differences in duties, responsibilities, accountabilities and qualification requirements of the positions.
- (b) The compensation for all civilian government personnel shall be standardized and rationalized across all government agencies to create an enabling environment that will promote social justice, integrity, efficiency, productivity, accountability and excellence in the civil service.
- (c) The compensation of all civilian personnel shall generally be competitive with those in the private sector doing comparable work in order to attract, retain and motivate a corps of competent and dedicated civil servants.
- (d) A performance-based incentive scheme which integrates personnel and organizational performance shall be established to reward exemplary civil servants and well-performing organizations.
- (e) The compensation scheme shall take into consideration the financial capability of the government and shall give due regard to the efficient allocation of funds for personnel services, which shall be maintained at a realistic level in proportion to the overall expenditure of government.

**Section 3. Coverage.** - This Act shall apply to all civilian government personnel in the Executive, Legislative and Judicial Branches, Constitutional Commissions and other Constitutional Offices, government-owned or -controlled corporations (GOCCs) not covered by Republic Act (R.A.) No. 10149, and local government units (LGUs). This shall cover government personnel whether regular, contractual or casual, appointive or elective; and on full-time or part-time basis.

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

(a) Military and uniformed personnel;

(b) GOCCs under R.A. No. 10149 which shall be covered by a Compensation and Position Classification System (CPCS) established by the Governance Commission for GOCCs (GCG) and approved by the President of the Philippines; and

(c) Individuals whose services are engaged through job orders, contracts of service, consultancy or service contracts with no employer-employee relationship.

**Section 5. Position Classification System.** – The following re-categorized groups of classes of positions prescribed and defined under Item (3) of Congress Joint Resolution No. 4, s. 2009 shall be maintained, i.e.: (i) Sub-professional Category; (ii) Professional Category; and (iii) Executive Category. The Index of Occupational Services, Occupational Groups, Classes and Salary Grades (IOS, for brevity) shall continually be reviewed and updated by the Department of Budget and Management (DBM) in consideration of substantial changes in and complexity of duties and responsibilities of positions, work methods, skills, competencies, and other relevant factors.

**Section 6. Compensation System.** – The Total Compensation Framework established under Item (4) of Congress Joint Resolution No. 4, s. 2009, consisting of the following components, shall continue to be adopted:

- (i) Basic Salaries including Step Increments;
- (ii) Standard Allowances and Benefits;
- (iii) Specific-Purpose Allowances and Benefits; and
- (iv) Incentives

**Section 7. Salary Schedule, including Step Increments.** – The modified Salary Schedule for Civilian Personnel, to be implemented in four (4) tranches, shall be as follows:

First Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	11,551	11,647	11,745	11,843	11,942	12,042	12,143	12,244
2	12,276	12,369	12,464	12,560	12,657	12,754	12,852	12,950
3	13,019	13,119	13,220	13,322	13,424	13,527	13,631	13,736
4	13,807	13,914	14,020	14,128	14,236	14,345	14,456	14,567
5	14,641	14,754	14,867	14,981	15,096	15,212	15,329	15,446
6	15,524	15,643	15,763	15,884	16,007	16,129	16,253	16,378
7	16,458	16,585	16,713	16,841	16,970	17,101	17,231	17,364
8	17,505	17,663	17,823	17,984	18,146	18,310	18,476	18,643
9	18,763	18,920	19,078	19,238	19,399	19,561	19,725	19,890
10	20,219	20,388	20,558	20,731	20,903	21,079	21,254	21,432
11	22,316	22,600	22,889	23,181	23,477	23,778	24,082	24,391
12	24,495	24,779	25,067	25,358	25,653	25,952	26,254	26,560
13	26,754	27,067	27,383	27,703	28,028	28,356	28,688	29,025
14	29,277	29,621	29,969	30,322	30,678	31,039	31,405	31,775
15	32,053	32,431	32,814	33,202	33,594	33,991	34,393	34,801
16	35,106	35,522	35,943	36,369	36,801	37,238	37,681	38,128
17	38,464	38,922	39,385	39,854	40,329	40,810	41,296	41,789
18	42,159	42,662	43,172	43,687	44,210	44,739	45,274	45,816
19	46,791	47,530	48,281	49,044	49,820	50,608	51,410	52,224
20	52,703	53,537	54,386	55,248	56,125	57,016	57,921	58,841
21	59,353	60,296	61,255	62,229	63,220	64,226	65,249	66,289
22	66,867	67,933	69,017	70,118	71,237	72,375	73,531	74,705
23	75,359	76,563	77,788	79,034	80,324	81,635	82,967	84,321

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
24	85,074	86,462	87,874	89,308	90,766	92,248	93,753	95,283
25	96,985	98,568	100,176	101,811	103,473	105,162	106,879	108,623
26	109,593	111,381	113,200	115,047	116,925	118,833	120,772	122,744
27	123,839	125,861	127,915	130,003	132,125	134,281	136,473	138,701
28	139,939	142,223	144,544	146,903	149,300	151,738	154,215	156,731
29	158,131	160,712	163,335	166,001	168,710	171,464	174,262	177,107
30	178,688	181,604	184,568	187,581	190,642	193,754	196,916	200,130
31	262,965	268,101	273,338	278,676	284,120	289,669	295,327	301,095
32	313,512	319,835	326,285	332,865	339,577	346,426	353,413	360,539
33	395,858	407,734						

Second Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,034	12,134	12,236	12,339	12,442	12,545	12,651	12,756
2	12,790	12,888	12,987	13,087	13,187	13,288	13,390	13,493
3	13,572	13,677	13,781	13,888	13,995	14,101	14,210	14,319
4	14,400	14,511	14,622	14,735	14,848	14,961	15,077	15,192
5	15,275	15,393	15,511	15,630	15,750	15,871	15,993	16,115
6	16,200	16,325	16,450	16,577	16,704	16,832	16,962	17,092
7	17,179	17,311	17,444	17,578	17,713	17,849	17,985	18,124
8	18,251	18,417	18,583	18,751	18,920	19,091	19,264	19,438
9	19,552	19,715	19,880	20,046	20,214	20,382	20,553	20,725
10	21,205	21,382	21,561	21,741	21,923	22,106	22,291	22,477
11	23,877	24,161	24,450	24,742	25,038	25,339	25,643	25,952
12	26,052	26,336	26,624	26,915	27,210	27,509	27,811	28,117
13	28,276	28,589	28,905	29,225	29,550	29,878	30,210	30,547
14	30,799	31,143	31,491	31,844	32,200	32,561	32,927	33,297
15	33,575	33,953	34,336	34,724	35,116	35,513	35,915	36,323
16	36,628	37,044	37,465	37,891	38,323	38,760	39,203	39,650
17	39,986	40,444	40,907	41,376	41,851	42,332	42,818	43,311
18	43,681	44,184	44,694	45,209	45,732	46,261	46,796	47,338
19	48,313	49,052	49,803	50,566	51,342	52,130	52,932	53,746
20	54,251	55,085	55,934	56,796	57,673	58,564	59,469	60,389
21	60,901	61,844	62,803	63,777	64,768	65,774	66,797	67,837
22	68,415	69,481	70,565	71,666	72,785	73,923	75,079	76,253
23	76,907	78,111	79,336	80,583	81,899	83,235	84,594	85,975
24	86,742	88,158	89,597	91,059	92,545	94,057	95,592	97,152
25	98,886	100,500	102,140	103,808	105,502	107,224	108,974	110,753
26	111,742	113,565	115,419	117,303	119,217	121,163	123,140	125,150
27	126,267	128,329	130,423	132,552	134,715	136,914	139,149	141,420
28	142,683	145,011	147,378	149,784	152,228	154,714	157,239	159,804
29	161,231	163,863	166,537	169,256	172,018	174,826	177,679	180,579

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
30	182,191	185,165	188,187	191,259	194,380	197,553	200,777	204,054
31	268,121	273,358	278,697	284,140	289,691	295,349	301,117	306,999
32	319,660	326,107	332,682	339,392	346,236	353,218	360,342	367,609
33	403,620	415,728						

Third Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,517	12,621	12,728	12,834	12,941	13,049	13,159	13,268
2	13,305	13,406	13,509	13,613	13,718	13,823	13,929	14,035
3	14,125	14,234	14,343	14,454	14,565	14,676	14,790	14,903
4	14,993	15,109	15,224	15,341	15,459	15,577	15,698	15,818
5	15,909	16,032	16,155	16,279	16,404	16,530	16,657	16,784
6	16,877	17,007	17,137	17,269	17,402	17,535	17,670	17,806
7	17,899	18,037	18,176	18,315	18,455	18,598	18,740	18,884
8	18,998	19,170	19,343	19,518	19,694	19,872	20,052	20,233
9	20,340	20,509	20,681	20,854	21,029	21,204	21,382	21,561
10	22,190	22,376	22,563	22,752	22,942	23,134	23,327	23,522
11	25,439	25,723	26,012	26,304	26,600	26,901	27,205	27,514
12	27,608	27,892	28,180	28,471	28,766	29,065	29,367	29,673
13	29,798	30,111	30,427	30,747	31,072	31,400	31,732	32,069
14	32,321	32,665	33,013	33,366	33,722	34,083	34,449	34,819
15	35,097	35,475	35,858	36,246	36,638	37,035	37,437	37,845
16	38,150	38,566	38,987	39,413	39,845	40,282	40,725	41,172
17	41,508	41,966	42,429	42,898	43,373	43,854	44,340	44,833
18	45,203	45,706	46,216	46,731	47,254	47,783	48,318	48,860
19	49,835	50,574	51,325	52,088	52,864	53,652	54,454	55,268
20	55,799	56,633	57,482	58,344	59,221	60,112	61,017	61,937
21	62,449	63,392	64,351	65,325	66,316	67,322	68,345	69,385
22	69,963	71,029	72,113	73,214	74,333	75,471	76,627	77,801
23	78,455	79,659	80,884	82,133	83,474	84,836	86,220	87,628
24	88,410	89,853	91,320	92,810	94,325	95,865	97,430	99,020
25	100,788	102,433	104,105	105,804	107,531	109,286	111,070	112,883
26	113,891	115,749	117,639	119,558	121,510	123,493	125,508	127,557
27	128,696	130,797	132,931	135,101	137,306	139,547	141,825	144,140
28	145,427	147,800	150,213	152,664	155,155	157,689	160,262	162,877
29	164,332	167,015	169,740	172,511	175,326	178,188	181,096	184,052
30	185,695	188,726	191,806	194,937	198,118	201,352	204,638	207,978
31	273,278	278,615	284,057	289,605	295,262	301,028	306,908	312,902

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
32	325,807	332,378	339,080	345,918	352,894	360,011	367,272	374,678
33	411,382	423,723						

Fourth Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,000	13,109	13,219	13,329	13,441	13,553	13,666	13,780
2	13,819	13,925	14,032	14,140	14,248	14,357	14,468	14,578
3	14,678	14,792	14,905	15,020	15,136	15,251	15,369	15,486
4	15,586	15,706	15,827	15,948	16,071	16,193	16,318	16,443
5	16,543	16,671	16,799	16,928	17,057	17,189	17,321	17,453
6	17,553	17,688	17,824	17,962	18,100	18,238	18,379	18,520
7	18,620	18,763	18,907	19,053	19,198	19,346	19,494	19,644
8	19,744	19,923	20,104	20,285	20,468	20,653	20,840	21,029
9	21,129	21,304	21,483	21,663	21,844	22,026	22,210	22,396
10	23,176	23,370	23,565	23,762	23,961	24,161	24,363	24,567
11	27,000	27,284	27,573	27,865	28,161	28,462	28,766	29,075
12	29,165	29,449	29,737	30,028	30,323	30,622	30,924	31,230
13	31,320	31,633	31,949	32,269	32,594	32,922	33,254	33,591
14	33,843	34,187	34,535	34,888	35,244	35,605	35,971	36,341
15	36,619	36,997	37,380	37,768	38,160	38,557	38,959	39,367
16	39,672	40,088	40,509	40,935	41,367	41,804	42,247	42,694
17	43,030	43,488	43,951	44,420	44,895	45,376	45,862	46,355
18	46,725	47,228	47,738	48,253	48,776	49,305	49,840	50,382
19	51,357	52,096	52,847	53,610	54,386	55,174	55,976	56,790
20	57,347	58,181	59,030	59,892	60,769	61,660	62,565	63,485
21	63,997	64,940	65,899	66,873	67,864	68,870	69,893	70,933
22	71,511	72,577	73,661	74,762	75,881	77,019	78,175	79,349
23	80,003	81,207	82,432	83,683	85,049	86,437	87,847	89,281
24	90,078	91,548	93,043	94,562	96,105	97,674	99,268	100,888
25	102,690	104,366	106,069	107,800	109,560	111,348	113,166	115,012
26	116,040	117,933	119,858	121,814	123,803	125,823	127,876	129,964
27	131,124	133,264	135,440	137,650	139,897	142,180	144,501	146,859
28	148,171	150,589	153,047	155,545	158,083	160,664	163,286	165,951
29	167,432	170,166	172,943	175,766	178,634	181,550	184,513	187,525
30	189,199	192,286	195,425	198,615	201,856	205,151	208,499	211,902
31	278,434	283,872	289,416	295,069	300,833	306,708	312,699	318,806
32	331,954	338,649	345,478	352,445	359,553	366,804	374,202	381,748
33	419,144	431,718						

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.

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.

**Section 8. Mid-Year Bonus.** – As part of the Incentives under the Total Compensation Framework, the Mid-Year Bonus equivalent to one (1) month basic salary as of May 15 of a given year, shall be granted to those who have rendered at least four (4) months of satisfactory service and are still in the service as of same date, to be given not earlier than May 15 of every year.

The existing Year-End Bonus equivalent to one (1) month basic salary and Cash Gift of P5,000.00, which are categorized under the Standard Allowances and Benefits component of the Total Compensation Framework, shall be given in November of every year.

**Section 9. Program on Awards and Incentives for Service Excellence (PRAISE).** – The PRAISE instituted by the Civil Service Commission (CSC) pursuant to the provisions of Executive Order No. 292 (Administrative Code of 1987) stipulating the establishment of an employee suggestions and incentive awards system, shall be categorized under the Incentive component of the Total Compensation Framework. The guidelines on the monetary and/or non-monetary rewards for recognition of personnel under the PRAISE shall be issued by the CSC in consultation with the DBM.

**Section 10. Compensation Adjustment for Personnel of Local Government Units.** – The modified Salary Schedule and additional Incentives 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 R.A. No. 7160 and authorization from the *sanggunian* as provided under Sections 447(a), 458(a) and 468(a) of R.A. No. 7160.

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

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

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%
6 <sup>th</sup> Class	75%	65%

- (b) The basic pay of barangay personnel shall be in the form of honoraria consistent with R. A. No. 7160, which shall not exceed the percentage of the Salary Schedule corresponding to the income classification of the LGU. They may be given Year-End Bonus based on the monthly honoraria as of October 31 of the year and Cash Gift of P5,000.00.

However, the minimum Year-End Bonus of One Thousand Pesos (P1,000.00) for the punong barangay and Six Hundred Pesos (P600.00) for other mandatory barangay officials shall not be subject to the PS limitation.

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

**Section 11. *Implementation Schedule.*** - For personnel of National Government Agencies (NGAs), the Salary Schedule in Section 7 hereof shall be implemented in four (4) tranches, with the first tranche beginning on January 1, 2020, the second tranche beginning on January 1, 2021, the third tranche beginning on January 1, 2022 and the fourth tranche beginning on January 1, 2023.

For personnel of GOCCs and LGUs, the implementation period shall be not less than four (4) years depending on their financial capabilities: Provided, That the initial implementation shall not be earlier than January 1, 2020.

**Section 12. *Exempt Entities*** — Exempt entities refer to: (i) government agencies that are not covered by the CPCS authorized under R.A. No. 6758, as amended; (ii) GOCCs governed by the CPCS established by GCG under R.A. No. 10149; and (iii) those authorized by law and have actually adopted their own compensation and position classification system.

Exempt entities shall be governed by their respective compensation and position classification systems which shall be made effective upon the recommendation of the DBM or GCG, as the case may be, and approval by the President of the Philippines.

**Section 13. *Applicability to Certain Officials.*** - Pursuant to Section 6 of Article VII and Section 10 of Article VI of the Constitution, the salaries authorized herein for the President of the Philippines, Vice-President of the Philippines and Members of Congress shall take effect only after the expiration of the respective terms of the present incumbents.

**Section 14. *Funding Sources.*** - The funding sources for the amounts necessary to implement this Act shall be as follows:

- (a) For NGAs, the amount needed for the salary adjustment in FY 2020 shall be charged against any available appropriations in the FY 2020 General Appropriations Act and any other available and valid appropriations. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act.
- (b) For GOCCs, the amounts shall come from their respective corporate funds in the corporate operating budgets approved by DBM. GOCCs which do not have sufficient funds shall only partially implement the rates of compensation authorized herein: Provided, That any partial implementation shall be at uniform proportion of such rates for all positions in each GOCC.
- (c) For LGUs, the amounts shall be charged against their respective local government funds in accordance with the pertinent provisions of this Act and R.A. No. 7160.

**Section 15. *Implementing Guidelines.*** - The DBM shall issue the guidelines necessary to implement specific provisions of this Act.

**Section 16. *Separability Clause.*** - If for any reason any section or provision of this Act is declared to be unconstitutional or invalid, the other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

**Section 17. *Applicability of Presidential Decree No. 985 as Amended by Presidential Decree No. 1597 and Other Related Laws.*** - All provisions of P.D. No. 985, as amended by P.D. No. 1597, R.A. No. 6758, Congress Joint Resolution No. 1, s. 1994, Congress Joint Resolution No. 4, s. 2009, and Executive Order No. 201, s. 2016 which are not inconsistent with, expressly modified, revoked or repealed in this Act shall continue to be in full force and effect.

**Section 18. *Repealing Clause.*** - All laws, decrees, orders, rules or regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

**Section 19. *Effectivity.*** - This Act shall take effect on January 1, 2020.

## **COMMITTEE ON APPROPRIATIONS**

### **FACT SHEET**

#### **House Bill No. 5712**

In consolidation with House Bills Numbered 6,196, 219, 247, 460, 496, 509, 643, 661, 754, 781, 877, 887, 908, 930, 957, 959, 1020, 1054, 1086, 1268, 1272, 1279, 1296, 1314, 1410, 1475, 1499, 1500, 1559, 1740, 1767, 1895, 1919, 1942, 1968, 1992, 2022, 2027, 2028, 2029, 2035, 2137, 2226, 2452, 2470, 2475, 2477, 2509, 2548, 2581, 2703, 2854, 2889, 2922, 2988, 2994, 3015, 3096, 3160, 3252, 3271, 3278, 3346, 3410, 3435, 3436, 3478, 3479, 3535, 3539, 3607, 3655, 3676, 3923, 3955, 3956, 4049, 4134, 4149, 4186, 4325, 4334, 4353, 4451, 4478, 4498, 4500, 4547, 4563, 4589, 4657, 4968, 4987, 5033, 5076, 5096, 5133, 5140, 5239, 5486, 5500, 5573 and 5709

#### **AN ACT**

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

#### **SPONSORING COMMITTEE : Committee on Appropriations**

Introduced by: Representatives Alan Peter “Compañero” S. Cayetano, Paolo Z. Duterte, Ferdinand Martin G. Romualdez, Isidro T. Ungab, Estrellita B. Suansing, Horacio P. Suansing, Jr., Ferdinand R. Gaite, Carlos Isagani T. Zarate, Eufemia “Ka Femia” C. Cullamat, France L. Castro, Arlene D. Brosas, Sarah Jane I. Elago, Elisa “Olga” T. Kho, Raul V. Del Mar, Joy Myra S. Tambunting, Ron P. Salo, Rozzano Rufino B. Biazon, John Reynald M. Tiangco, Manuel DG. Cabochan III, Sonny “SL” L. Lagon, Precious Hipolito Castelo, Dahlia A. Loyola, “Kuya” Jose Antonio R. Sy-Alvarado, Luis Raymund “LRay” F. Villafuerte, Jr., Jocelyn F. Fortuno, Alfred D. Vargas, Marlyn “Len” B. Alonte, Edgar M. Chatto, Rommel Rico T. Angara, Eric Go Yap, Enrico A. Pineda, Michael Odylon L. Romero, Ph.D., Frederick W. Siao, Bernadette “BH” Herrera-Dy, Anthony Peter “Onyx” D. Crisologo, Angelina “Helen” D.L. Tan, M.D., Lianda B. Bolilia, David “Jay-Jay” C. Suarez, Anna Marie Villaraza-Suarez, Aloy Lim, Aleta C. Suarez, John Marvin “Yul Servo” C. Nieto, Aurelio “Dong” D. Gonzales, Jr., Atty. Alyssa Sheena P. Tan, CPA, Strike B. Revilla, Virgilio S. Lacson, Yedda Marie K. Romualdez, Cheryl P. Deloso-Montalla, Jericho Jonas B. Nograles, Vilma Santos-Recto, Esmael G. Mangudadatu, Josephine Ramirez-Sato, Erico Aristotle C. Aumentado, Jocelyn P. Tulfo, Rowena Niña Taduran, Johnny Ty Pimentel, Jummel Anthony I. Espino, Teodorico T. Haresco, Jr., Eric L. Olivarez, Faustino “Inno” A. Dy V, Ferdinand L. Hernandez, Shernee A. Tan-Tambut, Samier A. Tan, Tyrone D. Agabas, Juan Fidel Felipe F. Nograles, Victor A. Yap, Mujiv S. Hataman, Amihilda J. Sangcopan, Luisa Lloren Cuaresma, and Ma. Angelica M. Amante-Matba, Junie E. Cua, Jocelyn Sy Limkaichong, Luis N. Campos, Jr., Romeo S. Momo, Sr., Manuel F. Zubiri, Pablo C.

Ortega, Maricel G. Natividad-Nagaño, M.D., Peter John D. Calderon, Micaela S. Violago, Joselito "Joel" S. Sacdalan, Hector S. Sanchez, Mohamad Khalid Q. Dimaporo, Gil "Kabarangay Jr." A. Acosta, Godofredo N. Guya, Isagani S. Amatong, Kristine Alexie B. Tutor, Ramon V. Guico III, Alfred C. Delos Santos, Ed Christopher S. Go, Mario Vittorio "Marvey" A. Mariño and Juan Miguel Macapagal Arroyo

---

## **OBJECTIVES**

- To modify the salary schedule for civilian government personnel and authorize the grant of additional benefits
- To implement the proposed Salary Standardization Law of 2019 (SSL 2019) in four (4) tranches starting January 1, 2020 and every January 1 thereafter until the final tranche in 2023

## **KEY PROVISIONS**

### **1. Increase in the Basic Salary of Civilian Personnel**

- The proposed minimum basic salary (SG 1) will be raised from P11,068 to P13,000 to remain competitive with the minimum daily wage in the National Capital Region.
- The salaries of government personnel will be raised to a level closer to market rates, while giving priority to the rank-and-file (consisting of sub-professional and professional categories).
- Overall, the weighted average increase upon full implementation in FY 2023 will be 23.24%.
- For positions allocated to SGs 11 - 13 (e.g., Teacher I, II, and III), the increase in salary will be 30.1%, 27.1%, and 24.1%, respectively, upon full implementation.

### **2. Institutionalization of the Mid-Year Bonus under the Total Compensation Framework**

As part of the Incentives under the Total Compensation Framework, the Mid-Year Bonus equivalent to one (1) month basic salary as of May 15 of a given year, shall be granted to those who have rendered at least four (4) months of satisfactory service and are still in the service as of same date, to be given not earlier than May 15 of every year.

### **3. Coverage**

- The Compensation and Position Classification System (CPCS) applies to all civilian government personnel, whether regular, contractual or casual, appointive or elective; and on full-time or part-time basis, to wit:
  - Executive
  - Legislative
  - Judicial Branches
  - Constitutional Commissions and other Constitutional Offices
  - Government-Owned or Controlled Corporations (GOCCs) not covered by Republic Act (R.A.) No. 10149
  - Local Government Units (LGUs)

### **4. Exclusions**

- (a) Military and uniformed personnel
- (b) GOCCs under R.A. No. 10149 which shall be covered by a CPCS established by the Governance Commission for GOCCs (GCG) and approved by the President of the Philippines
- (c) Individuals whose services are engaged through job orders, contracts of service, consultancy contracts, and service contracts with no employer-employee relationship

### **5. Position Classification**

The following re-categorized groups of classes of positions prescribed and defined under Item (3) of Congress Joint Resolution No. 4, s. 2009 shall be maintained, to wit:

- a. Sub-professional Category
- b. Professional Category
- c. Executive Category

### **6. Compensation System of the National Government**

- The Total Compensation Framework established under Item (4) of Congress Joint Resolution No 4, s. 2009, consisting of the following components, shall continue to be adopted, as follows:
  - a. Basic Salaries including Step Increments
  - b. Standard Allowances and Benefits
  - c. Specific-Purpose Allowances and Benefits
  - d. Incentives

### **7. Implementation Schedule**

The proposed salary increase shall be implemented over a four-year period, FY 2020 to FY 2023, as follows:

For personnel of National Government Agencies (NGAs), the Salary Schedule shall be implemented in four (4) tranches, with the first tranche beginning on January 1, 2020, the second tranche beginning on January 1, 2021, the third tranche beginning on January 1, 2022 and the fourth tranche beginning on January 1, 2023.

For personnel of GOCCs and LGUs, the implementation period shall be not less than four (4) years depending on their financial capabilities.

## **8. Exempt Entities**

- Exempt entities refer to: (i) government agencies that are not covered by the CPCS authorized under R.A. No. 6758, as amended; (ii) GOCCs governed by the CPCS established by GCG under R.A. No. 10149; and (iii) those authorized by law and have actually adopted their own compensation and position classification system.
- Exempt entities shall be governed by their respective compensation and position classification systems which shall be made effective upon the recommendation of the DBM and approval by the President of the Philippines.

## **9. Applicability to Certain Officials**

- Pursuant to Section 6 of Article VII and Section 10 of Article VI of the Constitution, the salaries authorized herein for the President of the Philippines, Vice President of the Philippines and Members of Congress shall take effect only after the expiration of the respective terms of the present incumbents.

## **10. Funding Sources**

- The amounts necessary to implement this Act shall be as follows:
  - (a) For national government agencies, the amount needed for the salary adjustment in FY 2020 shall be charged against the Miscellaneous and Personnel Benefits Fund (MPBF) in the FY 2020 General Appropriations Act and any other available and valid appropriations. Thereafter, such amounts as are needed shall be included in the annual General Appropriations Act.
  - (b) For GOCCs, the amounts shall come from their respective corporate funds in the corporate operating budgets approved by DBM. Government corporations which do not have adequate or sufficient funds shall only partially implement the rates of compensation authorized in this Act: Provided, That any partial implementation shall be at uniform proportion of such rates for all positions in each government corporation; and

- (c) For LGUs, the amounts shall be charged against their respective local government funds in accordance with the pertinent provisions of this Act and R.A. No. 7160.

**RELATED LAWS:**

Republic Act No. 6758, dated August 21, 1989  
Joint Resolution No. 01, dated March 7, 1994  
Joint Resolution No. 04, dated June 17, 2009  
Presidential Decree No. 985 as amended by P.D. No. 1597  
Executive Order No. 201, s. 2016