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

EIGHTEENTH CONGRESS
First Regular Session

4500
HOUSE BILL No. _____

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Introduced by RAM Party-list REPRESENTATIVE ALOYSIA T. LIM

EXPLANATORY NOTE

In 2016, Executive Order 201, entitled, *Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits for Both Civilian and Military and Uniformed Personnel,* was signed by the President to bring government compensation closer to that of the private sector and to maximize the take home pay of government workers. It was implemented in four tranches which ended this year.

Despite the adjustments, salaries remain inadequate due to inflation. Rising prices of basic commodities, surging tuition and other fees in private basic and higher educational institutions, soaring fuel prices, and skyrocketing fees on health services gobble the beneficial effects of said increases. As a result, the state of our estimated 1.8M government workers remains the same, if not worse.

The challenge for the government is to implement a timely adjustment in order to keep government salary, competitive; retain, attract and motivate talented civil servants; and increase the purchasing power of its personnel. This includes periodic review of salaries vis-à-vis inflation and fiscal position of the government.

This bill seeks to provide a ten percent (10%) salary increase, yearly, to government personnel for a period of three (3) years. The first tranche of salary increase shall be implemented on January 01, 2020 and every year thereafter until the final tranche in 2022.

This measure will alleviate the living conditions of government personnel and motivate them to work productively and efficiently in the service of the country.

In view of the foregoing, the immediate passage of this bill is earnestly, sought.

ALOYSIA T. LIM

Republic of the Philippines
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HOUSE BILL No. _____

Introduced by RAM Party-list REPRESENTATIVE ALOYSIA T. LIM

AN ACT MODIFYING THE SALARY SCHEDULE OF CIVILIAN GOVERNMENT PERSONNEL, 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 2020."

SECTION 2. *Declaration of Policy.* – It is hereby declared the policy of the State to provide adequate social services, promote full employment, raise the standard of living and improve the quality of life of its people. Likewise, it guarantees that workers are entitled to a security of tenure, humane conditions at work and a living wage.

The State ensures that the compensation is just and equitable by taking into account fiscal realities, proper allocation of personal services cost, responsibilities and qualification of positions, and its competitiveness vis-à-vis the salary of the private sector.

The State shall conduct timely and periodic review of the compensation, considering the changes in skills and competency requirement in the bureaucracy, competitiveness relative to the salaries of the private sector and inflation.

SECTION 3. *Coverage.* – The salary schedule herein provided shall apply to all civilian government personnel in the Executive, Legislative and Judicial Branches, Constitutional Commissions, Government-owned and Controlled Corporations (GOCCs) not covered by Republic Act No. 10149, and Local Government Units (LGUs). This shall cover regular, contractual or casual, appointive or elective, and full-time or part-time government personnel.

SECTION 4. *Salary Schedule.* The modified Salary Schedule for civilian government personnel to be implemented in three (3) tranches shall be as follows:

FIRST TRANCHE								
SG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	12175	12276	12379	12483	12587	12692	12799	12905
2	12937	13036	13136	13237	13339	13441	13544	13648
3	13713	13818	13924	14032	14139	14247	14357	14467
4	14535	14648	14760	14873	14988	15102	15219	15335
5	15408	15527	15645	15765	15886	16008	16132	16255
6	16332	16457	16584	16711	16840	16969	17100	17230
7	17312	17445	17579	17714	17850	17987	18125	18264
8	18434	18601	18769	18939	19109	19282	19457	19633
9	19773	19938	20105	20273	20442	20613	20786	20959
10	21156	21333	21512	21683	21872	22056	22240	22426
11	22829	23142	23460	23781	24107	24438	24772	25112
12	25232	25544	25861	26181	26506	26835	27167	27503
13	27755	28100	28447	28799	29157	29517	29883	30253
14	30531	30909	31292	31680	32072	32469	32871	33278
15	33584	34000	34421	34848	35279	35716	36158	36607
16	36942	37400	37863	38332	38807	39288	39775	40267
17	40636	41140	41649	42165	42688	43217	43751	44294
18	44701	42254	45815	46382	46957	47539	48127	48723
19	49796	50609	51435	52274	53128	53995	54877	55772
20	56271	57188	58122	59070	60035	61015	62010	63022
21	63586	64623	65678	66749	67839	68946	70071	71215
22	71851	73024	74216	75427	76658	77910	79181	80473
23	81192	82517	83864	85232	86624	88037	89474	90935
24	91747	93244	94766	96313	97885	99483	101107	102757
25	104591	106299	108033	109797	111588	113410	115261	117142
26	118188	120117	122078	124070	126095	128153	130244	132371
27	133552	135732	137948	140199	142487	144813	147177	149579
28	150915	153377	155881	158425	161010	163639	166310	169024
29	170533	173317	176145	179021	181942	184912	187930	190997
30	192702	195847	199044	202293	205594	208951	212361	215827
31	283590	289128	294776	300533	306404	312388	318490	324710
32	338102	344920	351876	358972	306211	373596	381131	388817
33	426906	439713						

				2ND TRANCHE				
SG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	13392	13504	13617	13731	13846	13961	14078	14196
2	14231	14340	14450	14561	14672	14785	14899	15012
3	15084	15200	15316	15435	15553	15672	15793	15914
4	15989	16112	16236	16360	16486	16612	16740	16869
5	16948	17079	17210	17342	17475	17609	17745	17880
6	17965	18103	18242	18382	18524	18665	18809	18953
7	19043	19189	19337	19486	19635	19786	19937	20091
8	20277	20461	20646	20833	21020	21210	21402	21596
9	21750	21931	22115	22300	22487	22674	22864	23055
10	23272	23467	23663	23861	24060	24262	24464	24668
11	25112	25456	25806	26159	26517	26881	27249	27623
12	27755	28099	28447	28799	29156	29518	29883	30254
13	30531	30909	31292	31679	32072	32469	32871	33279
14	33584	34000	34421	34848	35279	35716	36158	36606
15	36943	37400	37863	38333	38807	39287	39774	40268
16	40637	41140	41649	42165	42688	43216	43752	44293
17	44700	45254	45814	46382	46956	47538	48127	48723
18	49171	49779	50397	51020	51652	52293	52940	53596
19	54775	55670	56578	57502	58441	59394	60364	61349
20	61898	62907	63934	64977	66038	67116	68211	69325
21	69944	71085	72245	73424	74623	75840	77078	78337
22	79036	80326	81637	82970	84324	85701	87099	88520
23	89311	90768	92250	93756	95286	96841	98421	100028
24	100921	102568	104243	105944	107673	109431	111217	113032
25	115050	116928	118837	120776	122747	124751	126787	128857
26	130007	132128	134286	136477	138705	140969	143269	145608
27	146907	149306	151742	154219	156736	159294	161894	164537
28	166006	168715	171469	174268	177111	180003	182941	185926
29	187586	190649	193760	196923	200136	203403	206722	210097
30	211973	215432	218948	222523	226154	229846	233597	237409
31	311949	318041	324253	330587	337044	343627	350339	357181
32	371912	379412	387063	394869	402832	410956	419244	427699
33	469596	483684						

THIRD TRANCHE							
SG	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
1	14732	14854	14979	15104	15231	15357	15486	15615
2	15654	15774	15895	16017	16140	16263	16389	16514
3	16592	16720	16848	16978	17109	17239	17372	17505
4	17588	17724	17859	17996	18135	18273	18414	18555
5	18643	18787	18931	19076	19222	19370	19519	19668
6	19761	19913	20066	20221	20376	20532	20690	20849
7	20947	21108	21271	21434	21598	21765	21931	22100
8	22305	22507	22711	22916	23122	23331	23543	23756
9	23925	24124	24327	24530	24735	24942	25151	25361
10	25599	25813	26029	26247	26466	26688	26910	27135
11	27624	28002	28386	28775	29169	29569	29974	30385
12	30530	30908	31292	31679	32072	32470	32872	33279
13	33584	34000	34421	34847	35279	35716	36158	36606
14	36942	37400	37863	38333	38807	39287	39774	40267
15	40637	41140	41650	42166	42688	43216	43751	44294
16	44700	45254	45814	46381	46956	47538	48128	48723
17	49170	49779	50396	51020	51652	52292	52939	53595
18	54088	54757	55436	56122	56818	57522	58234	58955
19	60253	61237	62236	63252	64285	65333	66401	67484
20	68087	69197	70327	71475	72642	73828	75032	76257
21	76938	78194	79470	80766	82085	83424	84786	86170
22	86940	88358	89801	91267	92756	94271	95809	97372
23	98242	99845	101475	103131	104815	106525	108264	110031
24	111013	112825	114667	116538	118440	120374	122339	124335
25	126555	128621	130720	132854	135022	137226	139466	141742
26	143008	145341	147714	150125	152575	155065	157596	160169
27	161598	164236	166917	169641	172410	175223	178084	180991
28	182607	185587	188616	191685	194822	198004	201235	204519
29	206345	209714	213136	216615	220150	223744	227395	231107
30	233170	236975	240843	244775	248769	252830	256956	261150
31	343144	349845	356679	363645	370749	377989	385372	392899
32	409103	417354	425770	434356	443115	452052	461169	470469
33	516556	532053						

SECTION 5. *Salary for Local Government Personnel* – The salaries of the Local Government Unit (LGU) personnel shall be based on the rates provided herein and determined by the Department of Budget and Management (DBM) subject to the relevant provisions of Republic Act 7160.

SECTION 6. *Non-diminution in the Basic Salaries of Incumbent Employees.* – There shall be no diminution of the basic salaries of incumbent personnel as a result of the implementation of this Act.

SECTION 7. *Implementation Schedule.* – The modified Salary Schedule provided herein shall be implemented in National Government agencies in three (3) equal yearly tranches but in no case beyond three (3) years. *Provided*, That the initial implementation shall take effect on January 01, 2020.

For the GOCCs and LGUs, the implementation period shall be within three (3) years subject to their financial capability. *Provided, further*, That the initial implementation shall not be earlier than January 01, 2020.

SECTION 8. *Periodic Review of Compensation.* – The Department of Budget and Management shall review the compensation of civilian government personnel every three (3) years and recommend to the President and Congress a just and competitive remuneration.

SECTION 9. *Appropriations.* – The funding sources for the amounts necessary to implement this Act shall be as follows:

(a) For the national government agencies, the amount shall be included in the FY 2020 General Appropriations Act. Thereafter, such amounts shall be included in the annual General Appropriations Act.

(b) For GOCCs, the amounts shall come from their respective corporate funds in the operating budget approved by the Department of Budget and Management. Government corporations which do not have adequate or sufficient funds shall only partially implement the established rates. *Provided*, That any partial implementation shall be in uniform proportion of the established 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 of Republic Act 7160.

SECTION 10. *Implementing Rules and Regulations.* – The Department of Budget and Management shall issue, within sixty (60) days after the approval of this Act, the guidelines necessary to implement the same.

SECTION 11. *Repealing Clause.* – All laws, decrees, orders, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified, accordingly.

SECTION 12. *Separability Clause.* – If any section or provision of this Act is declared unconstitutional or invalid, the other sections or provisions hereof which are not affected, shall continue to be in full force and effect.

SECTION 13. *Effectivity.* – This Act shall take effect on January 01, 2020 after its publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved,