

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

**SEVENTEENTH CONGRESS**  
First Regular Session

HOUSE BILL No. **56**

HOUSE OF REPRESENTATIVES

**RECEIVED**

DATE: 30 JUN 2016

TIME: 1:09 pm

BY: [Signature]

REGISTRATION UNIT  
BILLS AND INDEX SERVICE

---

Introduced by **ACT Teachers Party-List**  
**Rep. ANTONIO L. TINIO** and **Rep. FRANCISCA L. CASTRO**,  
**Gabriela Women's Party** **Rep. EMMI A. DE JESUS**,  
**BAYAN MUNA Party-List** **Rep. CARLOS ISAGANI T. ZARATE**,  
**Gabriela Women's Party** **Rep. ARLENE D. BROSAS**,  
**ANAKPAWIS Party-List** **Rep. ARIEL B. CASILAO**,  
and **KABATAAN Party-List** **Rep. SARAH JANE L. 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 all other government employees. It also aims to increase the Personnel Economic Relief Allowance granted to all government employees to P5,000.

The enactment of this proposal is urgent despite the issuance of Executive Order 201, series of 2016, or the latest adjustment to the Salary Standardization Law. The paltry salary increases it provides to lower- and middle-level government employees are insufficient to provide a decent standard of living for their families. For instance, entry-level (Salary Grade 1) positions in government,

such as for Clerk and Utility Worker, have been given an increase of P2,068 (from P9,000 to P11,068), spread out in equal tranches over the next four years. This is equivalent to a monthly salary increase of P517, or a mere P23.50 per day.

Teachers and nurses, who share an entry-level position of Salary Grade 11, have been given an increase of P2,205 monthly (from P18,549 to P20,754), likewise spread out over four years. This means a monthly increase of P551.25, or a mere P25.05 per day. Rank-and-file police, soldiers, and other uniformed personnel are given mere provisional allowances of P1,457 after four years (an average of P364.25 per year) to augment their finances by P16.56 per day.

Therefore, the latest adjustment to the Salary Standardization Law has failed to fulfill the long-standing aspiration of rank-and-file personnel—who comprise the vast majority of the government bureaucracy—for decent salaries that will afford them a humane standard of living.

As for teachers and non-teaching employees in both basic and higher education in particular, government also still owes an unfulfilled mandate. The 1987 Philippine Constitution mandates the State to “assign the highest budgetary priority to education and ensure 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” (Article XIV, Section 5 (5)). In addition, Republic Act No. 4670, or *The Magna Carta for Public School Teachers*, states that salaries of public school teachers “shall compare favorably with those paid in occupations requiring equivalent or similar qualifications, training and abilities,” that “they shall be such as to insure teachers a reasonable standard of life for themselves and their families” (Section 15 (a) and (b)).

Another proposal to the end that government will fulfill these mandates is to increase the Personnel Economic Relief Allowance (PERA). This benefit was first granted to government employees in 1991, in the amount of P500 per month. Joint Resolution 4, issued by the House of Representatives and the Senate on 17 June 2009, mandated that the P1,500 Additional Compensation and the P500 PERA, with a combined total of P2,000, shall thenceforth be collectively referred to as PERA.

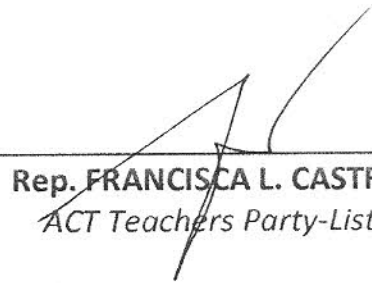
An increase in the PERA will offer government personnel more substantial relief from erosion of purchasing power of public sector salaries and wages. For this purpose, this bill proposes that the PERA be increased to P5,000.

For the above-cited reasons, approval of this bill is earnestly sought.



---

**Rep. ANTONIO L. TINIO**  
*ACT Teachers Party-List*



---

**Rep. FRANCISCA L. CASTRO**  
*ACT Teachers Party-List*

---


**Rep. EMMI A. DE JESUS**  
*Gabriela Women's Party*

---

**Rep. CARLOS ISAGANI T. ZARATE**  
*BAYAN MUNA Party-List*

---

**Rep. ARLENE D. BROSAS**  
*Gabriela Women's Party*



---

**Rep. ARIEL B. CASILAO**  
*ANAKPAWIS Party-List*

---

**Rep. SARAH JANE L. ELAGO**  
*KABATAAN Party-List*

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

**SEVENTEENTH CONGRESS**  
First Regular Session

HOUSE BILL No. \_\_\_\_\_ **56**

---

Introduced by **ACT Teachers Party-List**  
Rep. **ANTONIO L. TINIO** and Rep. **FRANCISCA L. CASTRO**, Gabriela Women's Party  
Rep. **EMMI A. DE JESUS**, **BAYAN MUNA Party-List** Rep. **CARLOS ISAGANI T. ZARATE**,  
Gabriela Women's Party Rep. **ARLENE D. BROSAS**, **ANAKPAWIS Party-List** Rep.  
**ARIEL B. CASILAO**, and **KABATAAN Party-List** Rep. **SARAH JANE L. ELAGO**

---

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

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

**SECTION 1. *Reiteration 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 humane 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 Twenty Five Thousand Pesos (P25,000) 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 Twenty Seven Thousand Pesos (P27,000) a month. The salaries of all other teaching personnel occupying higher positions shall be adjusted accordingly.

**SECTION 5. *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 6. *Rules and Regulations.***

– The Department of Education, the Commission on Higher Education, and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

**SECTION 7. *Appropriations.***

– The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive branch of the government and other possible sources that may be determined by the Office of the President. Funds needed in subsequent years shall be included in the General Appropriations Act.

**SECTION 8. *Separability Clause.***

– Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

**SECTION 9. *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 10. *Effectivity.***

– This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

*Approved,*