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 UPGRADEING 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 UPGRADEING 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 UPGRADED 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 UPGRADE 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 UPGRADE 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. Villafaurete, 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 GOVT 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 UPGRADE 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 UPGRADE 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 UPGRADEING 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 UPGRADEING 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" Hererra-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" Hererra-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:

"AUTHORIZED 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 UPGRADED 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 UPGRADE 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. Gaite, 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. Esmael “Toto” G. Mangudadatu, titled:

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

12
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 UPGRADE 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 UPGRADEING 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 SCIENCE AND/OR MATHEMATICS" and

House Bill No. 5712, introduced by Reps. Alan Peter "Compañero" S. Cayetano, Paolo Z. Duterte, Ferdinando 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

Respectfully submitted,

ISIDRO T. UNGAB
Chairperson
Committee on Appropriations

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
Quezon City
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, accountability 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:

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<td>32</td>
<td>331,954</td>
<td>338,649</td>
<td>345,478</td>
<td>352,445</td>
<td>359,553</td>
<td>366,804</td>
<td>374,20</td>
<td>381,748</td>
</tr>
<tr>
<td>33</td>
<td>419,144</td>
<td>431,718</td>
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<td></td>
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</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Percentage of the Salary Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>For Provinces/Cities</td>
</tr>
<tr>
<td>Special Cities</td>
</tr>
<tr>
<td>1st Class</td>
</tr>
<tr>
<td>2nd Class</td>
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<tr>
<td>3rd Class</td>
</tr>
<tr>
<td>4th Class</td>
</tr>
<tr>
<td>5th Class</td>
</tr>
<tr>
<td>6th Class</td>
</tr>
</tbody>
</table>

(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

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