

SIXTEENTH CONGRESS OF THE REPUBLIC)
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Senate
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SENATE

P. S. Res. No. 3 RECEIVED BY: *Jhi*

Introduced by Senator Ralph G. Recto

**A RESOLUTION
DIRECTING THE SENATE COMMITTEES ON CIVIL SERVICE AND
GOVERNMENT REORGANIZATION AND ON FINANCE TO CONDUCT A REVIEW,
IN AID OF LEGISLATION, OF THE COMPENSATION SCHEDULE OF
GOVERNMENT OFFICIALS AND EMPLOYEES, WITH THE END IN VIEW OF
INCREASING SALARY, THEREBY ENSURING THAT IT IS RESPONSIVE TO THE
PREVAILING ECONOMIC CONDITIONS**

WHEREAS, Section 5, Article IX-B of the Constitution states that "Congress shall provide for the standardization of compensation of government officials and employees, including those in government-owned or -controlled corporations with original charters, taking into account the nature of the responsibilities pertaining to, and the qualifications required for their positions";

WHEREAS, Republic Act No. 6758 prescribes a revised Compensation and Position Classification System for civilian personnel in accordance with the above-cited constitutional provision and anchored on the basic principle of equal pay for substantially equal work;

WHEREAS, Joint Resolution No. 4 authorized the President of the Philippines to modify the Compensation and Position Classification System of civilian personnel and Base Pay Schedule of military and uniformed personnel to make it more effective in motivating government personnel and in invigorating public service;

WHEREAS, reforms in the Compensation System and Pay Schedule were instituted through Joint Resolution No. 4 and the same was initially implemented on July 1, 2009 and on January 1, 2010, in the case of local government units (LGUs);

WHEREAS, one of the governing principles of the modified Compensation and Position Classification System is its periodic review which shall be conducted every three (3) years, taking into account the changes in skills and competency requirement in the bureaucracy, the relative demand for certain expertise, the possible erosion in the purchasing power due to inflation, and other factors;

WHEREAS, the Base Pay Schedule of military and uniformed personnel shall likewise be subject to the said periodic review to ensure that they are adequately compensated;

Whereas, it has been more than three (3) years since the conduct of the last review of the Compensation and Position Classification System of civilian personnel and Base Pay Schedule of military and uniformed personnel;

WHEREAS, the Consumer Price Index (CPI) using 2006 as the base year is 115.5 for the period of May 2009 while that for May 2013 is 132.9¹;

WHEREAS, the CPI is an indicator of the change in the average retail prices of a fixed basket of goods and services commonly purchased by households relative to a base year and is most widely used in the calculation of the inflation rate and purchasing power of the peso²;

WHEREAS, the rate of inflation between May 2009 and May 2013 is at 15.06%;

WHEREAS, the inflation rate is the annual rate of change or the year-on- year change of the CPI expressed in percent and is interpreted in terms of declining purchasing power of money;

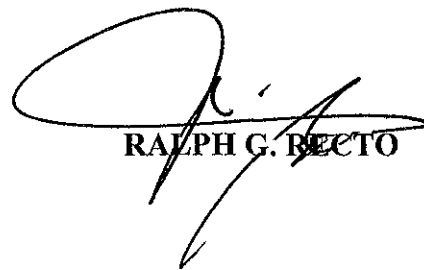
WHEREAS, an approximately 1.4 million personnel make up the corps of civil servants and bout 300,000 constitute the uniformed personnel in the country;

WHEREAS, it is imperative upon Congress to conduct a periodic review of the Compensation and Position Classification System of civilian personnel and Base Pay Schedule of military and uniformed personnel taking into account prevailing economic realities and an efficient allocation of personal services cost at a realistic level in proportion to the overall expenditure of the government;

WHEREAS, a fair and just Compensation and Position Classification System of civilian personnel and Base Pay Schedule of military and uniformed personnel will motivate government personnel towards exemplary performance, create a professional and committed corps of public servants and invigorate public service;

NOW THEREFORE, BE IT RESOLVED, by the Philippine Senate, to direct the Senate Committees on Civil Service and Government Reorganization and on Finance to conduct a review, in aid of legislation, of the compensation schedule of government officials and employees, with the end in view of increasing salary, thereby ensuring that it is responsive to the prevailing economic conditions.

Adopted,



RAJPH G. RECTO

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¹ Consumer Price Index For All Income Households And Headline Inflation Rates January 2004 - April 2013. National Statistical Coordination Board. Accessed at: http://www.nscb.gov.ph/secstat/d_price.asp on June 20, 2013.

² Consumer Price Index Primer. National Statistics Office. Accessed at: http://www.census.gov.ph/sites/default/files/attachments/itsd/cpi/Primer%20on%20Consumer%20Price%20Index_5.pdf on June 20, 2013.