


THIRTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
*Second Regular Session* )

5 SEP 19 P2:44

SENATE

RECEIVED BY: 

S. No. 2120

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**Introduced by Senator Edgardo J. Angara**

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**AN ACT ADOPTING A SALARY SCHEDULE FOR THE  
MEMBERS OF THE BENCH AND OTHER LAWYERS IN THE JUDICIARY,  
PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

**EXPLANATORY NOTE**

In October, 2003, the President of the Philippines signed into law Republic Act No. 9227, which granted special allowances to the members of the Judiciary equivalent to one hundred percent (100%) of their monthly basic salary, to be implemented on a staggered basis in a span of four (4) years.

Despite the grant of special allowances, however, the Justices and Judges still cannot be considered adequately compensated for the sensitive duties and responsibilities that their positions entail. Even if the special allowances will be at a 100% implementation, the income of Justices and Judges will still not be at par with the income of an average law practitioner.

Receiving even lower salaries are the lawyers in the Judiciary who are neither Justices nor Judges. They are placed in a grossly inferior position, as they were left out in R.A. No. 9227.

The low compensation of the members of the Bench and the other lawyers in the Judiciary drives away bright and promising lawyers. Even with the enactment of R.A. No. 9227, filling up of vacancies continues to be a major problem. And, as a necessary consequence, case backlogs continue to soar.

We must face the obvious problem - we need more judges and lawyers in the Judiciary. To entice the good and bright lawyers to these positions, we need to beef up their compensation package.


With the aforementioned premises, approval of this bill is earnestly sought.

  
**EDGARDO J. ANGARA**  
*Senator*

THIRTEENTH CONGRESS OF THE REPUBLIC )  
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5 SEP 19 P2:14

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**AN ACT ADOPTING A SALARY SCHEDULE  
FOR THE MEMBERS OF THE BENCH AND OTHER LAWYERS IN THE  
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*Be it enacted by the Senate and the House of Representatives of the Philippines  
in Congress assembled:*

1       **SECTION 1. Declaration of Policy** – It is hereby declared a policy of the State  
2 to adopt effective measures to ensure an independent, responsive and efficient  
3 Judiciary, worthy of public trust and confidence. Accordingly, this Act aims to

- 4       a. Raise the level of competence and ensure the integrity of the Justices, Judges  
5       and lawyers in the Judiciary; and  
6       b. Improve the compensation system for the members of the Bench, including  
7       court personnel, to be able to attract the best and the brightest to the  
8       Judiciary.

9       **SECTION 2. Salary Schedule of the Members of the Bench and the**  
10 **Lawyers in the Judiciary.** – All Justices, Judges and lawyers in the Judiciary shall  
11 receive the following monthly salaries in accordance with their respective salary grades  
12 under Republic Act No. 6758, as amended, otherwise known as the Salary  
13 Standardization Law:

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
23	40,040	41,041	42,067	43,119	44,197	45,302	46,434	47,595
24	41,646	42,687	43,754	44,848	45,969	47,119	48,297	49,504
25	43,310	44,393	45,503	46,640	47,806	49,001	50,226	51,482
26	45,042	46,168	47,322	48,505	49,718	50,961	52,235	53,541

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
27	46,844	48,015	49,215	50,446	51,707	53,000	54,325	55,683
28	48,718	49,936	51,184	52,464	53,776	55,120	56,498	57,910
29	50,666	51,933	53,231	54,562	55,926	57,324	58,757	60,226
30	57,750	59,194	60,674	62,190	63,745	65,339	66,972	68,647
31	80,850	82,871	84,943	87,067	89,243	91,474	93,761	96,105
32	92,400	94,710	97,078	99,505	101,992	104,542	107,156	109,835

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2           **SECTION 3. Coverage.** – The salary schedule set forth in Section 2 of this Act  
3 shall exclusively pertain to those positions in the Judiciary requiring, as a minimum  
4 qualification, admission to the Philippine Bar.

5           **SECTION 4. – Limitations.** – Positions in government offices other than the  
6 Judiciary that are equal in rank to the above positions, or are given the same rank and  
7 privileges of the above positions under existing laws, shall not be covered by the salary  
8 schedules provided in Section 2 hereof.

9           **SECTION 5. – Incentive Scheme.** – To carry out the declared policy of this  
10 Act, the Office of the Court Administrator is hereby authorized, in coordination with the  
11 Department of Budget and Management, to prepare and adopt an incentive scheme for  
12 officers and employees in the Judiciary not otherwise covered by Sections 2 and 3 of  
13 this Act.

14           **SECTION 6. Fund Source.** – The amounts necessary to carry out initially the  
15 provisions of this Act shall be charged against the current appropriations of the  
16 Judiciary; and should such amount be inadequate, the needed balance shall be taken  
17 from any funds in the National Treasury not otherwise appropriated and partly from the  
18 Judiciary Development Fund. Thereafter, such funds as may be needed for the  
19 continued implementation of this Act shall be included in the Annual General  
20 Appropriations Act.

1           **SECTION 7. *Implementing Guidelines.*** – The Supreme Court shall issue the  
2 necessary guidelines, in coordination with the Department of Budget and Management,  
3 for the proper implementation of this Act within ninety (90) days from approval hereof.

4           **SECTION 8. *Repealing Clause.*** – All laws, decrees, orders, rules and  
5 regulations or parts thereof inconsistent with this Act are hereby repealed or amended  
6 accordingly.

7           **SECTION 9. *Separability Clause.*** – If any provision of this Act is declared  
8 invalid or unconstitutional, the provisions not affected thereby shall continue to be in  
9 full force and effect.

10           **SECTION 10. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days  
11 after its publication in at least two (2) newspapers of general circulation.

12           *Approved.*

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