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SENATE  
P. S. Res. No. 635

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Introduced by Senator Maria Lourdes Nancy S. Binay

**RESOLUTION**  
**CALLING UPON THE PROPER SENATE COMMITTEES TO STUDY AND**  
**REVIEW EXISTING SALARY STANDARDIZATION LAWS IN ORDER TO GRANT**  
**THE NECESSARY INCREASE IN COMPENSATION AND BENEFITS OF**  
**GOVERNMENT EMPLOYEES**

**WHEREAS**, the Philippine Constitution mandates Congress to 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<sup>1</sup>;

**WHEREAS**, Republic Act No. 6758 or the Compensation and Position Classification Act of 1989 (RA 6758) declares the policy of the State to provide equal pay for substantially equal work and to base differences in pay upon substantive differences in duties and responsibilities, and qualification requirements of the positions. In determining rates of pay, due regard shall be given to, among others, prevailing rates in the private sector for comparable work<sup>2</sup>;

**WHEREAS**, under RA 6758, the following principles govern the Compensation and Position Classification System of the Government:

- a) All government personnel shall be paid just and equitable salaries and wages;
- b) The basic pay for all personnel in the government shall generally be comparable with those in the private sector;
- c) The total compensation program of government personnel shall be maintained at a reasonable level in proportion to the national budget;
- d) Government compensation rates shall be reviewed periodically taking into account possible erosion in purchasing power due to inflation and other factors.<sup>3</sup>

**WHEREAS**, pursuant to the Senate and House of Representatives Joint Resolution No. 4, a periodic review of the government's Compensation and Position Classification System 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

<sup>1</sup> 1987 Constitution of the Republic of the Philippines, Article IX-B, Section 5.

<sup>2</sup> Republic Act No. 6758 or the Compensation and Position Classification Act of 1989, Section 2;

<sup>3</sup> Republic Act No. 6758 or the Compensation and Position Classification Act of 1989, Section 3;

in the purchasing power due to inflation, and other factors. 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<sup>4</sup>;

**WHEREAS**, pursuant to Executive Order No. 76 (EO 76), Implementation of the Modified Salary Schedule for Civilian Personnel and Base Pay Schedule for Military and Uniformed Personnel in the Government, the implementation of the fourth tranche monthly salary for civilian personnel of the national government under Joint Resolution No. 4 shall be effective June 1, 2012 for national government personnel and July 1, 2012 for the President of the Philippines, Vice President and Cabinet Secretaries;

**WHEREAS**, pursuant to EO 76, the implementation of the fourth tranche monthly base pay schedule for military and uniformed personal under Joint Resolution No. 4 shall be effective June 1, 2012;

**WHEREAS**, pursuant to EO 76, the implementation of the fourth tranche of the salary schedule for LGU personnel shall be determined by the sanggunian based on LGU income class and financial capability; the Department of Budget and Management shall issue the fourth tranche monthly salary schedule for local government personnel for each LGU income class to take effect not earlier than January 1, 2013;


**WHEREAS**, according to the International Center for Innovation, Transformation and Excellence in Governance (INCITEGov), a rational, competitive and fair pay structure is a major impetus to good fiscal governance. It is therefore important that a competitive, fair and decent pay scale be supported and continuously implemented in the public sector<sup>5</sup>;

**WHEREAS**, there is continuing appeal from government employees delivering basic and essential government services, such as public school teachers, public health workers and barangay employees and officials among others, to increase their pay and benefits;

**WHEREAS**, it is imperative to study and review existing salary standardization laws to initiate adjustments in the compensation and benefits of government employees;

**NOW, THEREFORE, BE IT RESOLVED BY THE SENATE**, as it is hereby resolved to call upon the proper senate committees to study and review existing salary standardization laws in order to grant the necessary increase in compensation and benefits of government employees.

Adopted,

  
**MARIA LOURDES NANCY S. BINAY**  
Senator

<sup>4</sup> Joint Resolution Authorizing the President of the Philippines to Modify the Compensation and Position Classification System of Civilian Personnel and the Base Pay Schedule of Military and Uniformed Personnel in the Government, and for Other Purposes, June 17, 2009.

<sup>5</sup> INCITEGov, Rationalizing Public Sector Compensation, July 2009, Retrieved from <http://incitegov.org/wp-content/uploads/2011/05/INCITEGov-SSL.pdf>.