

EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



Senate
Office of the Secretary

'19 SEP 23 P 4 :07

SENATE

RECEIVED BY: _____

S. No. 1067

Introduced by Senator Manuel "Lito" M. Lapid

**AN ACT
CREATING IN THE DEPARTMENT OF EDUCATION THE
PLANTILLA POSITIONS OF GUIDANCE COUNSELORS 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**

EXPLANATORY NOTE

Guidance and counseling are important tools for the holistic development of a child to better manage one's emotions when faced with different situations, practice healthy coping mechanism at times of emotional conflict and personal problems, and get comprehensive advice on courses and careers, among others.¹

Secretary Leonor Briones stressed that the lack of guidance counselors in all levels of education system has been "a persistent problem" in the Philippines. Such problem is rooted from the issue of difficulty of attracting graduates to go into the field or even to choose public sector due to the low salary provided for those who are in the field. As of June 2018, according to Undersecretary Annalyn Sevilla, only 3,553 guidance-related plantilla items were authorized, of which only 1,483 or 42% are filled and out of 1,483,

¹ <https://www.nalandaschool.org/importance-of-guidance-and-counselling>

only 393 are Registered Guidance Counselors (RGCs). It is important to note that there are 3,220 RGCs as of July 2017.²

This proposed measure seeks to provide for the sufficient number of plantilla positions in the Department of Education for the guidance counselors and other guidance-related personnel in the public-school system. Further, it aims to increase the salaries of the same to be able to incentivize and attract them in the field.



MANUEL "LITO" M. LAPID
Senator

² <https://news.mb.com.ph/2018/07/18/deped-search-for-guidance-counselors-held-back-by-low-pay/>



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AN ACT
CREATING IN THE DEPARTMENT OF EDUCATION THE
PLANTILLA POSITIONS OF GUIDANCE COUNSELORS 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

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

1 **SECTION 1. *Creation of Plantilla Positions.*** The Department of Education,
2 in consultation with the Department of Budget and Management, shall ensure that
3 there is sufficient number of *plantilla* positions for guidance counselors in every public
4 elementary and high schools.

5
6 For purposes of this Act, the Department of Education shall endeavor to meet
7 the recommended ratios of one guidance counselor for every 200 students in the
8 public elementary and high schools.

9
10 **SECTION 2. *Increase in Salary Grades of Guidance Coordinators,***
11 ***Guidance Counselors, Guidance Services Associates, and Guidance Services***
12 ***Specialists.*** The present minimum salary grade levels of guidance coordinators,

1 guidance counselors, guidance services associates, and guidance services specialists
2 shall be increased in the following manner:

3

Current Position Classification	Current Salary Grade	Proposed Salary Grade
Guidance Counselor I	11	16
Guidance Counselor II	12	17
Guidance Counselor III	13	18
Guidance Coordinator I	14	19
Guidance Coordinator II	15	20
Guidance Coordinator III	16	21
Guidance Services Associate I	12	17
Guidance Services Associate II	14	19
Guidance Services Specialist I	16	20
Guidance Services Specialist II	18	21
Guidance Services Specialist III	20	22
Guidance Services Specialist IV	22	23

4

5 **SECTION 3. Appropriations.** The amounts necessary for the initial
6 implementation of this Act shall be charged against the savings of the Department of
7 Education. Thereafter, the funds shall be provided in the annual General
8 Appropriations Act.

9

10 **SECTION 4. Separability Clause.** Should any provision herein be declared
11 unconstitutional, the same shall not affect the validity of the other provisions of this
12 Act.

13

14 **SECTION 5. Repealing Clause.** All other laws, decrees, orders, issuances,
15 rules and regulations, which are inconsistent with the provisions of this Act are hereby
16 repealed, amended or modified accordingly.

17

1 **SECTION 6. *Effectivity.*** The Act shall take effect fifteen (15) days from the
2 publication in the Official Gazette or in any newspaper of general circulation.

3

4 *Approved,*