

24 MAY 21 P 4 :30

**SENATE**  
**S. No. 2688**

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Introduced by Senator Raffy T. Tulfo

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**AN ACT**  
**INCREASING THE SALARY SCHEDULE OF CIVILIAN PERSONNEL IN THE**  
**GOVERNMENT, AND FOR OTHER PURPOSES**


**EXPLANATORY NOTE**

As the backbone of Philippine governance, civil servants work to implement government policies and deliver public service. According to a report of the Civil Service Commission as of June 30, 2022 on the inventory of government human resources, the Philippine government bureaucracy is composed of 1,654,575 career civil servants.

Despite their invaluable contributions, many of our civil servants face financial difficulties due to insufficient compensation. The salary structure of government employees has lagged behind the rising cost of living and the increasing demands of their roles. Inflation has eroded the purchasing power of their incomes, making it difficult for many to meet their basic needs, with its effect still being felt after soaring inflation since 2023. The current compensation framework fails to reflect the true value of their service and dedication, leading to low morale and high turnover rates, which ultimately hamper the efficiency of public service delivery.

This measure seeks to address the longstanding issue of inadequate compensation for our civil servants, to prevent the prevalence of corruption, and to ensure a decent standard of living for government employees and ultimately improve their quality of lives and of their families.

The proposed salary increase is not just a financial adjustment; it is a recognition of the invaluable service that civil servants provide to our nation. By ensuring they are fairly compensated, we acknowledge their dedication and sacrifices. This bill aims to effect a more motivated and efficient public sector, capable of delivering high-quality services to the Filipino people.



Raffy T. Tulfo  
Senator

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Second Regular Session )



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

1 Section 1. *Short Title.* – This Act shall be known as the "Salary Standardization  
2 Law VI."

3 Sec. 2. *Declaration of Policy.* – Pursuant to Section 5, Section IX-B of  
4 the Constitution, it is hereby declared the policy of the State to provide for the  
5 standardization of the compensation of all government officials and employees  
6 taking into account the nature of the responsibilities pertaining to, and the qualifications  
7 required for, their positions, thereby strengthening the government's merit and reward  
8 system.

9 Sec. 3. *Coverage.* – This Act shall apply to all civilian government personnel in the  
10 Executive, Legislative, and Judicial Branches, Constitutional Commissions, and other  
11 Constitutional Offices, government-owned or -controlled corporations (GOCCs) not  
12 covered by Republic Act (R.A.) No. 10149, and local government units (LGUs). This shall  
13 cover government personnel whether regular, contractual or casual, appointive or  
14 elective, and on full-time or part-time basis.

1            *Sec. 4. Exclusions.* - The following shall be excluded from the coverage of this Act:  
2 (a) Military and uniformed personnel; and (b) GOCCs under R.A. No. 10149 which shall  
3 be covered by a Compensation and Position Classification System (CPCS) established by  
4 the Governance Commission for GOCCs (GCG) and approved by the President of the  
5 Philippines.

6            *Sec. 5. Salary Increase.* - The Department of Budget and Management shall  
7 formulate a modified Salary Schedule for Civilian Personnel, reflecting an increase to be  
8 implemented in four tranches which shall take into consideration the following: (a)  
9 Differences in pay shall be based upon substantive differences in duties, responsibilities,  
10 accountabilities and qualification requirements of the positions; (b) The compensation for  
11 all civilian government personnel shall be standardized and rationalized across all  
12 government agencies to create an enabling environment that will promote social justice,  
13 integrity, efficiency, productivity, accountability and excellence in the civil service; and  
14 (c) The compensation of all civilian personnel shall generally be competitive with those in  
15 the private sector doing comparable work to attract, retain and motivate a corps of  
16 competent and dedicated civil servants.

17            *Sec. 6. Compensation System.* - The Total Compensation Framework established  
18 under Republic Act No. 11466, consisting of the following components, shall continue to  
19 be adopted: (a) Basic Salaries including Step Increments; (b) Position classification  
20 System; (c) Standard Allowances and Benefits; (d) Specific-Purpose Allowances and  
21 Benefits; and (e) Incentives.

22            *Sec. 7. Compensation Adjustment for Personnel of Local Government Units.* - The  
23 Compensation Framework for Personnel of Local Government Units established under  
24 Republic Act No. 11466 shall continue to be adopted.

25            *Sec. 8. Implementation Schedule.* - For personnel of National Government  
26 Agencies (NGAs), the Modified Salary Schedule shall be implemented in four (4) tranches,  
27 with the first tranche beginning on January 1, 2024, the second tranche beginning on  
28 January 1, 2025, the third tranche beginning on January 1, 2026, and the fourth tranche  
29 beginning on January 1, 2027.

1 For personnel of GOCCs and LGUs, the implementation period shall be not less  
2 than four (4) years depending on their financial capabilities: Provided, That the initial  
3 implementation shall not be earlier than January 1, 2024.

4 *Sec. 9. Exempt Entities.* — Exempt entities refer to: (i) government agencies that  
5 are not covered by the Compensation and Position Classification System  
6 (CPCS) authorized under R.A. No. 6758, as amended; (ii) GOCCs governed by the  
7 CPCS established by GCG under R.A. No. 10149; and (iii) those authorized by law and  
8 have adopted their own compensation and position classification system. Exempt  
9 entities shall be governed by their respective compensation and position classification  
10 systems which shall be made effective upon the recommendation of the DBM or GCG, as  
11 the case may be, and approval by the President of the Philippines.

12 *Sec. 10. Applicability to Certain Officials.* - Pursuant to Section 6 of Article VII and  
13 Section 10 of Article VI of the Constitution, the salaries authorized herein for the President  
14 of the Philippines, Vice-President of the Philippines and Members of Congress shall take  
15 effect only after the expiration of the respective terms of the present incumbents.

16 *Sec. 11. Funding Sources.* - The funding sources for the amounts necessary to  
17 implement this Act shall be as follows: (a) For NGAs, the amount needed for the salary  
18 adjustment in FY 2024 shall be charged against any available appropriations in the FY  
19 2024 General Appropriations Act and any other available and valid appropriations.  
20 Thereafter, such amounts as needed shall be included in the annual General  
21 Appropriations Act; (b) For GOCCs, the amounts shall come from their respective  
22 corporate funds in the corporate operating budgets approved by DBM. GOCCs which do  
23 not have sufficient funds shall only partially implement the rates of compensation to be  
24 formulated by the DBM: Provided, That any partial implementation shall be at uniform  
25 proportion of such rates for all positions in each GOCC; (c) For LGUs, the amounts shall  
26 be charged against their respective local 31 government funds in accordance with the  
27 pertinent provisions of R.A. No. 32 11466 and R.A. No. 7160.

28 *Sec. 12. Implementing Rules and Regulations.* - The DBM shall issue the guidelines  
29 necessary to implement specific provisions of this Act.

1           Sec. 13. *Separability Clause.* – If any provision of this Act is held invalid  
2 or unconstitutional, the same shall not affect the validity and effectivity of the other  
3 provisions hereof.

4           Sec. 14. *Applicability of Presidential Decree No. 985 as Amended by Presidential*  
5 *Decree No. 1597 and Other Related Laws.* - All provisions of P. D. 8 No. 985, as amended  
6 by P.D. No. 1597, R.A. No. 6758, Congress Joint Resolution No. 9 1, s. 1994, Congress  
7 Joint Resolution No. 4, s. 2009, and Executive Order No. 201, s. 2016, R.A. No. 11466  
8 which are not inconsistent with, expressly modified, revoked or repealed in this Act shall  
9 continue to be in full force and effect.

10           Sec. 15. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication  
11 in the Official Gazette or in a newspaper of general circulation.

Approved,