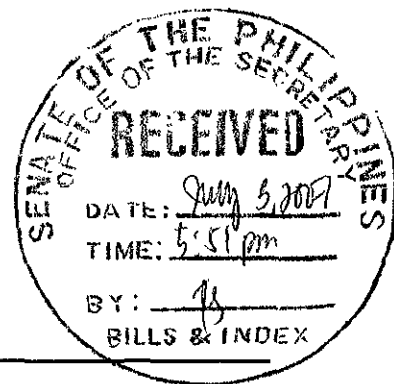


FOURTEENTH CONGRESS OF THE REPUBLIC  
OF THE PHILIPPINES  
*First Regular Session*

SENATE

S. No. 886



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Introduced by SENATOR EDGARDO J. ANGARA

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**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.

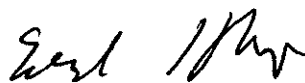
Despite the grant of special allowances, however, the justices and Judges still cannot be considered adequately compensated for the sensitive duties and responsibilities that their positions entail. Even if the special allowances will be at a 100% implementation, the income of Justices and Judges will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

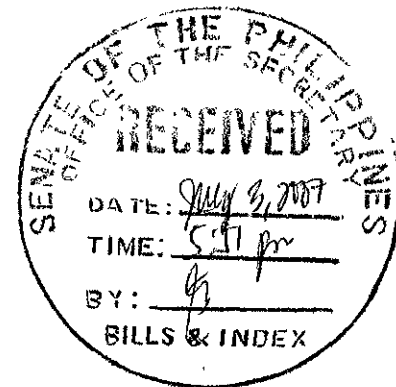
Receiving even lower salaries are the lawyers in the Judiciary who are neither Justices nor Judges. They are placed in a grossly inferior position, as they were left out in R.A. No. 9227.

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



SENATE

S. No. 886

Introduced by SENATOR EDGARDO J. ANGARA

**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**

*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  
2 the State to adopt effective measures to ensure an independent, responsive  
3 and efficient Judiciary, worthy of public trust and confidence. Accordingly,  
4 this Act aims to:

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

10  
11           **SECTION 2. Salary Schedule of the Members of the Bench and**  
12 *the Lawyers in the Judiciary.* - All Justices, Judges and lawyers in the  
13 Judiciary shall receive the following monthly salaries in accordance with  
14 their respective salary grades under Republic Act No. 6758, as amended,  
15 otherwise known as the Salary 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	46,302	46,434	47,595
24	41,646	42,687	43,754	44,846	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	46,188	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	48,016	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	56,488	57,910
29	50,666	51,933	53,231	54,562	55,926	57,324	58,757	60,228
30	52,750	54,094	55,474	56,890	58,345	59,839	61,372	62,947
31	54,850	56,271	57,723	59,207	60,723	62,274	63,861	65,485
32	57,000	58,510	60,058	61,645	63,272	64,942	66,656	68,405

1  
2  
3       **SECTION 3. Coverage.** -The salary schedule set forth in Section 2 of  
4 this Act shall exclusively pertain to those positions in the Judiciary requiring,  
5 as a minimum qualification, admission to the Philippine Bar.

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

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

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

25  
26       **SECTION 7. Implementing Guidelines-** The Supreme Court shall  
27 issue the necessary guidelines, ill coordination with the Department of  
28 Budget and Management, for the proper implementation of this Act within  
29 ninety (90) days from approval hereof.

1           **SECTION 8. *Repealing Clause.*** - All laws, decrees, orders, rules and  
2 regulations or parts thereof inconsistent with this Act are hereby repealed or  
3 amended accordingly.

4  
5           **SECTION 9, *Separability Clause*** - If any provision of this Act is  
6 declared invalid or unconstitutional, the provisions not affected thereby shall  
7 continue to be in full force and effect.

8  
9           **SECTION 10. *Effectivity Clause.*** - This Act shall take effect fifteen  
10 (15) days after its publication in at least two (2) newspapers of general  
11 circulation.

12  
13 *Approved,*