

FOURTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
Second Regular Session

8 JUL 31 P4:05

SENATE

RECEIVED BY: 

P.S. Res. No. 543

INTRODUCED BY SENATOR VILLAR

RESOLUTION

URGING THE SENATE COMMITTEES ON FINANCE, CIVIL SERVICE AND GOVERNMENT REORGANIZATION TO CONDUCT AN OMNIBUS ASSESSMENT AND REVIEW, IN AID OF LEGISLATION, ON THE SALARY STANDARDIZATION LAW UNDER REPUBLIC ACT 6758, AS AMENDED, WITH THE TWIN OBJECTIVES OF UPDATING THE COMPENSATION AND POSITION CLASSIFICATION SYSTEM GOVERNING THE CORPS OF GOVERNMENT PERSONNEL AND STRENGTHENING THE FURTHER PROFESSIONALIZATION OF THE PUBLIC SECTOR

WHEREAS, it is a declared policy of the State to provide all government personnel equal pay for substantially equal work and to base differences in pay upon substantive differences in duties and responsibilities, and qualification requirements of the position;

WHEREAS, in Republic Act 6758, the Salary Standardization Law, the following policies and objectives are set and should be observed:

- All government personnel shall be paid just and equitable wages and while pay distinctions must necessarily exist in keeping with work distinctions, the ratio of compensation for those occupying higher ranks to those at lower ranks should be maintained at equitable levels, giving due consideration to higher percentages of increases to lower level positions and lower percentage increases to higher level positions;
- Basic compensation for all personnel in the government and government-owned and controlled corporations and financial institutions shall generally be comparable with those in the private sector doing comparable work, and must be in accordance with prevailing laws on minimum wages;
- The total compensation provided for government personnel must be maintained at a reasonable level in proportion to the national budget.
- A review of government compensation rates, taking into account possible erosion in purchasing power due to inflation and other factors, shall be conducted periodically.

WHEREAS, a just and equitable wage means such an amount of wage that the worker deems sufficient to support the daily sustenance of himself and his family;

WHEREAS, a review of government compensation rates, taking into account possible erosion in purchasing power due to inflation which is at present a high 11.4 % as reported by the Bangko Sentral ng Pilipinas and expected to peak at 12 % in October, should be assessed and conducted;

WHEREAS, the last time a comprehensive review of the government compensation rates was made in 1994 although in the last few years, the compensation system has been adjusted through executive issuances and increases in the annual appropriation;

WHEREAS, the current level of wages for government employees, particularly those covered by the Salary Standardization Law is inadequate to meet the current needs of the times, especially because of the high prices of fuel and food;

WHEREAS, government personnel have been clamoring for an updating of the Salary Standardization Law citing the continuing economic hardship, with most State workers having a life of unending cycle of loans, debts and even "sidelines";

WHEREAS, as of the last statistics, the Philippine bureaucracy has a total of 1,475,699 government personnel of which the workers from the National Government Agencies (NGA) totaled 1,001,495 while employees from the government owned and controlled corporations (GOCC) and Local Government Units (LGU) are 103,977 and 370,227 respectively;

WHEREAS, if successful, the said benefits would result in the improvement of the purchasing power of government personnel, equated with just and equitable wages:
Now therefore be it

RESOLVED, as it is hereby resolved To Urge the Senate Committees on Finance, Civil Service and Government Reorganization to conduct an omnibus assessment and review, in aid of legislation, of the Salary Standardization Law under Republic Act 6758, as Amended, with the twin objectives at updating the compensation and classification system governing the corps of government personnel and strengthening the further professionalization of the public sector.

Adopted,


MANNY VILLAR