

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Seventeenth Congress
Session

H.B. No. **6712**



Introduced by Congressman Dakila Carlo E. Cua

**AN ACT AMENDING SECTION 9 OF REPUBLIC
ACT NO. 6758 OTHERWISE KNOWN AS THE
SALARY STANDARDIZATION LAW, AS AMENDED**

EXPLANATORY NOTE

This bill seeks to offer highly competent individuals and professionals adequate compensation, in order to entice into joining the public service for purposes of attaining better public service.

It is of public knowledge that employees and professionals employed in the private sector are better compensated than those employed by the government. This is the primordial reason why highly competent individuals and professionals tend to join the private sector than to serve the government. Worse, performing public servants are repulsed from staying with the government by reason of inadequate compensation.

By giving the head of each branch, bureau, agency, or department the power to adjust the benchmarking of position schedule to match compensation offered by the government to that in the private industry will level the playing field, and give the government the leeway to select, engage, and retain highly competent individuals and professionals. In this regard, the immediate passage of this Bill is earnestly sought.


DAKILA CARLO ENRIQUEZ CUA

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

SECTION 1. *Section 9 of the Salary Standardization Law, as amended, is hereby amended to read as follows:*

Section 9. Salary Grade Assignments for Other Positions. - For positions below the Officials mentioned under Section 8 hereof and their equivalent, whether in the National Government, local government units, government-owned or controlled corporations or financial institutions, the Department of Budget and Management is hereby directed to prepare the Index of Occupational Services to be guided by the Benchmark Position Schedule prescribed hereunder and the following factors: (1) the education and experience required to perform the duties and responsibilities of the positions; (2) the nature and complexity of the work to be performed; (3) the kind of supervision received; (4) mental and/or physical strain required in the completion of the work; (5) nature and extent of internal and external relationships; (6) kind of supervision exercised; (7) decision-making responsibility; (8) responsibility for accuracy of records and reports; (9) accountability for funds, properties and equipment; and (10) hardship, hazard and personal risk involved in the job.

Benchmark Position Schedule

Position Title	Salary Grade
Laborer I	1
Messenger	2
Clerk I	3
Driver I	3
Stenographer I	4

Mechanic I	4
Carpenter II	5
Electrician II	6
Secretary I	7
Bookkeeper	8
Administrative Assistant	8
Education Research Assistant I	9
Cashier I	10
Nurse I	10
Teacher I	10
Agrarian Reform Program Technologist	10
Budget Officer I	11
Chemist I	11
Agriculturist I	11
Social Welfare Officer I	11
Engineer I	12
Veterinarian I	13
Legal Officer I	14
Administrative Officer II	15
Dentist II	16
Postmaster IV	17
Forester III	18
Associate Professor I	19
Rural Health Physician	20

In no case shall the salary of the chairman, president, general manager or administrator, and the board of directors of government-owned or controlled corporations and financial institutions exceed Salary Grade 30: Provided, That the President may, in truly exceptional cases, may approve higher compensation for the aforesaid officials.

SUBJECT TO THE PRIOR APPROVAL OF THE CIVIL SERVICE COMMISSION, THE HEAD OF EACH BRANCH, DEPARTMENT, AGENCY, OR BUREAU MAY APPROVE HIGHER COMPENSATION TO ANY POSITION HOLDING SALARY GRADES 21 TO 29: PROVIDED, THAT IN NO CASE SHALL THE SALARY OF SAID OFFICIALS AND EMPLOYEES EXCEED SALARY GRADE 30.

SECTION 2. *Separability Clause* – If, for any reason, any provision of this Act is declared unconstitutional or invalid, parts or provisions of this Act which are not affected shall be in full force and effect.

SECTION 3. *Repealing Clause* – All laws, executive orders, presidential decrees, implementing rules and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 4. *Effectivity* – This Act shall take effect fifteen [15] days after its publication in the Official Gazette or in two [2] newspapers of general circulation in the Philippines.

Approved.