

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

SEVENTEENTH CONGRESS
Third Regular Session

House Bill No. 8306



Introduced by Representative Ron P. Salo

EXPLANATORY NOTE

The Judiciary Branch of the Philippine Government is one of its three independent and co-equal branches. The duties of the Judiciary include the duty of the courts of justice to settle actual controversies involving rights which are legally demandable and enforceable, and to determine whether or not there has been a grave abuse of discretion amounting to lack or excess of jurisdiction on the part of any branch or instrumentality of the Government.

Part of the important mandate of the Judiciary include its employees who perform an invaluable role in the speedy administration of justice in our country. Thus, the State must ensure that all the appointees in these crucial positions are qualified and competent. Appointing based on merit and qualifications enable the government to maximize its resources and work in the most efficient manner. With thousands of cases and other judicial matters entering their posts daily, these employees must be compensated with salaries commensurate to their merits, qualifications, and the volume of work that they perform.

Further, the 1987 Philippine Constitution guarantees every employee the right to a decent living wage and adequate income in order to sufficiently provide for their families. The State must also ensure that its employees are able to adequately provide for themselves and their dependents.

In this bill, it is proposed that the salaries and qualifications of the 18 positions mentioned in the bill be reclassified and updated. It is high time that we recognize the importance of these employees and the essential task that they perform. Increasing the salaries of these court personnel will enable them to focus on their work and contribute in the speedy and efficient administration of justice in our country.

In view of the foregoing, approval of this bill is urgently sought.


RON P. SALO
KABAYAN Partylist

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AN ACT
RECLASSIFYING THE SALARY AND QUALIFICATIONS OF CERTAIN EMPLOYEES IN THE
JUDICIARY AND FOR OTHER PURPOSES

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

SECTION 1. Declaration of Policy. – It is the policy of the State to ensure that all appointees in the government are qualified, competent, and appointed based on merit. As such, the State must also ensure that those appointed in position must be compensated with salaries commensurate to their merits and amount of work that they perform.

Employees of the Courts perform a significant role in ensuring the speedy administration of Justice in our country. With thousands of cases and other judiciary matters entering their posts daily, these employees must be compensated accordingly.

SEC. 2. Reclassification of Salary and Qualifications. –

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
15	23	Clerk of Court I	Court Manager I	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: None required Experience: None required	Education: LLB graduate Eligibility: CS-P/Second Level Training: 4 hours of relevant training Experience: 1 year of relevant experience
18	24	Clerk of Court II	Court Manager II	Education: Bachelor's	Education: LLB graduate

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
				degree relevant to the job Eligibility: CS-P/Second Level Training: None required Experience: None required	Eligibility: CS-P/Second Level Training: 10 hours of relevant training Experience: 2 years of relevant experience
22	25	Clerk of Court III	Court Manager III	Education: Bachelor of Laws Eligibility: CS-P/Second Level Training: 4 hours of relevant training Experience: 1 year of relevant experience	Education: Bachelor of Laws graduate Eligibility: CS-P/Second Level Training: 14 hours of relevant training Experience: 3 years of relevant experience
23	26	Clerk of Court IV	MET-TC Court Attorney IV	Education: Bachelor of Laws graduate Eligibility: CS-P/Second Level Training: 8 hours of relevant training Experience: 2 years of relevant experience	Education: Bachelor of Laws graduate Eligibility: RA 1080 Training: 16 hours of relevant training Experience: 4 years of relevant experience
24	27	Clerk of Court V	Branch Court Attorney IV	Education: Bachelor of Laws graduate Eligibility: RA 1080	Education: Bachelor of Laws graduate Eligibility: RA 1080

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
				Training: 4 hours of relevant training Experience: 1 year of relevant experience	Training: 16 hours of relevant training Experience: 5 years of relevant experience
25	28	Clerk of Court VI	Branch Court Attorney V	Education: Bachelor of Laws graduate Eligibility: RA 1080 Training: 4 hours of relevant training Experience: 1 year of relevant experience	Education: Bachelor of Laws graduate Eligibility: RA 1080 Training: 20 hours of relevant training Experience: 5 years of relevant experience
26	29	Clerk of Court VII	Executive Court Attorney	Education: Bachelor of Laws graduate Eligibility: RA 1080 Training: 10 hours of relevant training Experience: 3 years of relevant experience	Education: Bachelor of Laws graduate Eligibility: RA 1080 Training: 24 hours of relevant training Experience: 5 years of relevant experience
12	17	Court Legal Researcher I	Judicial Research Officer I	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: None required	Education: Completed at least two (2) years of studies in the College of Law Eligibility: CS-P/Second Level

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
				Experience: None required	Training: 4 hours of relevant training Experience: 1 year relevant experience
15	20	Court Legal Researcher II	Judicial Research Officer II	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: 4 hours of relevant training Experience: 1 year relevant experience	Education: Bachelor of Laws graduate Eligibility: CS-P/Second Level Training: 8 hours of relevant training Experience: 2 years of relevant experience
11	13	Human Resource Management Officer I	Human Resource Management Officer I	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: None Experience: none	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: None Experience: none
15	16	Human Resource Management Officer II	Human Resource Management Officer II	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: 4 hours of relevant training	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: 4 hours of relevant training

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
				Experience: 1 year relevant experience	Experience: 1 year relevant experience
18	19	Human Resource Management Officer III	Human Resource Management Officer	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: 8 hours of relevant training Experience: 2 year relevant experience	Education: Bachelor's degree relevant to the job Eligibility: CS-P/Second Level Training: 8 hours of relevant training Experience: 4 year relevant experience
8	12	Human Resource Management Assistant	Human Resource Management Assistant	Education: Completion of 2 years in college Eligibility: CS-SP/First Level Training: 4 hours of relevant training Experience: 1 year relevant experience	Education: Completion of 2 years in college Eligibility: CS-SP/First Level Training: 4 hours of relevant training Experience: 1 year relevant experience
18	22	Social Welfare Officer III	Judicial Social Welfare Officer III	Education: Bachelor's degree in Social Work Eligibility: RA 1080 Training: 16 hours of relevant training Experience: 3 year relevant experience	Education: Bachelor's degree in Social Work Eligibility: RA 1080 Training: 40 hours of relevant training Experience: 1 year relevant experience and

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
					20 years experience working in courts
15	18	Social Welfare Officer II	Judicial Social Welfare Officer II	Education: Bachelor's Degree in Social Work Eligibility: RA 1080 Training: 4 hours of relevant training Experience: 1 year relevant experience	Education: Bachelor's degree in Social Work Eligibility: RA 1080 Training: 20 hours of relevant training Experience: 3 year relevant experience
11	13	Librarian I	Librarian I	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science), Bachelor of Library and Information Science Eligibility: RA 1080 Training: none Experience: none	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science), Master of Library and Information Science Eligibility: RA 1080 Training: 4 hours of relevant training Experience: none
15	17	Librarian II	Librarian II	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science),	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science),

Present Salary Grade	New Salary Grade	Present Position	New Position	Present Qualifications	New Qualifications
				Bachelor of Library and Information Science Eligibility: RA 1080 Training: 4 hours of relevant training Experience: 1 year of relevant experience	Master of Library and Information Science Eligibility: RA 1080 Training: 8 hours of relevant training Experience: 1 year of relevant experience
18	18	Librarian III	Librarian III	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science), Bachelor of Library and Information Science Eligibility: RA 1080 Training: 8 hours of relevant training Experience: 1 year of relevant experience	Education: BSE (Major in Library Science), BEE (Specialization in Library Science), AB (Specialization in Library Science), Master of Library and Information Science Eligibility: RA 1080 Training: 8 hours of relevant training Experience: 2 years of relevant experience

SEC. 3. Representation and Transportation Allowance (RATA). – The employees mentioned in the preceding section who are already entitled to Representation and Transportation Allowance (RATA) shall receive a Five thousand Pesos (P 5,000.00) increase across the board.

SEC. 4. Implementing Rules and Regulations. – The Civil Service Commission (CSC) in consultation with the Department of Budget and Management (DBM) and the Supreme Court, shall promulgate the rules and regulations necessary for the implementation of this Act.

SEC. 5. Appropriations. – The amount necessary for the initial implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 6. Separability Clause. – If any provision or part of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall continue to be in full force and effect.

SEC. 7. Repealing Clause. – All laws, executive orders, and administrative orders or parts thereof inconsistent with any provision of this Act are hereby repealed or amended accordingly.

SEC. 8. Effectivity Clause. – This Act shall take effect fifteen (15) days after its publication in the online version of the *Official Gazette* or in two (2) newspapers of general circulation.

Approved.