

NINETEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
First Regular Session

HOUSE OF REPRESENTATIVES

H. B. No. 2831



Introduced by Representative Ralph G. Recto

**AN ACT
INCREASING THE MINIMUM SALARY GRADE LEVEL OF SOCIAL WORKER
POSITION FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING
FUNDS THEREFOR**

EXPLANATORY NOTE

There is a group of forgotten and neglected health frontliners to whom the nation owes so much--the social workers in public institutions. Perhaps, the social workers have the biggest number of clients in a hospital. Anyone who lacks the money, which means most of those who seek treatment nowadays, automatically becomes their "patient".

This is because most of those who are hospitalized share one comorbidity: poverty. It is fatal. This is a land where every family is one major illness away from bankruptcy. Our social workers help them and their families find relief, by becoming their advocates for discounts and free treatments. They refer them to agencies which can extend financial help and alleviate their plight.

Like medical professionals, social workers prepare a patient chart but of a different kind, one which often shows the hard life of the sick and their families. But their job goes beyond profiling. They recommend psychosocial care, lodging for the caregivers, fare money for the stranded. They have been doing these ages before the COVID-19 pandemic struck.

Despite the social workers' invaluable contributions, their salaries lag behind those of other helping professions such as nurses and police officers. Currently, under Republic Act No. 11466, a Social Welfare Officer I receives a basic pay of PhP 25,439. The best belated thank you card that we can give our social workers is to make their minimum pay equal to nurses, PhP 35,097 a month, which is that of Salary Grade 15 in the government pay scale.

Although no amount of money is enough to show our appreciation for the sacrifices and hard work of our social workers, especially those in the front lines, we must, at the very least, recognize and ensure that they get the pay that they deserve so that they too may lead a decent and humane life.

In light of the foregoing, immediate passage of the bill is earnestly sought.



RALPH G. RECTO

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AN ACT

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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 "Social Workers' Pay
2 Hike Act of 2020".

3 SEC. 2. *Declaration of Policy.* – It is hereby a declared policy of the state to pay
4 just and equitable compensation to all government personnel, including the social
5 workers, in accordance with the principle of equal pay for work of equal value, in order
6 to attract, retain and motivate a corps of competent civil servants.

7 SEC. 3. *Increase in the Minimum Salary Grade Level.* – The minimum base pay
8 of social workers working in government institutions shall not be lower than Salary
9 Grade 15 with equivalent monthly salary as prescribed in the Modified Salary Schedule
10 for Civilian Employees under Republic Act No. 11466, otherwise known as the "Salary
11 Standardization Law of 2019": *Provided*, That for social workers working in local
12 government units (LGUs), adjustment of their salaries shall be in accordance with
13 Section 10 of the said law.

14 SEC. 4. *Authority of the Department of Budget and Management (DBM).* – The
15 DBM is authorized to adjust the salary grades of social worker positions in government
16 as reflected in the occupational group, Social Welfare Development under the Index
17 of Occupational Services, Occupational Groups, Classes and Salary Grades pursuant
18 to DBM Budget Circular 2018-4.

1 Sec. 5. *Coverage.* – This Act shall apply to all social workers in all national
2 government institutions and LGUs. This Act shall cover all social workers occupying
3 positions whether regular, contractual or casual, now existing or hereafter created.

4 Sec. 6. *Appropriations.* – The funding sources for the amounts necessary to
5 implement this Act shall be as follows:

6 a. For national government entities, the amount necessary for the immediate
7 implementation of this Act shall be included in the General Appropriations
8 Act;

9 b. For LGUs, the amounts shall be charged against their respective local
10 government funds in accordance with the pertinent provisions of this Act
11 and Republic Act No. 7160.

12 Sec. 7. *Implementing Rules and Regulations.* – The DBM shall, within sixty (60)
13 days after the approval of this Act, prepare and issue the necessary guidelines to
14 implement the provisions of this Act.

15 Sec. 8. *Repealing Clause.* – All other laws, acts, decrees, executive orders,
16 issuances, and rules and regulations or parts thereof which are contrary to or
17 inconsistent with this Act are hereby repealed, amended, or modified accordingly.

18 Sec. 9. *Effectivity.* – This Act shall take effect upon its publication in the *Official*
19 *Gazette* or in one newspaper of general circulation.

Approved,