



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila



Nineteenth Congress
First Regular Session

HOUSE BILL NO. 8240

Introduced by Representative Margarita “Atty. Migs” B. Nograles

EXPLANATORY NOTE

This bill seeks to increase the salary of civilian government personnel by modifying their existing salary schedule and appropriating funds therefor.

The fourth and last tranche of the salary increase mandated by Republic Act No. 11466 otherwise known as the “*Salary Standardization Law of 2019*” took effect on January 1, 2023. However, for most government employees, especially those occupying salary grades 1 to 16, the adjusted salaries are still inadequate to meet their everyday needs considering the constant increase of prices of basic commodities, food and utilities.

This bill is intended to attract, retain and motivate a corps of competent government personnel by implementing a salary schedule that is competitive with those in the private sector doing comparable work and in keeping with current economic realities.

The proposed measure provides for a salary increase of twelve percent (12%) within the next four (4) years, taking into consideration the government’s limited fiscal space and ensuring that the fund allocation for personnel services in the bureaucracy is kept at a reasonable proportion to its overall expenditure.

Employees in the government are the prime movers of the country’s growth and development. It is therefore necessary to preserve their well-being and help them keep their dignity by providing measures that will protect their economic liberties.

In view of the foregoing, approval of this bill is highly and earnestly recommended.


MARGARITA "ATTY. MIGS" B. NOGRALES



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HOUSE BILL NO. 8240

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1 **AN ACT**
2 **INCREASING THE SALARY OF CIVILIAN GOVERNMENT**
3 **PERSONNEL, MODIFYING FOR THE PURPOSE THE SALARY**
4 **SCHEDULE AND APPROPRIATING FUNDS THEREFOR**

5
6 *Be it enacted by the Senate and House of Representatives of the Philippines in*
7 *Congress assembled:*

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9 SECTION 1. *Short Title.* – This Act shall be known as the “*Salary*
10 *Standardization Law of 2023 (SSL VI).*”

11 SEC. 2. *Statement of Policy.* – It is the policy of the State to provide for
12 the standardization of compensation of government officials and employees,
13 including officials and employees in government-owned and controlled
14 corporations with original charters, taking into account the nature of duties and
15 responsibilities pertaining to, and the qualifications required for their position.
16 Towards this end, the State shall:

1 (a) Implement a salary schedule that is generally competitive with
2 those in the private sector doing comparable work, and in accordance with the
3 provisions of existing compensation and position classification laws, to attract,
4 retain and motivate a corps of competent civil servants;

5 (b) Ensure that the salary of government personnel is fair and
6 reasonable in consideration of fiscal realities and personnel services cost is
7 maintained at a reasonable proportion to overall government expenditures; and

8 (c) Conduct a periodic review of the compensation and position
9 classification system taking into account the changes in skills and competency
10 requirements, inflation and other factors.

11 **SEC. 3. *Coverage.*** – This Act shall apply to all civilian government
12 personnel in the Executive, Legislative, and Judicial branches, including
13 Constitutional Commissions and other Constitutional Offices, government-
14 owned and controlled corporations (GOCC) not covered by Republic Act (RA)
15 No. 10149, otherwise known as the “*GOCC Governance Act of 2011*,” and
16 local government units (LGUs), whether regular, casual or contractual in nature,
17 appointive or elective, on full-time or part-time basis.

18 **SEC. 4. *Salary Schedule for Civilian Government Personnel.*** – The
19 modified salary schedule for civilian personnel, which shall be implemented in
20 four (4) tranches, are as follows:

First Tranche								
Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,390	13,502	13,616	13,729	13,844	13,960	14,076	14,193
2	14,234	14,343	14,453	14,564	14,675	14,788	14,902	15,015
3	15,118	15,236	15,352	15,471	15,590	15,709	15,830	15,951
4	16,054	16,177	16,302	16,426	16,553	16,679	16,808	16,936
5	17,039	17,171	17,303	17,436	17,569	17,705	17,841	17,977
6	18,080	18,219	18,359	18,501	18,643	18,785	18,930	19,076
7	19,179	19,326	19,474	19,625	19,774	19,926	20,079	20,233
8	20,336	20,521	20,707	20,894	21,082	21,273	21,465	21,660
9	21,847	22,030	22,214	22,399	22,587	22,775	22,966	23,157
10	23,871	24,071	24,272	24,475	24,680	24,886	25,094	25,304
11	27,810	28,103	28,400	28,701	29,006	29,316	29,629	29,947
12	30,040	30,332	30,681	30,929	31,233	31,541	31,852	32,167
13	32,260	32,582	32,907	33,237	33,572	33,910	34,252	34,599
14	34,858	35,213	35,571	35,935	36,301	36,673	37,050	37,431
15	37,718	38,107	38,501	38,901	39,305	39,714	40,128	40,548
16	40,862	41,291	41,724	42,163	42,608	43,058	43,514	43,975
17	44,321	44,793	45,270	45,753	46,242	46,737	47,238	47,746
18	48,127	48,645	49,170	49,701	50,239	50,784	51,335	51,893
19	52,898	53,659	54,432	55,218	56,018	56,829	57,655	58,494
20	59,067	59,926	60,801	61,689	62,592	63,510	64,442	65,390
21	65,917	66,888	67,876	68,879	69,900	70,936	71,990	73,061
22	73,656	74,754	75,871	77,005	78,157	79,330	80,520	81,729
23	82,403	83,643	84,905	86,193	87,600	89,030	90,482	91,959
24	92,780	94,294	95,834	97,399	98,988	100,604	102,246	103,915
25	105,771	107,497	109,251	111,034	112,847	114,688	116,561	118,462
26	119,521	121,471	123,454	125,468	127,517	129,598	131,712	133,863
27	135,058	137,262	139,503	141,780	144,094	146,445	148,836	151,265
28	152,616	155,107	157,638	160,211	162,825	165,484	168,185	170,930
29	172,455	175,271	178,131	181,039	183,993	186,997	190,048	193,151
30	194,875	198,055	201,288	204,573	207,912	211,306	214,754	218,259
31	286,787	292,388	298,098	303,921	309,858	315,909	322,080	328,370
32	341,913	348,808	355,842	363,018	370,340	377,808	385,428	393,200
33	431,718	444,670						

Second Tranche								
Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,780	13,896	14,012	14,129	14,247	14,366	14,486	14,607
2	14,648	14,761	14,874	14,988	15,103	15,218	15,336	15,453
3	15,559	15,680	15,799	15,921	16,044	16,166	16,291	16,415
4	16,521	16,648	16,777	16,905	17,035	17,165	17,297	17,430
5	17,536	17,671	17,807	17,944	18,080	18,220	18,360	18,500
6	18,606	18,749	18,893	19,040	19,186	19,332	19,482	19,631
7	19,737	19,889	20,041	20,196	20,350	20,507	20,664	20,823
8	20,929	21,118	21,310	21,502	21,696	21,892	22,090	22,291
9	22,484	22,671	22,861	23,052	23,245	23,439	23,635	23,832
10	24,567	24,772	24,979	25,188	25,399	25,611	25,825	26,041
11	28,620	28,921	29,227	29,537	29,851	30,170	30,492	30,820
12	30,915	31,216	31,574	31,830	32,142	32,459	32,779	33,104
13	33,199	33,531	33,866	34,205	34,550	34,897	35,249	35,606
14	35,874	36,238	36,607	36,981	37,359	37,741	38,129	38,521
15	38,816	39,217	39,623	40,034	40,450	40,870	41,297	41,729
16	42,052	42,493	42,940	43,391	43,849	44,312	44,782	45,256
17	45,612	46,097	46,588	47,085	47,589	48,099	48,614	49,136
18	49,529	50,062	50,602	51,148	51,703	52,263	52,830	53,405
19	54,438	55,222	56,018	56,827	57,649	58,484	59,335	60,197
20	60,788	61,672	62,572	63,486	64,415	65,360	66,319	67,294
21	67,837	68,836	69,853	70,885	71,936	73,002	74,087	75,189
22	75,802	76,932	78,081	79,248	80,434	81,640	82,866	84,110
23	84,803	86,079	87,378	88,704	90,152	91,623	93,118	94,638
24	95,483	97,041	98,626	100,236	101,871	103,534	105,224	106,941
25	108,851	110,628	112,433	114,268	116,134	118,029	119,956	121,913
26	123,002	125,009	127,049	129,123	131,231	133,372	135,549	137,762
27	138,991	141,260	143,566	145,909	148,291	150,711	153,171	155,671
28	157,061	159,624	162,230	164,878	167,568	170,304	173,083	175,908
29	177,478	180,376	183,320	186,312	189,352	192,443	195,584	198,777
30	200,551	203,823	207,151	210,532	213,967	217,460	221,009	224,616
31	295,140	300,904	306,781	312,773	318,883	325,110	331,461	337,934
32	351,871	358,968	366,207	373,592	381,126	388,812	396,654	404,653
33	444,293	457,621						

Third Tranche								
Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14,170	14,289	14,409	14,529	14,651	14,773	14,896	15,020
2	15,063	15,178	15,295	15,413	15,530	15,649	15,770	15,890
3	15,999	16,123	16,246	16,372	16,498	16,624	16,752	16,880
4	16,989	17,120	17,251	17,383	17,517	17,650	17,787	17,923
5	18,032	18,171	18,311	18,452	18,592	18,736	18,880	19,024
6	19,133	19,280	19,428	19,579	19,729	19,879	20,033	20,187
7	20,296	20,452	20,609	20,768	20,926	21,087	21,248	21,412
8	21,521	21,716	21,913	22,111	22,310	22,512	22,716	22,922
9	23,120	23,313	23,508	23,704	23,903	24,102	24,304	24,506
10	25,262	25,473	25,686	25,901	26,117	26,335	26,556	26,778
11	29,430	29,740	30,055	30,373	30,695	31,024	31,355	31,692
12	31,790	32,099	32,468	32,731	33,052	33,378	33,707	34,041
13	34,139	34,480	34,824	35,173	35,527	35,885	36,247	36,614
14	36,889	37,264	37,643	38,028	38,416	38,809	39,208	39,612
15	39,915	40,327	40,744	41,167	41,594	42,027	42,465	42,910
16	43,242	43,696	44,155	44,619	45,090	45,566	46,049	46,536
17	46,903	47,402	47,907	48,418	48,936	49,460	49,990	50,527
18	50,930	51,479	52,034	52,596	53,166	53,742	54,326	54,916
19	55,979	56,785	57,603	58,435	59,281	60,140	61,014	61,901
20	62,508	63,417	64,343	65,282	66,238	67,209	68,196	69,199
21	69,757	70,785	71,830	72,892	73,972	75,068	76,183	77,317
22	77,947	79,109	80,290	81,491	82,710	83,951	85,211	86,490
23	87,203	88,516	89,851	91,214	92,703	94,216	95,753	97,316
24	98,185	99,787	101,417	103,073	104,754	106,465	108,202	109,968
25	111,932	113,759	115,615	117,502	119,420	121,369	123,351	125,363
26	126,484	128,547	130,645	132,777	134,945	137,147	139,385	141,661
27	142,925	145,258	147,630	150,039	152,488	154,976	157,506	160,076
28	161,506	164,142	166,821	169,544	172,310	175,124	177,982	180,887
29	182,501	185,481	188,508	191,585	194,711	197,890	201,119	204,402
30	206,227	209,592	213,013	216,490	220,023	223,615	227,264	230,973
31	303,493	309,420	315,463	321,625	327,908	334,312	340,842	347,499
32	361,830	369,127	376,571	384,165	391,913	399,816	407,880	416,105
33	456,867	470,573						

Fourth Tranche								
Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14,560	14,682	14,805	14,928	15,054	15,179	15,306	15,434
2	15,477	15,596	15,716	15,837	15,958	16,080	16,204	16,327
3	16,439	16,567	16,694	16,822	16,952	17,081	17,213	17,344
4	17,456	17,591	17,726	17,862	18,000	18,136	18,276	18,416
5	18,528	18,672	18,815	18,959	19,104	19,252	19,400	19,547
6	19,659	19,811	19,963	20,117	20,272	20,427	20,584	20,742
7	20,854	21,015	21,176	21,339	21,502	21,668	21,833	22,001
8	22,113	22,314	22,516	22,719	22,924	23,131	23,341	23,552
9	23,756	23,955	24,155	24,357	24,560	24,765	24,973	25,181
10	25,957	26,174	26,393	26,613	26,836	27,060	27,287	27,515
11	30,240	30,558	30,882	31,209	31,540	31,877	32,218	32,564
12	32,665	32,983	33,361	33,631	33,962	34,297	34,635	34,978
13	35,078	35,429	35,783	36,141	36,505	36,873	37,244	37,622
14	37,904	38,289	38,679	39,075	39,473	39,878	40,288	40,702
15	41,013	41,437	41,866	42,300	42,739	43,184	43,634	44,091
16	44,433	44,899	45,370	45,847	46,331	46,820	47,317	47,817
17	48,194	48,707	49,225	49,750	50,282	50,821	51,365	51,918
18	52,332	52,895	53,467	54,043	54,629	55,222	55,821	56,428
19	57,520	58,348	59,189	60,043	60,912	61,795	62,693	63,605
20	64,229	65,163	66,114	67,079	68,061	69,059	70,073	71,103
21	71,677	72,733	73,807	74,898	76,008	77,134	78,280	79,445
22	80,092	81,286	82,500	83,733	84,987	86,261	87,556	88,871
23	89,603	90,952	92,324	93,725	95,255	96,809	98,389	99,995
24	100,887	102,534	104,208	105,909	107,638	109,395	111,180	112,995
25	115,013	116,890	118,797	120,736	122,707	124,710	126,746	128,813
26	129,965	132,085	134,241	136,432	138,659	140,922	143,221	145,560
27	146,859	149,256	151,693	154,168	156,685	159,242	161,841	164,482
28	165,952	168,660	171,413	174,210	177,053	179,944	182,880	185,865
29	187,524	190,586	193,696	196,858	200,070	203,336	206,655	210,028
30	211,903	215,360	218,876	222,449	226,079	229,769	233,519	237,330
31	311,846	317,937	324,146	330,477	336,933	343,513	350,223	357,063
32	371,788	379,287	386,935	394,738	402,699	410,820	419,106	427,558
33	469,441	483,524						

- 1 **SEC. 5. *Salary in Local Government Units.*** – In implementing the
- 2 salary increases provided in Sec. 4 of this Act, the LGUs shall ensure
- 3 compliance with the existing laws and regulations on compensation scheme for

1 LGUs and the pertinent provisions of RA 7160, otherwise known as the “*Local*
2 *Government Code of 1991.*”

3 **SEC. 6. *Compensation and Position Classification Report.*** – The
4 Department of Budget and Management (DBM) shall prepare a Compensation
5 and Position Classification Report for all government entities in the national
6 government, including exempt entities, and the status of implementation of the
7 Compensation and Position Classification System. The reports must be
8 periodically updated and submitted to Congress and the Commission of Audit
9 for public disclosure, monitoring, compliance with established policies and as
10 basis for future decisions.

11 **SEC. 7. *Periodic Review of the Compensation and Position***
12 ***Classification System.*** – The DBM and Civil Service Commission shall jointly
13 review the Compensation and Position Classification System every three (3)
14 years, and develop and recommend to the President of the Philippines a
15 competitive compensation and remuneration system, which may attract and
16 retain talents.

17 **SEC. 8. *Implementation Schedule.*** – The salary schedule in Section 4 of
18 this Act shall be implemented in national government agencies as follows:

19 (a) Starting January 1, 2024, the first tranche schedule for civilian
20 personnel;

21 (b) By January 1, 2025, the second tranche schedule for civilian
22 personnel;

(c) By January 1, 2026, the third tranche schedule for civilian personnel;
and

(d) By January 1, 2027, the fourth and final tranche schedule for civilian
personnel.

For GOCCs and LGUs, the implementation period must not be less than
four (4) years depending on their financial capacity, with each tranche starting
not earlier than the implementation schedule in the national government
agencies.

SEC. 9. *Appropriations.* – The funding sources for the amount necessary
to implement the modified salary schedule are as follows:

(a) For the national government agencies, the amount necessary for the
salary adjustment in CY 2024 shall be charged against any available
appropriations in the 2024 General Appropriations Act. Thereafter, such sums
necessary for the continued implementation of salary adjustment shall be
included in the General Appropriations Act (GAA);

(b) For GOCCs, the amounts shall be sourced from the respective
corporate funds in the approved corporate operating budgets. GOCCs with
insufficient funds shall only partially implement the salary adjustment:
Provided, That any partial implementation shall be uniform and at proportionate
rate for all positions in each GOCC; and

1 (c) For LGUs, the amounts shall be charged against their respective
2 local government funds in accordance with the pertinent provisions of this Act
3 and RA 7160.

4 SEC. 10. ***Implementing Guidelines.*** – Within sixty (60) days from the
5 effectivity of this Act, the Secretary of Budget and Management shall issue the
6 necessary guidelines to implement the increase of salary provided in this Act.

7 SEC. 11. ***Applicability of Related Laws.*** – The provisions of Presidential
8 Decree No. 985, as amended by Presidential Decree No. 1597, RA 6758, Joint
9 Resolution No. 1, series of 1994, Joint Resolution No. 4, series of 2009,
10 Executive Order No. 201, series of 2016, and RA 11466, which are not
11 inconsistent with, expressly modified, revoked or repealed in this Act shall
12 remain in full force and effect.

13 SEC. 12. ***Repealing Clause.*** – All laws, decrees, executive orders,
14 issuances, rules and regulations, or parts thereof inconsistent with the provisions
15 of this Act are hereby, amended or modified accordingly.

16 SEC. 13. ***Effectivity.*** – This Act shall take effect fifteen (15) days after
17 its publication in the *Official Gazette* or in a newspaper of general circulation.

18 Approved,