

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 3705



Introduced by Representative Wilton "Tonton" T. Kho

EXPLANATORY NOTE

Professionals in the Philippines are generally governed by their respective Philippine Regulatory Boards (PRBs). The PRBs govern their respective professions' practice and ethical standards and accredit the professional organization representing the professionals. There are at least forty-six (46) PRBs in the fields of health, business, education, social sciences, engineering and technology.

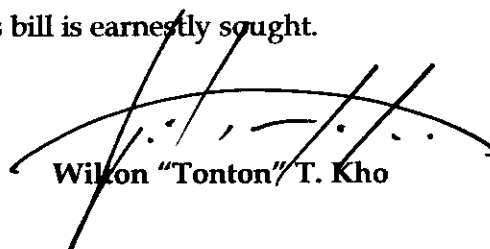
To become one, these professionals must hurdle college and even acquire higher education and must pass the applicable board exam. This naturally entails hard work and resources. Thus, the professionals exhibit technical knowledge in their respective fields. To remain knowledgeable of the developments in the respective professions, they are required to undergo continuing education. Moreover, they are expected to exercise a higher degree of diligence in the exercise of their profession because any mistake or negligence can cause them to lose their professional license.

Salaries for employees in the private sector are governed by the minimum wage law. Notably, there is no distinction in the treatment of and benefits received by a regular employee and those who are members of the various Philippine Regulatory Boards (PRBs) or its equivalent.

As a result, our young professionals are not given the compensation that they deserve, which in turn, usually results to migration to other countries and low morale. There is a need to ensure that our talented Filipinos remain in the Philippines and for them to remain motivated as this will lead to innovation and generation of wealth.

This bill seeks to increase the minimum wage of Filipino professionals by thirty percent (30%) of the prevailing minimum wage.

In view of this, passage of this bill is earnestly sought.


Wilton "Tonton" T. Kho

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**AN ACT INCREASING THE MINIMUM WAGE OF FILIPINO
PROFESSIONALS IN THE PRIVATE SECTOR BY THIRTY PERCENT (30%) OF
THE PREVAILING MINIMUM WAGE**

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

SECTION 1. Short Title. - This Act shall be known as the "Wage Hike for Professionals Act."

SEC. 2. Declaration of Policy. - It is hereby declared policy of the State to guarantee the retention of competent professionals by ensuring that the remuneration due to them are commensurate to their qualifications.

SEC. 3. Coverage. - This Act shall cover all employees in the private sector who are Professional Regulatory Board (PRB) Registered and who has passed the applicable Philippine Regulatory Commission (PRC) licensure exam or its equivalent and is hired to a relevant position requiring the employee holder thereof to be a licensed professional to function as such.

SEC. 4. Minimum Salary. - The Minimum Salary of PRB member Filipino employee in the private sector shall be thirty percent (30%) higher than the prevailing minimum wage. Nothing in this provision shall prevent, diminish or otherwise revoke more favorable existing company policy.

SEC. 5. Repealing Clause. - All provisions of laws, orders, decrees, including rules and regulation inconsistent herewith are hereby repealed and/or modified accordingly.

SEC.6. Separability Clause. - If any part or provision of this Act shall be held unconstitutional or valid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 7. Effectivity. - This Act shall take effect Fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved.