

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. 5771

Introduced by **REP. BERNADETTE "DETTE" G. ESCUDERO**

AN ACT
PROVIDING FOR THE AUTOMATIC PROMOTION OF GOVERNMENT
OFFICIALS AND EMPLOYEES UPON RETIREMENT FROM GOVERNMENT
SERVICE AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The Philippine government is built upon the steadfast service of its workforce. These individuals, our teachers, health workers, administrative staff, and administrators, are the unsung architects of our nation-building.

As of June 30, 2025, the workforce of the government stands at 2.1 million employees, with the vast majority (89.26%) in career service. Hundreds of thousands of these public servants dedicate decades of their professional lives to the nation, often for modest compensation, only to retire without a final, institutional act of honor commensurate with their long service. This bill seeks to provide that recognition by granting an automatic promotion of one salary grade higher at the time of their retirement. This policy mirrors the long-standing tradition in the Armed Forces of the Philippines (AFP), where retiring personnel are granted a final promotion as an expression of honor.

This privilege is equally deserved by our civilian workforce. Granting this promotion is a just and expedient way for the State to express its profound gratitude and formally recognize that a career in public service is a life of distinction. The passage of this bill is earnestly sought.


HON. BERNADETTE "DETTE" G. ESCUDERO
Representative
1st District, Sorsogon

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

1 **Section 1. Automatic Promotion.** – All government officials and employees
2 who are eligible for compulsory retirement shall be granted an automatic promotion
3 equivalent to One Grade Level Higher than his/her position at the time of retirement.
4 For this purpose, the adjusted Salary Grade Level of the retiree shall be used as the
5 basis for the computation of his/her retirement.

6
7 **Sec. 2. Repealing Clause.** – All laws, presidential decrees, executive orders,
8 rules, and regulations or parts thereof which are inconsistent with the provisions of
9 this Act are hereby repealed or modified accordingly.

10
11 **Sec. 3. Effectivity.** – This Act shall take effect fifteen (15) days after its
12 publication in the *Official Gazette* or at least two (2) newspapers of general circulation
13

Approved