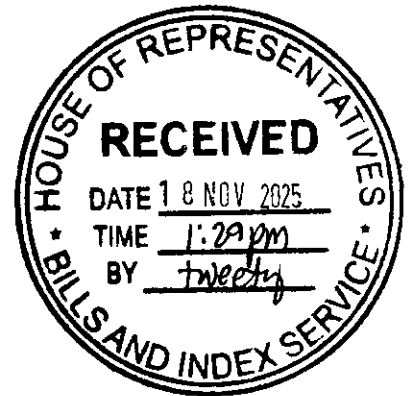




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 6123



Introduced by **Representative KATRINA REIKO CHUA - TAI**
1st District, Zamboanga City

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

EXPLANATORY NOTE

For generations, government workers have quietly served with dedication and personal sacrifice, persevering through modest rewards and heavy demands. Their unwavering commitment is the heart of public service.

As of June 30, 2025, there are 2,098,943 government employees in the Philippines, according to the Civil Service Commission's Inventory of Government Human Resources. Of these, 1,873,504 (about 89%) are career service personnel, people who typically make long-term commitments to government work.

Yet, after many years of service, most of these public servants retire with modest pensions. Aside from brief formal acknowledgments, their immense dedication is often overlooked. This is especially poignant for those who have devoted decades to the state, quietly shaping public programs and services for the nation's good.

This bill seeks to change that by automatically upgrading the salary grade of retiring government workers by one (1) grade level. In practical terms, this would mean larger pensions and significantly better retirement benefits, a simple, direct way to give back to those who have given their lives to public service.

Granting this automatic promotion is a meaningful gesture of appreciation. It ensures our government employees can retire with greater dignity, knowing their sacrifices were recognized not just in words but in tangible financial terms.

It is also a matter of fairness: the military already gives automatic promotions upon retirement, and yet many civilian public servants make equally vital, long-term contributions to our nation. Civilian employees deserve the same recognition for their loyalty and service.

By putting this into law, we fairly acknowledge those who have served the Filipino people, by honoring their sacrifices, valuing their loyalty, and elevating their dignity as they transition into retirement.

IN VIEW OF THE FOREGOING, immediate passage of this bill is earnestly sought.



KATRINA REIKO CHUA - TAI



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

SECTION 1. *Automatic Promotion Upon Retirement.* — All government officials and employees who are eligible for compulsory retirement shall be granted an automatic promotion equivalent to one (1) salary grade level higher than their position at the time of retirement. The adjusted salary grade level of the retiree shall be used as the basis for computing all retirement benefits due to them.

SECTION 2. *Implementing Rules and Regulations.* — The Civil Service Commission (CSC), in coordination with the Department of Budget and Management (DBM) and the Government Service Insurance System (GSIS), shall formulate and promulgate the necessary rules and regulations to ensure the effective implementation of this Act.

SECTION 3. *Appropriations.* — The amount necessary for the initial implementation of this Act shall be charged against available appropriations of the concerned agencies. Thereafter, such sums as may be needed for its continued implementation shall be included in the annual General Appropriations Act.

SECTION 4. *Separability Clause.* — If any provision of this Act is declared unconstitutional or invalid, the remainder thereof not affected by such declaration shall remain in full force and effect

SECTION 5. *Repealing Clause.* - All laws inconsistent with this Act are hereby amended or repealed accordingly.

SECTION 6. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,