

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

TWENTIETH CONGRESS  
First Regular Session



HOUSE BILL No. 7313

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Introduced by REP. RAMIL L. HERNANDEZ

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**AN ACT INCREASING THE COMPENSATION OF SOCIAL WORKERS IN GOVERNMENT SERVICE, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 9433, OTHERWISE KNOWN AS THE "MAGNA CARTA FOR PUBLIC SOCIAL WORKERS"**

**EXPLANATORY NOTE**

The Department of Social Welfare and Development (DSWD), being the primary government agency decreed to develop, implement and coordinate social protection and poverty-reduction solutions, should always be at a fortified position to enable it, at all times, to pursue its mandates. Complementary to this, a sufficient number of public social workers are essential to fully and effectively implement the various social safety nets of the government across the country. Unfortunately, DSWD has to endure its limited manpower resources, including social workers, with only a little over 6,700 social workers in government service.

The author, through this bill, seeks to amend Republic Act No. 9433, otherwise known as the Magna Carta for Public Social Workers, for the following imperative purposes, among others:

- (a) To recognize the important role of public social workers in the nation's development effort through an increase in the salary grade of entry-level position to SG 13;
- (b) To expand the definition of public social workers to include all registered social workers in government service regardless of position title and employment status;
- (c) In recognition of their contribution to nation building and the risks social workers face in the performance of their duties and functions, to provide and expand their compensation package and other benefits regardless of employment status.

In view of the foregoing, the urgent passage of this bill is earnestly sought.

*Approved,*



**RAMIL L. HERNANDEZ**  
**2<sup>nd</sup> District, Laguna**

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

**Section 1.** Section 3 of Republic Act No. 9433, otherwise known as the "Magna Carta for Public Social Workers", is hereby amended to read as follows:

"SEC. 3. Definition of Terms. – As used in this Act, the following shall mean as follows:

"(a) 'Social Work' x x x

"(b) 'Registered Social Worker' x x x

"(c) 'PUBLIC SOCIAL WORKER' – REFERS TO REGISTERED SOCIAL WORKERS LICENSED BY THE PROFESSIONAL REGULATION COMMISSION (PRC), REGARDLESS OF POSITION TITLE AND JOB STATUS, WORKING IN THE GOVERNMENT, INCLUDING NATIONAL GOVERNMENT AGENCIES (NGAs), STATE UNIVERSITIES AND COLLEGES (SUCs), and LOCAL GOVERNMENT UNITS (LGUs)."

"(d) 'SOCIAL WORK PRACTICE' – REFERS TO PROFESSIONAL APPROACHES CRITICAL TO THE EFFECTIVE PERFORMANCE OF THE PREVENTIVE, REHABILITATIVE, AND DEVELOPMENTAL FUNCTIONS OF THE SOCIAL WORK PROFESSION. THE DIFFERENT SOCIAL WORK PRACTICES ARE AS FOLLOWS:

- (1) DIRECT PRACTICE IS WHEN A SOCIAL WORKER WORKS DIRECTLY WITH AN INDIVIDUAL, FAMILY, OR GROUP OF PEOPLE THROUGH THE USE OF BASIC SOCIAL WORK METHODS SUCH AS SOCIAL WORK PRACTICE WITH INDIVIDUALS AND FAMILIES, GROUPS, AND ORGANIZATIONS AND COMMUNITIES;

- (2) **INDIRECT SOCIAL WORK PRACTICE OR MACRO PRACTICE SOCIAL WORK IS WHEN THE SOCIAL WORKER IS INVOLVED IN ACTIVITIES THAT CONSIST OF FACILITATING CHANGE THROUGH PROGRAMS AND POLICIES. THE SOCIAL WORKER'S FUNCTIONS ARE ADMINISTRATION AND MANAGEMENT, POLICY AND PROGRAM DEVELOPMENT, RESEARCH, AND CAPACITY BUILDING. THIS TYPE OF PRACTICE REQUIRES THE USE OF SPECIFIC KNOWLEDGE AND SKILLS IN SOCIAL WORK PHILOSOPHY, AND FUNCTIONS, AND HAS THE PRIMARY FOCUS ON THE HELPING PROCESS IN DETERMINING OUTCOMES FOR THE POPULATION BEING SERVED; AND**
- (3) **GENERALIST SOCIAL WORK PRACTICE REFERS TO SOCIAL WORK PRACTITIONERS WHO SEEK TO ENHANCE THE WELL-BEING OF CLIENT SYSTEMS OF ALL SIZES, INCLUDING INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES, IN A VARIETY OF SETTINGS, ACKNOWLEDGING THE INTERCONNECTIVITY AND INTERDEPENDENCE OF THESE SYSTEMS. GENERALIST SOCIAL WORKERS PROMOTE SOCIAL JUSTICE WITH AN EMPHASIS ON AN APPRECIATION FOR DIVERSITY, CULTURAL RESPONSIVENESS, ELIMINATION OF SYSTEMS OF OPPRESSION, AND THE REALIZATION OF HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND POLITICAL JUSTICE, AT THE MICRO, MEZZO, AND MACRO LEVELS.**

“(e)    x x x

**Section 2.** Section 4 of the same Act is hereby amended to read as follows:

**“SEC. 4. Coverage. --- This Act shall cover all registered social workers in GOVERNMENT SETTING, WHETHER REGULAR OR CASUAL, AND INCLUDING THOSE WHOSE SERVICES ARE ENGAGED THROUGH JOB ORDERS OR CONTRACTS OF SERVICE.”**

**Section 3.** Section 12 of the same Act is hereby amended to read as follows:

**“SEC. 12. COMPENSATION. --- APPLICABLE LAWS, RULES, AND REGULATIONS ON SALARY SCALES OF GOVERNMENT EMPLOYEES SHALL APPLY IN DETERMINING THE SALARIES OF PUBLIC SOCIAL WORKERS; *PROVIDED*, THAT THE SALARY GRADE OF ENTRY-LEVEL JUNIOR OFFICER PUBLIC SOCIAL WORKERS SHALL BE AT LEAST SALARY GRADE 13; *PROVIDED*, HOWEVER, THAT NOTHING IN THIS ACT SHALL BE CONSTRUED TO ELIMINATE OR IN ANY WAY DIMINISH BENEFITS BEING ENJOYED BY PUBLIC SOCIAL WORKERS AT THE TIME OF THE EFFECTIVITY OF THIS ACT; *PROVIDED, FURTHER*, THAT IN CASE OF VIOLATIONS OF THIS PROVISION, THE PUBLIC SOCIAL WORKER CONCERNED SHALL FILE THE NECESSARY COMPLAINT TO THE CSC OR NLRC, THROUGH THE SOCIAL WORK MANAGEMENT AND CONSULTATIVE COUNCIL; *PROVIDED, STILL FURTHER*, THAT THERE SHALL BE STRICT COMPLIANCE OF EMPLOYERS FROM NGAS, SUCS, AND LGUS ON THE EQUITABLE COMPENSATION OF RSWs; *PROVIDED, FINALLY*, THAT LOCAL GOVERNMENT UNITS WHICH DO NOT HAVE ADEQUATE OR SUFFICIENT FUNDS SHALL ONLY**

**PARTIALLY IMPLEMENT THE ESTABLISHED RATE AS MAY BE APPROVED BY THE SOCIAL WORK MANAGEMENT AND CONSULTATIVE COUNCIL."**

**Section 4.** Section 15 of the same Act is hereby amended to read as follows:

"Sec. 15. Other Benefits. --- Aside from the benefits received as required under existing laws and executive orders, public social workers shall receive the following:

"Hazard Allowance – Public social workers and public social welfare and development workers assigned in remote and depressed areas, strife-torn or embattled areas, distressed or isolated stations, mental hospitals, leprosaria, areas declared under a state of calamity or emergency which expose them to great danger, volcanic activity/eruption, occupational risks or threats to life shall be compensated with hazard allowance equivalent to at least twenty per centum (20%) of the monthly basic salary; **PROVIDED, THAT HAZARD PAY/ALLOWANCE SHALL ALSO BE AVAILABLE TO ALL RSWS WHO DISPENSE SERVICES OUTSIDE OF THEIR USUAL WORKPLACE REGARDLESS OF THE NATURE OF ACTIVITY CONDUCTED.**

**x x x**

"(f) Mental Health/Self-Care Leave. – An additional of twenty-four (24) leave day credits shall be added on top of the existing annual leave/sick benefits of public social workers intended for their well-being and self-care. Unused credits shall expire at the end of each calendar year *Provided*, That additional leave benefits may be given to public social workers who are dealing with mental health concerns as a result of their exposure to vicarious trauma."

**x x x**

**Section 5.** Section 21 of the same Act is hereby amended to read as follows:

"Sec. 21. Human Resource Department. – The DSWD shall conduct a periodic human resource development and management study in the following areas:

"xxx

**(G) PRIORITIZATION OF RSWS IN DSWD VACANCIES ESPECIALLY FOR PROGRAMS REQUIRING CASE MANAGEMENT, E.G. 4PS, CENTERS AND RESIDENTIAL CARE FACILITIES (CRCF), ASSISTANCE TO INDIVIDUALS IN CRISIS SITUATIONS (AICS), AMONG OTHERS.**

**(H) RECOMMEND TO DBM AND CSC THE CREATION OF ADDITIONAL PLANTILLA POSITIONS FOR RSWS.**

**Section 6.** "The Department of Budget and Management (DBM), in consultation with the Social Work Management and Consultative Council, shall, within ninety (90) days after the approval of this Act, modify the Index of Occupational Services, Occupational Groups,

Classes, and Salary Grade to adjust the salary grades of public social workers in accordance with Section 3 hereof.”

**Section 7. Appropriations.** “The amount necessary for the initial implementation of the amendments to this Act shall be taken from the current appropriations and thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.”

**Section 8. Implementing Rules and Regulations.** Within ninety (90) days from the effectivity of this Act, the DSWD as the lead agency, together with the appropriate national government agencies shall promulgate the implementing rules and regulations necessary to carry out the provisions of this Act.

**Section 9. Separability Clause.** If any part or provision of this Act shall be held invalid or unconstitutional, the other parts or provisions hereof that are not affected thereby shall remain in full force and effect.

**Section 10. Repealing Clause.** All other laws, acts, decrees, executive orders, issuances, and rules and regulations, or parts thereof which are contrary or inconsistent with this Act are hereby repealed, amended, or modified accordingly.

**Section 11. Effectivity.** This Act shall take effect upon its publication in the *Official Gazette* or in a newspaper of general circulation.

*Approved,*