



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

Twentieth Congress
First Regular Session

HOUSE BILL NO. 9323



Introduced by Representative John Geesnell “Baba” Yap

EXPLANATORY NOTE

This bill seeks to increase the Personnel Economic Relief Allowance (PERA) granted to government employees from two thousand pesos to five thousand pesos.

The PERA was consolidated and standardized for government employees by Joint Resolution No. 4, series of 2009, also known as the Salary Standardization Law 3, which rationalized allowances, benefits, and incentives across government agencies as part of a broader compensation reform framework.

PERA’s consolidation under Joint Resolution No. 4 was intended to simplify and standardize disparate allowances and to ensure that government compensation policy remained coherent with the Compensation and Position Classification Act (R.A. No. 6758). Over time, however, the fixed nominal amount of PERA has been eroded by inflation and rising costs of basic goods and services, reducing its intended protective effect for lower- and middle-income government employees. The proposed bill explicitly cross-references Joint Resolution No. 4 (2009) to preserve legal continuity and to make clear that this measure is an adjustment and modernization of the allowance established by that resolution.

Government employees continue to perform essential public functions while facing higher costs for food, transportation, utilities, and health care. The lost value of PERA in recent years has reduced the intended economic buffer for

public servants, and this ripples across households, public services, and local economies. The P2,000.00 amount also undermines morale and job satisfaction. These observations underscore the urgency of restoring meaningful relief while balancing fiscal sustainability.

This bill adopts a moderate, evidence-based increase and an automatic annual indexation to inflation to preserve purchasing power over time. It retains the coverage and exclusions established under existing law and Joint Resolution No. 4, while adding a triennial DBM review to align PERA with cost-of-living indicators and to allow policy recalibration in response to macroeconomic conditions.

The bill also follows established budgetary practice by charging initial implementation to available savings and by requiring appropriation in the General Appropriations Act thereafter, consistent with DBM circular guidance on PERA administration.

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


JOHN GEESNELL “Baba” YAP



Republic of the Philippines
House of Representatives

Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 9323

Introduced by Representative John Geesnell “Baba” Yap

AN ACT
INCREASING THE PERSONNEL ECONOMIC RELIEF ALLOWANCE
(PERA) GRANTED TO GOVERNMENT EMPLOYEES FROM TWO
THOUSAND PESOS TO FIVE THOUSAND PESOS AND
APPROPRIATING FUNDS THEREFOR

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 “*Personnel Economic Relief Allowance (PERA) Reform Act.*”

SEC. 2. *PERA Increase* . — The PERA granted to all government employees, whether employed by the national or local government, elective or appointive, regular, contractual, or casual, as well as military and uniformed personnel, under Joint Resolution No. 4, series of 2009, which consolidated allowances into a standard Personnel Economic Relief Allowance, is hereby increased from Two Thousand Pesos (P2,000) to Five thousand pesos (P5,000) per month.

SEC. 3. *Automatic Adjustment.* --- The PERA shall be indexed annually to the inflation rate as determined by the Philippine Statistics Authority (PSA). Every three (3) years, the Department of Budget and Management (DBM) shall conduct a review to ensure adequacy relative to cost-of-living indicators. If the cumulative inflation rate exceeds ten percent (10%) anytime within the three (3)-year period, the DBM is authorized to adjust the PERA amount accordingly, subject to the approval of the President.

SEC. 4. *Implementing Rules and Regulations.* — The Secretary of Budget and Management shall, in coordination with the Civil Service Commission (CSC), Commission on Audit (COA), and representatives of employee organizations, within sixty (60) days from effectivity of this Act, formulate the necessary rules and regulations for the proper implementation of this Act.

SEC. 5. *Appropriations.* --- For national government agencies, the funds necessary for the implementation of this Act for the first year shall be charged against the current year unreleased appropriations and programmed appropriations of the agencies. Thereafter, such sum as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

For Local Government Units (LGUs), the increase shall be charged against local funds. LGUS that cannot fully afford the increase may implement a partial increase based on their financial capacity, provided that the full amount is reached within three (3) years.

For government-owned and controlled corporations (GOCCs), the amount shall be charged against their respective corporate operating budgets.

SEC. 6. *Repealing Clause.* --- All laws, decrees, executive orders, proclamations, rules and regulations, and other issuances or parts thereof that are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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,