

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3858



Introduced by **HON. GUSTAVO S. TAMBUNTING**

AN ACT
INCREASING THE MINIMUM SALARY GRADE LEVEL OF SOCIAL WORKER POSITION
FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

Social work refers to the profession which helps individuals, families, groups, and communities develop, improve, maintain or restore their capacity for coping with the demands of their environment, through the use of social work methods and interventions. It is one of the helping professions that is often overlooked since they are not necessarily on the front lines. Social workers in public institutions, much like medical professionals, catering to the public, particularly the underprivileged public. In hospitals, social workers are the ones who assist families in availing discounts and other forms of assistance from different agencies to help them with their plight.

Considering the invaluable contribution of social workers in public institutions, the State must promote and improve the social and economic well-being of public social workers.

This bill seeks to increase the minimum salary grade level of social workers in a public institution from Salary Grade 11 to Salary Grade 15. This Representation files this proposed measure in recognition of the humble work of public social workers. Whilst monetary compensation would not fully encompass the enormity of our gratitude for the work they do, it is the State's responsibility to give just and equitable compensation to all government personnel, including social workers. This increase in compensation will allow those already in the social work profession to lead decent and humane lives.

On behalf of the people of Parañaque City's Second District, and for the common good of the Filipino people, the approval of the said measure is earnestly sought.

A handwritten signature in black ink, appearing to be "GUSTAVO S. TAMBUNTING".

REP. GUSTAVO S. TAMBUNTING
2nd District, Parañaque City

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

SECTION 1. *Short Title.* – This Act shall be known as the "Social Workers' Pay Hike Act of 2022".

SEC. 2. *Declaration of Policy.* – It is hereby a declared policy of the state to pay just and equitable compensation to all government personnel, including the social workers, by the principle of equal pay for work of equal value, to attract, retain and motivate a corps of competent civil servants.

SEC. 3. *Increase in the Minimum Salary Grade Level.* – The minimum base pay of social workers working in government institutions shall not be lower than Salary Grade 15 with equivalent monthly salary as prescribed in the Modified Salary Schedule for Civilian Employees under Republic Act No. 11466, otherwise known as the "Salary Standardization Law of 2019": Provided, That for social workers working in local government units (LGUs), adjustments of their salaries shall be under Section 10 of the said law.

SEC. 4. *Authority of the Department of Budget and Management (DBM).* – The DBM is authorized to adjust the salary grades of social worker positions in government as reflected in the occupational group, Social Welfare Development under the Index of Occupational Services, Occupational Groups, Classes, and Salary Grades under DBM Budget Circular 2018-4.

SEC. 5. *Coverage.* – This Act shall apply to all social workers in all national government institutions and local government units. This Act shall cover all social workers whether regular, contractual, or casual, now existing or hereafter created.

SEC. 6. *Appropriations.* – The funding sources for the amounts necessary to implement this Act shall be as follows:

- a. For national government entities, the amount necessary for the immediate implementation of this Act shall be included in the General Appropriations Act;
- b. For LGUs, the amounts shall be charged against their respective local government funds under the pertinent provisions of this Act and Republic Act No. 7160.

SEC. 7. Implementing Rules and Regulations. – The DBM shall, within sixty (60) days after the approval of this Act, prepare and issue the necessary guidelines to implement the provisions of this Act.

SEC. 8. Repealing Clause. – All other laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to or inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC. 9. Effectivity. – This Act shall take effect upon its publication in the Official Gazette or in one newspaper of general circulation.

Approved,