



## HOUSE OF REPRESENTATIVES

H. No. 5712

---

BY REPRESENTATIVES CAYETANO (A.P.), DUTERTE, ROMUALDEZ (F.M.),  
UNGAB, SUANSING (E.), SUANSING (H.), ELAGO, KHO (E.),  
DEL MAR, TAMBUNTING, SALO, BIAZON, TIANGCO, CABOCHAN,  
LAGON, CASTELO, LOYOLA, SY-ALVARADO, VILLAFUERTE,  
FORTUNO, VARGAS, ALONTE, CHATTO, ANGARA, YAP (E.),  
PINEDA, ROMERO, SIAO, HERRERA-DY, CRISOLOGO, TAN (A.),  
BOLILIA, SUAREZ (D.), VILLARAZA-SUAREZ, LIM, SUAREZ (A.),  
NIETO, GONZALES (A.), TAN (A.S.), REVILLA, LACSON,  
ROMUALDEZ (Y.M.), DELOSO-MONTALLA, NOGRALES (J.J.),  
SANTOS-RECTO, MANGUDADATU, RAMIREZ-SATO, AUMENTADO,  
TULFO, TADURAN, PIMENTEL, ESPINO, HARESCO, OLIVAREZ,  
DY (F.), HERNANDEZ, TAN-TAMBU, TAN (S.), AGABAS,  
NOGRALES (J.F.F.), YAP (V.), HATAMAN, SANGCOPAN,  
CUARESMA, AMANTE-MATBA, CUA, LIMKAICHONG, CAMPOS,  
MOMO, ZUBIRI, ORTEGA, NATIVIDAD-NAGAÑO, CALDERON,  
VIOLAGO, SACDALAN, SANCHEZ, DIMAPORO (M.K.),  
ACOSTA, GUYA, AMATONG, TUTOR, GUICO, DELOS SANTOS,  
GO (E.C.), MARINO, MACAPAGAL ARROYO, GARCIA (P.J.),  
ALMARIO, SAVELLANO, JIMENEZ, REYES, LARA, ROMAN,  
PANOTES, EBCAS, BUSTOS, ROMUALDO, TOLENTINO,  
DALIPE, LACSON-NOEL, CAGAS, GERON, SALIMBANGON,  
ERIGUEL, LAGMAN, UMALI (M.V.), PLAZA, CAMINERO,  
CANAMA, FLORES, BILLONES, ROBES, TALLADO,  
FARIÑAS (R.C.), PADUANO, ABANTE, COLLANTES, MATBA,

ONG (J.), GASATAYA, VILLANUEVA (N.), RAMOS, CASTRO (F.H.), BABASA, BAUTISTA-BANDIGAN, ERICE, GATCHALIAN, JALOSJOS, SINSUAT, SUNTAY, TY (D.), BARONDA, ARENAS, DAGOOC, TEJADA, CARI, UY (J.), CO (E.), BALINDONG, PADIERNOS, ESTRELLA, ROMULO, BASCUG, FERRER (L.), FORTUN, ADVINCULA, VILLA, ECLEO, MARIANO-HERNANDEZ, AGARAO, ARBISON, LEACHON, SINGSON-MEEHAN, UY (R.), BARBERS, NAVA, GARBIN, FERNANDEZ, GORRICETA, LOPEZ, DEFENSOR (M.), PACQUIAO (A.), PACQUIAO (R.), CAOAGDAN, BORDADO, CO (A.N.), MALAPITAN, GARIN (J.), DY (F.M.C.), CABATBAT, ONG (R.), ALBANO, SALCEDA, VELASCO, ACOP, OUANO-DIZON, LAZATIN, SILVERIO, TORRES-GOMEZ, DUJALI, ROQUE, VARGAS ALFONSO, CABREDO, CUEVA, FARINAS I (R.C.), TEVES (J.), ABUEG-ZALDIVAR, DIMAPORO (A.), FERRER (J.M.), NOLASCO, VALMAYOR, VERGARA, ZAMORA (W.K.), PEÑA, DY (I.P.), DAZA, RADAZA, GARIN (S.), CHUNGALAO, BARBA, UMALI (A.), DEFENSOR (L.), MARCOLETA, VALERIANO, SAGARBARRIA, BULUT, PALMA, TUPAS, BARZAGA, MADRONA, MARQUEZ, GULLAS, AGLIPAY, KHO (W.), MENDOZA, PANCHO, JAVIER, MANGAOANG, NUÑEZ-MALANYAON, GONZALES (N.), BAUTISTA, ENVERGA, OAMINAL, CHIPECO, BIRON, QUIMBO, GO (M.), ARAGONES, LEGARDA, TAN (A.S.) AND CELESTE, PER COMMITTEE REPORT No. 137

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AN ACT MODIFYING THE SALARY SCHEDULE FOR CIVILIAN GOVERNMENT PERSONNEL AND AUTHORIZING THE GRANT OF ADDITIONAL BENEFITS, AND FOR OTHER PURPOSES

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

- 1           SECTION 1. *Title.* – This Act shall be known as the “Salary  
2   Standardization Law of 2019”.

1           SEC. 2. *Statement of Policy.* – It is hereby declared the policy  
2 of the State to provide all government personnel a just and  
3 equitable compensation in accordance with the principle of equal  
4 pay for work of equal value. In pursuing this policy, the State shall  
5 ensure that:

6           (a) Differences in pay shall be based upon substantive  
7 differences in duties, responsibilities, accountabilities and  
8 qualification requirements of the positions.

9           (b) The compensation for all civilian government personnel  
10 shall be standardized and rationalized across all government  
11 agencies to create an enabling environment that will promote social  
12 justice, integrity, efficiency, productivity, accountability and  
13 excellence in the civil service.

14           (c) The compensation of all civilian personnel shall generally  
15 be competitive with those in the private sector doing comparable  
16 work in order to attract, retain and motivate a corps of competent  
17 and dedicated civil servants.

18           (d) A performance-based incentive scheme which integrates  
19 personnel and organizational performance shall be established to  
20 reward exemplary civil servants and well-performing organizations.

21           (e) The compensation scheme shall take into consideration  
22 the financial capability of the government and shall give due  
23 regard to the efficient allocation of funds for personnel services,  
24 which shall be maintained at a realistic level in proportion to the  
25 overall expenditure of government.

26           SEC. 3. *Coverage.* – This Act shall apply to all civilian  
27 government personnel in the Executive, Legislative and Judicial

1 Branches, Constitutional Commissions and other Constitutional  
2 Offices, government-owned or -controlled corporations (GOCCs) not  
3 covered by Republic Act No. 10149, and local government units  
4 (LGUs). This shall cover government personnel whether regular,  
5 contractual or casual, appointive or elective; and on full-time or  
6 part-time basis.

7 SEC. 4. *Exclusions.* – The following shall be excluded from the  
8 coverage of this Act:

9 (a) Military and uniformed personnel;

10 (b) GOCCs under Republic Act No. 10149 which shall be  
11 covered by a Compensation and Position Classification System  
12 (CPCS) established by the Governance Commission for GOCCs  
13 (GCG) and approved by the President of the Philippines; and

14 (c) Individuals whose services are engaged through job  
15 orders, contracts of service, consultancy or service contracts with  
16 no employer-employee relationship.

17 SEC. 5. *Position Classification System.* – The following  
18 re-categorized groups of classes of positions prescribed and  
19 defined under Item (3) of Congress Joint Resolution No. 4, series  
20 of 2009 shall be maintained, i.e.: (a) Sub-professional Category;  
21 (b) Professional Category; and (c) Executive Category. The Index of  
22 Occupational Services, Occupational Groups, Classes and Salary  
23 Grades (IOS, for brevity) shall continually be reviewed and updated  
24 by the Department of Budget and Management (DBM) in  
25 consideration of substantial changes in and complexity of duties and  
26 responsibilities of positions, work methods, skills, competencies, and  
27 other relevant factors.

1           SEC. 6. *Compensation System.* -- The Total Compensation  
2 Framework established under Item (4) of Congress Joint Resolution  
3 No. 4, series of 2009, consisting of the following components, shall  
4 continue to be adopted:

- 5           (a) Basic Salaries including Step Increments;  
6           (b) Standard Allowances and Benefits;  
7           (c) Specific-Purpose Allowances and Benefits; and  
8           (d) Incentives.

9           SEC. 7. *Salary Schedule, Including Step Increments.* -- The  
10 modified Salary Schedule for Civilian Personnel, to be implemented  
11 in four (4) tranches, shall be as follows:

12           First Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	11,551	11,647	11,745	11,843	11,942	12,042	12,143	12,244
2	12,276	12,369	12,464	12,560	12,657	12,754	12,852	12,950
3	13,019	13,119	13,220	13,322	13,424	13,527	13,631	13,736
4	13,807	13,914	14,020	14,128	14,236	14,345	14,456	14,567
5	14,641	14,754	14,867	14,981	15,096	15,212	15,329	15,446
6	15,524	15,643	15,763	15,884	16,007	16,129	16,253	16,378
7	16,458	16,585	16,713	16,841	16,970	17,101	17,231	17,364
8	17,505	17,663	17,823	17,984	18,146	18,310	18,476	18,643
9	18,784	18,941	19,100	19,259	19,420	19,582	19,746	19,911
10	20,219	20,388	20,558	20,731	20,903	21,079	21,254	21,432
11	22,316	22,600	22,889	23,181	23,477	23,778	24,082	24,391
12	24,495	24,779	25,067	25,358	25,653	25,952	26,254	26,560
13	26,754	27,067	27,383	27,703	28,028	28,356	28,688	29,025
14	29,277	29,621	29,969	30,322	30,678	31,039	31,405	31,775
15	32,053	32,431	32,814	33,202	33,594	33,991	34,393	34,801

16	35,106	35,522	35,943	36,369	36,801	37,238	37,681	38,128
17	38,464	38,922	39,385	39,854	40,329	40,810	41,296	41,789
18	42,159	42,662	43,172	43,687	44,210	44,739	45,274	45,816
19	46,791	47,530	48,281	49,044	49,820	50,608	51,410	52,224
20	52,703	53,537	54,386	55,248	56,125	57,016	57,921	58,841
21	59,353	60,296	61,255	62,229	63,220	64,226	65,249	66,289
22	66,867	67,933	69,017	70,118	71,237	72,375	73,531	74,705
23	75,359	76,563	77,788	79,034	80,324	81,635	82,967	84,321
24	85,074	86,462	87,874	89,308	90,766	92,248	93,753	95,283
25	96,985	98,568	100,176	101,811	103,473	105,162	106,879	108,623
26	109,593	111,381	113,200	115,047	116,925	118,833	120,772	122,744
27	123,839	125,861	127,915	130,003	132,125	134,281	136,473	138,701
28	139,939	142,223	144,544	146,903	149,300	151,738	154,215	156,731
29	158,131	160,712	163,335	166,001	168,710	171,464	174,262	177,107
30	178,688	181,604	184,568	187,581	190,642	193,754	196,916	200,130
31	262,965	268,101	273,338	278,676	284,120	289,669	295,327	301,095
32	313,512	319,835	326,285	332,865	339,577	346,426	353,413	360,539
33	395,858	407,734						

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## Second Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,034	12,134	12,236	12,339	12,442	12,545	12,651	12,756
2	12,790	12,888	12,987	13,087	13,187	13,288	13,390	13,493
3	13,572	13,677	13,781	13,888	13,995	14,101	14,210	14,319
4	14,400	14,511	14,622	14,735	14,848	14,961	15,077	15,192
5	15,275	15,393	15,511	15,630	15,750	15,871	15,993	16,115
6	16,200	16,325	16,450	16,577	16,704	16,832	16,962	17,092
7	17,179	17,311	17,444	17,578	17,713	17,849	17,985	18,124
8	18,251	18,417	18,583	18,751	18,920	19,091	19,264	19,438
9	19,593	19,757	19,922	20,089	20,257	20,426	20,597	20,769
10	21,205	21,382	21,561	21,741	21,923	22,106	22,291	22,477
11	23,877	24,161	24,450	24,742	25,038	25,339	25,643	25,952
12	26,052	26,336	26,624	26,915	27,210	27,509	27,811	28,117

13	28,276	28,589	28,905	29,225	29,550	29,878	30,210	30,547
14	30,799	31,143	31,491	31,844	32,200	32,561	32,927	33,297
15	33,575	33,958	34,336	34,724	35,116	35,513	35,915	36,323
16	36,628	37,044	37,465	37,891	38,323	38,760	39,203	39,650
17	39,986	40,444	40,907	41,376	41,851	42,332	42,818	43,311
18	43,681	44,184	44,694	45,209	45,732	46,261	46,796	47,338
19	48,313	49,052	49,803	50,566	51,342	52,130	52,932	53,746
20	54,251	55,085	55,934	56,796	57,673	58,564	59,469	60,389
21	60,901	61,844	62,803	63,777	64,768	65,774	66,797	67,837
22	68,415	69,481	70,565	71,666	72,785	73,923	75,079	76,253
23	76,907	78,111	79,336	80,583	81,899	83,235	84,594	85,975
24	86,742	88,158	89,597	91,059	92,545	94,057	95,592	97,152
25	98,886	100,500	102,140	103,808	105,502	107,224	108,974	110,753
26	111,742	113,565	115,419	117,303	119,217	121,163	123,140	125,150
27	126,267	128,329	130,423	132,552	134,715	136,914	139,149	141,420
28	142,683	145,011	147,378	149,784	152,228	154,714	157,239	159,804
29	161,231	163,863	166,537	169,256	172,018	174,826	177,679	180,579
30	182,191	185,165	188,187	191,259	194,380	197,553	200,777	204,054
31	268,121	273,358	278,697	284,140	289,691	295,349	301,117	306,999
32	319,660	326,107	332,682	339,392	346,236	353,218	360,342	367,609
33	403,620	415,728						

1 Third Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	12,517	12,621	12,728	12,834	12,941	13,049	13,159	13,268
2	13,305	13,406	13,509	13,613	13,718	13,823	13,929	14,035
3	14,125	14,234	14,343	14,454	14,565	14,676	14,790	14,903
4	14,993	15,109	15,224	15,341	15,459	15,577	15,698	15,818
5	15,909	16,032	16,155	16,279	16,404	16,530	16,657	16,784
6	16,877	17,007	17,137	17,269	17,402	17,535	17,670	17,806
7	17,899	18,037	18,176	18,315	18,455	18,598	18,740	18,884
8	18,998	19,170	19,343	19,518	19,694	19,872	20,052	20,233
9	20,402	20,572	20,745	20,918	21,093	21,269	21,447	21,626

10	22,190	22,376	22,563	22,752	22,942	23,134	23,327	23,522
11	25,439	25,723	26,012	26,304	26,600	26,901	27,205	27,514
12	27,608	27,892	28,180	28,471	28,766	29,065	29,367	29,673
13	29,798	30,111	30,427	30,747	31,072	31,400	31,732	32,069
14	32,321	32,665	33,013	33,366	33,722	34,083	34,449	34,819
15	35,097	35,475	35,858	36,246	36,638	37,035	37,437	37,845
16	38,150	38,566	38,987	39,413	39,845	40,282	40,725	41,172
17	41,508	41,966	42,429	42,898	43,373	43,854	44,340	44,833
18	45,203	45,706	46,216	46,731	47,254	47,783	48,318	48,860
19	49,835	50,374	50,919	51,470	52,028	52,593	53,165	53,744
20	55,799	56,333	56,873	57,419	57,972	58,532	59,098	59,671
21	62,449	63,022	63,601	64,186	64,777	65,375	65,979	66,589
22	69,963	70,579	71,199	71,824	72,455	73,092	73,735	74,384
23	78,455	79,125	79,799	80,478	81,163	81,854	82,551	83,254
24	88,410	89,133	89,861	90,594	91,333	92,078	92,829	93,586
25	100,788	101,513	102,243	102,978	103,719	104,466	105,219	105,978
26	113,891	114,639	115,392	116,150	116,914	117,684	118,459	119,240
27	128,696	129,466	130,241	131,021	131,807	132,599	133,397	134,201
28	145,427	146,219	147,016	147,819	148,628	149,443	150,264	151,091
29	164,332	165,146	165,965	166,789	167,619	168,455	169,297	170,146
30	185,695	186,532	187,375	188,224	189,079	189,940	190,807	191,681
31	273,278	274,149	275,026	275,909	276,798	277,693	278,594	279,501
32	325,807	326,712	327,623	328,540	329,463	330,392	331,327	332,269
33	411,382	412,343	413,310	414,283	415,262	416,247	417,238	418,235

## 1 Fourth Tranche

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,000	13,109	13,219	13,329	13,441	13,553	13,666	13,780
2	13,819	13,925	14,032	14,140	14,248	14,357	14,468	14,578
3	14,678	14,792	14,905	15,020	15,136	15,251	15,369	15,486
4	15,586	15,706	15,827	15,948	16,071	16,193	16,318	16,443
5	16,543	16,671	16,799	16,928	17,057	17,189	17,321	17,453
6	17,553	17,688	17,824	17,962	18,100	18,238	18,379	18,520



7	18,620	18,763	18,907	19,053	19,198	19,346	19,494	19,644
8	19,744	19,923	20,104	20,285	20,468	20,653	20,840	21,029
9	21,211	21,388	21,567	21,747	21,929	22,112	22,297	22,483
10	23,176	23,370	23,565	23,762	23,961	24,161	24,363	24,567
11	27,000	27,284	27,573	27,865	28,161	28,462	28,766	29,075
12	29,165	29,449	29,737	30,028	30,323	30,622	30,924	31,230
13	31,320	31,633	31,949	32,269	32,594	32,922	33,254	33,591
14	33,843	34,187	34,535	34,888	35,244	35,605	35,971	36,341
15	36,619	36,997	37,380	37,768	38,160	38,557	38,959	39,367
16	39,672	40,088	40,509	40,935	41,367	41,804	42,247	42,694
17	43,030	43,488	43,951	44,420	44,895	45,376	45,862	46,355
18	46,725	47,228	47,738	48,253	48,776	49,305	49,840	50,382
19	51,357	52,096	52,847	53,610	54,386	55,174	55,976	56,790
20	57,347	58,181	59,030	59,892	60,769	61,660	62,565	63,485
21	63,997	64,940	65,899	66,873	67,864	68,870	69,893	70,933
22	71,511	72,577	73,661	74,762	75,881	77,019	78,175	79,349
23	80,003	81,207	82,432	83,683	85,049	86,437	87,847	89,281
24	90,078	91,548	93,043	94,562	96,105	97,674	99,268	100,888
25	102,690	104,366	106,069	107,800	109,560	111,348	113,166	115,012
26	116,040	117,933	119,858	121,814	123,803	125,823	127,876	129,964
27	131,124	133,264	135,440	137,650	139,897	142,180	144,501	146,859
28	148,171	150,589	153,047	155,545	158,083	160,664	163,286	165,951
29	167,432	170,166	172,943	175,766	178,634	181,550	184,513	187,525
30	189,199	192,286	195,425	198,615	201,856	205,151	208,499	211,902
31	278,434	283,872	289,416	295,069	300,833	306,708	312,699	318,806
32	331,954	338,649	345,478	352,445	359,553	366,804	374,202	381,748
33	419,144	431,718						

- 1           The rates in the above Salary Schedule represent monthly  
2 remuneration for regular or contractual personnel, whether  
3 appointive or elective, and on full-time employment. The  
4 remuneration for those on part-time basis shall be proportionate  
5 to the actual services rendered.

1 Casual personnel shall be paid daily wage rate computed  
2 by dividing the corresponding monthly salary rate in the above  
3 schedule by twenty-two (22) working days.

4 SEC. 8. *Mid-Year Bonus*. – As part of the Incentives  
5 under the Total Compensation Framework, the Mid-Year Bonus  
6 equivalent to one (1) month basic salary as of May 15 of a given  
7 year, shall be granted to those who have rendered at least four (4)  
8 months of satisfactory service and are still in the service as of same  
9 date, to be given not earlier than May 15 of every year.

10 The existing Year-End Bonus equivalent to one (1) month  
11 basic salary and Cash Gift of Five thousand pesos (P5,000.00),  
12 which are categorized under the Standard Allowances and Benefits  
13 component of the Total Compensation Framework, shall be given  
14 in November of every year.

15 SEC. 9. *Program on Awards and Incentives for Service*  
16 *Excellence (PRAISE)*. – The PRAISE instituted by the Civil  
17 Service Commission (CSC) pursuant to the provisions of  
18 Executive Order No. 292 (Administrative Code of 1987) stipulating  
19 the establishment of an employee suggestions and incentive  
20 awards system, shall be categorized under the Incentive  
21 component of the Total Compensation Framework. The guidelines  
22 on the monetary and/or non-monetary rewards for recognition  
23 of personnel under the PRAISE shall be issued by the CSC in  
24 consultation with the DBM.

25 SEC. 10. *Compensation Adjustment for Personnel of Local*  
26 *Government Units*. – The modified Salary Schedule and additional  
27 Incentives authorized herein may be granted to personnel of

1 LGUs subject to compliance with the Personnel Services (PS)  
 2 limitation in the LGU budget under Sections 325 and 331 of  
 3 Republic Act No. 7160 and authorization from the *Sanggunian*  
 4 as provided under Sections 447(a), 458(a) and 468(a) of Republic  
 5 Act No. 7160.

6 In the implementation of the salary increases, LGUs shall  
 7 likewise ensure compliance with the following:

8 (a) The salaries of LGU personnel that may be authorized  
 9 shall correspond to the LGU's income classification and shall not  
 10 exceed the percentage of the Salary Schedule in Section 7 hereof,  
 11 as follows:

Percentage of the Salary Schedule		
	For Provinces/Cities	For Municipalities
Special Cities	100%	
1 <sup>st</sup> Class	100%	90%
2 <sup>nd</sup> Class	95%	85%
3 <sup>rd</sup> Class	90%	80%
4 <sup>th</sup> Class	85%	75%
5 <sup>th</sup> Class	80%	70%
6 <sup>th</sup> Class	75%	65%

12 (b) The basic pay of barangay personnel shall be in the form  
 13 of honoraria consistent with Republic Act No. 7160, which shall  
 14 not exceed the percentage of the Salary Schedule corresponding  
 15 to the income classification of the LGU. They may be given  
 16 Year-End Bonus based on the monthly honoraria as of October 31  
 17 of the year and Cash Gift of Five thousand pesos (P5,000.00).

1           However, the minimum Year-End Bonus of One thousand  
2 pesos (P1,000.00) for the *Punong Barangay* and Six hundred pesos  
3 (P600.00) for other mandatory barangay officials shall not be subject  
4 to the PS limitation.

5           (c) In case of partial implementation of the authorized  
6 compensation rates, the same shall be at uniform percentage across  
7 all positions for every LGU.

8           SEC. 11. *Implementation Schedule.* – For personnel of  
9 National Government Agencies (NGAs), the Salary Schedule  
10 in Section 7 hereof shall be implemented in four (4) tranches,  
11 with the first tranche beginning on January 1, 2020, the second  
12 tranche beginning on January 1, 2021, the third tranche  
13 beginning on January 1, 2022 and the fourth tranche beginning on  
14 January 1, 2023.

15           For personnel of GOCCs and LGUs, the implementation  
16 period shall be not less than four (4) years depending on their  
17 financial capabilities: *Provided*, That the initial implementation  
18 shall not be earlier than January 1, 2020.

19           SEC. 12. *Exempt Entities.* – Exempt entities refer to:  
20 (a) government agencies that are not covered by the CPCS  
21 authorized under Republic Act No. 6758, as amended; (b) GOCCs  
22 governed by the CPCS established by GCG under Republic Act  
23 No. 10149; and (c) those authorized by law and have actually  
24 adopted their own compensation and position classification system.

25           Exempt entities shall be governed by their respective  
26 compensation and position classification systems which shall be  
27 made effective upon the recommendation of the DBM or GCG,

1 as the case may be, and approval by the President of the  
2 Philippines.

3 SEC. 13. *Applicability to Certain Officials.* – Pursuant to  
4 Section 6 of Article VII and Section 10 of Article VI of the  
5 Constitution, the salaries authorized herein for the President  
6 of the Philippines, Vice-President of the Philippines and Members  
7 of Congress shall take effect only after the expiration of the  
8 respective terms of the present incumbents.

9 SEC. 14. *Funding Sources.* – The funding sources for the  
10 amounts necessary to implement this Act shall be as follows:

11 (a) For NGAs, the amount needed for the salary adjustment  
12 in FY 2020 shall be charged against any available appropriations  
13 in the FY 2020 General Appropriations Act and any other available  
14 and valid appropriations. Thereafter, such amounts as are needed  
15 shall be included in the annual General Appropriations Act.

16 (b) For GOCCs, the amounts shall come from their respective  
17 corporate funds in the corporate operating budgets approved by  
18 DBM. GOCCs which do not have sufficient funds shall only partially  
19 implement the rates of compensation authorized herein: *Provided,*  
20 That any partial implementation shall be at uniform proportion of  
21 such rates for all positions in each GOCC.

22 (c) For LGUs, the amounts shall be charged against their  
23 respective local government funds in accordance with the  
24 pertinent provisions of this Act and Republic Act No. 7160.

25 SEC. 15. *Implementing Guidelines.* – The DBM shall issue  
26 the guidelines necessary to implement specific provisions of this  
27 Act.

1           SEC. 16. *Separability Clause.* – If for any reason any section  
2 or provision of this Act is declared to be unconstitutional or invalid,  
3 the other sections or provisions thereof which are not affected  
4 thereby shall continue to be in full force and effect.

5           SEC. 17. *Applicability of Presidential Decree No. 985 as*  
6 *Amended by Presidential Decree No. 1597 and Other Related*  
7 *Laws.* – All provisions of Presidential Decree No. 985, as amended  
8 by Presidential Decree No. 1597, Republic Act No. 6758, Joint  
9 Resolution No. 1, series of 1994, Joint Resolution No. 4, series of  
10 2009, and Executive Order No. 201, series of 2016 which are not  
11 inconsistent with, expressly modified, revoked or repealed in this  
12 Act shall continue to be in full force and effect.

13           SEC. 18. *Repealing Clause.* – All laws, decrees, orders, rules  
14 or regulations or parts thereof inconsistent with the provisions  
15 of this Act are hereby repealed, amended, or modified accordingly.

16           SEC. 19. *Effectivity.* – This Act shall take effect on  
17 January 1, 2020.

Approved,

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