Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS

First Regular Session

House Bill No. 949

Introduced by REP. JUDY J. SYJUCO

EXPLANATORY NOTE

Our soldiers received their last increase in base pay seventeen years ago in November 26, 1987. Despite such an increase and the subsequent enactment of Republic Act No. 9166, providing for an increase in the base pay of officials and personnel of the Armed Forces of the Philippines (AFP), our soldiers' pay remain inadequate to meet the basic needs of family considering the effects of inflation.

With the enactment of R.A. 8551, otherwise known as the PNP Modernization Law in 1998, our policemen now receives a relatively higher pay than our soldiers. Currently, there exists a 24% (P 1,389) difference in the salary of the lowest paid policeman and soldier. The disparity further swelled to 72% (P 4,164) when the base pay increase in the salary of policemen was fully implemented this year. With this scenario, the salary of the Chief of Staff of the AFP will only be at the same level as that of a Captain (Senior Inspector) in the PNP.

Notwithstanding the degree of danger and risk they undertake, our soldiers are among the lowest paid government workers, working around–the–clock, on weekends and holidays, usually away from the comfort of their homes and the company of their loved ones.

While we expect and demand so much from our soldiers, yet we reward them with so little. More than 75% do not have their own homes; 35% of them pay rent or live with relatives and 15% of them live in slum areas.

It is now appropriate that we cure the inequality created by a separate base pay and salary schedule for the uniformed personnel of the AFP and to cease from time to time legislated adjustments to be at par with the base pay and salary schedule of officials and personnel of the PNP. This proposed measure seeks to provide for salary standardization for military and police personnel by prescribing a standard base pay and salary schedule for both.

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

JUDY J. SYJUCO

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AN ACT
PROVIDING FOR A SALARY STANDARDIZATION FOR MILITARY AND POLICE PERSONNEL AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 6758 OTHERWISE KNOWN AS THE "COMPENSATION AND POSITION CLASSIFICATION ACT OF 1989" AND FOR OTHER PURPOSES

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

SECTION 1. Section 11 of Republic Act No. 6758, otherwise known as the "Compensation and Position Classification Act of 1989", is hereby amended to be read as follows:

Sec. 11. SALARY SCHEDULE FOR Military and Police Personnel – The base pay of uniformed personnel of the Armed Forces of the Philippines and the PHILIPPINE NATIONAL POLICE [Integrated National Police] shall be ADJUSTED IN ACCORDANCE WITH [as prescribed in] the FOLLOWING salary schedule:

AFP RANK	PNP RANK	SALARY GRADE (SG)	BASE PAY
GENERAL/ADMIRAL	DIRECTOR GENERAL	30	28,875.00
LT.GEN./VADM	DEP. DIR. GENERAL	29	25,333.00
MAJ.GEN./RADM	DIRECTOR	28	24,359.00
BRIG.GEN./COMMO	CHIEF SUPT	27	23,422.00
COL./CAPT	SR SUPT	26	22,521.00
LT.COL./CDR	SUPT	25	21,655.00
MAJ./LCDR	CHIEF INSP	24	20,823.00
CPT/LT	SR INSP	23	20,020.00
1 LT./LT(ig)	INSPECTOR	22	19,251.00
2 LT./ENS			
CMS/MCPO	SR POL OFFR IV	19	16,792.00
SMS/SCPO	SR POL OFFR III	18	15,841.00

MSG/CPO	SR POL OFFR II	17	14,944.00
TSG/PO1	SR POL OFFR I	16	14,098.00
SSG/PO2	POL OFFR III	14	12,546.00
SGT./PO3			
CPL/SN1	POL OFFR II	12	11,167.00
PFC/SN2			
PVT/ASN	POL OFFR I	10	9,939.00
PMA CADET	PNPA CADET		17,798.00

[for these personnel in R.A. No. 6638 and R.A. 6648. The longevity pay of these personnel shall be as prescribed under R.A. No. 6638, and R.A. No. 1134 as amended by R.A. No. 3725 and R.A. No. 6648:]

Provided, however, That the longevity pay of uniformed personnel of the PHILIPPINE NATIONAL POLICE [Integrated National Police] shall include those services rendered as uniformed members of the police, jail and fire departments of the local government units prior to the police integration.

All existing types of allowances authorized for uniformed personnel of the Armed forces of the Philippines and PHILIPPINE NATIONAL POLICE [Integrated National Police] such as cost of living allowance, longevity pay, quarters allowance, subsistence allowance clothing allowance, hazard pay and other allowances shall continue to be authorized.

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SECTION 2. All laws, decrees, orders, rules and regulations and other issuances, or parts thereof inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SECTION 3. This Act shall take effect after fifteen (15) days following its publication in two newspapers of general circulation. The publication shall not be later than seven (7) days after approval hereof.

Approved,