

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

FIFTH REGULAR SESSION
Second Regular Session

House Bill No. 5926



Introduced by REPRESENTATIVE BERNADETTE HERRERA-DY

EXPLANATORY NOTE

This bill seeks to resolve the age-old plight of the Bureau of Corrections in terms of outdated law, inequitable personnel remuneration, obsolete facilities and equipment, organizational structure, which are all deemed vital in the efficient and effective implementation of its mandates in its day-to-day operations.

The Bureau of Corrections (BuCor), which was created by virtue of the Reorganization Act 1407 of 1905, has seen not much major legislative updating except for a change in its name from formerly Bureau of Prisons pursuant to the Revised Administrative Code of 1987. Its operations are still based on the Prison Law of 1917 thereby making it difficult for the organization to cope with the modern demands in penology and other functional considerations in accordance with the United Nations standards which has already shifted from punitive to reformatory treatment of prisoners.

The population of its inmates in 1989 was 12,900 manned by 2,362 employees, where 1,461 of which were Custodial Personnel and 901 Civilian Employees, with a prison guard-to-inmate ratio of 1:27. In 2009 or after 20 years, the inmate population rose to 35,400 manned by the same 2,362 employees, where 1,328 are Custodial Personnel and 1,034 civilian employees with a prison guard-to-inmate ratio of 1:81, and is continuously increasing at an average rate of five percent (5%) annually. As of December 2010, BuCor has a total of 35,937 inmates with the same 2,362 plantilla positions.

Its local government counterpart, the Bureau of Jail Management and Penology (BJMP), which is in charge of local inmates (under trial and convicted of 3 years and below), has about 8,976 employees manning 61,000 inmates at an approximate ratio of 1:18 and has an ongoing yearly recruitment of additional 500 Jail Officers as new plantilla positions since 2007 until they reach the 1:7 ratio. The international standard of

guard inmate ratio is 1:6. The Bureau of Corrections has no yearly recruitment of its Prison Guards despite its present 1:81 ratio.

BuCor likewise, miserably lags behind BJMP in terms of personnel remuneration. The entry level for a Jail Officer 1 at BJMP is SG-10 while a Prison Guard 1 of BuCor has a measly pay grade of five (5); the lowest commissioned officer of BJMP is at salary grade 22 while its BuCor counterpart is at salary grade 11. Furthermore, unlike BJMP, BuCor custodial personnel are not considered Uniformed Personnel, or not entitled to salary increases/bonus and other benefits pertaining to uniformed personnel enjoyed by such agencies like Bureau of Fire and Protection, National Mapping and Resource Information Authority, and Bureau of Immigration, whose jobs are not closely exposed to high-risk criminals as compared to BuCor. Promotion system in this agency has also been subjective. There are Prison Guards who are retiring after 40 years or more in service without having a taste of promotion.

The security facilities of BuCor, despite having vast land areas under its control and supervision, are antiquated and inadequate as its present capacity has been overloaded to reach high congestion rates (141 % for NBP, where 60% of national inmates are confined). Likewise, BuCor lacks modern security equipment such as surveillance cameras, handheld radios, firearms and other security-related equipment. BuCor's vast lands are "small worlds" of national inmates (especially those serving life sentences) though they may appear large areas of land to the free society. Its trees and vegetation were planted and taken care of by inmates for almost 100 years and BuCor managed to preserve large forested lands within its reservation area from illegal loggers and from large influx of squatters for several decades now. Furthermore, these vast lands serve as security buffer in the event of hot pursuit against escapees.

However, in the past, large portions of BuCor lands had been appropriated in favor of certain local government units and other government agencies through Presidential Proclamations and other laws to the detriment of its operations.

In view of the foregoing, the immediate passage of this bill is fervently requested.



BERNADETTE HERRERA-DY

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AN ACT
STRENGTHENING THE BUREAU OF CORRECTIONS (BUCOR)
AND PROVIDING FUNDS THEREFOR

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

SECTION 1. Title. - This Act shall be known as "The BUREAU OF CORRECTIONS ACT OF 2011".

Sec. 2. Declaration of Policy. - It is the policy of the state to promote the general welfare and safeguard the basic rights of every prisoner incarcerated in our national penitentiary. It also recognizes the duty and responsibility of the state to strengthen government capability aimed towards the institutionalization of highly efficient and competent correctional services:

Towards this end, the State shall provide for the modernization, professionalization and restructuring of the BuCor by upgrading its facilities, increasing the number of its personnel, upgrading the level of qualifications of their personnel and standardizing their base pay, retirement and other benefits, making it at par with that of the BJMP.

Sec. 3. Definition of Terms - (1) "safekeeping," which is the custodial component of BuCor's present corrections system, shall refer to the act that ensures the public (including families of inmates and their victims) that national inmates are provided with their basic needs, completely incapacitated from continuously committing criminal acts, and have been totally cut-off from their criminal networks (or contacts in the free society) while serving sentence inside the premises of the national penitentiary. This act also includes protection against illegal organized armed groups who have the capacity of launching attack on any prison camp of the national penitentiary to rescue their convicted comrade or to forcibly amass firearms issued to prison guards.

(2) "reformation," which is the rehabilitation component of BuCor's present corrections system, shall refer to the act that ensures the public (including families of inmates and their victims) that released national inmates are no longer harmful to the community by becoming reformed individuals prepared to live a normal and productive life upon reintegration to the mainstream society.

Sec. 4. The Mandates of the Bureau of Corrections- The BuCor shall be in charge of safekeeping and instituting reformation programs to national inmates sentenced to more than three (3) years.

(1) Safekeeping of National Inmates - The safekeeping of inmates shall include decent provision of quarters, food, water, and clothing in compliance with established United Nations standards. The security of the inmates shall be undertaken by the Custodial Force consisting of Corrections Officers with a ranking system and salary grades similar to its counterpart in the Bureau of Jail Management and Penology.

(2) Reformation of National Inmates - The Reformation Programs which will be instituted by the BuCor for the Inmates shall be the following:

- a) Moral & Spiritual Program;
- b) Education & Training Program;
- c) Work & Livelihood Program;
- d) Sports & Recreation Program;
- e) Health & Welfare Program; and
- f) Behavior Modification Program to include Therapeutic Community.

(3) The Reformation Programs shall be undertaken by Professional Reformation Personnel consisting of Corrections Technical Officers with ranking system and salary grades similar to Corrections Officers.

a) Correctional Technical Officers (CTO) are personnel employed in the implementation of reformation programs and those personnel whose nature of work requires proximate or direct contact with inmates;

b) Correctional Technical Officers includes priests, evangelists, pastors, teachers, instructors, professors, vocational placement officers, librarians, guidance counselors, physicians, nurses, medical technologists, pharmacists, dentists, therapists, psychologists, psychiatrists, sociologists, social workers, engineers, electricians, agriculturist, veterinarians, lawyers and similar professional skills relevant to the implementation of inmate reformation programs;

Sec. 5. Operations of the Bureau of Corrections- (1) The BuCor shall operate with a directorial structure. It shall undertake reception of inmates through its Directorate for Reception and Diagnostics (DRD), presently Reception and Diagnostic Center (RDC),

provide basic needs and security through its Security and Operations Directorates, administer reformation programs through its Reformation Directorates, and prepare inmate for reintegration to mainstream society through its Directorate for External Relations (DER), presently External Relations Division (ERD).

(2) The DRD shall be responsible for the conduct of classification of each and every inmate admitted to the Bureau of Corrections. Inmates shall be classified according to security risk and sentence. Included in the classification is determining inmate's certain skills or talents, physical, spiritual, social, mental and psychological evaluation and other behavioral assessments, as reference of DRD in the preparation of individual Inmate Reformation Programs.

(3) Aside from those borne of the provisions under Rule 8, Part 1. Rules of General Application of the United Nations Standard Minimum Rules for the Treatment of Prisoners and that of the existing regulation of the Bureau on security classification (i.e. Maximum, Medium and Minimum Security Risk), inmates shall also be internally classified by DRD and segregated according to crimes committed based on the related penal codes such as Crimes Against Persons, Crimes Against Properties, Crimes Against Chastity, so on and so forth, as well as by other related Special Laws, Custom and Immigration Laws.

(4) From DRD, the Custodial Force and Reformation Personnel of respective security institutions/camps shall be in charge for the security and the implementation of the recommended Inmate Reformation Program of each and every inmate while serving sentence, respectively.

(5) The Directorate for External Relations (DER) shall be responsible for pre-release and post-release programs of inmates due for release. The DER shall also classify inmates according to skills acquired for referral and endorsement to appropriate companies or corporations participating in BuCor On-The-Job Training 20 Programs for newly reformed inmates. ERD shall also evaluate, classify, and apply 21 necessary programs to inmates for readiness to join the mainstream society upon release.

(6) Apart from handling inmates, BuCor shall administratively operate like a standard government agency through its Administrative Directorates with internal control and internal audit units.

(7) BuCor shall employ full computerization in the build-up, maintenance and transmittal of necessary inmate records to all its Prison and Penal Farms and other recipient agencies (i.e. Board of Pardons and Parole).

Sec. 6. Lands of the Bureau of Corrections- (1) Aside from administrative purposes, all BuCor Lands shall be used for inmate security, reformation programs, and as a means to promote sustainability, both for income and non-income generating programs, with or without partnership among NGO's, civic organizations or other government entities.

(2) As a way to maximize its assets' value for the effective and extensive reformation (corrections) programs for national inmates, BuCor shall have the absolute authority to design, formulate and implement land-use development plans and policies.

(3) BuCor may propose additional Penal Farms as may be necessary as possible, aside from its existing seven (7) Prison and Penal Farms to decongest existing penal institutions and accommodate the increasing number of inmates committed to the agency.

(4) All BuCor Lands shall have a Certificate of Title registered under its name.

Sec. 7. Facilities of the Bureau of Corrections- BuCor shall operate with standard and uniform design of Prison Facilities, Reformation Facilities, and Administrative Facilities, through all the operating Prison and Penal Farms such as the following:

- a. Dormitory;
- b. Administration Building;
- c. Perimeter/Security Fences;
- d. Hospital/Infirmary;
- e. Recreation/Multipurpose Hall;
- f. Training/Lecture Center;
- g. Workshop Facility;
- h. Mess Hall/Kitchen;
- i. Visiting Area;
- j. Water tank and Pump;
- k. Reception and Diagnostic Center
- l. Service Personnel Facilities.

Sec. 8. Supervision of the Bureau of Corrections- The DOJ, having the BuCor as a line bureau and a constituent unit, shall maintain a relationship of administrative supervision with the latter as defined under Section 38 (2), Chapter 7, Book IV of E.O. No. 292 (Administrative Code of 1987), except for the power to review, reverse, revise, or modify the decisions of the executive head of the BuCor in the exercise of latter's regulatory or quasi-judicial functions, of which the DOJ shall retain authority over.

Sec. 9. Organization and Key Positions of the BuCor. - (1) The BuCor shall be headed by a Director who shall be assisted by three (3) Deputy Directors, one (1) for administration, one (1) for security and operations and one (1) for reformation, all of whom shall be appointed by the President upon recommendation of the Secretary of the DOJ. Provided, that the Director and Deputy Directors of BuCor shall serve a tour of duty not to exceed six (6) years: Provided further, however, that in times of war or other national emergency declared by Congress, the President may extend such tour of duty.

(2) The Head of the BuCor with the rank of Director V shall have the position title of Director General of Corrections. The second officers in command of the BuCor with the rank

of Director IV shall have the position title of Deputy Director of Corrections. The third officer in command of the BuCor with the rank of chief superintendent shall have the position title of Corrections Chief Superintendent. The fourth officer in command of the BuCor the rank of senior superintendent shall have the position title of Corrections Senior Superintendent. The fifth officer in command of the BuCor with the rank of Superintendent shall have position title of Corrections Senior Superintendent.

Sec. 10. Increase of Personnel. - Bucor shall maintain the custodial personnel-to-inmate ratio of 1:7 and reformation personnel-to-inmate ratio of 1:24, and therefore is authorized to increase its manpower to meet such ratio and must continue to increase personnel per percentage rate increase of committed inmates annually.

Sec. 11. Professionalization and Upgrading of Qualification Standards in the Appointment of BuCor Personnel. - (1) No person shall be appointed as personnel of the BuCor unless he/ she possesses the following minimum qualifications:

- a) A citizen of the Republic of the Philippines;
- b) A person of good moral character;
- c) Must have passed the psychiatric/psychological, drug and physical test for the purpose of determining his/her physical and mental health;
- d) Must possess a baccalaureate degree from recognized institution of learning;
- e) Must possess the appropriate civil service eligibility;
- f) Must not have been dishonorably discharged or dismissal for cause from previous employment;
- g) Must not have been convicted by final judgment of an offense or crime involving moral turpitude;
- h) Must be at least one meter and sixty-two centimeters (1.62 m.) in height for male, and one meter and fifty-seven centimeters (1.57 m.) for female: Provided, That a waiver for height and age requirement/s shall be automatically granted to applicants belonging to the cultural communities; and;
- i) Must weight not more or less than five kilograms (5 kgs.) from the standard weight corresponding to his/her height, age and sex.

(2) Provided, That a new applicants must not be less than twenty one (21) nor more than forty (40) years of age: except for this particular provision, the above-enumerated qualifications shall be continuing in character and an absence of anyone of them at any given time shall be ground for separation or retirement from the service: Provided, further, That those who are already in the service upon the effectivity of this Act shall be given five (5) years to obtain the minimum educational qualification and eligibility with subsidiary assistance.

(3) After the lapse of the time of period for the satisfaction of a specific requirement, current personnel of the BuCor who will fail to satisfy any of the requirements enumerated under this Section shall be separated from the service if they are below fifty (50) years of age

and have served in the government for less than twenty (20) years, or retired if they are age fifty (50) and above and have served in the government for at least twenty (20) years without prejudice in either case to the payment of benefits they may be entitled to under existing laws.

(4) For sustained professionalism in the service, BuCor is directed to conduct study for the feasible establishment of the Philippine Corrections Academy, patterned to the Philippine National Police Academy (PNPA) of PNP and the Philippine Military Academy (PMA) of the AFP for its commissioned officers.

(5) BuCor shall continue training its personnel through its Personnel Training School, which shall be renamed as Corrections Training School/Institute patterned after BJMP's Jail National Training Institute (JNTI) and the BOFs' Fire National Training Institute (FNTI) and the PNP's National Training Institute (PNTI).

Sec. 12. Appointment of Personnel to the BuCor. - The appointment of the BuCor shall be effected in the following manners:

- a) "Corrections Officer I to Corrections Chief Superintendent". - Appointed by the Director General of Corrections, and attested by the Civil Service Commission (CSC); and
- b) "Director General of Corrections and Deputy Director of Corrections.- Appointed by the President upon recommendation of the Secretary of the DOJ, with the proper endorsement by the Chairman of the CSC.

Sec. 13. Lateral Entry of Officer into the BuCor. - In general, all original appointments of officers in the Bureau of Corrections shall commence the rank of Corrections Inspector wherein applicants for lateral entry into the BuCor shall include all those with highly specialized and technical qualifications such as, but not limited to, civil engineers, technical engineers, electrical engineers, chemical engineers, chemist, architects, criminologists, certified public accountants, nurses, physical therapists, dentists, social workers, psychologists, sociologists, guidance counselors, and teachers. Doctor of Medicine, members of the Philippine Bar and chaplains shall be appointed to the rank of corrections senior inspector in their particular technical service.

Sec. 14. Professionalization and Upgrading of Qualification Standards in the Designation of Personnel of the BuCor to Key Positions. -

- a) No person shall be designated to the following key positions of the BuCor unless he/she has met the qualifications provided therein:

Sub-Colony Supervisor - Should have the rank of senior inspector, who have finished at least second year Bachelor of Laws or earned at least twelve (12) units in a

master' degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies, or other related disciplines from a recognized institution of learning, and must have satisfactory passed the necessary training or career courses for such position as may be established by BuCor;

2) Colony Assistant Superintendent. - Should have the rank of chief inspector, who must have finished at least second year Bachelor of Laws or earned at least twenty four (24) units in master's degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or related disciplines from a recognized institution of learning and must satisfactory passed the necessary training or career courses for such position as may be established by the BuCor;

3) Colony Superintendent. - Should have the rank of superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactory passed the necessary training or career courses for such position as may be established by the BuCor: Provided, That in prison and penal farms with an inmate population of two thousand (2,000) but below three thousand (3,000) the Colony Superintendent shall have the rank and qualification of a Colony Senior Superintendent;

4) Regional Superintendent - Should have the rank of senior superintendent or chief superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related discipline from a recognized institution of learning, and must satisfactory passed the necessary training or career courses for such position as may be established by the BuCor; Provided, That in prison and penal farms with an inmate population of three thousand (3,000) but below five thousand (5,000), the Regional Superintendent shall have the rank and qualification of a Colony Senior Superintendent; Provided further that in prison and penal farms with an inmate population of over five thousand (5,000), the Regional Superintendent shall have the rank and qualification of a Chief Superintendent;

Any personnel of the BuCor who is currently occupying such position but lacks any of the qualifications mentioned therein shall be given five (5) years to comply with the requirements; otherwise he/ she shall be relieved from the position.

Sec. 15. Professionalization and Qualifications Upgrading Program. - The DOJ shall design and establish a professionalization and qualifications upgrading program for personnel of the BuCor in coordination with the CSC and the Commission on Higher

Education (CHED) through an off-campus education program or other similar programs within ninety (90) days from the effectivity of this Act.

Sec. 16. Attrition System for the Personnel of the BuCor. - There shall be established a system of attrition for the personnel of the BuCor within five (5) years from the effectivity of this Act to be submitted by said bureau to the DOJ for approval. Such attrition system shall include, but is not limited to, the provision of the following principles:

a) Attrition by Demotion in Position or Rank. - Any personnel of the BuCor who is relieved and assigned to a position lower than that is established for his/her grade in the respective staffing pattern, and who shall not be assigned to a position commensurate to his/her grade within two (2) years after such demotion in position shall be separated or retired from the service;

b) Attrition by Non-Promotion. - Any personnel of the BuCor who has not been promoted for a continuous period of ten (10) years shall be separated or retired from the service, except for those who are occupying a third-level position;

c) Attrition by Other Means. - Any personnel of the BuCor with at least five (5) years of accumulated active service shall be separated from the service based on any of the following factors:

1) Inefficiency based on poor performance during the last two (2) successive semestral ratings period;

2) Inefficiency based on poor performance for three (3) cumulative semestral rating period;

3) Physical and/ or mental incapacity to perform his/her duties and functions; or

4) Failure to complete the required career courses and/ or appropriate civil service eligibility for his/her position except for justifiable cause or reason; and

d) Separation or Retirement from the BuCor under this Section. - Any personnel who is dismissed from the BuCor pursuant to the above-enumerated principles in this Section shall be separated if he/ she has rendered less than twenty (20) years of service, and be retired if he/ she has rendered at least twenty (20) years of service unless the concerned personnel is disqualified by law to receive such benefits.

Sec. 17. Promotion System for the Personnel of the BuCor. - Within six (6) months after the effectivity of this Act, the BuCor shall establish a system of promotion for the personnel of the BuCor through the following principles:

a) **Rationalized Promotion System.** - The system of promotion shall be based on merits and on the availability of vacant ranks in the BuCor staffing pattern. Such system shall be gender-fair so as to ensure that women personnel of the BuCor shall enjoy equal opportunity for promotion as to men;

b) **Requirements for Promotion.** -

1) Any personnel of the BuCor shall not be eligible for promotion to a higher rank unless he/she has met the minimum qualification standards or the appropriate civil service eligibility set by the CSC, and has satisfactorily passed the required psychiatric/ psychological, drug and physical test;

2) Any personnel of the BuCor who has exhibited act of conspicuous courage and gallantry at the risk his/her life above and beyond the call of duty, or selected as such in a nationwide search conducted by any accredited civic organization, shall be promoted to the next higher rank, Provided, That these shall be validated by the DOJ and the CSC based on established criteria.

Sec. 18. Performance Evaluation System. - (1) There shall be established a performance evaluation system which shall be administered with accordance with the rules, regulations and standards, and a code of conduct for the personnel of the BuCor to be promulgated by the BuCor through the DOJ. Such performance evaluation system shall be administered in such a way as to foster the improvement of the individual efficiency and behavioral discipline as well as the promotion of organizational effectiveness and commitment to public service.

(2) The rating system as contemplated herein shall be based on standard prescribed by the BuCor through the DOJ and shall be considered the result of the annual psychiatric/psychological and physical test conducted on the personnel of the BuCor.

Sec. 19. Standardization of the Base Pay, Retirement and other Benefits of the Personnel of the BuCor. - In order to enhance the *general welfare*, commitment to service and professionalism of the uniformed personnel of the BuCor, they shall receive the minimum starting salary equivalent to the salary grade level of the corresponding rank classification of their counterparts in the BJMP as provided under Republic Act No. 9263, in the PNP, as provided under Section 36 of Republic Act No. 8551, and in the AFP, as provided under Section 2 of Republic Act No. 9166.

The rate of the base pay of the personnel of the BuCor shall be adjusted in accordance with the following salary grade schedule:

CUSTODIAL RANK	REFORMATION RANK	Salary Grade	STATUS
Director General of Corrections		30	Civilian -
Deputy Director of Corrections		29	Unif. Civilian
Corrections Chief Superintendent		27	Uniformed
Corrections Senior Superintendent	Corr. Technical Sr. Superintendent	26	Uniformed
Corrections Sup't	Corr. Technical Supt.	25	Uniformed
Corrections Chief Insp	Corr. Technical Chief Insp.	24	Uniformed
Corrections Senior Insp	Corr. Tech Sr. Insp	23	Uniformed
Corrections Inspector Inspector	Corr. Technical	22	Uniformed
Corr. Senior Officer IV	Corr. Technical Sr. Officer IV	19	Uniformed
Corr. Senior Officer III	Corr. Technical Sr. Officer III	18	Uniformed
Corr. Senior Officer II	Corr. Technical Sr. Officer II	17	Uniformed
Corr. Senior Officer I	Corr. Technical Sr. Officer I	16	Uniformed
Corr. Officer III	Corr. Technical Officer III	14	Uniformed
Corrections Officer II	Corr. Technical Officer II	12	Uniformed

Provided, that all benefits currently receive by the personnel of the BuCor under existing laws shall continue to be received by them: Provided further, that their retirement pay shall be subject to adjustment/ s based on the prevailing scale of base pay of the uniformed personnel in the active service.

Sec. 20. Retirement Benefits. - Upon compulsory retirement, any custodial officer from the rank of Corrections Chief Superintendent and below shall be entitled to retirement benefits computed on the basis of one grade higher than the position he last held.

Sec. 21. Funding Source. -- The funds required for the implementation of this Act including personnel benefits shall be taken from the budget of the Bureau of Corrections for the current fiscal year and also from the following:

1. Collections from clearances and certification fees;
2. Service incomes from trainings and the like;
3. Income from institutional projects subject to MOAs, contracts or Joint Venture Agreements; and
4. Other miscellaneous incomes.

Thereafter, such amounts as may be necessary to implement this Act shall be included in the Annual General Appropriations Act.

Sec. 22. Implementation. - The implementation of this Act shall be undertaken in staggered phases, but not to exceed five (5) years, taking into consideration the financial position of the national government: Provided, that any partial implementation shall be uniform and proportionate for all ranks.

Sec. 23. Implementing Rules and Regulations. - The DOJ in coordination with the Bueor, the eSc, the Department of Budget and Management (DBM), and the Department of Finance (DOF) shall, within ninety (90) days from the effectivity of this Act, promulgate the rules and regulations necessary to implement the provisions of this Act.

Sec. 24. Annual Report. - The BuCor through the DOJ and the DBM shall jointly submit to the President of the Senate and the Speaker of the House of Representatives an annual report on the implementation of this Act. This report shall include information on the application of the budget for the salary and other benefits provided under this Act. The DBM, in consultation with the BuCor through the DOJ, shall periodically review and adjust every five (5) years the rates of base pay, taking into consideration labor productivity, consumer price index, oil price and other similar economic indicators as may be determined by the National Economic and Development authority (NEDA).

Sec. 25. Separability Clause.- If any portion or provision of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

Sec. 26. Repealing Clause. - All laws, decrees, orders, rules and regulations, and other issuances, or parts thereof, which are inconsistent with the provisions of this Act, are publication in the Official Gazette or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,