

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS

First Regular Session

House Bill No. _____ 517



Introduced by **Hon. Rodolfo G. Biazon**

EXPLANATORY NOTE

It is a general perception that being employed in the government entails a financial sacrifice brought about by low salaries and allowances which are oftentimes not commensurate with the duties required by the position to which a person is appointed. This is sometimes aggravated when government employees performing similar duties and functions are not adequately compensated in comparison with their counterparts from other departments, bureaus and offices because the latter receive higher salaries than them. Such a situation causes demoralization in the ranks which adversely affects the professionalism expected from them.

Although the government had come up with measures that seek to standardize the compensation of government officials and employees, there are still inequalities in the salaries and allowances of some personnel who are performing similar duties that need looking into. One of these pertains to uniformed personnel who perform law enforcement functions. Uniformed personnel of the Armed Forces of the Philippines (AFP) and the Philippine National Police (PNP) substantially receive similar pay and allowances. However, this does not hold true with respect to their uniformed counterparts in other offices of the government, such as the Bureau of Immigration (BI), Bureau of Customs (BoC) and Bureau of Corrections (BuCor), who receive very much less in terms of pay and allowances compared to them. This is despite the fact that they are exposed to the same dangers to their physical well-being that place their lives in jeopardy.

This proposed bill will address the afore-mentioned inequality and boost the morale and welfare of the uniformed personnel who continue to perform their duties and responsibilities with dedication and sacrifice despite their low salaries, as compared to their counterparts.


RODOLFO G. BIAZON
Representative
Lone District, Muntinlupa City

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AN ACT
STANDARDIZING THE BASE PAY, ALLOWANCES AND OTHER BENEFITS OF
ALL LAW ENFORCEMENT UNIFORMED PERSONNEL RENDERING
GOVERNMENT SERVICE

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

SECTION ONE. *Declaration of Policy.* – It is hereby declared the policy of the State to promote the general welfare of all law-enforcement uniformed personnel rendering service to the government. Towards this end, it shall endeavor to ensure that their pay, allowances and benefits are standardized in order to develop and encourage professionalism among their ranks.

Sec. 2 *Law Enforcement Uniformed Personnel.* – For purposes of this Act, law enforcement uniformed personnel shall refer to regular members of the civil service who are armed and wear uniforms and primarily involved in the enforcement of laws which expose them to risks that are not associated with civilian officials and employees in the government. It shall pertain to all uniformed personnel of the Armed Forces of the Philippines (AFP), Philippine National Police (PNP), Philippine Coast Guard (PCG), Bureau of Jail Management and Penology (BJMP), Bureau of Fire Protection (BFP), Bureau of Corrections (BuCor), Bureau of Customs (BoC), Bureau of Immigration (BI), and the Bureau of Coast and Geodetic Survey (BCGS).

Sec. 3. *Standardization of Base Pay, Allowances and Other Benefits.* – Upon the effectivity of this Act, the base pay, allowances and other collateral benefits of all uniformed personnel, as enumerated in the preceding section, shall be standardized, taking into account the similarity in the nature of the responsibilities pertaining to, and the qualifications of their positions. Within sixty (60) days upon the effectivity of this Act, the Departments of Budget and Management; Finance; National Defense; Interior and Local Government; Transportation and Communications; and Justice shall establish a standard remuneration scheme based on a comparative table of organization with its manning document for the uniformed personnel in the preceding section for its effective implementation.

The remuneration for all uniformed personnel shall be reckoned on a separate Total Compensation Framework which shall include: (a) Base Pay, including Longevity Pay; (b) Standard Allowances and Benefits; (c) Specific Purpose Allowances and Benefits; and (d) Incentives.

All existing types of allowances and benefits authorized for military and police personnel such as, but not limited to, Longevity Pay, Quarters Allowance, Subsistence Allowance, Clothing Allowance, Laundry Allowance and Hazard Pay shall continue to be authorized and categorized in accordance with this separate Total Compensation Framework: *Provided*, That these shall also be given to those law enforcement uniformed personnel who have been categorized as such under this Act.

Sec. 4. *Implementing Rules and Regulations.* – The Secretaries of Budget and Management; Finance; National Defense; Interior and Local Government; Transportation and Communications; and Justice shall formulate the rules and regulations necessary to implement the provisions of this Act.

Sec. 5. *Separability Clause.* – If for any reason, any section or provision of this Act is declared invalid or unconstitutional, the other sections or provisions hereof, unaffected thereby, shall continue to be in full force and effect.

Sec. 6. *Repealing Clause.* – All laws, executive issuances or parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

Sec. 7. *Effectivity.* – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspaper of general circulation.

Approved,