

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
Second Regular Session



HOUSE BILL NO. **5492**

Introduced by **Hon. GABRIEL LUIS R. QUISUMBING**

EXPLANATORY NOTE

Section 5 of Article XVI of the Constitution provides that professionalism in the armed forces and adequate remuneration and benefits of its member shall be a prime concern of the State.

This bill seeks to extend additional benefits to the members of the Armed Forces of the Philippines (AFP), Philippine National Police (PNP), Bureau of Fire Protection (BFP), Bureau of Jail Management and Penology (BJMP), Philippine Coast Guard (PCG), Philippine Drug Enforcement Agency (PDEA) and the National Bureau of Investigation (NBI). The nation recognizes the dangers our law enforcers face in the performance of their duties. Their service to our country is invaluable.

Most recently members of our Philippine National Police - Special Action Forces (PNP-SAF) valiantly fought and sacrificed their own lives in a mission to capture international terrorist Zulkifli bin Hir, a.k.a. Marwan, who is notoriously known as the Osama Bin Laden of Southeast Asia. We should also not lose sight of the other brave men and women in uniform who render service to our nation. There have also been casualties in the past from their ranks which did not catch the attention of the news desks. Nonetheless, their invaluable service is not diminished by the lack of headlines.

As we seek to honor these brave men's and women's ultimate sacrifice, the author submits that the best tribute we can give our troops is to ensure that they get the benefits they justly deserve, especially when they lose their lives or are permanently incapacitated in the performance of their duties.

This bill proposes to provide much needed support for our law enforcers who are in the line of fire through additional benefits for them and their families. Hence, this bill's passage is earnestly sought.


GABRIEL LUIS R. QUISUMBING

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HOUSE BILL NO. **5492**

Introduced by **Hon. GABRIEL LUIS R. QUISUMBING**

AN ACT PROVIDING ADDITIONAL ALLOWANCE, BENEFITS AND SCHOLARSHIP GRANTS EXTENDED TO ALL PERSONNEL, CANDIDATE SOLDIERS, PROBATIONARY SECOND LIEUTENANTS, CADETS AND CIVILIAN ACTIVE AUXILIARIES OF THE ARMED FORCES OF THE PHILIPPINES (AFP), COMMISSIONED AND NON-COMMISSIONED PERSONNEL OF THE PHILIPPINE NATIONAL POLICE, BUREAU OF FIRE PROTECTION (BFP), BUREAU OF JAIL MANAGEMENT AND PENOLOGY (BJMP), CADETS OF THE PHILIPPINE NATIONAL POLICE ACADEMY (PNPA), PHILIPPINE COAST GUARD (PCG), THE CANDIDATE COAST GUARD MEN OF THE PCG, PHILIPPINE DRUG ENFORCEMENT AGENCY (PDEA) AND THE AGENTS OF THE NATIONAL BUREAU OF INVESTIGATION (NBI), AND PROVIDING FUNDS THEREFOR

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

Preliminary Provisions

SECTION 1. Title. This act shall be known as the "Law Enforcers' Extended Benefits Act"

SECTION 2. Declaration of Policy. Section 5 of Article XVI of the Constitution provides that professionalism in the armed forces and adequate remuneration and benefits of its members shall be a prime concern of the State.

SECTION 3. Definition of Terms as used in the Act.

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- a. **Law enforcers** - refers to all personnel, candidate soldiers, probationary second lieutenants, cadets and civilian active auxiliaries of the Armed Forces of the Philippines (AFP), commissioned and non-commissioned personnel of the Philippine National Police, Bureau of Fire Protection (BFP), Bureau of Jail Management and Penology (BJMP), Cadets of the Philippine National Police Academy (PNPA), Philippine Coast Guard (PCG), the Candidate Coast Guard Men of the PCG, Philippine Drug Enforcement Agency (PDEA) and the Agents of the National Bureau of Investigation (NBI).
 - b. **Remote assignment allowance** - refers to that benefit extended to law enforcers by reason of remote distance or isolation of their assignment.
 - c. **Mission allowance** - refers to that benefit extended to law enforcers by

reason of extreme risk, adversity and hazards present in the performance of their duties.

- d. **Recovery leave** – refers to that benefit extended to law enforcers to allow them paid extra rest days to recuperate from stress and trauma experienced in the line of duty.

Extended Benefit Package

SECTION 4. Remote Assignment Allowance. Law enforcers who accept assignments in remote areas or isolated stations, which for the reasons of far distance or hard accessibility, shall be entitled to **remote assignment allowance** equivalent to 50% of their base pay.

SECTION 5. Mission Allowance. Law enforcers who are given assignments exposing them to adversity and combat situation or other hazards unusual to peacekeeping, shall be compensated with a **mission allowance**, equivalent to at least fifty (50%) percent of his monthly basic salary.

SECTION 6. Recovery Leave. Law enforcers who accept assignments in remote areas or isolated stations, are exposed to adversity and other hazards unusual to peacekeeping, shall be entitled to a maximum seven (7) days paid **recovery leave**.

SECTION 7. Holiday Compensation. Any law enforcer who is required or permitted to work on a rest day, Saturday, Sunday, regular holiday or any special public holiday, local or national shall be compensated at a rate equivalent to twice his base pay. *(art. 93 and 94, labor code).*

SECTION 8. Law Enforcers' Career Advancement Program. To sustain the professionalization of law enforcers, The Human Resource / Administrative officer of the law enforcers' agency shall establish and maintain a career advancement program.

Law enforcers shall be entitled to a career advancement program that shall include merit promotions, performance evaluation, in-service training, overseas and local scholarships, training grants, incentive award system, and such other similar services and human resource development interventions, including programs on the job training, counseling, coaching, etc.

The Human Resource / Administrative officer of the law enforcers' agency shall determine and prescribe the courses and training / program for which the law enforcer may be granted.

SECTION 9. Scholarship Privileges. Children of law enforcers who died or are permanently incapacitated in the performance of their duties, shall be extended scholarship up to college in a non-exclusive institution.

SECTION 10. Non-Exclusive Benefits. in recognition of the law enforcers valiant service, The foregoing benefits shall not exclude other benefits, remunerations, or grants given to said law enforcers who died or are permanently incapacitated in the performance of their duties.

Final Provision

SECTION 11. Appropriations. – Such amount as may be necessary to implement this Act for the current year shall be charged against the savings of the Department of Interior and Local Government (DILG), Department of National Defense (DND), Department of Justice (DOJ). Thereafter, the National Government shall appropriate annually and include in the General Appropriations Act the amount necessary for the continued implementation of this Act

SECTION 12. Implementing Rules and Regulations. –The DILG, DND and DOJ shall coordinate to promulgate and immediately issue the rules and regulations necessary to implement the provisions of this Act.

SECTION 13 . Separability Clause. - If any part or provision of this Act is held unconstitutional or invalid, the other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 14. Repealing Clause. – All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof that are inconsistent with this Act are hereby repealed, amended or modified accordingly.

SECTION 15. Effectivity. – This Act shall take effect fifteen (15) days following its publication in at least two (2) national newspapers of general circulation.

Approved,

A handwritten signature in black ink, consisting of a stylized, cursive letter 'A' followed by a long, sweeping horizontal stroke.