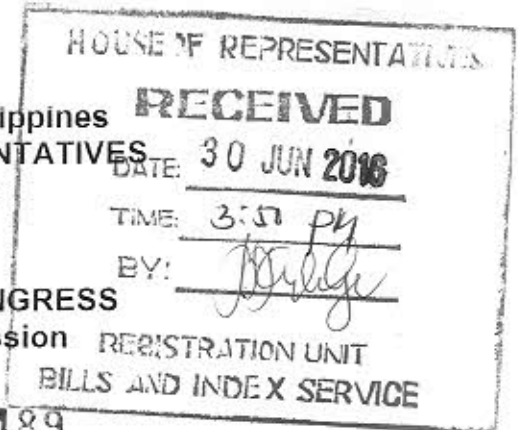


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. 489



Introduced by Representative GLORIA MACAPAGAL ARROYO

**AN ACT PROMOTING THE WELFARE OF THE PHILIPPINE NATIONAL
POLICE BY INCREASING THE MONTHLY TAKE HOME PAY OF ITS
PERSONNEL AND FOR OTHER PURPOSES**

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

SECTION 1. State of Policy. – Professionalism in the Philippine National Police (PNP) and adequate remuneration and benefits of its members shall be a prime concern of the State. Toward this end, the State shall develop implementing plans and programs to enhance professionalism in the PNP by improving the lot of its members.

SECTION 2. Pay Increase. – In order to enhance the general welfare, commitment to service and professionalism of the members of the PNP, the monthly take home pay of its personnel shall be increased to a minimum of Fifty Thousand Pesos (P50,000.00). The detailed schedule of the adjustment in pay shall be done by the Department of Budget and Management (DBM).

Provided, That PNP personnel already receiving monthly take home pay of a minimum of Fifty Thousand Pesos (P50,000.00) as of the adoption of this Act shall be excluded from the pay increase provided by this Act. *Provided, further, That* Civil Service Commission qualification standards apply to the PNP.

SECTION 3. Merit System. - The National Police Commission (Napolcom) shall institute reforms the system which governs the selection, hiring, appointment, transfer, promotion or dismissal of all personnel and officers in the PNP.

SECTION 4. Appropriations. - The amount necessary for the initial implementation of this Act shall be charged against the appropriations savings of the PNP and/or other definite sources as determined by the DBM to be sufficient and readily available. Thereafter, such sum as may be necessary for the continued implementation of this Act shall be incorporated in the regular appropriations of the PNP in the annual General Appropriations Act.

SECTION 5. *Annual Report.* - The PNP and DBM shall jointly submit to the President of the Senate and to the Speaker of the House of Representatives an annual report on the implementation of this Act. This report will include information on the application of the budget for the salary and other benefits provided under this Act.

SECTION 6. *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.

SECTION 7. *Implementing Guidelines.* - The DBM and the Napolcom/PNP shall issue the necessary implementing guidelines to carry out the provisions of this Act.

SECTION 8. *Repealing Clause.* - All laws, decrees, orders, rules and regulations, and all other issuances, or parts thereof, which are inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 9. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

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House Bill No. 489

Introduced by Representative GLORIA MACAPAGAL ARROYO

AN ACT PROMOTING THE WELFARE OF THE PHILIPPINE NATIONAL
POLICE BY DOUBLING THE GROSS PAY OF ITS PERSONNEL AND FOR
OTHER PURPOSES

EXPLANATORY NOTE

You cannot effectively fight criminals on an empty stomach. We have to ensure that our law enforcement officials and their families are well taken care of to boost their morale and efficiency in fighting crime. The increase of salaries and benefits should have a corresponding moral responsibility of ensuring zero corruption in the police force, including weeding their ranks of the bad eggs.

To increase the monthly take home pay of policemen to a minimum of P50,000 has a required funding of about P70 billion, with P50 billion going to the salary hike and the remaining P20 billion would be earmarked as retirement fund for the first year of the Duterte administration. However, there is surplus as far as government savings is concerned.

In view of the foregoing, immediate approval of this measure is earnestly sought.


GLORIA MACAPAGAL ARROYO
2nd District, Pampanga