



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

Eighteenth Congress
First Regular Session

HOUSE BILL NO. **4422**

Introduced by Representative Jorge Antonio P. Bustos

EXPLANATORY NOTE

The increasing population and economic activity in the country have increased the need for a more responsive and strong safety standards and prevention measures that will prevent, mitigate, and lessen industrial and residential damage caused by fires, accidents, and other disasters causing injuries and deaths to human lives and damage to property.

Traditionally, the Bureau of Fire Protection (BFP) is the leading agency tasked to prevent and suppress all destructive fires. However, through the years, the BFP has evolved from just being a fire prevention agency, responder to fire emergencies, and investigator of the same, to a responder to medical and rescue emergencies including disasters and other forms of emergencies.

The BFP has been busy with its medical responses, whether they are fire related or not. Just in 2017, the bureau responded to a total of five thousand nine hundred ninety-six (5,996) medical emergencies. Nine hundred forty-eight (948) of which were fire-related, two thousand four hundred forty-seven (2,447) were purely medical emergencies, two thousand five hundred thirty-seven (2,537) were road accident related, and sixty-four (64) were disaster related.

With regard to disaster preparedness and response, the BFP has also been active in mobilizing its units in the clearing operations of roads and rivers, emergency evacuation of families, and distribution of relief supplies in areas which are heavily affected by the typhoons. An important participation of the BFP during disaster was seen after the onslaught of typhoon Yolanda of 2013. The BFP is proud that it is at the forefront of the aftermath of the disasters, from

start to the end, retrieving corpses and giving assistance to the people through its limited amenities.

Clearly, the BFP has been performing more than what it is mandated to do. Thus, for operational efficiency, there is need for a law to implement a program that would expand the powers and functions of BFP and upgrade its manpower requirement to support the growing need of the populace for a fire and emergency medical and rescue services agency that responds to the hazards of destructive fires, accidents, and other man-made and natural disasters and other emergencies.

The continuously growing population of the country has also increased the need for additional firefighters. As of the 2015 census, the Philippine population is already 100,981,437. Thus, considering that Section 5 of PD 1184 of 1977 requires that there should be one (1) fireman for every 2,000 population, there should be a total of 50,491 firefighters in the frontline operations of the BFP as of 2015. However, at present, there are only a total of 8,238 personnel who are functioning as firefighters which show the great need to upgrade the responding force along with the ranks of the officers and personnel.

Likewise, it is worth mentioning that the BFP is among the uniformed services of the country which include, among others, the Philippine National Police (PNP), the Armed Forces of the Philippines (AFP), and the Philippine Coast Guard (PCG). However, unlike the other uniformed services whose highest ranks are all equivalent to a four-star general, the highest ranking officer of the BFP is only equivalent to a two-star general. Thus, considering the principle of equality, it is just proper that the officers of the BFP should be at par with those of their counterparts in the PNP, AFP, and PCG.

Originally, the BFP and the Bureau of Jail Management and Penology (BJMP) were constituted in Chapters IV and V respectively in Republic Act No. 6975, otherwise known as the "*Department of Interior and Local Government Act of 1990*." Then, Republic Act No. 9263, otherwise known as the "*Bureau of Fire Protection and Bureau of Jail Management and Penology Professionalization Act of 2004*," amended Chapters IV and V of Republic Act No. 6975 by providing the professionalization of the BFP and BJMP.



In order to strengthen the BFP by increasing its powers and functions, and expanding and rationalizing its organizational structure, this proposed measure seeks to provide a charter solely and exclusively for the BFP. Thus, Sections 53 to 59 of Republic Act No. 6955 are hereby repealed and the governing provisions on BFP under Republic Act No. 9263 are hereby transferred and incorporated in the proposed charter.

As the BFP had declared its mission of committing to prevent and suppress destructive fires, investigate its causes, enforce the Fire Code of the Philippines and other related laws, and respond to man-made and natural disasters and other emergencies, there is a need for more manpower to correspond to that expansion of the mandate and the population growth, hence, the need for Congress to approve this measure.

In view of the foregoing, immediate approval of this bill is highly recommended.



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1 expanding and rationalizing its organizational structure as constituted in
2 Republic Act No. 6975, also known as the "*Department of the Interior and*
3 *Local Government Act of 1990*," as amended by Republic Act No. 9263, also
4 known as the "*Bureau of Fire Protection and Bureau of Jail Management and*
5 *Penology Professionalization Act of 2004*."

6 SEC. 4. **Powers and Functions.** – The BFP shall exercise the following
7 powers and functions:

8 a) Take primary responsibility on prevention and suppression of all
9 destructive fires on buildings, houses and other structures, including those found
10 in agro-industrial economic zones, free ports and special economic zones,
11 information technology parks or centers, manufacturing economic zones,
12 medical tourism parks or centers, tourism economic zone, and other similar
13 entities, forest, land transportation vehicles and equipment, ships or vessels
14 docked at piers or wharves or anchored in major seaports, petroleum industry
15 installations, airports, plane crashes and other similar incidents, as well as the
16 enforcement of the Fire Code of the Philippines and other related laws;

17 b) Investigate all causes of fires and, if necessary, file the proper
18 complaints with the city or provincial prosecutor who has jurisdiction over the
19 case;

20 c) Establish and maintain regional arson laboratories and research and
21 testing facilities with complete equipment;

22 d) Conduct rescues at times of disasters, whether man-made or
23 natural, and respond to other emergencies, involving hazardous materials
24 (hazmat), including chemical, biological, radiological, nuclear, and explosive
25 (CBRNE) materials, and other emergencies;

26 e) Establish and maintain state-of-the-art apparatus and equipment to
27 be used in emergency rescue and response, medical, hazmat, and other similar
28 emergencies.

f) Conduct trainings of its personnel and officers pertaining to fire prevention and suppression, investigation, disaster preparedness, rescue, emergency medical, hazmat, CBRNE, and other operations;

g) Request the assistance of the Philippine National Police (PNP), Armed Forces of the Philippines (AFP), or any other agency of the government, including government-owned or controlled corporations, in exercising its powers and functions;

h) Enter into any contract or transaction for the acquisition, ownership, possession, use, administration, lease, disposition, or acceptance of real or personal property in its name; and

i) Perform such other functions as the President or the Secretary of the Interior and Local Government may assign.

SEC. 5. *Organization and Key Positions of the BFP.* – The organization of the BFP shall be composed of a national headquarters, regional headquarters, provincial headquarters, district headquarters, city and municipal fire stations.

The BFP shall be headed by a Chief who shall be assisted by two (2) deputy chiefs, one (1) for administration and one (1) for operations, all of whom shall be appointed by the President upon recommendation of the Secretary of the Interior and Local Government from among the qualified officers with at least the rank of Fire Major General in the service: *Provided, That in no case shall any officer who has retired or is retireable within six (6) months from the compulsory retirement age be appointed as Chief of the Fire Bureau. The Chief of the Fire Bureau shall serve a tour of duty not to exceed four (4) years. In times of war or other national emergency declared by Congress, the President may extend such tour of duty.*

The head of the BFP with the rank of Fire General shall have the position title of Chief of the Fire Bureau. The second officer in command of the BFP with rank of Fire Lieutenant General shall have the position title of Deputy Chief for Administration of the Fire Bureau. The third officer in command of

1 the BFP with the rank of Fire Lieutenant General shall have the position title of
2 Deputy Chief for Operations of the Fire Bureau. The fourth officer in command
3 of the BFP with the rank of Fire Lieutenant General shall have the position title
4 of Chief Directorial Staff of the Fire Bureau who shall be assisted by the
5 directors of the directorates in the national headquarters office with at least the
6 rank of Fire Major General.

7 At the regional level, there shall be an Office of the Regional Director in
8 each of the administrative regions of the country which shall implement the
9 policies, plans, and programs of the BFP; and monitor, evaluate and coordinate
10 the operations and activities of the fire service operating units at the provincial
11 levels. The Regional Office shall be headed by a Regional Director for Fire
12 Protection with the rank of Fire Brigadier General. For the National Capital
13 Region, the Regional Director shall have the rank of Fire Major General. The
14 Regional Director shall be assisted by the following officers with the rank of
15 Fire Colonel: Deputy Regional Director for Administration, Deputy Regional
16 Director for Operations, and Regional Chief of Staff. For the National Capital
17 Region, all deputies shall have the rank of Fire Brigadier General.

18 At the provincial level, there shall be an Office of the Provincial Director
19 for fire protection in each province of the country which shall also implement
20 the policies, plans, and programs of the BFP; and monitor, evaluate and
21 coordinate the operations and activities of the fire service operating units at the
22 city and municipal levels. It shall be headed by a Provincial Director with the
23 rank of Fire Colonel.

24 In the case of large provinces, BFP District Headquarters may be
25 established, to be headed by a District Director with the rank of Fire Brigadier
26 General.

27 At the city or municipal level, there shall be a fire station, each headed by a
28 City Fire Marshall with the rank of Fire Colonel and Municipal Fire Marshall
29 with the rank of Fire Major. In the case of highly urbanized cities, BFP District

1 Headquarters with subordinate fire stations to be headed by a District Director
2 with the rank of Fire Brigadier General may be organized as necessary.

3 The fire station shall be equipped with necessary personnel, firefighting
4 facilities, and equipment in every provincial capital, city and municipality
5 subject to the standards, rules and regulations as may be promulgated by the
6 DILG. The LGU shall provide the necessary site of the fire station. In case the
7 LGU cannot provide for the site, the BFP shall have the authority to acquire or
8 purchase real property in all cities or municipalities for the establishment of fire
9 central and sub-stations.

10 SEC. 6. *Professionalization and Upgrading of Qualification Standards*
11 *in the Appointment of Uniformed Personnel to the BFP.* – No person shall be
12 appointed as uniformed personnel of the BFP unless the person possesses the
13 following minimum qualifications:

- 14 a) A citizen of the Republic of the Philippines;
- 15 b) A person of good moral character;
- 16 c) Must have passed the psychiatric or psychological, drug and
17 physical tests for the purpose of determining the physical and mental health;
- 18 d) Must possess a baccalaureate degree from a recognized institution
19 of learning;
- 20 e) Must possess the appropriate civil service eligibility;
- 21 f) Must have not been automatically discharged or dismissed for
22 cause from previous assignment;
- 23 g) Must not have been convicted by final judgment of an offense or
24 crime involving moral turpitude;
- 25 h) Must be at least one meter and sixty-two centimeters (1.62 m.) in
26 height for male, and one meter and fifty-seven centimeters (1.57 m.) for female:
27 *Provided, That a waiver for height and age requirements shall be automatically*
28 *granted to applicants belonging to the cultural communities; and*

i) Must weigh not more or less than five kilograms (5kgs.) from the standard weight corresponding to the height, age and sex.

The new applicant must not be less than twenty-one (21) nor more than thirty (30) years of age: except for this particular provision, the above-enumerated qualifications shall be continuing in character and an absence of any one of them at any given time shall be a ground for separation or retirement from the service. The uniformed personnel 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 one (1) year to satisfy the weight requirement.

After the lapse of the time period for the satisfaction of a specific requirement, current uniformed personnel of the BFP 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 from 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.

SEC. 7. *Appointment of Uniformed Personnel to the BFP.* – The appointment of uniformed personnel to the BFP shall be effected in the following manner:

a) *Fireman to Fire Master Sergeant.* – Appointed by the Regional Director for Fire Protection for the regional office uniformed personnel or by the Chief of the BFP for the national headquarters office uniformed personnel, and attested by the Civil Service Commission (CSC);

b) *Fire Lieutenant to Fire Lieutenant Colonel.* – Appointed by the Chief of the BFP, as recommended by their immediate superiors, and attested by the CSC;

c) *Fire Colonel.* – Appointed by the Secretary of the Interior and Local Government upon recommendation of the Chief of the BFP with the proper attestation of the CSC; and

d) *Fire Brigadier General to Fire General.* – Appointed by the President upon recommendation of the Secretary of the DILG, with the proper endorsement by the Chairperson of the CSC.

SEC. 8. *Lateral Entry of Officers into the BFP.* – In general, all original appointments of officers in the BFP shall commence with the rank of Fire Lieutenant wherein applicants for lateral entry into the BFP shall include all those with highly specialized and technical qualifications such as civil engineers, mechanical engineers, electrical engineers, chemical engineers, chemists, architects, criminologists, certified public accountants, nurses, physical therapists and dentists. Doctors of medicine, members of the Philippine Bar and chaplains shall be appointed to the rank of Fire Captain in the particular technical service. Graduates of the Philippine National Police Academy (PNPA) shall be automatically appointed to the initial rank of Fire Lieutenant.

SEC. 9. *Professionalization and Upgrading of Qualification Standards in the Designation of Uniformed Personnel of the BFP to Key Positions.* – No person shall be designated to the following key positions of the BFP unless the person has met the qualifications provided therein:

a) *Chief of the Fire Bureau.* – Should have the rank of Fire General who must be a member of the Philippine Bar or a holder of a master's degree in public administration, management, engineering, public safety, criminology or other related disciplines from a recognized institution of learning, and must have satisfactorily passed the necessary training or career courses for such position as may be established by the BFP.

b) *Deputy Chief for Administration, Deputy Chief for Operations and Chief of Directorial Staff of the Fire Bureau.* – Should have the rank of Fire

1 Lieutenant General who must be a member of the Philippine Bar or a holder of
2 a master's degree in public administration, management, engineering, public
3 safety, criminology or other related disciplines from a recognized institution of
4 learning, and must have satisfactorily passed the necessary training of career
5 courses for such position as may be established by the BFP;

6 c) *District Fire Marshal for the National Capital Region, Regional*
7 *Director for Fire Protection and Directorate of the National Headquarters*
8 *Office.* – Should have at least the rank of Fire Major General who must be a
9 graduate of Bachelor of Laws or a holder of a master's degree in public
10 administration, management, engineering, public safety, criminology or other
11 related disciplines from a recognized institution of learning, and must have
12 satisfactorily passed the necessary training or career courses for such position as
13 may be established by the BFP;

14 d) *District Fire Marshal, Provincial Fire Marshal, Assistant Regional*
15 *Director for Administration, Assistant Regional Director for Operations and*
16 *Regional Chief of Directorial Staff.* – Should have the rank of Fire Brigadier
17 General who must be a graduate of Bachelor of Laws or a holder of a master's
18 degree in public administration, management, engineering, public safety,
19 criminology or other related disciplines from a recognized institution of
20 learning, and must have satisfactorily passed the necessary training or career
21 courses for such position as may be established by the BFP;

22 e) *City Fire Marshal.* – Should have the rank of Fire Colonel who
23 must have finished at least second year of Bachelor of Laws or earned at least
24 twenty-four (24) units in a master's degree program in public administration,
25 management, engineering, public safety, criminology or other related
26 disciplines from a recognized institution of learning, and must have
27 satisfactorily passed the necessary training or career courses for such position as
28 may be established by the BFP; and

1 f) *Municipal Fire Marshal.* – Should have the rank of Fire Major who
2 must have finished at least second year of Bachelor of Laws or earned at least
3 twelve (12) units in a master's degree program in public administration,
4 management, engineering, public safety, criminology or other related
5 disciplines from a recognized institution of learning, and must have
6 satisfactorily passed the necessary training or career courses for such position as
7 may be established by the BFP.

8 Any uniformed personnel of the BFP who is currently occupying such
9 position but lacks any of the qualifications mentioned herein shall be given
10 three (3) years upon the effectivity of this Act to comply with the requirements,
11 otherwise the uniformed personnel shall, upon due notice and hearing, be
12 relieved from the position.

13 SEC. 10. *Professionalization and Qualifications Upgrading Program.* –
14 Within ninety (90) days from the effectivity of this Act, the BFP shall design
15 and establish qualifications upgrading program for the officers and uniformed
16 personnel of the BFP in accordance with the CSC rules and regulations.

17 SEC. 11. *Attrition System for the Uniformed Personnel of the BFP.* –
18 There shall be established a system of attrition for the uniformed personnel of
19 the BFP within one (1) year from the effectivity of this Act to be submitted by
20 the BFP to the DILG for approval. Such attrition system shall include, but is
21 not limited to, the provisions of the following principles:

22 a) *Attrition by Demotion in Position or Rank.* – Any uniformed
23 personnel of the BFP who is relieved and assigned to a position lower than what
24 is established for the grade in the staffing pattern of the BFP, and who shall not
25 be assigned to a position commensurate to the grade within two (2) years after
26 such demotion in position shall be separated or retired from the service;

27 b) *Attrition by Non-Promotion.* – Any uniformed personnel of the
28 BFP 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 uniformed personnel of the BFP 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 rating periods;
2. Inefficiency based on poor performance for three (3) cumulative semestral rating periods;
3. Physical or mental incapacity to perform the duties and functions; or
4. Failure to complete the required career courses or appropriate civil service eligibility for the position except for justifiable reasons.

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

SEC. 12. *Maximum Tenure in Position.* – The aggregate maximum tenure per position of BFP officers and personnel holding key positions is hereby prescribed as follows:

POSITION	MAXIMUM TENURE
Chief	four (4) years
Deputy Chief	four (4) years
Director of the Staff Services	four (4) years
Regional Directors	six (6) years

Provincial/City Directors	six (6) years
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2 Other positions lower than Provincial Director shall have aggregate
3 maximum tenure of nine (9) years. Unless earlier separated, retired or promoted
4 to a higher position in accordance with the BFP staffing pattern, officers and
5 personnel holding the above-mentioned positions shall be compulsorily retired
6 at the maximum tenure in position herein prescribed, or at age fifty-six (56),
7 whichever is earlier. In times of war or other national emergency declared by
8 Congress, the President may extend the Chief of BFP's tour of duty. The BFP
9 officers and personnel who have already reached their maximum tenure upon
10 the effectivity of this Act may be allowed one (1) year more of tenure in their
11 positions before the maximum tenure provided in this Section shall be applied
12 to them, unless they shall have already reached the compulsory retirement age
13 of fifty-six (56), in which case the compulsory retirement age shall prevail.

14 Except for the Chief of BFP, no BFP member who has less than six (6)
15 months of service before reaching the compulsory retirement age shall be
16 promoted to a higher rank or appointed to any other position.

17 **SEC. 13. *Promotion System for the Uniformed Personnel of the BFP.*** –
18 Within six (6) months after the effectivity of this Act, the BFP shall establish a
19 system of promotion for the uniformed and non-uniformed personnel of the
20 BFP through the following principles:

21 a) *Rationalized Promotion System.* – The system of promotion shall
22 be based on merits and on the availability of vacant ranks in the BFP staffing
23 pattern. Such system shall be gender-fair so as to ensure that all men and
24 women of the BFP shall enjoy equal opportunity for promotion.

25 b) *Requirements for Promotion.* –

26 1. Any personnel of the BFP shall not be eligible for promotion to a
27 higher rank unless the personnel has met the minimum qualification

standards or the appropriate civil service eligibility set by the CSC, and has satisfactorily passed the required psychiatric or psychological, drug and physical tests; and

2. Any personnel of the BFP who has exhibited acts of conspicuous courage and gallantry at the risk of 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 DILG and the CSC based on established criteria.

SEC. 14. *Performance Evaluation System.* – There shall be established a performance evaluation system which shall be administered in accordance with the rules, regulations and standards, and a code of conduct for the uniformed personnel of the BFP to be promulgated by the BFP through the DILG. Such performance evaluation system shall be administered in such a way as to foster the improvement of individual efficiency and behavioral discipline as well as the promotion of organizational effectiveness and commitment to service.

The rating system as contemplated herein shall be based on standards prescribed by the BFP through the DILG and shall consider the results of the annual psychiatric or psychological and physical tests conducted on the uniformed personnel.

SEC. 15. *Promotion by Virtue of Position.* – Any BFP personnel designated to any key position whose rank is lower than that which is required for such position but is qualified for promotion shall, after six (6) months of occupying the same, be entitled to a rank adjustment corresponding to the position. The personnel shall not be reassigned to a position calling for a higher rank until after two (2) years from the date of such rank adjustment. Any personnel designated to the position who does not possess the established minimum qualifications therefor shall occupy the same temporarily for not more than six (6) months without reappointment or extension.

1 SEC. 16. *Standardization of the Base Pay, Retirement and Other*
2 *Benefits of the Uniformed Personnel of the BFP.* – In order to enhance the
3 general welfare, commitment to service and professionalism of the uniformed
4 personnel of the BFP, they shall receive the minimum starting salary equivalent
5 to the salary grade level of the corresponding new rank classification of their
6 counterparts in the PNP, as provided under Section 36 of Republic Act No.
7 8551, and in the AFP, as provided under Section 2 of Republic Act No. 9166.

8 The rate of base pay of the uniformed personnel of the BFP shall be
9 adjusted in accordance with the following salary grade schedule:

RANK	SALARY GRADE
Fire General	30
Fire Lieutenant General	29
Fire Major General	28
Fire Brigadier General	27
Fire Colonel	26
Fire Lieutenant Colonel	25
Fire Major	24
Fire Captain	23
Fire Lieutenant	22
Fire Master Sergeant	19
Fire Technical Sergeant	18
Fire Staff Sergeant	17
Fire Sergeant	16

Fire Corporal	14
Fireman First Class	12
Fireman	10

All benefits currently received by the uniformed personnel of the BFP under other existing laws shall continue to be received by them. The retirement pay shall be subject to adjustment based on the prevailing scale of base pay of the uniformed personnel in the active service.

SEC. 17. *Establishment of Search and Rescue Force (SRF), Emergency Medical Services (EMS), and HAZMAT Units.* – In addition to the existing Fire Fighting Units, there shall be established a Search and Rescue Force (SRF) in each region and city, Emergency Medical Services (EMS) in every first to third class municipalities and cities, and HAZMAT (Hazardous Materials) Units in each region.

SEC. 18. *Establishment of BFP Hospital or Burn Center.* – The BFP shall establish and maintain a Central and Regional Hospitals with burn center units therein for the benefit of the BFP officers and personnel and their dependents.

SEC. 19. *Revised Organizational Structure and Staffing Pattern of the BFP.* – Within ninety (90) days from the promulgation of the implementing rules and regulations (IRR) of this Act, the Chief of BFP shall recommend and submit to the Secretary of DILG the revised organizational structure and staffing pattern for officers and personnel of the BFP, in accordance with the guidelines set forth herein and as provided in the IRR.

The revised organizational structure herein mentioned shall include all the offices of the BFP, the Fire Training Service, and the BFP Central and Regional Hospitals.

1 SEC. 20. *Transitory.* – The provisions of this Act shall be effected within
2 three (3) years after the effectivity of this Act.

3 SEC. 21. *Implementation.* – The implementation of this Act shall be
4 undertaken in staggered phases, but not to exceed three (3) years, taking into
5 consideration the financial position of the National Government: *Provided,*
6 That any partial implementation shall be uniform and proportionate for all
7 ranks.

8 SEC. 22. *Implementing Rules and Regulations.* – The Secretary of the
9 Interior and Local Government, in coordination with the BFP, the CSC, the
10 Department of Budget and Management (DBM), and the Department of Finance
11 (DOF) shall, within ninety (90) days from the effectivity of this Act, promulgate
12 rules and regulations necessary to implement the provisions of this Act.

13 SEC. 23. *Appropriations.* – For the initial operating expenses of the
14 Bureau of Fire Protection as well as the expenses of the local government units
15 to carry out the mandate of this Act, so much amount is hereby appropriated
16 from the Organizational Adjustment Fund on the year this Act is approved.
17 Thereafter, BFP shall submit to the Department of Budget and Management its
18 proposed budget for inclusion in the annual General Appropriations Act.

19 SEC. 24. *Annual Report.* – The BFP through the DILG and the DBM
20 shall jointly submit to the President of the Senate and the Speaker of the House
21 of Representatives an annual report on the implementation of this Act. This
22 report shall include information on the application of the budget for the salary
23 and other benefits provided under this Act. The DBM, in consultation with the
24 BFP through the DILG, shall periodically review and adjust every five (5) years
25 the rates of base pay, taking into consideration labor productivity, consumer
26 price index, oil price and other similar economic indicators as may be
27 determined by the National Economic and Development Authority (NEDA).

1 SEC. 25. *Separability Clause.* – If any portion or provision of this Act is
2 declared unconstitutional, the same shall not affect the validity and effectivity of
3 the other provisions not affected thereby.

4 SEC. 26. *Repealing Clause.* – Provisions of Republic Act No. 9263
5 affecting the BFP are hereby repealed insofar only as they apply to the BFP.
6 Sections 53, 54, 55, 56, 57, 58 and 59 of Chapter IV of Republic Act No. 6975,
7 as amended, are hereby repealed. All other laws, decrees, orders, rules and
8 regulations, and other issuances, or parts thereof, which are inconsistent with
9 the provisions of this Act, are hereby deemed repealed, amended or modified
10 accordingly.

11 SEC. 27. *Effectivity.* – This Act shall take effect fifteen (15) days after its
12 publication in the *Official Gazette* or in a newspaper of general circulation.

13 Approved,