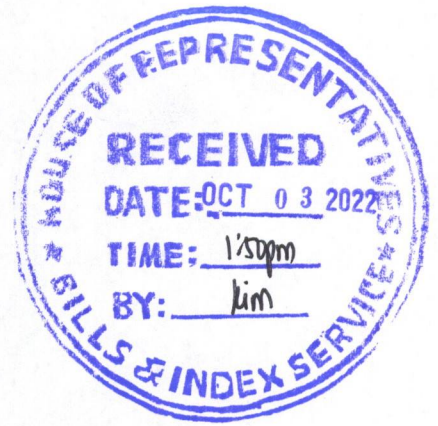




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5320

Introduced by **Representatives FERDINAND MARTIN G. ROMUALDEZ and MARIA RACHEL J. ARENAS**

EXPLANATORY NOTE

The bill seeks to increase the monthly pension and disability benefits of retirees of the Department of Foreign Affairs (DFA) to be at par with the current pay scale enjoyed by those in active service.

Article XVI, Section 8 of the 1987 Philippine Constitution mandates that "the State shall, from time to time, review to upgrade the pensions and other benefits due to retirees of both the government and private sectors."

On the other hand, Section 62 of Republic Act No. 7157, otherwise known as the Philippine Foreign Service Act of 1991, in part provides that "the President upon recommendation of the Secretary may, as soon as practicable, submit for enactment by Congress a foreign affairs retirement and disability system, taking into account the difficulties of foreign service personnel in setting aside sufficient savings to take care of their eventual retirement in the Philippines due to old age or some other disability, with the increased burden of establishing a home in the Philippines after completion of their tour of duty abroad."

This is an important step to duly compensate Philippine foreign service personnel whose invaluable services to the country have helped advance Philippine interests, improve relations with other countries, and protect Filipinos globally.

Personnel of the DFA are at the frontlines of Philippine foreign relations, sometimes risking their lives under dangerous conditions in their countries of assignment. They face complex challenges of living in foreign lands with different cultures, particularly as pioneers in opening new Posts. They are primarily responsible for responding and attending immediately to Filipinos in distress especially during critical times, disasters, security threats, and other crisis situations. Their patriotism, integrity, professionalism and genuine concern for the welfare of our *kababayans* here and abroad are sincere expressions of their devotion to the country in achieving the aspirations of the Filipino people.

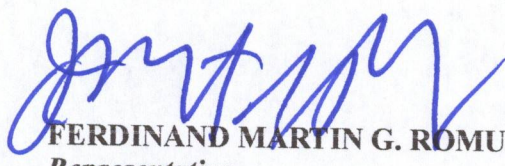
During their active service, the retired diplomats have demonstrated their resilience as the Philippines' first line of representation in dealing with a plethora of concerns. They have

tirelessly sought opportunities to promote Philippine trade, investment, tourism, and culture. They have been the voice of the Filipino people overseas and have spearheaded the one country team approach to matters of national interest. Their initiative, competence, professionalism and creativity have resulted in enduring bilateral and multilateral partnerships, strategic agreements and collaborative engagements that continue to be harnessed for our people's benefits.

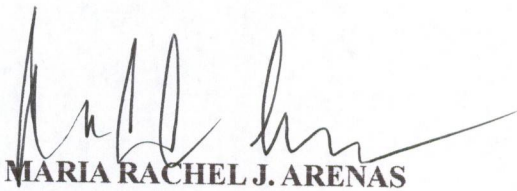
These complex responsibilities require DFA personnel to be vigilant and ready to perform their duties at all times. As specialists in the arena of diplomacy and citizen services abroad, foreign service personnel deserve to be honored and cared for in their retirement through an adjustment of monthly pension, and thereby allowing them to afford a decent living in the face of inflation and rising cost of living.

It is the intention of this bill to provide both present and future retirees of the foreign service support that is adequate and responsive to their needs, and to reassure them that their dedication and loyalty to the Filipino people is not forgotten.

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



FERDINAND MARTIN G. ROMUALDEZ
Representative
First District, Leyte



MARIA RACHEL J. ARENAS
Representative
Third District, Pangasinan



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HOUSE BILL NO. 5320

Introduced by **Representatives FERDINAND MARTIN G. ROMUALDEZ and
MARIA RACHEL J. ARENAS**

AN ACT
ADJUSTING THE MONTHLY PENSION AND DISABILITY BENEFITS
OF RETIREES OF THE DEPARTMENT OF FOREIGN AFFAIRS

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

1 **Section 1. *Short Title.*** The Act shall be known as the “Foreign Affairs Retirement and
2 Disability Benefits Act.”

3 **Section 2. *Covered Retirees and Retirement Benefits.*** This Act shall apply to all retired
4 officers and employees of the DFA who:

- 5 a. served in the Department for at least 15 years; and
6 b. are eligible to receive a monthly pension from the Government Service Insurance
7 System (GSIS).

8 They shall receive, during the residue of their natural life, an additional pension which shall
9 be the difference between their monthly pension and the highest monthly salary of an incumbent
10 officer or employee occupying the same or equivalent rank and subject to further adjustment as
11 provided under this Act.

12 This Act shall also apply prospectively to DFA officers and employees who retired prior to
13 the effectivity of this Act.

14 All other officers and employees of the DFA who have also retired after serving in the DFA
15 but who have not met all the above mentioned requirements, shall instead be covered by applicable
16 benefits under the GSIS Act, as amended.
17

18 **Section 3. *Adjustment of Monthly Pension.*** The monthly pension benefits of all retirees
19 of the DFA, as provided under Republic Act No. 7157, shall, upon the effectivity of this Act, be
20 automatically adjusted to the existing rate, and any subsequent increase thereof, of the salary grade
21 of the rank they held upon their retirement.
22

23 **Section 4. *Additional Entitlements.*** All officers and employees covered by Section 2 of
24 this Act, shall be eligible for disability and death benefits in the same manner provided under the
25 GSIS Act, as amended, and other relevant laws.

26 **Section 5. *Exemption of Pension from Income Tax, Attachment, Levy, Garnishment.*** –
27 Any pension granted to a beneficiary under this Act shall not, wholly or partly, be subject to
28 income tax, attachment, execution, forfeiture, or retention under any legal or equitable
29 proceedings, nor shall any lien of any kind or under any consideration be imposed thereon.
30

31 **Section 6. *Survivorship Benefits.*** In case of death of a DFA retiree or personnel who has
32 met the requirements provided in Section 2, the following shall be entitled to receive the adjusted
33 retirement benefits that the deceased was receiving or entitled to receive: (a) their surviving spouse,
34 during their lifetime, or until they remarry; and (b) their dependent children. Said benefits shall be
35 distributed or apportioned in accordance with the GSIS Act, as amended.
36

37 **Section 7. *Appropriation and Funding Source.*** – The differential funding requirements
38 for the initial implementation of this Act shall be charged against the current year's savings of the
39 DFA.
40

41 Thereafter, the annual differential amount necessary for GSIS to pay the adjusted monthly
42 pension and other benefits to implement the provisions of this Act shall be included in the General
43 Appropriations Act annually, to be sourced from the DFA's annual consular income as a
44 percentage thereof.

45
46 **Section 8. *Implementing Rules and Regulations.*** – Within one hundred eighty (180) days
47 after the effectivity of this Act, DFA shall issue the necessary rules and regulations for the effective
48 implementation of this Act, in coordination with relevant government agencies.

49
50 **Section 9. *Separability Clause.*** – If any provision of this Act is declared invalid or
51 unconstitutional, the remaining provisions not affected shall continue to be in full force and effect.

52
53 **Section 10. *Repealing Clause.*** – All laws, decrees, executive orders, or rules and
54 regulations contrary to or inconsistent with this Act are hereby repealed or modified accordingly.

55
56 **Section 11. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days from its
57 publication in the Official Gazette.

58 *Approved,*