



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

Twentieth Congress
First Regular Session



HOUSE BILL NO. 4788

Introduced by
REPRESENTATIVE DAVID C. SUAREZ

EXPLANATORY NOTE

The Philippine National Police (PNP) stands as the primary law enforcement agency of the Republic, tasked with upholding the law, maintaining peace and order, preventing and investigating crimes, and ensuring public safety and internal security. The effectiveness of the PNP is intrinsically linked to the competence, experience, and morale of its uniformed personnel.

Currently, Section 39 of Republic Act No. 6975, the "Department of the Interior and Local Government Act of 1990," mandates the compulsory retirement of uniformed PNP personnel at the age of fifty-six (56). This provision, while historically relevant, is increasingly becoming an impediment to the optimal functioning and development of the police force.

In contemporary society, life expectancy has significantly increased, and advancements in healthcare and wellness programs enable individuals to maintain peak physical and mental faculties well beyond their mid-fifties. Many uniformed personnel at 56 years old possess a wealth of invaluable experience, institutional knowledge, and specialized skills acquired through decades of dedicated service, training, and exposure to diverse law enforcement scenarios. Forcing their early retirement results in a premature loss of these critical assets, particularly in leadership, investigative, and specialized tactical roles where experience is paramount. This disrupts continuity in key police operations and policy implementation.

Furthermore, an earlier retirement age places increased strain on the government's pension system, as beneficiaries begin drawing their retirement benefits at a relatively younger age. Extending the compulsory retirement age can alleviate some of this fiscal pressure, allowing

individuals to remain productive contributors to the workforce and the economy for a longer period.

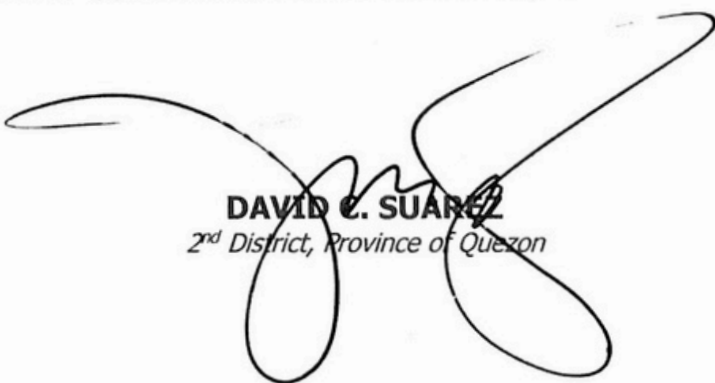
The proposed amendment aligns the retirement age of the PNP with that of the general population in the Philippines, as well as with the retirement ages of police forces in many other developed and developing nations which recognize the continued value of experienced law enforcement professionals beyond 56. While physical demands are inherent in police work, many roles within the PNP, particularly in administrative, investigative, training, and managerial capacities, heavily rely on cognitive abilities, strategic thinking, and accumulated wisdom rather than solely on physical prowess. Appropriate re-assignment and physical conditioning programs can address concerns for personnel in highly physical roles.

In addition to raising the compulsory retirement age, this measure introduces crucial and responsive reforms to the career management system of the PNP. To harmonize the extended service duration with career progression, related provisions in Republic Act No. 8551 concerning tenure limitations are consequentially adjusted.

Importantly, this bill delegates the authority to set the maximum tenure for key positions, other than that of the Chief, PNP, to the National Police Commission (NAPOLCOM). This reform is designed to provide the institution's civilian oversight body with the necessary flexibility to manage the career path of its senior officers. By empowering NAPOLCOM to determine these limits, the PNP can ensure that its leadership structure remains dynamic and responsive to the evolving safety and security needs of the country, without the need for subsequent legislative action.

This legislative measure seeks to optimize the utilization of human resources within the PNP, promote greater stability and professionalism, enhance institutional memory, and ensure a more efficient and effective law enforcement agency capable of meeting the evolving challenges of national security and public safety.

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



DAVID C. SUAREZ
2nd District, Province of Quezon



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AN ACT
INCREASING THE COMPULSORY RETIREMENT AGE OF UNIFORMED PERSONNEL
OF THE PHILIPPINE NATIONAL POLICE FROM FIFTY-SIX (56) TO SIXTY (60),
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 6975, AS AMENDED,
OTHERWISE KNOWN AS THE "DEPARTMENT OF THE INTERIOR AND LOCAL
GOVERNMENT ACT OF 1990," AND REPUBLIC ACT NO. 8551, OTHERWISE
KNOWN AS THE "PHILIPPINE NATIONAL POLICE REFORM AND
REORGANIZATION ACT OF 1998"

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

SECTION 1. Short Title. – This Act shall be known as the **"PNP Retirement Age Rationalization Act."**

SECTION 2. Compulsory Retirement Age. – Section 39 of Republic Act No. 6975, otherwise known as "The Department of the Interior and Local Government Act of 1990," is hereby amended to read as follows:

"SECTION 39. Compulsory Retirement Age. - Compulsory retirement, for officer and non-officer, shall be upon the attainment of age [~~fifty-six (56)~~] **SIXTY (60)**: Provided, That, in case of any officer with the rank of [~~chief superintendent, director or deputy director general~~] **POLICE BRIGADIER**

GENERAL, POLICE MAJOR GENERAL, OR POLICE LIEUTENANT GENERAL, the Commission may allow [his] **SUCH OFFICER'S** retention in the service for an [unextendible] **ADDITIONAL** period of one (1) year **BEYOND THE AGE OF SIXTY (60) IN MERITORIOUS CASES AS MAY BE DETERMINED BY THE COMMISSION.**

PROVIDED, FURTHER, THAT THE CHIEF OF THE PHILIPPINE NATIONAL POLICE MAY, UPON RECOMMENDATION OF THE COMMISSION AND APPROVAL OF THE PRESIDENT, BE RETAINED IN THE ACTIVE SERVICE FOR AN ADDITIONAL PERIOD NOT EXCEEDING ONE (1) YEAR."

SECTION 3. *Maximum Tenure in Position.* – Section 25 of Republic Act No. 8551, otherwise known as "Philippine National Police Reform and Reorganization Act of 1998," is hereby amended to read as follows:

"SECTION 25. *Attrition by Attainment of Maximum Tenure in Position.* – [The maximum tenure of PNP members 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	nine (9) years

Other positions higher than Provincial Director shall have the maximum tenure of ~~six (6) years.~~ **THE TERM OF OFFICE OF THE CHIEF OF THE PHILIPPINE NATIONAL POLICE SHALL NOT EXCEED FOUR (4) YEARS, UNLESS EXTENDED BY THE PRESIDENT IN TIMES OF NATIONAL EMERGENCY OR EXCEPTIONAL CIRCUMSTANCES, IN ACCORDANCE WITH LAW.**

THE MAXIMUM TENURE-IN-POSITION FOR ALL OTHER LEADERSHIP POSITIONS IN THE PNP SHALL BE PRESCRIBED AND PERIODICALLY

REVIEWED BY THE NATIONAL POLICE COMMISSION (NAPOLCOM), IN CONSULTATION WITH THE PHILIPPINE NATIONAL POLICE. NAPOLCOM SHALL CONSIDER THE COMPULSORY RETIREMENT AGE OF SIXTY (60), ORGANIZATIONAL RENEWAL, LEADERSHIP TURNOVER, AND A MERIT-BASED PROMOTION SYSTEM IN DETERMINING APPROPRIATE TENURE LIMITS.

Unless earlier separated, retired or promoted to a higher position in accordance with the PNP Staffing Pattern, police officers holding the above-mentioned positions shall be compulsorily retired at the maximum tenure in position herein prescribed, or at age [~~fifty-six (56)~~] **SIXTY (60)**, whichever is earlier: Provided, That in times of war or other national emergency declared by Congress, the President may extend the PNP Chief's tour of duty: Provided, further, That PNP members who have [~~already reached their maximum tenure upon the effectivity of this Act~~] **REACHED THEIR MAXIMUM TENURE-IN-POSITION PRIOR TO THE EFFECTIVITY OF THIS AMENDATORY ACT** may be allowed one (1) year more of tenure in their positions before the maximum tenure provided in this Section shall be applied to them, unless they shall have already reached the compulsory retirement age of [~~fifty-six (56)~~] **SIXTY (60)**, in which case the compulsory retirement age shall prevail.

Except for the Chief, PNP, no PNP member who has less than one (1) year of service before reaching the compulsory retirement age shall be promoted to a higher rank or appointed to any other position."

SECTION 4. *Transitory Provision.* – Uniformed personnel of the Philippine National Police who have reached or will reach the age of fifty-six (56) within one (1) year from the effectivity of this Act may, at their option and with the approval of the Commission, retire under the rules and conditions in force prior to this amendatory Act.

SECTION 5. *Separability Clause.* – If any provision or part of this Act is declared invalid or unconstitutional, other provisions not affected thereby shall continue to be in full force and effect.

SECTION 6. *Repealing Clause.* – All laws, decrees, executive orders, proclamations, other issuances, rules, and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

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

Approved.