



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

TWENTIETH CONGRESS
First Regular Session

House Bill No. **5001**



Introduced by Representative Midy N. Cua
Lone District, Quirino

**AN ACT INCREASING THE COMPULSORY AGE OF RETIREMENT FOR OFFICERS
AND NON-OFFICERS OF THE PHILIPPINE NATIONAL POLICE, AMENDING FOR THE
PURPOSE SECTION 39 OF REPUBLIC ACT NO. 6975, AS AMENDED, OTHERWISE
KNOWN AS THE “DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT ACT
OF 1990”**

EXPLANATORY NOTE

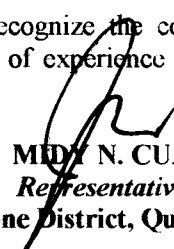
The Philippine National Police (PNP) plays a vital role in ensuring peace, order, and public safety in the country. This bill seeks to increase the compulsory retirement age of all officers and non-officers of the PNP from **fifty-six (56) years old to sixty (60) years old**.

Advances in healthcare, nutrition, and wellness have significantly increased the life expectancy and vitality of Filipinos, including PNP personnel. This allows them to serve for a longer time to maximize their training, expertise, and leadership potential. This will also give them ample time to pass on their operational knowledge and strategic experience in law enforcement to the next generation of PNP officers and non-officers. This will allow for smoother leadership transitions, stronger organizational culture, and more stable command structures moving forward.

By extending their stay in service, the PNP can maintain adequate force levels without needing to recruit hastily and in large numbers, saving time, recruitment costs, and training expenses.

As established by Republic Act No. 7641, also known as the “Retirement Pay Law,” the mandatory retirement age in the Philippines is set at sixty-five (65) years old, while retirement is optional at sixty (60) years old. Aligning the PNP retirement age with that of many civilian agencies also promotes fairness and consistency in government service.

In light of these considerations, the passage of this bill will not only recognize the continuing capabilities and service of our police force but also safeguard the wealth of experience and skill necessary for national security and public safety.


MIDY N. CUA
Representative
Lone District, Quirino



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

SECTION 1. Section 39 of Republic Act No. 6975, as amended, is further amended to read as follows:

“Section 39. *Compulsory AND OPTIONAL Retirement.* – Compulsory retirement, for officer and non-officer, shall be upon the attainment of age [fifty-six (56)] **SIXTY (60), WHILE OPTIONAL RETIREMENT SHALL BE UPON THE ATTAINMENT OF AGE FIFTY-SIX (56):** *Provided.* That, in case of any officer with the rank of chief superintendent, director or deputy director general, the Commission may allow his retention in the service for an unextendible period of one (1) year.”

SEC. 2. All laws, rules, regulations, presidential decrees, and other issuances inconsistent with any of the provisions of this Act are repealed or amended accordingly.

SEC. 3 This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,