



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6138



Introduced by **REPRESENTATIVE CHEENO MIGUEL D. ALMARIO**

EXPLANATORY NOTE

A member of the Philippine National Police (PNP) dedicates his life to serve and protect the Filipino people. When in the line of duty, they are putting their life and limb at risk to ensure that everyone will be able to sleep at night comfortably.

A life of a policeman is never easy. On October 30, 2025, a member of the PNP Special Action Force (SAF) was killed in Sulu while serving a search warrant. A few days before that, a police captain from Cebu province was shot multiple times leading to his death while he was conducting surveillance operation against gun-for-hire suspects.¹ During the onslaught of Typhoon Tino, 9,000 police personnel were deployed to help in the evacuation, rescue operations, and offer other humanitarian assistance.²

While these acts of valor and heroism by our police officers cannot be quantified, they must be properly rewarded. This measure seeks to create a robust and fair retirement and benefit program ensures that PNP personnel are motivated, secured, and sustained, allowing them to serve with integrity and dedication, free from undue anxiety about their family's welfare in case of injury, disability, or death.

Moreover, maintaining adequate retirement and survivor benefits is essential for professionalizing the police service, retaining qualified personnel, and upholding morale and institutional loyalty. It also affirms the constitutional mandate for the State

¹ <https://www.gmanetwork.com/news/topstories/nation/964028/cop-killed-cebu-city-gun-attack-p500k-reward-offered/story/>

² <https://www.pna.gov.ph/articles/1262592>

to provide “for the benefits and other conditions of service” of those who protect the Filipino people.

Hence, the passage of this bill is earnestly sought.



CHEENO MIGUEL D. ALMARIO
Representative
2nd District, Davao Oriental



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO 6138

Introduced by **REPRESENTATIVE CHEENO MIGUEL D. ALMARIO**

AN ACT
AMENDING SECTIONS 73 AND 75 OF REPUBLIC ACT NO. 6975, "AN ACT
ESTABLISHING THE PHILIPPINE NATIONAL POLICE UNDER A RE-
ORGANIZED DEPARTMENT OF THE INTERIOR AND LOCAL
GOVERNMENT, AND FOR OTHER PURPOSES," AS AMENDED BY REPUBLIC
ACT NO. 8551, OTHERWISE KNOWN AS, THE "PHILIPPINE NATIONAL
POLICE REFORM AND REORGANIZATION ACT OF 1998," AND
APPROPRIATING FUNDS THEREFOR

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 "New Retirement Pension, Total Permanent Physical Disability and Killed in Police Operation Benefit for Members of the Philippine National Police".

SEC. 2. Section 73 of Republic Act No. 6975, as amended, is hereby further amended to read as follows:

"SEC. 73. Permanent Physical Disability and Killed in Police Operation Benefits - *The retirement pay* of an officer or non-officer who is permanently and totally disabled as a result of injuries suffered or sickness contracted in the performance of his duty as duly certified by the National Police Commission, upon finding and certification by the appropriate medical officer, that the extent of the disability or sickness renders such member unfit or unable to further perform the duties of his

position, or who is killed in police operation shall be computed at the rate of ninety percent (90%) of the monthly base pay and longevity pay of the retirement grade of the personnel, regardless of years in active duty, in addition to other benefits as provided under existing laws." x x x

SEC 3. Section 75 of R. A. No. 6975, as amended, is hereby further amended to read as follows:

"SEC. 75. The monthly retirement pay shall be fifty percent (50%) of the monthly base pay and longevity pay of the *permanent grade last held by the Uniformed Personnel* in case of twenty (20) years in active duty, increasing by two-point five percent (2.5%) for every year of active duty rendered beyond twenty (20) years to a maximum of ninety percent (90%) for thirty-six (36) years of active duty and over. Provided, That, the uniformed personnel shall have the option to receive in advance and in lump sum his retirement pay for the *first three (3) years*: Provided further, That payment of the retirement benefits in lump sum shall be made within six (6) months from effectivity date of retirement and/or completion."

SEC. 4. Appropriations. - The initial amount necessary to implement the provisions of this Act shall be charged against the current appropriations of the Philippine National Police. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the succeeding General Appropriations Act.

SEC.5. Implementing Rules and Regulations. - The Department of the Interior and Local Government (DILG), The National Police Commission (NAPOLCOM), DEPARTMENT OF BUDGET AND MANAGEMENT (DBM), and the PNP shall, within ninety (90) days from the effectivity of this Act, promulgate the rules and regulations to effectively implement the provisions of this Act.

SEC. 6. Separability Clause - If any portion of this Act is declared unconstitutional, the remainder of this Act or any provisions not affected thereby, shall remain in force and effect.

SEC. 6. Separability Clause - If any portion of this Act is declared unconstitutional, the remainder of this Act or any provisions not affected thereby, shall remain in force and effect.

SEC. 7. *Repealing Clause.* - Sections 73 and 75 of R. A. No. 6975, as amended by R. A. No. 8551, are hereby repealed. All laws, executive orders, rules and regulations inconsistent with the provisions of this Act are hereby modified, amended or repealed accordingly.

SEC. 8. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,