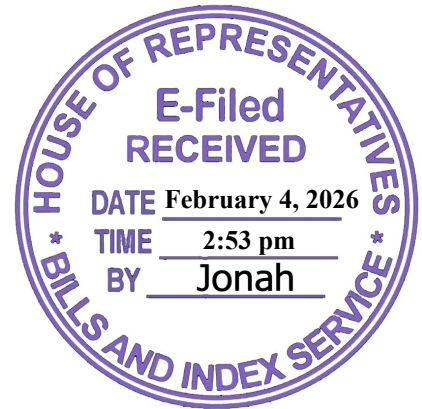


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7617



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

The men and women of our Armed Forces are the bedrock of our national security. Unlike any other profession, the military demands a level of sacrifice that often extends far beyond the physical dangers of combat. Among the most taxing of these demands is the extended deployment.

Current military operations often require personnel to remain away from their permanent stations and families for months—and sometimes years—at a time. While a standard deployment is a part of the job, data suggests that the 180-day mark represents a critical tipping point. Beyond six months of continuous duty, domestic strain on the part of the personnel increases as the household maintenance, family care, and emergency costs rise when he is not present to manage his home.

The "wear and tear" of prolonged separation increases the risk of burnout and affects the long-term retention of our most experienced personnel. Extended service deployment also deprives the personnel of managing personal affairs or pursue supplemental education/income that they might otherwise access at their permanent station.

Currently, compensation structures do not sufficiently distinguish between a short-term assignment and a grueling, long-term deployment. A soldier away for 200 days faces significantly more hardship than one away for 30, yet their base compensation remains static.

The "Extended Deployment Fair Compensation Act" seeks to rectify this by:

- Providing a 15% base pay increase as a "Longevity Premium" for those surpassing 180 days of continuous duty.
- Ensuring the process is automatic, removing the bureaucratic burden from the soldier.
- Recognizing that time is a resource; the longer the State asks a member to stay away, the more the State should be prepared to value that time.

By passing this measure, we send a clear message to our troops: we do not just appreciate your service in words; we value your sacrifice in tangible, financial terms. This bill is not just a matter of labor policy; it is a matter of national gratitude and moral obligation.

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



SALVADOR A. PLEYTO, SR.

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HOUSE BILL NO. 7617

Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

AN ACT PROVIDING FOR AUTOMATIC SALARY ADJUSTMENTS FOR MEMBERS OF THE ARMED FORCES ON EXTENDED DEPLOYMENT, MANDATING PAY INCREASES AFTER 180 DAYS OF CONTINUOUS DUTY AWAY FROM PERMANENT STATIONS, 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 "Extended Deployment Fair Compensation Act."

SEC. 2. *Declaration of Policy.* - It is the policy of the State to provide adequate remuneration and benefits to the members of the Armed Forces in recognition of their sacrifices. The State acknowledges that prolonged deployment away from family and permanent stations imposes unique financial and psychological burdens that necessitate additional compensation.

SEC. 3. *Automatic Pay Increase.* - Any member of the Armed Forces who is deployed on active duty away from their permanent station or home province for a period exceeding one hundred eighty (180) days of continuous duty shall be entitled to an automatic increase in their base pay.

- **The Increase:** The member shall receive a fifteen percent (15%) increase in their monthly base pay.
- **Effective Date:** The increase shall take effect on the 181st day of continuous deployment.

- Duration: This pay adjustment shall remain in effect for the duration of the deployment until the member officially returns to their permanent station or is granted a minimum of thirty (30) days of recuperative leave.

Section 4. Eligibility and Calculations

- Continuous Duty: For the purposes of this Act, "continuous duty" includes all time spent in a theater of operations, field assignments, or shipboard deployments, excluding authorized short-term administrative leave under five (5) days.
- Non-Diminution of Benefits: This pay increase shall be in addition to, and shall not result in the reduction of, any existing hazardous duty pay, combat pay, or living allowances currently received by the member.

SEC. 5. *Implementation* - The Department of Defense, in coordination with the Department of Budget and Management, shall issue the necessary rules and regulations within sixty (60) days of the effectivity of this Act. The payroll system shall be automated to trigger these increases based on deployment orders to ensure no delay in payment.

SEC. 6. *Appropriations*. - The amount necessary to implement the provisions of this Act shall be included in the annual General Appropriations Act.

SEC. 7. *Separability Clause*. - If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

SEC. 8. *Repealing Clause*. - All laws, decrees, orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 9. *Effectivity*. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,