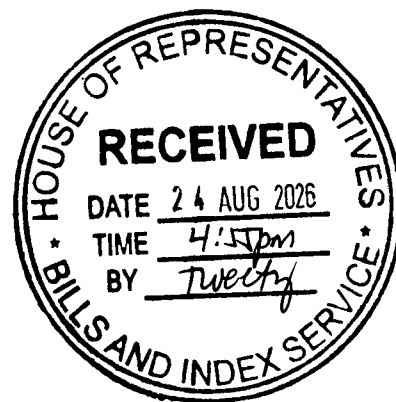




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
Second Regular Session

HOUSE BILL NO. **10907**



Introduced by **REPRESENTATIVE KATRINA REIKO CHUA - TAI**

EXPLANATORY NOTE

This proposal aims to raise the compulsory retirement age for PNP uniformed personnel from fifty-six (56) to fifty-seven (57) years. Granting one more year of service enables the PNP to fully harness the training, expertise, and wisdom of its people, ensuring smoother continuity in police operations and leadership.

The Philippine National Police (PNP) stands as a steadfast guardian of peace and order, working tirelessly to prevent and solve crimes, uphold the law, and safeguard the lives and property of every Filipino. The true strength of the PNP lies not just in its numbers or equipment, but in the wealth of experience, skill, leadership, and deep-rooted knowledge carried by its dedicated uniformed personnel.

Current law requires PNP uniformed personnel to retire at fifty-six (56) years old. While this rule supports career growth and succession, it can also mean saying goodbye too soon to highly skilled and seasoned officers whose expertise and institutional wisdom remain invaluable to both the organization and the nation.

The State pours significant resources into recruiting, educating, and continuously developing PNP personnel. Over the years, these officers gain deep expertise in police operations, intelligence, investigations, crisis response, leadership, and community engagement. Forcing them to retire at fifty-six (56), even when they are still eager and able to serve, risks losing irreplaceable knowledge and experience that cannot be quickly restored.

Continuity is crucial in an organization where effectiveness is shaped by years of hard-earned experience. Letting skilled personnel serve for an extra year helps ensure a smooth handover of knowledge and duties, strengthens succession plans, preserves institutional memory, and minimizes disruptions caused by the simultaneous retirement of seasoned officers.

The proposed amendment likewise recognizes the need for a reasonable transition for personnel who are already nearing the existing retirement age upon the effectivity of this Act. Uniformed personnel who have less than one (1) year in the service upon such effectivity are therefore given the option to retire at age fifty-six (56), while the incumbent Chief of the Philippine

National Police shall remain subject to compulsory retirement at age fifty-six (56). These provisions seek to balance the policy of extending the retirement age with fairness, orderly transition, and the continuity of command.

Raising the retirement age by just one year is a balanced and thoughtful step. It keeps the principle of compulsory retirement intact and does not hinder career advancement within the PNP. Instead, it gives the organization extra time to benefit from the expertise of its seasoned personnel while nurturing the next wave of police leaders.

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



KATRINA REIKO CHUA-TAI

1 ~~year~~ **UNIFORMED PERSONNEL WHO HAVE LESS THAN ONE (1)**
2 **YEAR IN THE SERVICE UPON THE EFFECTIVITY OF THIS ACT**
3 **SHALL HAVE THE OPTION TO RETIRE AT THE AGE OF FIFTY-**
4 **SIX (56), AND SHALL BE CONSIDERED COMPULSORILY**
5 **RETIRED. PROVIDED, FINALLY THAT THE INCUMBENT CHIEF**
6 **OF THE PHILIPPINE NATIONAL POLICE SHALL BE**
7 **COMPULSORILY RETIRED AT THE AGE OF FIFTY-SIX (56)."**

8 SEC. 2. *Repealing Clause.* – All laws, decrees, executive orders, rules and
9 regulations, and other issuances or parts thereof which are inconsistent with the
10 provisions of this Act are hereby repealed, amended, or modified accordingly.

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

14 *Approved,*
15