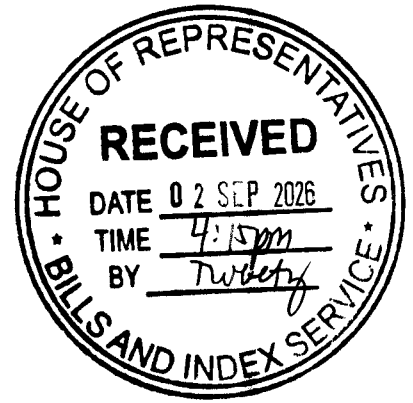


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session



HOUSE BILL No. 11104

Introduced by REP. RAMIL L. HERNANDEZ

**AN ACT PROVIDING FOR A MAGNA CARTA FOR PROBATION AND PAROLE
WORKERS, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Probation and parole workers play an indispensable role in community-based corrections, offender rehabilitation, and crime prevention. Despite facing significant hazards, heavy caseloads, and complex field conditions, these personnel lack specialized legal protections and standardized benefits.

This bill establishes the Magna Carta for Probation and Parole Workers to professionalize the sector, protect worker welfare, and ensure fair employment conditions. The measure institutes safeguards in disciplinary procedures, guarantees security of tenure, and grants essential allowances - including hazard, living quarters, longevity, clothing, and medical allowances - alongside retirement benefits.

Enhancing the socio-economic well-being and security of probation and parole personnel equips them to deliver effective rehabilitation services, ultimately strengthening the national justice and correctional system.

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


RAMIL L. HERNANDEZ
2nd District, Laguna

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

Section 1. Short Title. – This Act shall be known as the “**Magna Carta for Probation and Parole Workers**”.

Section 2. Declaration of Policy. – The State shall promote and improve the social, moral and economic well-being of Probation and Parole Workers, their living and working conditions, and terms of employment. It shall develop their skills and capabilities to make them more responsive to the needs and problems of their clients namely, the probationers, parolees, pardonees, first-time minor drug offenders and juveniles in conflict with the law placed on probation and better equip them in delivering community corrections/rehabilitation services and programs, professionalize their positions and make them remain in probation and parole work.

Section 3. Definition of Terms. – As used in this Act, unless the context provides otherwise, the following terms shall be construed to mean as follows:

- a) *Probation and Parole Work* – refers to the profession that promotes the correction and rehabilitation of a convicted offender placed under probation, parole and conditional pardon as provided by law by providing him individualized community treatment programs through the use of innovative intervention techniques;
- b) *Probation* – a disposition under which a defendant, after conviction and sentence is released subject to conditions imposed by the Trial Court and to the supervision of a Probation and Parole Officer;
- c) *Parole* – shall refer to the conditional release of an offender from a penal or correctional institution after he has served the minimum period of his prison

- sentence under the continued custody of the State and under conditions that permit his re-incarceration if he violates a condition of his release;
- d) *Executive Clemency* – refers to reprieves, commutation of sentence, conditional pardon or absolute pardon which exclusively rests within the sound discretion of the President.
 - e) *Petitioner* – a convicted defendant who files an application for probation;
 - f) *Probationer* – person who is placed under probation;
 - g) *Parolee* – shall refer to a prisoner who is released on parole;
 - h) *Pardonee* – shall refer to a prisoner who is released on conditional pardon with parole conditions;
 - i) *First-time minor drug offender* – youthful drug offender on probation under RA 9165;
 - j) *Juvenile in Conflict with the Law* – a youthful offender charged and convicted of an offense and placed on probation under RA 9344;
 - k) *Probation and Parole Worker* – refers to all Personnel employed in the Parole and Probation Administration - Department of Justice;
 - l) *Trial Court* – refers to Court which originally tried the case;
 - m) *Parole and Probation Offices* – refers either to the Central Office, Regional Office, Provincial or City Parole and Probation Office of the Parole and Probation Administration - Department of Justice.
 - n) *PPA-DOJ* – refers to the Parole and Probation Administration under the Department of Justice.

Section 4. Coverage. – This Act shall cover all Probation and Parole Workers of the Parole and Probation Administration- Department of Justice.

Section 5. Recruitment and Selection. – Recruitment policies with respect to the selection and appointment of Probation and Parole Workers shall be clearly defined by the Parole and Probation Administration - Department of Justice.

Section 6. Security of Tenure. – Stability of employment and security of tenure shall be assured the Probation and Parole Worker as provided under existing laws.

Section 7. Transfer or Reassignment. – A Probation and Parole Worker shall not be transferred or reassigned, except when made in the interest of the service, in which case the worker concerned shall be informed of the reasons therefor in writing. If the Probation and Parole Worker believes that there is no justification for the transfer or reassignment, he/she may appeal his/her case to the Civil Service Commission, which may cause his/her transfer or reassignment to be held in abeyance. Provided, however, that no transfer or reassignment shall be made three (3) months before any local or national elections.

Section 8. Merit and Promotion and Career System. – The PPA-DOJ shall maintain its existing career and personnel development plan applicable to all Probation and Parole Workers. Such career and personnel development plan shall include provisions on

merit promotion, performance evaluation, in-service training grants, suggestions and incentive award system.

Section 9. Code of Conduct. – The duly approved Code of Ethics of Probation and Parole Workers and RA 6713 shall be the bases in determining the Ethical Standards of Probation and Parole Workers.

Section 10. Safeguards in Disciplinary Procedures. – Every Probation and Parole Worker shall enjoy equitable safeguards at each stage of any disciplinary procedure and shall have:

- a) the right to be informed of the charges in writing;
- b) the right to full access to the evidences of the case;
- c) the right to defend himself and to be defended by a representative of his choice and/or by his organization, adequate time being given to the officer for the preparation of his defense;
- d) the right to confront witnesses presented against him/her and summon witnesses in his/her behalf
- e) the right to appeal to clearly designated authorities;
- f) the right to reimbursement of reasonable expenses incurred in his/her defense in case of exoneration of the charges against him or her; and
- g) such other rights that will ensure fairness and impartiality during proceedings.

Section 11. Normal Hours of Work. – The normal hours of work of any Probation and Parole Worker shall not exceed eight (8) hours a day or forty (40) hours a week.

Section 12. Overtime Work. – Where the exigencies of the service so require, any Probation and Parole Worker may be required to render service beyond the normal eight (8) hours a day, inclusive of Saturday, Sunday or non-working holidays. In such case, the Probation and Parole Worker shall be entitled to Compensatory-Time-Off (CTO).

Section 13. Compensation. – The existing law on the salary scale of government employees shall apply in determining the salaries of Probation and Parole Workers. In case of violation of these provisions, the Probation and Parole Worker concerned may file the necessary complaint to the Civil Service Commission (CSC).

Section 14. Leave Benefits. – Probation and Parole Workers shall be entitled to all leave benefits and privileges, such as but not limited to maternity, paternity, vacation and sick leaves, and special privilege leave as provided for under existing laws: Provided, that upon separation of the Probation and Parole Worker from service, they shall be entitled to all accumulated commutable leave credits with pay.

Section 15. Highest Basic Salary Upon Retirement. – Upon retirement, a Probation and Parole Worker shall automatically be granted an increase of one salary grade higher than his/her basic salary, and his/her retirement benefits shall be computed on the basis of his/her highest salary received.

Section 16. Other Benefits. – Aside from the benefits received as required under existing laws and executive orders, the Probation and Parole Workers shall receive the following:

- a) **Hazard Pay** – Probation and Parole Workers who are directly assisting or performing functions which expose them to danger, occupational risks or threats of life shall be compensated with hazard pay of at least Two Thousand Five Hundred Pesos (P2,500.00) per month.
- b) **Living Quarters or Living Quarters Allowance** – The PPA-DOJ shall provide Living Quarters to each employee who are assigned more than fifty (50) kilometers away from their residence. If Living Quarter is not available, the Probation and Parole Workers shall be entitled to at least Three Thousand Pesos (P3,000.00) a month of Living Quarters Allowance.
- c) **Longevity Pay** – A monthly longevity pay equivalent to five per centum (5%) of his/her latest monthly basic pay shall be paid to a Probation and Parole Worker for every five (5) years continuous, efficient and meritorious service rendered as certified by the chief of office concerned, commencing with the service after approval of this Act.
- d) **Clothing Allowance** – All Probation and Parole Workers shall be entitled to a minimum of Five Thousand Pesos (P5,000.00) clothing allowance annually, which amount shall be adjusted as needed.
- e) **Medical Allowance** – All Probation and Parole Workers shall receive a minimum of Five Hundred Pesos (P500.00) medical allowance monthly, which amount shall be adjusted as needed.

Section 17. Compensation from Injuries. – Probation and Parole Workers shall be protected against work-related injuries and be compensated equivalent to their daily wage while in the period of rehabilitation in accordance with the Labor Code and Civil Service Law, as the case may be.

Section 18. Rights of the Probation and Parole Workers. – Probation and Parole Workers shall have the following rights:

- a) Protection from discrimination by reason of sex, sexual orientation, age, political or religious beliefs, civil status, physical characteristics, disability or ethnicity;
- b) Protection from any form of interference, intimidation, harassment, or punishment in the performance of his/her duties and responsibilities;
- c) Join, organize, or assist organizations or unions for lawful purposes;
- d) Protection from any act that will prevent him/her from applying professional intervention for the client's development; and
- e) Opportunities for continuing professional growth and development.

Section 19. Human Resource Development. – The PPA-DOJ shall conduct a periodic human resource development and management study in the following areas;

- a) Adequate facilities and resources to render quality rehabilitation service to the clientele;
- b) Opportunities for Probation and Parole Workers to grow professionally and to develop their potentials and experience a sense of worth and dignity in their work;

- c) Mechanisms for democratic consultations;
- d) Staffing patterns and standards of Probation and Parole Work to ensure that the clients receive quality service;
- e) Upgrading of working conditions, reclassification of positions and salaries of Probation and Parole Workers to correct the disparity vis-à-vis other professions; and
- f) Allocations of funds for the participation of Probation and Parole Workers in seminars, conferences, conventions and similar activities as part of their continuing professional growth.

Section 20. Appropriations. – The amount of SEVENTY MILLION PESOS (P70,000,000.00) needed to carry out the provisions of this Act is hereby authorized to be appropriated in the General Appropriations Act of the years following its enactment into law, in addition to the amount appropriated for the Parole and Probation Administration.

Section 21. Implementing Rules and Regulations. – The PPA-DOJ shall formulate the necessary rules and regulations, not inconsistent with any provision of this Law for the implementation of the Magna Carta for Probation and Parole Workers for the Approval of the Secretary of Justice. The rules and regulations shall be promulgated within six (6) months from the effectivity of this Act.

Section 22. Penal Provisions. – Any person who shall willfully interfere with, restrain or coerce any Probation and Parole Worker in the discharge of his/her duties or shall in any manner commit any act in violation of any of the provisions of this Act, upon conviction, shall be punished of a fine not less than Twenty Thousand Pesos (P20,000.00) but not more than Forty Thousand Pesos (P40,000.00) or imprisonment of not more than One year, or both, at the discretion of the Court. If the offender is a public official, the Court in addition to the above-mentioned penalties, may impose the additional penalty of disqualification to hold public office.

Section 23. Separability Clause. – If any provision of this Act is declared unconstitutional or invalid, the remainder thereof not affected thereby shall continue to be in full force and effect.

Section 24. Repealing Clause. – All laws, decrees, orders, rules and regulations or other issuance or parts thereof inconsistent with the provision of this Act are hereby repealed, amended or modified accordingly.

Section 25. Effectivity. – This Act shall take effect fifteen (15) days after its publication in official gazette or in any newspaper of general circulation.

Approved,