

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session



COMMITTEE REPORT NO. 650

Submitted by the Committees on Transportation, Appropriations and Ways and Means on September 30, 2026

Re : House Bill No. 11562

Recommending its approval in substitution of House Bills Numbered 426, 1120, 3390, 4693, 4758, 5127, 5131, 5471, 5552, 5758, 6104, 6173, 6244, 6386, and 8027

Sponsors: Representatives Franz S. Pumaren, Mikaela Angela B. Suansing, Atty. Miro S. Quimbo, Eleandro Jesus F. Madrona, Alexander Ty Pimentel, Marlo C. Bancoro, Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, Jude A. Acidre, Robert Nazal, Miguel Luis R. Villafuerte, Vincenzo Renato Luigi R. Villafuerte, Tsuyoshi Anthony "Hori" G. Horibata, Terry L. Ridon, Leila M. De Lima, Julius Cesar "Jay" V. Vergara, Ziaur-Rahman "Zia" Alonto Adiong, Jurdin Jesus M. Romualdo, Jose Manuel F. Alba, JC M. Abalos, Claudine Diana D. Bautista-Lim, Lordan G. Suan, Audrey Kay T. Zubiri, Ramon Rodrigo L. Gutierrez, Reynante U. Arrogancia, Emigdio P. Tanjuatco III, Ricardo S. Cruz, Jr., Walfredo "Arman" R. Dimaguila, Jr., Juan Carlos "Arjo" C. Atayde, Jesus "Jess" R. Marquez, Rosalie Ang Salvame, Romeo S. Momo, Sr., Aiman Tan, Dadah Kiram Ismula, Sergio C. Dagooc, Beverly Rose A. Dimacuha, Atty. Jan Almario Chan, Brian Poe Llamanzares, Felimon M. Espares, Roger Gaviola Mercado, Zaldy S. Villa, Ernesto M. Dionisio, Jr., Rufus B. Rodriguez, Wilfrido Mark M. Enverga, Solomon R. Chungalao, Bryan B. Revilla, Joseph "Jojo" L. Lara, Antonino B. Roman III, Presley C. De Jesus, Joseph Kim C. Yu, Richard I. Gomez, DPA, Elmer V. Catulpos, Steve Chiongbian Solon, Albert S. Garcia, Julianne "Jam" L. Baronda, Lolita T. Javier, Keith Micah "Atty. Mike" D.L. Tan, Monique Yazmin Maria Q. Lagdameo, John Tracy F. Cagas, Bernadette S. Barbers, Ma. Isabel L. Sagarbarria, Rodolfo "Ompong" Ordanes, Karl Fernandez Legaspi, Maximo Y. Dalog, Jr., Salvador A. Pleyto, Antonino B. Roman III and Girlie E. Veloso

Mr. Speaker:

The Committees on Transportation, Appropriations, and Ways and Means, to which were referred House Bill No. 426, introduced by Rep. Eleandro Jesus F. Madrona, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 1120, introduced by Rep. Alexander Ty Pimentel, entitled:

**“AN ACT
PROVIDING FOR THE ADMINISTRATIVE REFORM AND
REORGANIZATION OF THE PHILIPPINE COAST GUARD,
REVISING FOR THE PURPOSE REPUBLIC ACT NO. 9993,
OTHERWISE KNOWN AS THE “PHILIPPINE COAST GUARD LAW
OF 2009”;**

House Bill No. 3390, introduced by Rep. Marlo C. Bancoro, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 4693, introduced by Reps. Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, and Jude A. Acidre, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 4758, introduced by Rep. Robert Nazal, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS,
THEREBY REPEALING REPUBLIC ACT NO. 9993, AS AMENDED”;**

House Bill No. 5127, introduced by Reps. Miguel Luis R. Villafuerte, Vincenzo Renato Luigi R. Villafuerte, Tsuyoshi Anthony “Hori” G. Horibata, and Terry L. Ridon, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 5131, introduced by Rep. Leila M. De Lima, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 5471, introduced by Rep. Julius Cesar “Jay” V. Vergara, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 5552, introduced by Rep. Ziaur-Rahman “Zia” Alonto Adiong, entitled:

**“AN ACT
MODERNIZING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS AND A
SCHOLARSHIP PROGRAM FOR QUALIFIED SURVIVORS”;**

House Bill No. 5758, introduced by Rep. Jurdin Jesus M. Romualdo, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 6104, introduced by Rep. Jose Manuel F. Alba, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 6173, introduced by Rep. JC M. Abalos, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 6244, introduced by Rep. Claudine Diana D. Bautista-Lim, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

House Bill No. 6386, introduced by Rep. Lordan G. Suan, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS”;**

and House Bill No. 8027, introduced by Rep. Audrey Kay T. Zubiri, entitled:

**“AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS,
REVISING FOR THE PURPOSE REPUBLIC ACT NO. 9993,
OTHERWISE KNOWN AS THE “PHILIPPINE COASTGUARD
LAW OF 2009”; and**

have considered the same and recommend that the attached House Bill No. **11562**, entitled:

**AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY
INTRODUCING POLICY AND ORGANIZATIONAL REFORMS**

be approved in substitution of House Bills Numbered 426, 1120, 3390, 4693, 4758, 5127, 5131, 5471, 5552, 5758, 6104, 6173, 6244, 6386, and 8027, with Representatives Eleandro Jesus F. Madrona, Alexander Ty Pimentel, Marlo C. Bancoro, Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, Jude A. Acidre, Robert Nazal, Miguel Luis R. Villafuerte, Vincenzo Renato Luigi R. Villafuerte, Tsuyoshi Anthony "Hori" G. Horibata, Terry L. Ridon, Leila M. De Lima, Julius Cesar "Jay" V. Vergara, Ziaur-Rahman "Zia" Alonto Adiong, Jurdin Jesus M. Romualdo, Jose Manuel F. Alba, JC M. Abalos, Claudine Diana D. Bautista-Lim, Lordan G. Suan, Audrey Kay T. Zubiri, Franz S. Pumaren, Atty. Miro S. Quimbo, Mikaela Angela B. Suansing, Ramon Rodrigo L. Gutierrez, Reynante U. Arrogancia, Emigdio P. Tanjuatco III, Ricardo S. Cruz, Jr., Walfredo "Arman" R. Dimaguila, Jr., Juan Carlos "Arjo" C. Atayde, Jesus "Jess" R. Marquez, Rosalie Ang Salvame, Romeo S. Momo, Sr., Aiman Tan, Dadah Kiram Ismula, Sergio C. Dagooc, Beverly Rose A. Dimacuha, Atty. Jan Almario Chan, Brian Poe Llamanzares, Felimon M. Espares, Roger Gaviola Mercado, Zaldy S. Villa, Ernesto M. Dionisio, Jr., Rufus B. Rodriguez, Wilfrido Mark M. Enverga, Solomon R. Chungalao, Bryan B. Revilla, Joseph "Jojo" L. Lara, Antonino B. Roman III, Presley C. De Jesus, Joseph Kim C. Yu, Richard I. Gomez, DPA, Elmer V. Catulpos, Steve Chiongbian Solon, Albert S. Garcia, Julianne "Jam" L. Baronda, Lolita T. Javier, Keith Micah "Atty. Mike" D.L. Tan, Monique Yazmin Maria Q. Lagdameo, John Tracy F. Cagas, Bernadette S. Barbers, Ma. Isabel L. Sagarbarria, Rodolfo "Ompong" Ordanes, Karl Fernandez Legaspi, Maximo Y. Dalog, Jr., Salvador A. Pleyto, Antonino B. Roman III and Girlie E. Veloso, as authors thereof.

Respectfully submitted,



REP. MIKAELA ANGELA B. SUANSING
Chairperson
Committee on Appropriations



REP. FRANZ S. PUMAREN
Chairperson
Committee on Transportation



REP. ATTY. MIRO S. QUIMBO
Chairperson
Committee on Ways and Means

THE HONORABLE SPEAKER
HOUSE OF REPRESENTATIVES
QUEZON CITY

Republic of the Philippines
House of Representatives
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TWENTIETH CONGRESS

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House Bill No. 11562

(In substitution to House Bill Numbered 426, 1120, 3390, 4693, 4758, 5127, 5131, 5471, 5552, 5758, 6104, 6173, 6244, 6386 and 8027)

Introduced by Representatives Eleandro Jesus F. Madrona, Alexander Ty Pimentel, Marlo C. Bancoro, Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, Jude A. Acidre, Robert Nazal, Miguel Luis R. Villafuerte, Vincenzo Renato Luigi R. Villafuerte, Tsuyoshi Anthony “Hori” G. Horibata, Terry L. Ridon, Leila M. De Lima, Julius Cesar “Jay” V. Vergara, Ziaur-Rahman “Zia” Alonto Adiong, Jurdin Jesus M. Romualdo, Jose Manuel F. Alba, JC M. Abalos, Claudine Diana D. Bautista-Lim, Lordan G. Suan, Audrey Kay T. Zubiri, Franz S. Pumaren, Mikaela Angela B. Suansing, Atty. Miro S. Quimbo, Ramon Rodrigo L. Gutierrez, Reynante U. Arrogancia, Emigdio P. Tanjuatco III, Ricardo S. Cruz, Jr., Walfredo “Arman” R. Dimaguila, Jr., Juan Carlos “Arjo” C. Atayde, Jesus “Jess” R. Marquez, Rosalie Ang Salvame, Romeo S. Momo, Sr., Aiman Tan, Dadah Kiram Ismula, Sergio C. Dagooc, Beverly Rose A. Dimacuha, Atty. Jan Almario Chan, Brian Poe Llamanzares, Felimon M. Espares, Roger Gaviola Mercado, Zaldy S. Villa, Ernesto M. Dionisio, Jr., Rufus B. Rodriguez, Wilfrido Mark M. Enverga, Solomon R. Chungalao, Bryan B. Revilla, Joseph “Jojo” L. Lara, Antonino B. Roman III, Presley C. De Jesus, Joseph Kim C. Yu, Richard I. Gomez, DPA, Elmer V. Catulpos, Steve Chiongbian Solon, Albert S. Garcia, Julianne “Jam” L. Baronda, Lolita T. Javier, Keith Micah “Atty. Mike” D.L. Tan, Monique Yazmin Maria Q. Lagdameo, John Tracy F. Cagas, Bernadette S. Barbers, Ma. Isabel L. Sagarbarria, Rodolfo “Ompong” Ordanes, Karl Fernandez Legaspi, Maximo Y. Dalog, Jr., Salvador A. Pleyto, Antonino B. Roman III and Girlie E. Veloso

AN ACT
STRENGTHENING THE PHILIPPINE COAST GUARD BY INTRODUCING POLICY
AND ORGANIZATIONAL REFORMS

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

1 SECTION 1. Short Title. – This Act shall be known as the "Revised Philippine
2 Coast Guard Law."

3 SEC. 2. Philippine Coast Guard. – The Philippine Coast Guard (PCG), established
4 under Republic Act (RA) No. 9993, otherwise known as the "Philippine Coast Guard Law
5 of 2009," as amended by RA No. 12122, as an armed and uniformed service attached to
6 the Department of Transportation (DOTr) shall continue as such upon the effectivity of
7 this Act: *Provided*, That in times of war, as declared by Congress, the PCG or parts
8 thereof, shall be attached to the Department of National Defense (DND).

9 SEC. 3. Organization. - The PCG organizational structure shall be headed by a
10 Commandant with the rank of Admiral and shall be assisted by the Deputy Commandant
11 for Operations and Deputy Commandant for Administration, both with the rank of Vice
12 Admiral. It shall be organized into three (3) core functional commands, namely: Maritime
13 Safety Services Command, Marine Environmental Protection Command, and Maritime
14 Security Law Enforcement Command. To enhance the core functions of the PCG, it shall
15 be reinforced by support commands and service units categorized as follows:

16 a) Administrative support commands shall consist of the Education and Training,
17 Internal Affairs Service, Financial Management, Human Resource Management Service
18 and Logistics;

19 b) The operational support commands shall consist of the Fleet, Weapons,
20 Communications, Electronics and Information System Service, Special Operations Force,
21 Aviation Force, Canine Force, and other operational commands as may thereafter be
22 created as needed;

23 c) The technical services shall consist of the Legal Service, Medical Service,
24 Ecumenical Service, Dental Service, Veterinary Service, Medical Administrative Corps,
25 Nurse Corps, and other technical services that may or hereinafter be created as needed;

26 d) Operating commands shall consist of the sixteen (16) districts located
27 nationwide covering specific areas of responsibilities composed of stations that shall have
28 field offices called sub-stations down to detachments or posts. These coast guard districts
29 (CGDs), which will also function as implementing units whose annual budget shall be
30 strictly released to them, are: National Capital Region-Central Luzon (CGD NCR-CL),
31 Central Visayas (CGD CV), Southwestern Mindanao (CGD SWM), Southeastern

1 Mindanao (CGD SEM), Palawan (CGD PAL), Western Visayas (CGD WV), Southern
2 Visayas (CGD SV), Southern Tagalog (CGD STL), Northern Mindanao (CGD NM), Bicol
3 (CGD BCL), Northwestern Luzon (CGD NWL), Eastern Visayas (CGD EV), Northeastern
4 Luzon (CGD NEL), Southern Mindanao (CGD SM), Northeastern Mindanao (CGD NEM)
5 and Coast Guard districts in Bangsamoro Administrative Region in Muslim Mindanao
6 (CGDs BARMM): *Provided*, That the PCG may create other new districts subject to
7 existing laws; and

8 e) The Special Services consist of the Legislative Liaison Affairs, Internal Audit,
9 and Center for Strategic Studies.

10 In addition to the aforementioned basic structure of the PCG, the Commandant of
11 the PCG is authorized to reorganize, modify, or create districts, commands, services, or
12 units to enhance operational efficiency and command structure. Such changes shall be
13 subject to the recommendation of the Secretary of Transportation and the approval of the
14 Department of Budget and Management (DBM), in accordance with applicable laws, rules
15 and regulations: *Provided*, That the minimum manning level of the PCG shall be sufficient
16 to support its mandate, which shall be filled in accordance with the enlistment schedule
17 approved by the DBM: *Provided, further*, That the functional commands, administrative
18 support units, operational support units, operating units, technical services and special
19 services shall be authorized and designated to perform all duties and functions of the
20 PCG within their individual areas of responsibility, including finance and procurement.

21 SEC. 4. Powers and Functions of the PCG. – The PCG shall have the following
22 powers and functions:

23 a) Enforce regulations in accordance with all relevant maritime international
24 conventions, treaties or instruments and national laws promoting the safety of life and
25 property at sea within the maritime jurisdiction of the Philippines and conduct port state
26 control implementation;

27 b) Conduct random inspections on all merchant ships and vessels, including
28 inspections prior to departure, to ensure and enforce compliance with safety standards,
29 rules and regulations;

30 c) Detain, stop, or prevent a ship or vessel which does not comply with safety
31 standards, rules and regulations from sailing or leaving port;

- 1 d) Conduct emergency readiness evaluation on merchant marine vessels;
- 2 e) Issue and enforce rules and regulations for the promotion of safety of life and
3 property at sea on all maritime-related activities, subject to the approval of the Secretary
4 of the DOTr;
- 5 f) Determine, fix or prescribe charges, rates, and penalties, as may be necessary,
6 to implement its provisions, as well as the provisions of laws, issuances, decrees, and
7 orders related to the implementation of PCG functions, subject to the approval of the
8 Secretary of the DOTr;
- 9 g) Coordinate, develop, establish, maintain, and operate aids to navigation, vessel
10 traffic system, maritime communications, and search and rescue facilities within the
11 maritime jurisdiction of the Philippines;
- 12 h) Remove, destroy, or tow to port sunken or floating hazards to navigation,
13 including illegal fish traps and vessels, at or close to sea lanes which may cause hazards
14 to the marine environment;
- 15 i) Issue permits for the salvage of vessels and to supervise all marine salvage
16 operations and wreck removal, and to auction the abandoned vessels or wrecks to defray
17 the expenses of such removal, as well as prescribe and enforce rules and regulations
18 governing the same;
- 19 j) Render aid to persons and vessels in distress and conduct search and rescue
20 during maritime accidents within the maritime jurisdiction of the Philippines, including the
21 high seas, in accordance with applicable international conventions. In the performance of
22 this function, the PCG may enlist the services of other government agencies and the
23 merchant marine fleet;
- 24 k) Investigate and inquire into the causes of all maritime accidents involving death,
25 casualties and damage to properties;
- 26 l) In coordination with other relevant government agencies, enforce and maintain
27 maritime security, and prevent or suppress terrorism at sea, in accordance with pertinent
28 laws, rules and regulations;
- 29 m) Assist in the enforcement of laws on fisheries, immigration, tariff and customs,
30 forestry, firearms and explosives, human trafficking, dangerous drugs and controlled

1 chemicals, transnational crimes, and other applicable laws within the maritime jurisdiction
2 of the Philippines;

3 n) Board and inspect all types of merchant ships and watercrafts in the
4 performance of its functions;

5 o) Promulgate, administer, and enforce laws, rules and regulations for the
6 protection of marine environment and resources from offshore sources of pollution within
7 the maritime jurisdiction of the Philippines, including land-based source pollution affecting
8 marine environment and inland waters in coordination with the local government units
9 (LGUs);

10 p) Develop oil spill response, containment, and recovery capabilities against ship-
11 based pollution;

12 q) Grant, within the capabilities and consistent with its mandate, request for
13 assistance of other government agencies in the performance of their functions;

14 r) Organize, train and supervise the PCG Auxiliary (PCGA) for the purpose of
15 assisting the PCG in carrying out its mandated functions;

16 s) Recommend to the President of the Philippines the issuance of rules and
17 regulations pertaining to the assistance and support that the Armed Forces of the
18 Philippines (AFP) should extend to the PCG to enhance the latter's capability during
19 emergencies; and

20 t) Perform such other functions that may be necessary in the attainment of the
21 objectives of this Act.

22 SEC. 5. The PCG Commandant. – The PCG shall be headed by a Commandant
23 who shall have the rank of Admiral and appointed by the President of the Philippines from
24 among the Flag Officers in the Coast Guard service. The Commandant shall hold a
25 command-at-sea badge and must have served as District Commander and Functional
26 Service Commander, including other major commanders carrying the rank of Vice
27 Admiral. The Commandant shall have a maximum term of three (3) years which shall
28 commence on the date the appointment is signed, unless sooner terminated by the
29 President. The PCG Commandant shall be compulsorily retired upon completion of the
30 maximum term or upon relief by the President.

1 SEC. 6. Powers and Functions of the Commandant. – The Commandant shall
2 exercise the following powers and functions:

3 a) Elaborate and execute the national maritime laws relating to the functions of the
4 PCG;

5 b) Direct and control tactical as well as strategic movements, deployment,
6 placement, or utilization of the PCG or any of its units and personnel, including its
7 equipment, facilities and other resources: *Provided*, That the Commandant may delegate
8 this power to subordinate officials with respect to the units under the latter's command,
9 subject to the guidelines as the Commandant may prescribe in accordance with existing
10 laws, rules and regulations;

11 c) Prescribe, in accordance with existing laws, the organization or re-organization,
12 powers, functions, and duties of the various staff, services, installation, and other units of
13 the PCG;

14 d) Issue policies and instructions regarding personnel, funds, properties, records,
15 correspondence, and such other matters as may be necessary to effectively carry out the
16 functions, powers and duties of the PCG, in accordance with existing laws, rules and
17 regulations;

18 e) Approve the recommendation of the different promotion or assignment boards
19 and ensure observance of merit and fitness in the process of promotion and assignment;

20 f) Exercise disciplinary authority over all uniformed personnel and non-uniformed
21 personnel of the PCG; and

22 g) Perform any task or directive issued by the President of the Philippines:
23 *Provided*, That such command and direction of the Commandant may be delegated to
24 subordinate officials with respect to the units under the latter's respective commands,
25 subject to the guidelines as the Commandant may prescribe in accordance with the rules
26 and regulation prescribed under existing laws.

27 SEC. 7. Personnel. – The PCG shall consist of the following categories of
28 personnel:

29 a) Officer refers to a uniformed member of the PCG who is commissioned as officer
30 by the President of the Philippines or the Secretary of Transportation, as the case may
31 be, and belongs to the officers' corps:

b) Non-Commissioned Officer refers to the classification of uniformed member of the PCG with ranks below commissioned officers and performing jobs specific to their occupational specialty particularly those ranks with equivalent grades of E-4 to E-10;

c) Enlisted Personnel refers to the classification of uniformed members of the PCG particularly those ranks with equivalent grades of E-1 to E-3;

d) Non-uniformed personnel refers to permanent, temporary, contractual, coterminous and casual civilian employees of the PCG whose appointments are governed by the Civil Service laws, rules and regulations;

e) Probationary ensign refers to a person who is called to active duty but awaiting commissionship into the PCG or awaiting training;

f) Draftee refers to a person who has completed basic training and is awaiting enlistment into the PCG active service;

g) Cadet refers to a person who is enrolled in service academies under the sponsorship of the PCG;

h) Candidate refers to a person who is undergoing training for commissionship; and

i) Trainee refers to a person who is undergoing training to qualify as member of the non-commissioned officers / enlisted personnel's corps of the PCG.

Provided, That the ranks and grades of all uniformed personnel in the PCG, whether officers or non-commissioned officers / enlisted personnel, shall be the same and equal as that used and observed in the AFP and the PNP.

SEC. 8. Ranks and Grades of PCG Officers. – The ranks and grades of PCG Officers shall be as follows:

RANK	ACRONYM	PAY GRADE
Admiral	ADM	0-10
Vice Admiral	VADM	0-9
Rear Admiral	RADM	0-8
Commodore	COMMO	0-7
Captain	CAPT	0-6
Commander	CDR	0-5
Lieutenant Commander	LCDR	0-4

1	Lieutenant Senior Grade	LTSG	0-3
2	Lieutenant Junior Grade	LTJG	0-2
3	Ensign	ENS	0-1

4 SEC. 9. Technical Officers. – Other professionals that may join the PCG service
5 as technical officers are:

- 6 a) Lawyers;
- 7 b) Doctors;
- 8 c) Priests, Pastors, Imam, and other certified clerics;
- 9 d) Dentists;
- 10 e) Veterinarians; and
- 11 f) Nurses

12 *Provided*, That any applicant holding the degree of any of the abovementioned
13 professions shall have qualified and passed the appropriate licensure examination, when
14 applicable, of the respective professions to be qualified for entry into the Coast Guard
15 service: *Provided, however*, That other board professions not listed above may still be
16 recruited as part of the technical stream upon verification of the PCG of its need thereof.

17 SEC. 10. Officer Rank Distribution. – The officer rank distribution of the PCG shall
18 be as follows: two per centum (2%) in the Flag Officer rank; six per centum (6%) in the
19 rank of Captain; twelve per centum (12%) in the rank of Commander; eighteen per centum
20 (18%) in the rank of Lieutenant Commander; twenty per centum (20%) in the rank of
21 Lieutenant Senior Grade; and forty-two per centum (42%) in the ranks of Lieutenant
22 Junior Grade and Ensign: *Provided*, That such distribution is based on the ratio between
23 officers and non-commissioned officers/enlisted personnel, which is one (1) officer for
24 every seven (7) non-commissioned officers/enlisted personnel: *Provided, further*, That if
25 the actual number in a rank is less than the number prescribed in a lower rank, the
26 difference may be applied as an increase to the number prescribed in the lower rank.

27 SEC. 11. Distribution of Flag Officers. – Other than the Commandant who occupies
28 the rank of Admiral, the total number of flag ranks shall not exceed two (2) percent of the
29 total population of officers distributed observing the pyramidal structure as hereunder
30 prescribed:

31	Vice Admiral	0.15%
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1	Rear Admiral	0.35%
2	Commodore	1.50%
3	Total	2.00%

4 *Provided*, That if the actual number in a rank, except in the case of Coast Guard
5 Admiral and Vice Admiral, is less than the number herein prescribed, the difference may
6 be applied as an increase to the number prescribed in the lower rank: *Provided, further*,
7 That no officer shall be promoted to the rank of Commodore or higher unless there is an
8 existing vacancy, and the officer is occupying a position in the table of organization that
9 requires the rank which is being considered for promotion.

10 SEC. 12. Maximum Tenure in Rank. – The maximum tenure of officers in the ranks
11 of Captain and Flag Officer in the PCG are hereby prescribed as follows:

12	Rank	Maximum Tenure in Rank
13	Admiral	three (3) years
14	Vice Admiral	three (3) years
15	Rear Admiral	three (3) years
16	Commodore	five (5) years
17	Captain	ten (10) years

18 Unless earlier separated, retired, or promoted to the next higher rank or occupying
19 a position calling for the higher rank in the PCG Table of Organization, Captains and Flag
20 Officers shall be retired upon the attainment of the maximum tenure in rank herein
21 prescribed, or upon reaching the age of compulsory retirement whichever comes earlier:
22 *Provided*, That Captains or flag officers who have not yet reached the mandatory
23 retirement age shall be retired by attrition if they have at least twenty (20) years in service,
24 otherwise it shall be separation from service.

25 SEC. 13. Maximum Tenure in Position of the Commandant. – The Commandant
26 is hereby limited to a maximum tenure of three (3) years, unless otherwise earlier relieved
27 by the President or competent authority.

28 SEC. 14. Ranks and Grades of Non-Commissioned Officers/Enlisted Personnel. –
29 The ranks and pay grades of PCG non-commissioned officers / enlisted personnel shall
30 be as follows:

31	RANK	ACRONYM	PAY GRADE
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1	First Master Chief Petty Officer	FMCPPO	E-10
2	Master Chief Petty Officer	MCPO	E-9
3	Senior Chief Petty Officer	SCPO	E-8
4	Chief Petty Officer	CPO	E-7
5	Petty Officer First Class	PO1	E-6
6	Petty Officer Second Class	PO2	E-5
7	Petty Officer Third Class	PO3	E-4
8	Seaman/Seawoman First Class	SN1/SW1	E-3
9	Seaman/Seawoman Second Class	SN2/SW2	E-2
10	Apprentice Seaman/Seawoman	ASN/ASW	E-1

11 SEC. 15. Maximum Tenure in Rank for Non-Commissioned Officers. – The
12 maximum tenure of non-commissioned officers in the ranks of Chief Petty Officer to First
13 Master Chief Petty Officer in the PCG are as follows:

14	RANK	MAXIMUM TENURE IN RANK
15	First Master Chief Petty Officer	Three (3) years
16	Master Chief Petty Officer	Five (5) years
17	Senior Chief Petty Officer	Eight (8) years
18	Chief Petty Officer	Ten (10) years

19 Any non-commissioned officer holding lower ranks than the above who stays in a
20 rank for ten (10) years without being promoted to the next higher rank shall be evaluated
21 by the Re-enlistment Fitness Board who shall verify suitability to continue in service and
22 submit a recommendation for the approval of the Commandant: *Provided*, That the
23 original enlistment term in the PCG shall be three (3) years and subsequent re-enlistment
24 shall be for the term of six (6) years, with the application for re-enlistment to be reviewed
25 by the Re-enlistment Fitness Board for recommendation to the Commandant for approval:
26 *Provided, further*, That the uniform allowance shall be payable every three (3) years after
27 complying with the physical fitness test.

28 SEC. 16. Non-uniformed Personnel. – There shall be non-uniformed personnel
29 positions in the PCG. The head of the non-uniformed personnel shall occupy a rank of
30 Director III and shall be appointed by the President of the Philippines upon
31 recommendation of the Commandant. The Commandant shall determine the additional

1 plantilla positions required for the purpose subject to the evaluation and approval of the
2 DBM in accordance with the civil service and other pertinent laws, rules and regulations.

3 SEC. 17. Appointments. – The appointment of the PCG Commandant and Flag
4 Officers shall be approved by the President of the Philippines upon the recommendation
5 of the Secretary of the DOTr. Appointments of all PCG non-commissioned
6 officers/enlisted personnel shall be made by the PCG Commandant. Appointments of
7 PCG officers, which shall be in the initial rank of Coast Guard Ensign shall be through a
8 commissionship into service by the DOTr Secretary upon the recommendation of the
9 Commandant.

10 The initial entry ranks for technical officers like lawyers, medical doctors, and
11 ecumenical clerics shall be Lieutenant Senior Grade; dentists and veterinarians shall be
12 Lieutenant Junior Grade; while nurses shall be commissioned to the rank of Ensign.

13 Appointment of other technical professions that may be required later shall be
14 based on the academic attainment or ranking in licensure examination results issued by
15 competent authority.

16 Appointments as well as the promotion of all non-uniformed personnel shall be in
17 accordance with Civil Service Commission (CSC) laws, rules and regulations.

18 SEC. 18. Basic Qualification for Uniformed Personnel. – To qualify as officer or
19 non-commissioned officer/enlisted personnel of the PCG, the applicant must, at the time
20 of application:

- 21 a) Be a natural born citizen of the Philippines;
- 22 b) Be a person of good moral conduct;
- 23 c) Have passed the psychiatric, psychological, drug, and physical tests to be
24 administered by the PCG Medical Service or by any PCG accredited government hospital
25 for the purpose of determining physical and mental health;
- 26 d) Possess a formal baccalaureate degree, with appropriate license when
27 applicable or professional civil service eligibility for appointment as officer, and must have
28 finished at least seventy-two (72) non-repetitive units of college education, or is a senior
29 high school graduate with six (6) months Technical Education and Skills Development
30 Authority skills course related to the functions of PCG for appointment as non-
31 commissioned officers / enlisted personnel upon effectivity of this Act; and

1 e) Not have been dishonorably discharged from military employment or dismissed
2 for cause from any non-uniformed personnel position in the government.

3 SEC. 19. Promotions of Officers and Non-Commissioned Officers/Enlisted
4 Personnel. – The promotion of PCG officers and non-commissioned officers/enlisted
5 personnel shall be based on merit and fitness in accordance with the following
6 procedures:

7 a) Officers shall only be promoted after undergoing deliberation before the
8 promotion boards: *Provided*, That the promotion boards shall submit the results of their
9 deliberation to the Commandant for approval and corresponding endorsement to the
10 Secretary of the DOTr for transmittal to the President of the Philippines for approval; and

11 b) There shall also be appropriate promotion boards for non-commissioned
12 officers/enlisted personnel whose recommendation shall be submitted to the
13 Commandant for approval.

14 *Provided, further*, That at the time of promotion, the officer or non-commissioned
15 officer/enlisted personnel concerned shall possess all the qualifications and none of the
16 disqualifications provided under pertinent laws, rules and regulations, specifically on the
17 completion of required career course, training, examination and minimum time-in-grade
18 as applicable for specific ranks.

19 *Provided, finally*, That except for the position of Commandant, no other officer shall
20 be promoted, assigned or designated to the rank of Commodore or higher if he has less
21 than one (1) year of active service remaining prior to compulsory retirement.

22 SEC. 20. Gender Sensitivity Program. – Gender concerns shall be addressed in
23 all planning activities, setting of priorities, allocating of resources, and identifying actions
24 and activities of the PCG. It shall also incorporate a gender sensitive perspective in the
25 implementation of such plans and programs.

26 Gender sensitivity shall also be mainstreamed in all its internal policies, strategies,
27 budget, projects, structures and mechanisms, including hiring, promotions, assignment,
28 training opportunities, pay and benefits. A gender perspective shall likewise be integrated
29 in all its training programs, especially for maritime search and rescue.

30 SEC. 21. PCG Insignia, Decorations and Awards. – The PCG shall have its own
31 insignia and badges to denote rank, specialty, and assignment including uniforms,

1 decorations, and awards, all of which shall be submitted to the National Historical Institute
2 for registration in the flags and heraldic list: *Provided*, That there shall be an established
3 awards system which shall be administered by the PCG under such rules and regulations
4 as may be promulgated with the approval of the Secretary of the DOTr.

5 SEC. 22. Legal Assistance. – The Secretary of the DOTr or the Commandant of
6 the PCG may authorize lawyers of their respective agencies to provide free legal
7 assistance to eligible PCG military and uniformed personnel facing service-related cases,
8 in accordance with Sections 4 and 5 of Republic Act No. 12177 and its Implementing
9 Rules and Regulations. The government lawyers so authorized shall have the power to
10 administer oaths.

11 The payment of actual travel and other expenses of government lawyers providing
12 legal assistance under RA 12177, including the special counsel allowance for each
13 appearance, shall be governed by Section 7 of the said Act and its Implementing Rules
14 and Regulations.

15 SEC. 23. Power to Administer Oath. – Officers of the PCG in the active service
16 with the grade of O-5 or when designated with appropriate orders as administrative officer
17 of a unit, shall have the power to administer oaths on matters which are connected with
18 the performance of their official duties. Senior non-commissioned officers, those with
19 grades E-7 to E10, who are designated through appropriate orders, as Chief-Master-At-
20 Arms or unit master chief are also empowered to administer oaths.

21 SEC. 24. Coast Guard Attaché. – Subject to existing laws, rules and regulations,
22 the PCG may designate a coast guard attaché in the International Maritime Organization,
23 other international institutions, or as member of diplomatic missions or embassies.

24 The assignment or deployment of the coast guard attaché shall be with the prior
25 approval of the Secretary of Foreign Affairs.

26 SEC. 25. Establishment of the Philippine Coast Guard Academy. – An institution
27 known as the Philippine Coast Guard Academy shall be established for the training of
28 selected candidates for permanent commission as officers in the Philippine Coast Guard
29 Corps of Officers. In the design of the academy's academic and physical curriculum under
30 strict military approach discipline, the Philippine Military Academy shall allocate 10% of

1 its cadets to the PCG to maintain and enhance interoperability and relationship among
2 the corps of officers of both agencies.

3 SEC. 26. Corps of Professors. – The Corps of Professors shall form part of the
4 Faculty of the Academy. It shall be composed of the PCG uniformed personnel who are
5 permanently assigned with the Academy. The qualifications for admission to the Corps of
6 Professors shall be determined by the PCG Academy Council. The same shall be headed
7 by a Dean who shall be selected by the PCG Academic Council from among the members
8 of the Corps of Professors.

9 A separate career pattern shall be promulgated by the PCG organization for the
10 professional advancement and promotion of the members of the Corps of Professors
11 within three (3) months from the effectivity of this Act.

12 SEC. 27. Salaries and Other Benefits. – The uniformed personnel of the PCG shall
13 receive the same base pay, hazard pay, and other benefits and allowances as are now
14 or hereafter may be authorized for corresponding salary grades and ranks in the AFP.
15 The salaries and allowances of the non-uniformed personnel of the PCG shall be in
16 accordance with existing Salary Standardization Law and CSC laws, rules and
17 regulations.

18 SEC. 28. Longevity Pay and Allowances. – Uniformed personnel of the PCG shall
19 be entitled to a longevity pay of ten percent (10%) of their basic monthly salaries for every
20 five (5) years of continuous active service, which shall be reckoned from the date of actual
21 service in the PCG: *Provided*, That the totality of such longevity pay shall not exceed fifty
22 percent (50%) of the basic pay. They shall also continue to enjoy the subsistence
23 allowance, quarters allowance, clothing allowance, cost of living allowance, hazardous
24 duty pay and other collateral allowances but not limited to sea duty pay, flying pay, special
25 counsel allowance, instructors duty pay, combat pay for officers and non-commissioned
26 officers/enlisted personnel of the PCG performing combat duties or activities or engaged
27 in actual performance of duties as defined in regulations to be issued by the Commandant
28 and all other applicable allowances as provided by existing laws: *Provided, further*, That
29 the PCG shall, subject to approval of the President of the Philippines, issue a specific
30 policy pertaining to collateral allowances for specific duties actually performed. All
31 collateral allowances shall be reflected in the pay slip of qualified personnel.

1 SEC. 29. Uniformed Personnel Missing in Action. – The survivors of any officer or
2 non-commissioned officer/enlisted personnel who, while in the performance of duty, is
3 officially confirmed missing in action, kidnapped or captured by lawless elements shall be
4 entitled to receive the same pay and allowances to which such officer or non-
5 commissioned officer/enlisted personnel is entitled from the time of the latter's
6 disappearance: *Provided*, That the compulsory retirement of an absentee, in applicable
7 cases, shall be processed to allow the survivors to enjoy the retirement benefits:
8 *Provided, further*, That should the Commandant, upon the recommendation of the proper
9 authority or immediate supervisor, subsequently rule that the officer or non-commissioned
10 officer/enlisted personnel concerned has been absent from duty without authority, such
11 member or the latter's survivors shall reimburse the PCG all such amount and allowances
12 that have been received in accordance with this section and other pertinent sections of
13 this Act.

14 SEC. 30. Emergency and Medical Assistance. – The PCG shall have an
15 emergency medical assistance fund, sourced from the PCG's Annual Budget Plan as
16 reflected in the General Appropriations Act for hospitalization, operation, medication, and
17 rehabilitation of personnel arising from injuries and illnesses suffered on occasion of or in
18 the performance of official functions to be used exclusively in areas not serviceable by
19 the PCG Hospital.

20 SEC. 31. Active Service. – For purposes of this Act, active service of the uniformed
21 personnel shall refer to services rendered as an officer and non-commissioned
22 officer/enlisted personnel, cadet, trainee, or draftee in the PCG and services rendered as
23 a non-uniformed personnel in the Philippine Government prior to the date of separation
24 or retirement from the PCG: *Provided*, That, for purposes of retirement, the personnel
25 shall have rendered at least ten (10) years of active service as officer or non-
26 commissioned officer/enlisted personnel in the PCG: *Provided, further*, That no period of
27 such non-uniformed personnel's government service longer than the active coast guard
28 service shall be credited for purposes of retirement. Service rendered as cadet in any
29 service academy in the Philippines or abroad under the sponsorship of the PCG such as
30 the Philippine Merchant Marine Academy, probationary officer, draftee, or trainee shall

1 be included in computing the years in active service for retirement purposes if such
2 personnel joins the service right after graduation.

3 SEC. 32. Retirement. – Upon attaining fifty-seven (57) years of age or
4 accumulation of thirty (30) years of continuous satisfactory active service, whichever
5 comes later, a PCG uniformed personnel shall be compulsorily retired: *Provided*, That
6 technical officers may extend their tenure of service up to sixty (60) years old or until
7 having accumulated twenty (20) years of satisfactory active service, whichever comes
8 later: *Provided, further*, That the Commandant shall be compulsorily retired upon the
9 completion of the tour of duty as provided under Section 13 of this Act or upon relief by
10 the President.

11 Any officer or non-commissioned officer/enlisted personnel may choose to retire
12 on their own option upon accumulating at least twenty (20) years in active service.

13 For purposes of this Act, an officer or non-commissioned officer/enlisted personnel
14 who dies after having accumulated at least twenty (20) years of satisfactory active service
15 shall be considered as retired.

16 The retirement of non-uniformed personnel of the PCG shall be governed by the
17 Government Service Insurance System (GSIS) law, rules and regulations.

18 SEC. 33. Separation. – Separation from the Coast Guard service may be done
19 through compulsory retirement, optional retirement upon reaching twenty (20) years in
20 service, disability discharge, expiration of enlistment term, voluntary resignation, attrition,
21 dismissal for cause, or death.

22 The separation from service of non-uniformed personnel of the PCG shall be
23 governed by the Civil Service law, rules and regulations.

24 SEC. 34. Attrition. – There shall be established a system of attrition within the
25 uniformed members of the PCG within one (1) year from the effectivity of this Act to be
26 submitted by the PCG to the President of the Philippines for approval.

27 SEC. 35. Retirement Benefits. – An officer or uniformed personnel who is retired
28 under Section 32 of this Act, or the retiree's qualified survivors, are entitled to receive,
29 and may choose from, any of the following applicable benefits:

1 a) Gratuity Pay. – A lump sum payment of gratuity pay equivalent to one (1) month
2 of base and longevity pay computed based on one (1) grade higher than the permanent
3 salary grade last held for every year of service; or

4 b) Retirement Pay – A monthly retirement pay equivalent to fifty percent (50%) of
5 monthly base and longevity pay computed based on one grade higher than the permanent
6 salary grade last held by the personnel in case of twenty (20) years of active service,
7 increasing by two and one-half percent (2½%) for every year of service rendered beyond
8 twenty (20) years up to a maximum of ninety percent (90%) for thirty-six (36) years of
9 active service and over.

10 *Provided*, That non-commissioned officers who attain the rank of Chief Petty
11 Officer, Senior Chief Petty Officer and of Master Chief Petty Officer shall, upon retirement,
12 be entitled to the retirement pay and benefits of an Ensign: *Provided, further*, That a
13 Master Chief Petty Officer shall receive a gratuity equivalent to that of an Ensign plus
14 one-half (1/2) of the difference between the gratuity of an Ensign and a Chief Petty Officer;
15 a Senior Chief Petty Officer shall receive a gratuity equivalent to that of an Ensign plus
16 one-half (1/2) of the difference between the gratuity of a Master Chief Petty Officer and a
17 Chief Petty Officer; while a First Master Chief Petty Officer shall be retired with the rank
18 of Ensign but with the retirement pay and benefits of a Lieutenant Junior Grade (O-2), as
19 provided for in existing laws: *Provided, furthermore*, That, upon retirement, officers and
20 non-commissioned officers are entitled to receive monthly retirement pay upon
21 retirement, or may opt to receive a lump sum equal to thirty-six (36) months of the monthly
22 retirement pay and three years thereafter shall receive an annual retirement pay payable
23 in equal monthly installment as they accrue.

24 The retirement pay of officers and non-commissioned officers/enlisted personnel
25 who are killed in action or wounded in action resulting in total permanent disability shall
26 be computed at the rate of ninety percent (90%) of the monthly base and longevity pay
27 based on one grade higher than the permanent salary grade last held by the personnel
28 regardless of years in active service.

29 The retirement pay of all PCG uniformed personnel retirees shall be subject to
30 adjustment on the prevailing scale of base pay of uniformed personnel in the active
31 service.

1 The retirement benefits of non-uniformed personnel shall be governed by
2 applicable Civil Service laws and regulations and the GSIS Law.

3 SEC. 36. Separation Pay. – Officers and non-commissioned officers/enlisted
4 personnel separated from the PCG without having accumulated at least twenty (20) years
5 of satisfactory active service, or their qualified survivors, shall receive a separation pay
6 equivalent to one-month base plus longevity pay based on the permanent salary grade
7 the officer and non-commissioned officer/enlisted personnel holds at the time of
8 separation for every year of active service: *Provided*, That in the case of an officer in the
9 grade of Captain or higher who incurs physical disability in the line of duty, the basis of
10 the separation pay shall be one grade higher than the salary grade held by such officer
11 at the time of separation: *Provided, further*, That cadets, candidates, trainees, or draftees
12 who voluntarily resign from service shall not be entitled to any separation pay.

13 The separation benefits of non-uniformed personnel shall be governed by
14 applicable Civil Service laws and regulations and the GSIS Law.

15 SEC. 37. Benefits for Death and Total Permanent Disability in the Line of Duty or
16 During Training. – Qualified survivors of officers and non-commissioned officers/enlisted
17 personnel, including cadets, candidates, trainees and draftees who die in the line of duty
18 without having accumulated at least twenty (20) years of satisfactory active service are
19 entitled to a monthly life annuity, equivalent to fifty percent (50%) of the base and longevity
20 pay computed based on one grade higher than the permanent salary grade last held by
21 the deceased officer and non-commissioned officer/enlisted personnel at the time of
22 death: *Provided*, That survivors of cadets, candidates, trainees, and draftees who died
23 during training through their own fault or negligence shall not be entitled to this benefit.

24 Officers or non-commissioned officers/enlisted personnel, including cadets,
25 candidates, trainees, and draftees who suffer total permanent physical disability in the
26 line of duty or during training without having accumulated at least twenty (20) years of
27 satisfactory active service shall be entitled to a monthly life annuity, equivalent to fifty
28 percent (50%) of the base and longevity pay computed based on one grade higher than
29 the permanent salary grade last held by the officer or non-commissioned officer/enlisted
30 personnel when the disability occurred: *Provided*, That the extent of the disability or
31 sickness which renders such member unfit or unable to further perform the duties of the

1 position held shall be certified by the appropriate government hospital like the Philippine
2 General Hospital: *Provided, further,* That cadets, candidates, trainees and draftees who
3 suffer total permanent physical disability during training through their own fault or
4 negligence shall not be entitled to this benefit.

5 The death and disability benefits of non-uniformed personnel shall be governed by
6 applicable Civil Service laws and regulations and the GSIS Law.

7 SEC. 38. Survivorship Benefits. – The surviving family members of deceased
8 officers or non-commissioned officers/enlisted personnel may claim benefits after such
9 uniformed personnel dies in line of duty or when the pensioner dies. The following criteria
10 shall apply:

11 a) Surviving spouse if married to the deceased prior to the latter's retirement or
12 separation and not legally separated by judicial decree from the deceased issued on
13 grounds not attributable to said spouse: *Provided,* That the spouse's entitlement of
14 benefits shall terminate when the spouse dies, remarries, cohabits, or engages in a
15 common-law relationship;

16 b) Surviving children of officers or non-commissioned officers/enlisted personnel
17 born of marriage contracted prior to retirement or separation from the service, surviving
18 children adopted legally prior to retirement or separation, illegitimate children born while
19 the deceased parent was still on active service: *Provided,* That entitlement to benefits
20 shall terminate when such children attain twenty-one (21) years of age or upon marriage:
21 *Provided, further,* That those who have reached the age of twenty-one (21) years but are
22 incapacitated and incapable of self-support due to a mental or physical defect acquired
23 prior to age of majority shall remain entitled to the benefits; and

24 c) In default of those mentioned in paragraphs (a) and (b), the surviving parent or
25 parents.

26 As regards question of filiation involving survivor-claimants, the same shall be
27 submitted first by the claimants to a competent court for determination before benefits
28 can be given.

29 SEC. 39. Full Ride Scholarship for Survivors. – Children of officers and non-
30 officers, including cadets, candidates, trainees, and draftees who died in the line of duty,
31 who are qualified survivors and do not yet hold a baccalaureate degree, shall be granted

1 full coverage of their educational expenses. This shall include allowances for living,
2 transportation, and books, starting from the date of the officer's or member's death or
3 disappearance until the scholar's completion of a degree program of their choice.

4 *Provided*, That the scholar must complete the chosen degree program within a
5 period not exceeding two (2) years beyond its prescribed time to graduate.

6 SEC. 40. Survivorship Benefits. – The qualified survivors are entitled to a monthly
7 annuity equivalent to seventy-five percent (75%) of the officer or non-commissioned
8 officer's/enlisted personnel's retirement or separation benefits, to be divided among them
9 in equal shares and with the right of accretion.

10 Survivorship benefits for non-uniformed personnel shall be governed by the GSIS
11 Law.

12 SEC. 41. Disability Pension. – In addition to the other benefits under this Act, an
13 officer or non-commissioned officer/enlisted personnel who is retired or separated by
14 reason of disability, which is the proximate result of wounds or injuries sustained or
15 sickness or disease acquired in the line of duty shall receive a monthly disability pension
16 as follows:

17 a) If and while the disability is rated twenty-five percent (25%) – Five thousand
18 pesos (P5,000.00);

19 b) If and while the disability is rated fifty percent (50%) – Ten thousand pesos
20 (P10,000.00);

21 c) If and while the disability is rated seventy-five percent (75%) - Fifteen thousand
22 pesos (P15,000.00); and

23 d) If and while the disability is rated one hundred percent (100%) - Twenty
24 thousand pesos (P20,000.00).

25 The officer or non-commissioned officer/enlisted personnel receiving the benefits
26 under this Section may be required to undergo periodic physical and medical examination
27 to determine the extent of disability for purposes of adjusting the disability pension.

28 SEC. 42. Old-Age Pension. – A retired PCG uniformed personnel who is at least
29 sixty-five (65) years of age shall be entitled to old-age pension amounting to Five
30 thousand pesos (P5,000.00) monthly and an additional amount of One thousand seven
31 hundred pesos (P1,700.00) monthly upon reaching the age of seventy (70): *Provided*,

1 That only retired PCG uniformed personnel who shall have been honorably discharged
2 or retired after at least twenty (20) years total PCG active service or sooner separated
3 while in the active service in the PCG due to disability arising or incurred in actual
4 operations or performance of duties are entitled to receive this monthly benefit.

5 SEC. 43. Application of Related Laws on Retirement and Separation of Uniformed
6 Personnel. – The retirement system under Presidential Decree (PD) No. 1638, as
7 amended, and the provisions of RA 8220, RA 9365, and other similar applicable laws,
8 insofar as not inconsistent with applicable provisions of this Act, shall be given suppletory
9 effect.

10 SEC. 44. Incentives and Awards. – There shall be established an incentives and
11 awards system which shall be the same and equal as that used and observed in the AFP
12 and the PNP, including the Medalya ng Kagitingan (Medal of Valor) to be administered
13 by a board under such rules, regulations and standards as may be promulgated by the
14 PCG: *Provided*, That equivalent awards shall be given by the PCG for every award duly
15 given by respectable civic organizations in a nationwide selection for outstanding
16 achievement or performance of any member: *Provided, further*, That in the case of non-
17 uniformed personnel, the system of incentives and awards shall be approved and in
18 accordance with CSC laws, rules and regulations.

19 SEC. 45. Disciplinary System. – The PCG shall adopt the PCG Code of Conduct
20 which shall be applicable to all its uniformed personnel while non-uniformed personnel
21 shall be covered under the disciplinary rules of the CSC. The Commandant shall be
22 assisted by the Coast Guard Internal Affairs in enforcing discipline and order within its
23 ranks though for disciplinary issues depending on gravity, unit commanders shall exercise
24 disciplinary powers over personnel under their command. The PCG shall, within six (6)
25 months from the effectivity of this Act, issue policies, rules and procedures applying the
26 PCG Code of Conduct based on the provisions of Commonwealth Act No. 408, as
27 amended by RA 516, RA 242, PD 1968, and PD 1166: *Provided*, That for non-uniformed
28 personnel, the PCG shall issue rules and procedures implementing Book VII of Executive
29 Order No. 292 and applicable CSC laws, administrative rules, and issuances: *Provided*,
30 *further*, That in times of war, during which the PCG or any of its offices is attached to the
31 DND, the military justice system of the AFP shall apply.

1 SEC. 46. Disciplinary Authority. – The Commandant shall exercise disciplinary
2 authority at any time over all personnel of the PCG. The authority to discipline shall also
3 be exercised by unit commanders and Commanding Officers including Station
4 Commanders, Sub-Station Commanders, and head of Morning Report Carrying Units.

5 SEC. 47. Jurisdiction. – A complaint or a charge filed against a PCG member shall
6 be heard and decided exclusively by the disciplining authority who has acquired original
7 jurisdiction over the case, notwithstanding the existence of concurrent jurisdiction as
8 regards the offense.

9 SEC. 48. Dismissal of PCG Personnel. – The Commandant, after due notice and
10 summary hearing, may immediately remove or dismiss any respondent PCG personnel,
11 and major unit commanders may recommend such in any of the following cases:

12 a) In cases of drug abuse where subsequent confirmation test confirms the use of
13 prohibited drugs;

14 b) When the charge is serious and the evidence of guilt is strong;

15 c) When the respondent is a recidivist or has been repeatedly charged and there
16 are reasonable grounds to believe that the respondent is guilty of the charges; and

17 d) When the respondent is guilty of a serious offense involving conduct
18 unbecoming a PCG personnel.

19 An officer or non-commissioned officer/enlisted personnel who is continuously
20 absent without approved leave for at least thirty (30) calendar days shall be considered
21 on absence without official leave (AWOL) and shall be presumed voluntarily resigned:
22 *Provided*, That such officer or non-commissioned officer/enlisted personnel shall be
23 informed, by registered mail, at the address appearing on such officer's or non-
24 commissioned officer's/enlisted personnel's 201 file not later than five (5) calendar days
25 from the effectivity thereof.

26 The dismissal of PCG non-uniformed personnel shall be governed by Civil Service
27 laws, rules and regulations.

28 SEC. 49. Coast Guard Inspector General and Internal Affairs Service (CGIG-IAS).
29 – There shall be an Internal Affairs Service headed by an Inspector General. The CGIG-
30 IAS shall foster and promote accountability in government service within the PCG and
31 follow the basic principles of integrity, objectivity, independence, confidentiality,

1 professionalism, competence, courage, trust, honesty, fairness, forthrightness, public
2 accountability', and respect for others and themselves. It shall have the power to
3 investigate and inquire into any and all activities of the PCG units and personnel, review
4 processes, procedures and operations to determine if such were conducted effectively
5 and efficiently.

6 The personnel of the CGIG-IAS, whether officer or non-commissioned
7 officer/enlisted personnel who are performing actual investigative duties, including PCG
8 personnel who perform investigative duties, shall be granted occupational specialty pay
9 which shall not exceed fifty percent (50%) of their basic pay and shall be reflected in their
10 pay slip for the work performed.

11 SEC. 50. Organization of a PCG Auxiliary. – The PCG shall continue to maintain,
12 supervise, develop, and train the PCGA as a non-uniformed personnel volunteer
13 organization under the direct control and supervision of the PCG Commandant. The
14 PCGA shall assist the PCG in the promotion of safety of life and property at sea, the
15 preservation of the marine environment and its resources, the conduct of maritime search
16 and rescue, the maintenance of aids to navigation, and such other activities that enhance
17 maritime community relations which include civic action, participation under the National
18 Service Training Program, youth development, recreational safety, and other related
19 activities.

20 SEC. 51. Coast Guard Reserve Force. – In accordance with existing laws, rules
21 and regulations, and the exercise of its powers and functions under Section 4 of this Act,
22 the PCG may establish a reserve force to augment the PCG force in the event of national
23 emergency or disaster, consistent with existing laws, rules and regulations. The PCG
24 reservist shall undergo regular training and shall be organized, trained, equipped, and
25 administered by a PCG Reserve Command under the direction of the Commandant and
26 whose members may be called to active duty in the exigency of the service. The PCG
27 shall adopt pertinent policies and guidelines for the purpose subject to the approval of the
28 President upon the recommendation of the Secretary of Transportation.

29 SEC. 52. Lateral Entry. – Active members of other uniformed services under the
30 AFP, PNP, Bureau of Fire Protection, Bureau of Jail Management and Penology, and
31 Bureau of Corrections may join the PCG through lateral entry. The rank for officers eligible

1 for such entry must not be higher than Lieutenant Commander and Petty Officer Second
2 Class for non-commissioned officers/enlisted personnel. Notwithstanding the corps they
3 wish to join, all entrants shall only be accepted if, on or before time of entry, they are: a)
4 not under investigation, b) not on AWOL status, c) not serving sentence, whether
5 administrative or criminal, d) have not been issued reprimand in the last two (2) years, or
6 e) have not received an unfavorable rating in the latest performance rating.

7 However, if an entrant possesses specific skills that may not be readily developed
8 in new recruits, lateral entry may be allowed for ranks higher than those mentioned above:
9 *Provided*, That the new entrant can serve at least ten (10) years in PCG active service
10 prior to reaching the mandatory retirement age.

11 SEC. 53. Authority to Create Mutual Benefit Association. – The PCG is hereby
12 authorized to create a mutual benefit association where membership is voluntary to
13 provide life and non-life insurance services for the benefits of its members and their
14 dependents to lift the morale and promote the welfare of PCG members and their families.
15 The management, operation, and control of such association shall be under the direct
16 control and supervision of the Commandant, Philippine Coast Guard. Such mutual benefit
17 association shall be exempt from all kinds of taxes and shall be issued a certificate of
18 exemption. The mutual benefit association shall comply with the requirements of
19 Securities and Exchange Commission on registration and of other regulatory government
20 agencies.

21 SEC. 54. Exemption from Attachment, Taxes, Duties, Charges, and Fees. –
22 Retirement benefits granted by this Act, including benefits received from a duly instituted
23 provident fund and mutual benefit association, shall not be subject to attachment, levy,
24 execution, or any tax of whatever nature, subject to the pertinent provisions of the National
25 Internal Revenue Code of 1997, as amended.

26 In the establishment and operation of radar and radio stations and other
27 communication facilities, the PCG shall not be subject to payment of charges and fees as
28 imposed by the National Telecommunications Commission (NTC): *Provided*, That the
29 PCG shall only use frequencies as may be allowed or assigned by the NTC consistent
30 with international regulations and guidelines.

1 The PCG shall, in the performance of its functions, enjoy such rights and privileges
2 enjoyed by other governmental and law enforcement agencies, instrumentalities, and
3 government-owned and controlled corporations such as exemption from registration fees,
4 application for license, and payment of fees as imposed by other governmental agencies
5 or regulatory bodies.

6 The importation of instruments, equipment, machineries, spare parts, and
7 apparatuses shall be exempt from customs duties and taxes in accordance with the
8 provisions of RA 10863, otherwise known as the “Customs Modernization and Tariff Act
9 (CMTA).”

10 SEC. 55. Loans, Grants, Bequests and Donations. – The PCG may receive grants,
11 bequests, and donations and enter into loan agreements, whether from local or foreign
12 sources for purposes relevant to its functions, subject to the provisions on donations
13 under the General Appropriations Act and other pertinent laws, rules and regulations.

14 The Secretary of the DOTr may enter into a loan agreement with foreign financial
15 institutions, subject to the provisions on loan agreements under the General
16 Appropriations Act and other pertinent laws, rules and regulations.

17 SEC. 56. PCG Properties and Lighthouse Reservations. – The PCG shall continue
18 to exercise exclusive ownership, possession, management, control and supervision over
19 all properties transferred to it by virtue of Executive Order No. 475, dated 30 March 1998,
20 and Executive Order No. 477, dated 15 April 1998, such as, inter alia, vessels,
21 watercrafts, firearms, armaments, munitions, communications and electronic equipment,
22 vehicles, buildings, real state, lighthouse stations, and reservations.

23 SEC. 57. Establishment and Expansion of Coast Guard Bases, Equipment and
24 Facilities. – In coordination with other appropriate government agencies, the PCG shall
25 develop and enhance its capabilities in the performance of its mandated functions and
26 establish its strategic presence. To this end, the PCG shall, through the guidance of
27 Congress, draft its development plan that shall reflect its asset, equipment, and facility
28 requirement that includes floating assets, laboratories, land-based support facilities, land
29 mobility, arms and ammunition, rescue and hospital ship, maritime monitoring
30 surveillance and communications system, port facilities, air assets, and air stations.

1 SEC. 58. Implementing Rules and Regulations. – For submission and approval of
2 the Secretary of the DOTr, the PCG, not later than one hundred twenty (120) days from
3 the effectivity of this Act, shall issue rules and regulations, determine, fix or prescribe
4 charges, rates, and penalties, as may be necessary, to implement its provisions, as well
5 as the provisions of laws, issuances, decrees and orders related to the implementation of
6 PCG functions.

7 SEC. 59. Appropriations. – The amount necessary for the initial implementation of
8 this Act shall be charged against the current year's appropriations of the PCG. Thereafter,
9 such amount shall be included in the annual General Appropriations Act.

10 SEC. 60. Transitory Provisions. – All previous appointments and promotions of
11 PCG uniformed personnel made prior to the enactment of this Act shall remain valid and
12 subsisting.

13 SEC. 61. Adjustment of Retirement Benefits and Pension Indexation. – The
14 retirement benefits of personnel affected by the implementation of RA 9993, as amended,
15 Joint Resolution No. 4, s. 2009, and Joint Resolution No. 1 s. 2018, shall be adjusted as
16 follows:

17 a) For non-commissioned officers whose retirement benefits were affected by the
18 implementation of RA 9993 as amended by RA 12122, any discrepancies resulting from
19 the application of this Act and RA 9993 as amended by RA 12122 shall be returned to
20 the retiree. This adjustment shall also apply to the indexation of pensions to base pay
21 scale adjustments affected by RA 9993 as amended; and

22 b) The retirement benefits of personnel holding the ranks of Admiral and Vice
23 Admiral, who were adversely affected by Joint Resolution No. 4, s. 2009, entitled: "Joint
24 Resolution Authorizing the President of the Philippines to Modify the Compensation and
25 Position Classification System of Civilian Personnel and the Base Pay Schedule of
26 Military and Uniformed Personnel in the Government, and for Other Purposes," and Joint
27 Resolution No. 1 s. 2018, entitled: "Joint Resolution Authorizing the Increase in Base Pay
28 of Military and Uniformed Personnel in the Government, and for Other Purposes", shall
29 be adjusted to align with the benefits of their contemporary ranks in the AFP and the PNP
30 with the ranks of General and Lieutenant General.

1 Personnel affected by the aforementioned joint resolutions shall be paid the
2 corresponding difference in pay and allowances resulting from these adjustments.

3 SEC. 62. Separability Clause. – If for any reason, any provision of this Act is
4 declared unconstitutional or invalid, such parts not affected thereby shall remain in full
5 force and effect.

6 SEC. 63. Repealing Clause. – RA 9993, as amended by RA 12122, is hereby
7 repealed and all laws, decrees, executive orders, rules and regulations and other
8 issuances or parts thereof which are inconsistent with this Act are likewise hereby
9 repealed, amended, or modified accordingly.

10 SEC. 64. Effectivity. – This Act shall take effect fifteen (15) days after its publication
11 in the *Official Gazette* or in a newspaper of general circulation.

12 *Approved,*

FACT SHEET

House Bill No. 11562

(In substitution of House Bills numbered 426, 1120, 3390, 4693, 4758, 5127, 5131, 5471, 5552, 5758, 6104, 6173, 6244, 6386 and 8027)

AN ACT STRENGTHENING THE PHILIPPINE COAST GUARD BY INTRODUCING POLICY AND ORGANIZATIONAL REFORMS

Introduced by Representatives Eleandro Jesus F. Madrona, Alexander Ty Pimentel, Marlo C. Bancoro, Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez, Jude A. Acidre, Robert Nazal, Miguel Luis R. Villafuerte, Vincenzo Renato Luigi R. Villafuerte, Tsuyoshi Anthony “Hori” G. Horibata, Terry L. Ridon, Leila M. De Lima, Julius Cesar “Jay” V. Vergara, Ziaur-Rahman “Zia” Alonto Adiong, Jurdin Jesus M. Romualdo, Jose Manuel F. Alba, JC M. Abalos, Claudine Diana D. Bautista-Lim, Lordan G. Suan, Audrey Kay T. Zubiri, Franz S. Pumaren, Atty. Miro S. Quimbo, Ramon Rodrigo L. Gutierrez, Reynante U. Arroqancia, Emigdio P. Tanjuatco III, Ricardo S. Cruz, Jr., Walfredo “Arman” R. Dimaguila, Jr., Juan Carlos “Arjo” C. Atayde, Jesus “Jess” R. Marquez, Rosalie Ang Salvame, Romeo S. Momo, Sr., Aiman Tan, Dadah Kiram Ismula, Sergio C. Dagooc, Beverly Rose A. Dimacuha, Atty. Jan Almario Chan, Brian Poe Llamanzares, Felimon M. Espares, Roger Gaviola Mercado, Zaldy S. Villa, Ernesto M. Dionisio, Jr., Rufus B. Rodriguez, Wilfrido Mark M. Enverga, Solomon R. Chungalao, Bryan B. Revilla, Joseph “Jojo” L. Lara, Antonino B. Roman III, Presley C. De Jesus, Joseph Kim C. Yu, Richard I. Gomez, DPA, Elmer V. Catulpos, Steve Chiongbian Solon, Albert S. Garcia, Julianne “Jam” L. Baronda, Lolita T. Javier, Keith Micah “Atty. Mike” D.L. Tan, Monique Yazmin Maria Q. Lagdameo, John Tracy F. Cagas, Bernadette S. Barbers, Ma. Isabel L. Sagarbarria, Rodolfo “Ompong” Ordanes, Karl Fernandez Legaspi, Maximo Y. Dalog, Jr., Salvador A. Pleyto, Antonio B. Roman III and Girlie E. Veloso

Committee Referral: **COMMITTEE ON TRANSPORTATION (Primary)**
Committee Referral: **COMMITTEE ON APPROPRIATIONS (Secondary)**
Committee Referral: **COMMITTEE ON WAYS AND MEANS (Secondary)**

OBJECTIVE:

- To strengthen the Philippine Coast Guard (PCG) by introducing policy and organizational reforms in order to make it more responsive in the execution of its mandates on maritime safety, maritime security and marine environmental protection.

KEY PROVISIONS:

- Enacts a new law in lieu of Republic Act No. 9993 or the Philippine Coast Guard Law of 2009 to:
 1. Clearly define the establishment of the organizational structure of the PCG pertaining to services commands and districts and requiring a manning level sufficient to support its mandate, among others;
 2. Define the powers, functions and the term of the Commandant;
 3. Define the personnel complement of the PCG such as the categories, ranks and grades personnel as well as the distribution of ranks of officers and tenure in rank and position for both officers and enlisted personnel;
 4. Provide the manner of appointment and promotion of PCG officers and personnel, including their qualifications;
 5. Provide legal assistance to any PCG member charged with an offense or crime resulting from the performance or on occasion of official duty, creating a prosecution and litigation unit for the purpose;
 6. Create the Office of Coast Guard Attaché;
 7. Establish a Philippine Coast Guard Academy and Corps of Professors;
 8. Clearly define the pays, allowances and benefits of the uniformed personnel of the PCG which shall be equivalent to their counterparts in the Armed Forces of the Philippines (AFP) and the Philippine National Police (PNP);
 9. Provide governing provisions on retirement and separation and the corresponding entitlements and benefits;
 10. Provide emergency and medical assistance for the hospitalization, operation, medication and rehabilitation of PCG personnel in areas not serviceable by the PCG Hospital;
 11. Grant benefits for death and total permanent disability of PCG personnel in line of duty or during training;
 12. Provide provisions for survivorship and benefits to the surviving family members of PCG personnel, including the grant of scholarship;
 13. Provide disability and old-age pension;
 14. Specify the adoption of military justice system for uniformed personnel while adopting the disciplinary rules of the Civil Service Commission for civilian employees;
 15. Provide grounds for dismissal of PCG personnel;
 16. Formally establish the Coast Guard Internal Affairs Service to maintain accountability in government service;
 17. Provide for the establishment of Coast Guard Reserve Force;
 18. Allow lateral entry to PCG from other armed services like the AFP, PNP, Bureau of Jail Management and Penology and Bureau of Fire Protection;
 19. Authorize the PCG to create a mutual benefit association under the direct control and supervision of the Commandant;
 20. Exempt from attachment and taxes the retirement benefits as well as those benefits received by PCG personnel from provident fund and mutual benefit association;

21. Allow the PCG to receive loans, grants, bequests and donations from local and foreign sources for the PCG Modernization Program, subject to the provisions on donations under the General Appropriations Act (GAA) and other pertinent laws, rules, and regulations;
 22. Authorize the Secretary of the Department of Transportation to enter into loan agreement with foreign financial institutions, subject to the provisions on loan agreements under the GAA and other pertinent laws, rules, and regulations;
 23. Allow the PCG to develop and enhance its capabilities in the performance of its mandated functions and establish its strategic presence;
 24. Provide the appropriations needed for the implementation of the measure which shall be charged against the annual appropriations of the PCG and included in the annual GAA.
- Gives the PCG one hundred twenty (120) days to issue rules and regulations as well as determine, fix and/or prescribe charges, rates and penalties to implement the law and related laws, issuances, decrees and orders relevant to PCG functions; and
 - Grants retroactive effect on the computation of retirement benefits of uniformed personnel affected by the implementation of RA 9993, Joint Resolution No. 4 (2009), Joint Resolution No. 1 (2018), and Executive Order No. 107 (2025), thereby granting adjustments and corresponding refunds for the discrepancies to affected uniformed personnel.

RELATED LAWS:

- Presidential Decree No. 1638, entitled “ESTABLISHING A NEW SYSTEM OF RETIREMENT AND SEPARATION FOR MILITARY PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES”, as amended;
- Republic Act No. 8220, entitled “AN ACT CREATING THE RANKS OF CHIEF MASTER SERGEANT/MASTER CHIEF PETTY OFFICER AND SENIOR MASTER SERGEANT/SENIOR CHIEF PETTY OFFICER IN THE ENLISTED RANKS OF THE ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES”;
- Republic Act No. 8291, entitled “AN ACT AMENDING PRESIDENTIAL DECREE NO. 1146, AS AMENDED, EXPANDING AND INCREASING THE COVERAGE AND BENEFITS OF THE GOVERNMENT SERVICE INSURANCE SYSTEM, INSTITUTING REFORMS THEREIN AND FOR OTHER PURPOSES”;
- Executive Order No. 475, entitled “TRANSFERRING THE PHILIPPINE COAST GUARD FROM THE DEPARTMENT OF NATIONAL DEFENSE TO THE

OFFICE OF THE PRESIDENT AND FOR OTHER PURPOSES (30 March 1998);

- Executive Order No. 477, entitled “TRANSFERRING THE PHILIPPINE COAST GUARD TO THE DEPARTMENT OF TRANSPORTATION AND COMMUNICATIONS ” (15 April 1998);
- Republic Act No. 9365, entitled “AN ACT CREATING THE RANK OF FIRST CHIEF MASTER SERGEANT/FIRST MASTER CHIEF PETTY OFFICER IN THE ENLISTED RANKS OF THE ARMED FORCES OF THE PHILIPPINES (AFP), APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES”;
- Joint Resolution No. 4 s. 2009, entitled “JOINT RESOLUTION AUTHORIZING THE PRESIDENT OF THE PHILIPPINES TO MODIFY THE COMPENSATION AND POSITION CLASSIFICATION SYSTEM OF CIVILIAN PERSONNEL AND THE BASE PAY SCHEDULE OF MILITARY AND UNIFORMED PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES”;
- Republic Act No. 9993 (Philippine Coast Guard Law of 2009);
- Joint Resolution No. 1 s. 2018, entitled “JOINT RESOLUTION AUTHORIZING THE INCREASE IN BASE PAY OF MILITARY AND UNIFORMED PERSONNEL IN THE GOVERNMENT, AND FOR OTHER PURPOSES”;
- Republic Act No. 12122, entitled “AN ACT FIXING THE TERM OF OFFICE OF THE PHILIPPINE COAST GUARD COMMANDANT AND FOR OTHER PURPOSES”; and