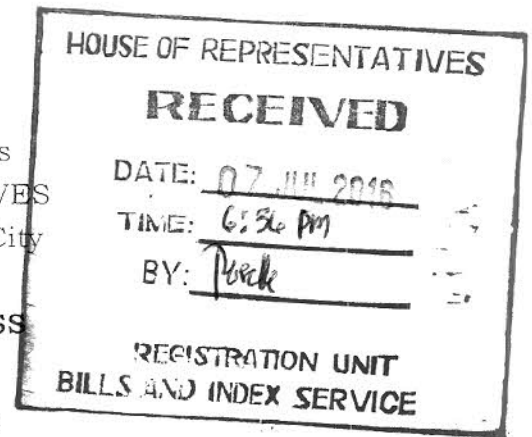


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1325



Introduced by: Representative JOHNNY T. PIMENTEL

EXPLANATORY NOTE

The Philippine government, through the 14th Congress' Joint Resolution No. 4 in 2009, has recognized the principle that all government personnel shall be paid with just and equitable compensation. Particularly for military and uniformed personnel, a Base Pay Schedule was created to take into account the prevailing economic realities and foster professionalism within the ranks. A system of periodic review was also established.

However, the salary of the uniformed personnel of the Philippine National Police have apparently been taken for granted under the system of period review. The Base Pay Schedule of the national police has remained at its 2009 rate whereas their civilian counterparts have received various increase in their salary schedule. Early in 2016, the civilian government personnel's salary grades have been increased. The very same salary equity must also be extended to the men and women in uniform.

A Police Officer I who tirelessly rove around the streets and serve as a sentinel of our communities only receive a base pay of Php14,834. The same is almost equivalent to the present pay of civilian personnel under the newly adjusted Salary Grade 8.

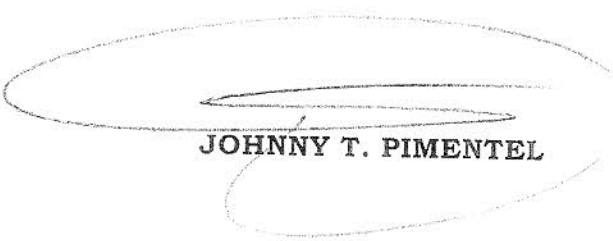
Our policemen are the ones tasked in maintaining order in the communities from lawless elements and their criminal activities. The men and women in the uniformed service risk their lives in upholding the rule of law, many

times in a daily basis. It is but only tragic that their compensation is neglected.

Furthermore, time and again has shown that the deprivation of economic needs on a person can foster a culture of corruption and policemen are not exempt to such. If the salaries are unable to address the basic needs, chances of succumbing to temptation become real. Our uniformed personnel deserve otherwise.

This Bill seeks to ensure a compensation system that will promote pay equity for an effective, efficient, professional and motivated corps of uniformed personnel of the Philippine National Police (PNP).

The approval of this Bill is earnestly sought.



JOHNNY T. PIMENTEL

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SEVENTEENTH CONGRESS

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HOUSE BILL NO. 1325

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AN ACT

**INCREASING THE BASE PAY SCHEDULE OF ALL UNIFORMED
PERSONNEL OF THE PHILIPPINE NATIONAL POLICE**

SECTION 1. *Title.* – This Act shall be known as the “Increase of Base Pay Schedule of all Uniformed Personnel of the Philippine National Police Act.”

SECTION 2. *Declaration of Policy* – It is the declared policy of the State to ensure a compensation system that will promote pay equity for an effective, efficient, professional and motivated corps of uniformed personnel of the Philippine National Police (PNP).

SECTION 3. *Increase in the minimum Monthly Base Pay of PNP Personnel.* – The present minimum monthly base pay for uniformed personnel of the Philippine National Police shall be upgraded from FOURTEEN THOUSAND EIGHT HUNDRED THIRTY FOUR PESOS (P14,834) for the rank of Police Officer I to FIFTY THOUSAND PESOS (P50,000); Provided that the pay schedule upgrade shall be differentiated in accordance with the rank, qualifications and length of service rendered by the uniformed personnel and shall not be prejudiced by across the board salary adjustments.

SECTION 4. *Priority in Budget Allocation.* The National Government shall appropriate such amount, as may be necessary to carry out the objectives of this Act.

SECTION 5. *Budget Required.* The Department of Interior and Local Government (DILG) shall promulgate a specific programmed budget needed to cover the expenses for the upgrading of the monthly base pay for all the corresponding uniformed personnel of the PNP for a period of at least five years to allow the Department of Budget and Management (DBM) to make

necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 6. *Inclusion in the Appropriations Act.* – The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION 7. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with the provisions of the Act is hereby repealed, modified or amended accordingly.

SECTION 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,