

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

18TH CONGRESS
First Regular Session

HOUSE BILL NO. 1169



**Introduced by Representatives Michael L. Romero and
Enrico A. Pineda**

EXPLANATORY NOTE

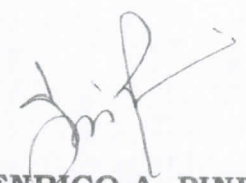
The Compensation and Position Classification System in the Republic of the Philippines shall apply to all positions, appointive or elective, on full or part-time basis, now existing or hereafter created in the government, including government-owned or controlled corporations and government financial institutions.

The term "government" refers to the Executive, the Legislative and the Judicial Branches and the Constitutional Commissions and shall include all, but shall not be limited to, departments, bureaus, offices, boards, commissions, courts, tribunals, councils, authorities, administrations, centers, institutes, state colleges and universities, local government units, and the armed forces. The term "government-owned or controlled corporations and financial institutions" shall include all corporations and financial institutions owned or controlled by the National Government, whether such corporations and financial institutions perform governmental or proprietary functions.

This House Bill seeks to provide the proper pay for all military and police personnel for their substantive differences in their duties and responsibilities, and set the correct qualification standards.

Earnest approval of this bill is hereby requested.


MICHAEL L. ROMERO Ph.D.


ENRICO A. PINEDA

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AN ACT
TO RATIONALIZE THE COMPENSATION AND POSITION
CLASSIFICATION OF ALL MILITARY AND POLICE PERSONNEL,
TO PROVIDE PAYMENT FOR THEIR SUBSTANTIVE DUTIES AND
RESPONSIBILITIES, TO ESTABLISH THE PROPER
QUALIFICATION REQUIREMENTS, AND FOR OTHER PURPOSES

*Be it enacted by the Senate and House of Representatives in Congress
Assembled:*

SECTION 1. Title — This Act shall be known as the "Military and Police Personnel Compensation and Position Act of 2019."

SECTION 2. Declaration of Policy. - It is the policy of the State to provide the appropriate pay for substantially equal work and to base differences in pay upon substantive differences in duties and responsibilities, and qualification requirements of the positions. In determining the rates of pay, specific due regard shall be given to, among others, prevailing rates in the private sector for comparable work.

For this purpose, the Department of Budget and Managements (DBM) is hereby directed to establish and administer a unified Compensation and Position

Classification System, hereinafter referred to as the System, as provided for in Presidential Decree No. 985.

SECTION 3. Implementing Rules and Regulations - The base pay of uniformed personnel of the Armed Forces of the Philippines and the Integrated National Police shall continue be as prescribed in the national salary schedule for these personnel in R.A. No. 6638 and R.A. No. 6648. The longevity pay of these personnel shall be as prescribed under R.A. No. 6638, and R.A. No. 1134 as amended by R.A. No. 3725 and R.A. No. 6648:

Provided, however, That the longevity pay of uniformed personnel of the Integrated National Police shall include those services rendered as uniformed members of the police, jail and fire departments of the local government units prior to the police integration.

All existing types of allowances authorized for uniformed personnel of the Armed Forces of the Philippines and Integrated National Police such as cost of living allowance, longevity pay, quarters allowance, subsistence allowance, clothing allowance, hazard pay and other allowances shall continue to be authorized.

Hereafter each officer of the Armed Forces of the Philippines and the Integrated National Police shall receive in addition to his monthly base pay, longevity pay equivalent to **twenty per centum** of the monthly base pay authorized for his grade for each five **(5)** years of faithful and efficient service here after rendered as an officer or the Armed Forces of the Philippines and of recognized guerrilla units, such additional pay to be compounded every five **(5)** years;

Hereafter each personnel of the Armed Forces of the Philippines and the Integrated National Police shall receive in addition to his monthly base pay, longevity pay equivalent to **fifteen per centum** of the monthly base pay

authorized for his grade for each five **(5)** years of faithful and efficient service here after rendered as an officer or the Armed Forces of the Philippines and of recognized guerrilla units, such additional pay to be compounded every five **(5)** years;

Provided, That the total amount of longevity pay shall not exceed **fifty per centum** of the officer's monthly base pay as prescribed by law:

Provided, further, That nothing in this section shall be construed as authorizing payment of any back longevity pay for any period of services here after rendered.

SECTION 4. Periodic Reports - The Arm Forces of the Philippines (AFP) and the Philippine National Police (PNP) shall submit periodic reports on its findings and make recommendations on actions to be taken by Congress and Senate and the appropriate department, and in order to carry out the objectives and mandates of this Act.

(a) The Department of Budget and Management shall update the Schedule whenever there are across-the-board salary adjustments as may be provided by law.

(b) The daily wage rate shall be determined by dividing the monthly salary rate by twenty-two **(22)** working days per month.

SECTION 5. Automatic Review - Every three **(3) years** after the effectivity of this Act, an independent review panel composed of experts to be appointed by the President shall review the policies and programs in the AFP and PNP and shall make recommendations, based on its findings, to the President and to both Houses of Congress.

(a) The total compensation provided for government personnel must be maintained at a reasonable level in proportion to the national budget;

(b) A review of government compensation rates, taking into account possible erosion in purchasing power due to inflation and other factors, shall be conducted periodically.

SECTION 6. Repealing Clause. All laws, executive orders, issuances, rules and regulations inconsistent with this Act are hereby amended, repealed or modified accordingly.

SECTION 7. Separability Clause. If, for any reason or reasons, any portion or provision of this Act shall be held unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SECTION 8. Effectivity Clause. This Act shall take effect fifteen (15) days after its publication in any newspaper of general circulation.

Approved,