

EIGHTEENTH CONGRESS)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

Introduced by Representative Rufus B. Rodriguez

5221

House Bill No. _____

EXPLANATORY NOTE

According to the Philippine Statistical Authority, as of July 1, 2019,

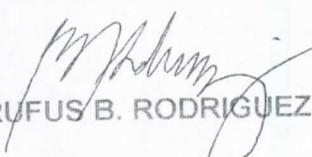
- the total inventory of cattle in the country was estimated at 2.56 million heads. This represents an increase of 0.4 percent compared with the previous year's stocks of 2.55 million heads;
- the total inventory of swine in the country was estimated at 12.70 million heads. This represents a decrease of 0.6 percent compared with its previous year's stocks of 12.78 million heads;
- the total inventory of chicken was estimated at 191.70 million birds. The inventory of layer chicken was recorded at 40.24 million birds or 6.5 percent higher than the previous year's record of 37.77 million birds. Broiler chicken inventory grew by 6.2 percent, from 64.94 million birds in 2018 to 68.97 million birds in 2019. Native/improved chicken inventory at 82.49 million birds declined by 1.5 percent from its previous year's level of 83.71 million birds;
- the total duck inventory was estimated at 11.83 million birds. This represents an increase of 1.0 percent compared with the previous year's stocks of 11.71 million birds.

Also, as of January 1, 2019, the total inventory of carabao was estimated at 2.87 million heads. This was 0.3 percent lower than its previous year's level of 2.88 million heads. And as of January 1, 2016, the total dairy animal population was 44,432 heads.

Despite, these numbers, according to the Food and Agriculture Organization (FAO) of the United Nations, Philippine meat imports for 2019 could go up by nearly 10 percent to 691,000 metric tons, from 629,000 MT last year as the improvement in the purchasing power of Filipinos would hike demand for animal protein. This will further affect the local livestock industry where importation has grown by double-digit in the past three years. Roughly 22% of our beef/carabeef, 9% of pork and 11% of the poultry are supplied by other countries. Over 95% of milk and dairy products in the Philippines are sourced from abroad. The country imports between US\$3-4 billion dollars of livestock commodities annually.

This is why we need to help revitalize our livestock industry and establish one single agency mandated to support the development of the same. This shall cover every aspect of the livestock business from the breeding and feeding of animals to entrepreneurship, marketing, research and development, and food safety and quality assurance.

In view of the foregoing, immediate approval of this measure is earnestly requested.


RUFUS B. RODRIGUEZ

EIGHTEENTH CONGRESS)
REPUBLIC OF THE PHILIPPINES)
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5221
House Bill No. _____

AN ACT

TO RESTRUCTURE, RATIONALIZE AND INTEGRATE THE GOVERNMENT'S LIVESTOCK INDUSTRY SUPPORT AGENCIES INTO THE PHILIPPINE LIVESTOCK AUTHORITY IN ORDER TO STRENGTHEN ITS DEVELOPMENT, PROTECTION AND REGULATORY FUNCTIONS, INCLUDING THE PROMOTION OF DAIRY AND NATIVE ANIMALS, PROVIDE FOR A LIVESTOCK DEVELOPMENT FUND, AND FOR OTHER PURPOSES

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

SECTION 1. Title. – This Act shall be known as the "Philippine Livestock Industry Development Act".

SECTION 2. Declaration of Policies. – It is hereby the declared policy of the State to promote the development and competitiveness of the livestock industry, particularly the small-hold farmers and backyard raisers, in order to increase the supply of meat, poultry, dairy, eggs and other livestock products, improve the domestic supply of breeders as well as feeds and forage, promote food safety and quality standards of livestock products, and attain greater self-sufficiency in food and livestock commodities. It is likewise the policy of the State to increase the incomes of farmers and farm workers and to alleviate rural poverty through improved productivity and competitiveness, product diversification, job generation, enhanced production efficiency and protection of the livestock industry from pests and diseases. Towards this end, the State shall nurture an enabling environment, establish more responsive government policies and support programs, tighten the regulatory functions on food safety and quality standards on livestock produce and processed products, and give prime focus to the development of the livestock industry in the country.

The State recognizes the vital role of the private sector as partners in the various facets of the livestock industry and shall provide incentives and the needed support to encourage these activities and promote livestock farmer's organizations.

SECTION 3. Definition of Terms. As used in this Act, the following terms and phrases shall mean as follows:

- a) *Department* – shall refer to the Department of Agriculture (DA);
- b) *Livestock* – refers to any domestic or domesticated animal that is grown, kept or raised in captivity for food or in the production of food or other by-products, regardless of age, location or purpose of breeding. This includes all domestic animals that are slaughtered for human consumption, maintained for draft animal power, and for recreational purposes, such as, but not limited to cattle, carabaos, buffaloes, horses, sheep, goats, hogs, deer, rabbits, ostrich and poultry, among others. Products of hunting or fishing of wild animals shall not be considered part of this definition;
- c) *Native Animals* – Native animals refer to domesticated animals which contribute to food production found in one geographical location that have developed unique physical characteristics, behavior, product attributes, adapted to the local environment and are products of selection with no infusion of exotic breeds for at least five (5)

- generations, including, but not limited to, native chicken, goats, pigs, ducks, cattle and horses;
- d) *Stock Farms* – refers to the network of stock and breeding farms and facilities owned and operated by the Bureau of Animal Industry (BAI) and the other government livestock agencies for the purpose of demonstration of livestock farming technologies and other programs.
 - e) *Philippine Native Animal Development Centers* – refers to a network of stock and breeding farms and laboratories dedicated to the nurturing, maintenance, and development of the country's native animals for food production purposes.
 - f) *Smallholder Farmer* – refers to a farmer owning or cultivating five (5) hectares or less of farmland.

Section 4. Philippine Livestock Development Framework. The Philippine Livestock Authority (PLA), established under Section 6 of this Act, shall, in coordination with the Department of Agriculture (DA), Department of Science and Technology (DOST), livestock growers' cooperatives and backyard raisers' organizations, animal health care practitioners, local government units (LGUs), and the Land Bank of the Philippines (LBP) – which shall henceforth comprise the Livestock Development Advisory Board – formulate a ten-year Framework for Livestock Development to be validated and updated every two years. Such Framework shall serve as guide to the formulation and implementation of plans, programs and projects for the propagation, utilization and development of the livestock industry, in each administrative region, including Philippine native animals, as envisioned in this Act.

The Framework shall provide for the following:

- a) **Breeder Availability and Upgrading Programs.** The PLA shall endeavor to increase the total population of livestock in the country in terms of quantity and quality through support programs for genetic improvement and upgrading, establishment of more semen banks, and natural and artificial breeding stations, and animal dispersal programs, as well as accreditation of breeding farms;
- b) **Pasture crops, animal feeds programs.** The PLA shall establish enhanced support for the development of pasture and forage crops, animal feeds resources and inputs, and feeds processing facilities;
- c) **Animal Health Welfare and Protection.** The PLA shall take the lead in the implementation of prevention, control, containment and eradication of animal pests and diseases by providing veterinary health services, and general livestock health support programs. It shall implement continuing programs on surveillance, quarantine and laboratory service, vaccination, animal movement control, monitoring and management of potential epidemic threats, and public awareness campaigns on livestock safety;
- d) **Enterprise Development.** The PLA shall promote the establishment of livestock credit facilities for small hold farmers and livestock cooperatives together with financial literacy programs and "farming as business" training programs with technical support from the Agriculture Training Institute (ATI), Technical Education and Skills Development Authority (TESDA) and relevant local training institutes;
- e) **Training and Extension.** In consultation with the ATI, TESDA-Accredited Farm Schools, state universities and colleges (SUCs), LGUs and other relevant institutions, the PLA shall provide support to training extension services to small farmers and cooperatives on technologies and good practice in the propagation, utilization, marketing, processing and distribution of livestock, dairy and native animals;
- f) **Market Promotion Programs.** The PLA shall support livestock auction markets, trade fairs, export initiatives, and encourage contract growing arrangements between farmers cooperatives and institutional buyers of livestock produce. It shall coordinate with the DA-Agribusiness and Marketing Assistance Service (AMAS) on price and quantity monitoring on farm-gate livestock produce, eggs, meat, milk and livestock feeds and other inputs;

g) Research and Development. The PLA shall strengthen research collaborations through the Bureau of Agricultural Research (BAR), Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (DOST-PCAARRD), SUC-based research institutions for technical support in the areas of genetic resource improvement programs, pasture seeds and crops for animal food and product processing that promote the development and competitiveness of the livestock industry;

h) Food Safety and Quality Assurance – Consistent with the RA 10611 (Food Safety Act), the PLA shall support the FDA in the enforcement and regulation of food safety and quality standards on livestock produce and livestock by-products. The PLA shall also implement food safety and quality enhancement programs to improve the compliance levels of the livestock sub-sectors to ensure higher levels of competitiveness, and faster growth of the livestock industry. Subject to the relevant provisions of RA 11032 (Ease of Doing Business Act of 2018), the PLA shall assist the FDA in hastening the registration and approval of livestock processing establishments that serve as markets for primary livestock produce. It shall provide advisory assistance on technical matters to help registrants of livestock-related processing facilities, packaging plants, dairy pasteurization facilities and processed cheese production comply with food safety regulations and standards. When such applications for registration or renewal of licenses of said livestock processing establishments exceed, without compelling grounds, the processing time limits set forth in RA 11032 – reckoning from the date of receipt of said applications – the PLA is hereby authorized to receive the applications and approve the same, in support of the Food and Drug Administration (FDA), and subject to the standards, protocols and criteria prescribed by it.

i) Livestock Production Networks Program. The PLA shall formulate and implement livestock cluster development programs for small hold farmers' cooperatives, associations and/or federations in order to encourage economies of scale, production efficiencies and mutual support.

SECTION 5. Rationalization of Livestock Support Agencies. The Bureau of Animal Industry – created under Republic Act 3639, Philippine Carabao Center – created under R.A. 7307, National Dairy Corporation – created under R.A. 7884, and National Meat Inspection Service – created under Presidential Decree No. 7, s. 1972 as amended by R.A. 9296, are hereby merged, subject to further rationalization, to form the Philippine Livestock Authority (PLA) which shall be headed by an Undersecretary.

The PLA shall have the following principal goals and functions:

1. To promote the competitive development of the livestock industry in general and the various subgroups within the livestock sector as means of attaining food sufficiency and combating rural poverty.
2. To undertake regulatory and monitoring services in order to ensure the quality standards of production and processing, and food safety of livestock produce in the country.
3. To harness the support of various sectors and networks in protecting the livestock sectors and in responding to threats that may be brought about by pests, diseases and animal epidemics.

The PLA shall have two main Offices under it:

1. **Livestock Regulation Office (LRO)** – to be headed by an Assistant Secretary, which shall oversee the following Service groups:

- a) **Import and Export Regulation Service (IERS)**– shall provide regulatory services as mandated under prior livestock import regulatory laws, including Act 3101 (1923), R.A. 1071, R.A. 1556, P.D. 34 section 105(r), and coordinate with relevant units/agencies/institutions, including the Bureau of Customs and the

Department of Transportation, in developing strategies and measures to deal with the country's livestock-related imports and exports and to prevent and minimize health and environmental risks. The following divisions of the Bureau of animal Industry shall be part of this Service group:

- Animal Feeds, Veterinary Drugs and Biologics Control Division (AFVDBD)
 - National Veterinary Quarantine Services Division (NVQSD)
- b) **Meat Inspection Service (MIS)** – shall inherit the powers and functions, assets and the organization of the National Meat Inspection Service created under R.A. 9296 as amended by R.A. 10536. It shall continue to be the controlling authority on all policies, regulations, guidelines and standards pertaining to meat produce, meat handling, safety, quality, hygiene, and sanitation, including: establishing safety and quality standards for meat produce (except for the roles related to import and export of meat, which shall be assumed by the Import and Export Regulation Service). Through its Regional Operation Centers, it shall continue to conduct inspection and monitoring – in coordination with local government units – of meat establishments engaged in slaughter, processing, and domestic meat trade; registration of meat produce inspectors, meat handlers meat brokers, meat products processing establishments; and accreditation of facilities, conveyances and service providers for Hazard Analysis Critical Control Point Program (HACCP) audit as well as compliance to hygiene and sanitation standards.
- c) **Livestock Protection and Disease Control Service (LPDCS)** – shall, in addition to the roles of the BAI mandated under Sections 2, 3, 4 and 5 of Act 3639 of 1930, be responsible for programs, policies, surveillance and emergency action to protect the livestock industry from the risk of outbreak of diseases or pests and shall have the following powers and functions:
- Livestock protection surveillance, including regular surveillance inspections in partnership with industry players and the LGUs, coordination with counterpart offices in other countries as well as the UN food agencies, and implementing capability building programs in partnership with the ATI to establish livestock protection surveillance and emergency communications networks, that will include farmers groups, LGU, the police and military, and other stakeholders;
 - Pest and disease emergency response, by way of developing protocols and responses upon declaration of any livestock pest and epidemic disease incident, including regulation of movement of persons, conveyances and plant material in affected areas, powers to deputize police and military to control pest outbreaks, and disposal of affected livestock resources and assets.
 - Conducting scientific research and technology advancement programs on livestock protection by partnering with SUCs, DOST, private sector laboratories and international centers for livestock disease control.

The following units of the BAI are hereby merged and consolidated into the Livestock Protection and Disease Control Service, subject to further rationalization, to wit:

- Animal Health and Welfare Division (AHWD)
 - Veterinary Laboratory Division (VLD)
2. **Livestock Industry Development Office (LIDO)** - to be also headed by an Assistant Secretary, the LIDO shall coordinate the formulation and implementation of policies, programs, and roadmaps to hasten and sustain the development of the various livestock and native animal sub-sectors, consistent with the pertinent industry development mandates under Section 3-1, 3-1, 6 and 7 of Act 3639 of 1930 (BAI), as well as in Sections 5 and 6 of R.A. 7307 (Philippine Carabao Center - PCC) and Sections 3, 6, 11, 12 and 13 of R.A. 7884 (National Dairy Authority - NDA) and the R.A. 8435 (Agriculture

and Fisheries Modernization Act of 1997 - AFMA). These shall include programs that enhance the value chain of the livestock sector, such as improving industry utilization of livestock research and development (R&D), supporting market development and marketing services, enhancing the quality of inputs for livestock, improving processing and diversification of by-products, as well as development of sources of feeds and forage. There shall be particular focus on developing strategic livestock production zones, clusters and networks in every province and/or rural district, and linking small hold farms, cooperatives and community-based ventures, sources of credit and financing and LGU support into sustainable enterprise ecosystems.

With these goals, LIDO shall supervise the following Services, which are hereby also created, namely:

a) **Ruminants Service (RS)** – to provide developmental support, extension services, research and technical assistance programs to small hold farmers of cattle, carabaos, buffaloes, goats, and sheep for meat production and processing as well as for draft animal purposes. The Ruminants Service shall absorb the following units of the BAI, subject to further rationalization:

- National Beef Cattle Research and Development Center, and
- National Small Ruminants Research and Development Center

b) **Non-ruminants Service (NRS)** – to provide developmental support, extension services, research and technical assistance programs to small hold producers of hogs, poultry and egg, ducks, geese, turkey, quails and other birds, and all other livestock production including, but not limited to horses, rabbits, and beehive farming. The Non-ruminants Service shall absorb the following units of the BAI, subject to further rationalization:

- National Swine and Poultry Research and Development Center
- National Stud Farms and horse development centers, created by virtue of R.A. 4618.

NRS shall continue the stud and racehorse development programs under R.A. 4618, R.A. 7952 (Philippine Racing Club), R.A. 7978 (Metro Manila Turf Club, Inc.), and RA 8007 (Manila Jockey Club).

c) **Dairy Development Service (DDS)** – shall, in addition to the current focus on cows, include carabaos and small ruminants as priorities, with the end in view of increasing milk production in the Philippines towards a minimum of 10% per year. Subject to further rationalization, the DDS shall assume the development mandates, programs, assets and personnel of the following agencies:

- Philippine Carabao Center (PCC) created under R.A. 7307, and
- National Dairy Authority (NDA), created under R.A. 7884.
- National Feed Resources Research and Development Center

The DDS shall continue and improve upon the dairy production and livelihood programs of the PCC and NDA and their partnerships with stakeholders, including state colleges and universities, especially in dairy cow and buffalo breeding, propagation of dairy animals and milk production technologies and the pasteurization and initial processing of raw milk. It shall expand the coverage of services in providing artificial insemination, bull loan program, frozen semen dissemination, dairy animal modules, forage and feeds development, training of technicians and farmers, R&D, technical assistance and extension, analysis of milk samples, and nutrition laboratory services, and marketing of dairy products and promotion of dairy farmers cooperatives/associations. It shall facilitate industry networks and investment in milk production, collection, and handling, processing, trading and marketing

of Philippine milk produce, including promotion through specialty dairy kiosks and in international markets. The DDS shall also coordinate the implementation of a national milk feeding program in partnership with the Department of Education (DepEd) and/or the Department of Social Welfare and Development (DSWD) and local government units.

- d) **Native Animal Development Service (NADS)** – The Philippine Native Animal Development Center is hereby upgraded to become the Native Animal Development Service (NADS), which shall be responsible for the identification, conservation, propagation, and promotion of Philippine native animals, including native pigs, poultry, ducks, deer, and horses through the use of appropriate technology as sources of meat, eggs, and other by-products, and help increase incomes of farmers. It shall also be responsible for the establishment of a gene pool of Philippine animals as well as their registration as native animal species of the Philippines in the Food and Agriculture Organization (FAO) and/or other international intellectual property registry bodies. To promote the propagation, processing, utilization and development of Philippine native animals, there shall be created in each of the three major island groups at least one native animal development center, to be known as the Philippine Native Animal Development Center for Luzon, for Visayas and for Mindanao, respectively, to ensure the distributed implementation of native animal policies and development programs and make them accessible to farmers in their respective island groups. PNADS is authorized to acquire properties, receive donations or grants for the establishment of said centers. It shall have a yearly native animals dispersal program for rural communities that receive and are able to demonstrate adequate social preparation and technical trainings.

In addition to the above, the **Research and Marketing Service (RMS)** and the **Training and Extension Service (TES)** are hereby also created, which shall report directly to the head of the PLA, with the following functions and objectives:

- The **Research and Marketing Service** shall be responsible for studies and proposals for livestock and meat consumer protection, consumer attitudes, buyer behavior, product satisfaction, and consumer experience apart from generating information on product quality standards and new livestock products. RMS shall absorb the Livestock Research and Development Division of the BAI.
- The **Training and Extension Service** shall be responsible for organizing and coordinating livestock training and educational programs in partnership with LGUs, cooperatives federations, and regional offices of DA and ATI in order to promote and upgrade the farmers' skills and practices in livestock production, processing, storage, handling, marketing, transport and the overall management of livestock farms.

SECTION 6. Authority in Livestock Pest-related Emergencies. With the LPDCS as its implementing arm, the PLA is hereby designated as the overall coordinating government body in the event of any livestock pest or epidemic incident that may be deemed to have the potential to reduce the livestock population in any region by at least two percent (2%). The PLA head shall have the authority to call for the creation or activation of the **Animal and Livestock Emergency Response Task Force (ALERT-TF)** to be composed of key officials at the regional level from the following agencies:

1. Department of Agriculture – Regional Office
2. Department of Interior and Local Government (DILG) – Regional Office
3. Philippine National Police (PNP) and/or Philippine Army (PA) -- Regional Command
4. Provincial governor and/or Provincial Agriculturist
5. Congressional Representative of the affected district
6. Mayors of the affected municipalities/cities
7. Science experts on the case

forage pelletizing equipment, dairy and meat processing equipment, packaging
limited to cold chain facilities and blast freezers, pasteurizing equipment, feed mills,
(a) Thirty percent (30%) for grants to shared service facilities, including but not
and to be allocated, as follows:

(P5,000,000.00) in the President's program of expenditures for submission to Congress
include annually, starting the year 2019, an initial aggregate amount of Five billion pesos
in addition, the Department of Budget and Management (DBM) is hereby mandated to

than fifteen percent (15%) of the total appropriations for the Department.
(GAA), provided that, henceforth, the budget share of the livestock sector shall not be lower
operation and maintenance shall be included in the annual General Appropriations Act
be turned over to the PLA. Thereafter, such sums as may be necessary for its continued
divisions or units that have been merged, abolished or transferred pursuant to this Act shall
the Office of the Secretary. The current year's remaining appropriations of the agencies,
operations of the PLA, to be set aside from the current agriculture development funds under
agencies and units of the former BAI, NMIs, PCC and NDA, the amount of P500 million shall
be appropriated as funds for the reorganization and restructuring, initial programs and
status of the imported livestock and materials.

c) That a quarterly monitoring report shall be made over a two-year period on the
and/or manufacture of livestock by-products; and
micro producer enterprises and/or cooperatives in the production of livestock
b) That the breeders shall be actually and exclusively used by the small and
hold farms;

a) That the breeders are certified to upgrade and improve existing stocks of small
upgrading local stocks and breeders of small farmers, subject to the following conditions:
provided that these are certified, monitored, and accounted for in terms of augmentation and
inputs, dairy equipment and machinery, research equipment (including their spare parts),
on the importance of livestock and dairy animals, veterinary and other supplies, other farm
and cooperatives, import and shall be exempt from the payment of customs duties and taxes
upgrading of breeders and may, in behalf of livestock, poultry and dairy producer enterprises
SECTON 8. **Exemption from Taxes and Duties.** — The PLA shall be the focal office on the

breeding, extension work, demonstration activities, and trade promotion activities, livestock
of human resource development and livestock training, gene pool support facilities, livestock
Office to primarily serve the needs of small-hold farmers as the base locations for purposes
under the title, care and administrative supervision of the Livestock Industry Development
financial assets (including all receivables) of the National Dairy Authority shall be transferred
Ocidental, Ubay, Bohol and Calauit, Zamboanga del Norte, and the various physical
its headquarters in Munoz, Nueva Ecija; and its regional centers in La Carlota, Negros
centers/stations in Labangon, Zamboanga del Sur; the Philippine Carabao Center, including
Milagros in Masantig, Batangas; Coron in Palawan; Dumarao, Capiz;
Tiaong, Quezon; Lipa, Batangas; Bukidnon; Ubay, Bohol and the two separate forage
The BAI stock farms and research centers in, among others, Gen. Tinio, Nueva Ecija;
separation benefits equivalent to two months of salaries for every year of service in
this Act. The affected personnel who may opt for early separation shall be entitled to receive
reenginnering program to align their functions, programs and activities to the objectives of
until such time as the head of the new Agency is able to implement a rationalization and
transferred to the PLA service offices above created, but shall continue to be operated
of the merged and re-grouped divisions and centers, including the NDA and PCC are hereby
SECTON 7. **Transfer of Supervision and Functions.** All on-going programs and functions

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SECTON 7. **Transfer of Supervision and Functions.** All on-going programs and functions

facilities and others to serve the needs of livestock growers' cooperatives and organized small hold farms within each province;

(b) Fifteen percent (15%) for socialized credit with minimal interest rates to be managed by the Land Bank of the Philippines (LBP) for the purchase of breeders, growers, multipliers, feeds, livestock housing and farm equipment, under the Small-hold Livestock Farm Modernization Program;

(c) Five percent (5%) for research and development, capability building and technology transfer activities under the Livestock Farm Technology Support Programs;

(d) Five percent (5%) for marketing and local and international trade fair support as assistance to organized groups of small farmers;

(e) Five percent (5%) for scholarship and human resource development grants for college courses in veterinary, animal husbandry and livestock/dairy processing specializations, and TESDA courses related to livestock production as well as dairy and meat processing.

(f) Twenty percent (20%) for infrastructure support programs, including gene pool facilities, refrigerated transport of processed meat products, and for technical and financial assistance to help small-scale producers and processors comply with regulations on food safety and quality standards.

(g) Ten percent (10%) for the development of local feed inputs and forage resources as well as small-scale feeds and forage processing facilities; and

(g) Ten percent (10%) for the upgrading of Regulatory Services, and for livestock protection surveillance, testing, and emergency response facilities;

SECTION 10. *Implementing Rules and Regulations.* Within thirty days (30) from the date of approval of this Act, the Secretary of the Department of Agriculture shall convene the members of the Livestock Development Advisory Board to formulate the rules and regulations for the proper implementation of this Act. Such implementing rules shall, among others, provide for the following:

- a) Plans, programs, policy recommendations and proposed measures necessary to carry out the objectives and functions of the PLA and its Offices and Service units;
- b) Submit, an annual budget and proposed supplemental budget as may be needed in its initial operations, and a consultative process for stakeholders in the formulation of PLA's annual budgets in line with the national budget cycle; and
- c) A proposed rationalization program to update the organizational structure, and plantilla of personnel of the PLA, in accordance with existing laws, rules and regulations, including the early separation benefits for the occupants of positions abolished.

SECTION 11. *Repealing Clause.* — All laws, decrees, executive orders, rules and regulations or parts thereof which are inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 12. *Separability Clause.* — If any provision of this Act is declared unconstitutional or invalid, other provisions thereof which are not affected thereby shall continue in full force and effect.

SECTION 13. *Effectivity.* — This Act shall take effect after fifteen (15) days following its publication in the Official Gazette or in any newspaper of national circulation.

Approved,