

SENATE  
S. B. No. 771

'19 JUL 24 P5:13

RECEIVED BY:

Introduced by Senator SONNY ANGARA

**AN ACT**  
**INCREASING THE HAZARD PAY OF ALL PERSONNEL OF THE ARMED FORCES**  
**OF THE PHILIPPINES TO TWENTY-FIVE PERCENT (25%) OF THEIR BASE**  
**PAY AND PROVIDING FUNDS THEREFOR**

EXPLANATORY NOTE

Personnel of the Armed Forces of the Philippines (AFP) face risks that are clearly incomparable as to the ones encountered by private sector employees and other civil servants. They confront mounting tensions at the nation’s borders, and take on hostile insurgents and extremist groups within the country. AFP officers and personnel heroically stand by their “oath and affirmation to uphold and defend” the basic law of the land in spite of the dangers that these brave men and women may face, even putting their lives at stake.

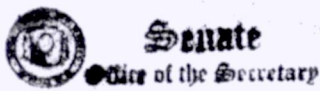
Section 5, Article XIV of the Constitution affirms that a primary concern of the State should be “professionalism in the Armed Forces and adequate remuneration and benefits of its members.” Currently, the hazard pay of AFP personnel amounts to P540.00 per month pursuant to Congressional Joint Resolution No. 1, s. 2018.

This measure complements recent efforts in increasing military remuneration by further improving the AFP’s monthly hazard pay. The State’s national security and sovereignty is the fulcrum of all our economic, social, and diplomatic affairs, and therefore, it is proper that those who serve to protect these warrant just compensation.

Hence, swift passage of the foregoing measure, which seeks to raise the hazard pay of personnel of the AFP to twenty-five percent (25%) of their base pay, is earnestly sought.



**SONNY ANGARA**



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

1       Section 1. *Increase in Hazard Pay.* – In line with the declared policy of the State  
2 to promote professionalism in the Armed Forces of the Philippines (AFP) and ensure  
3 the adequate remuneration and benefits of its members, the hazard pay of all AFP  
4 personnel is hereby increased to twenty-five percent (25%) of their base pay. This  
5 shall be given to all personnel assigned to areas where insurgency, terrorism, or war  
6 conditions pose harm or imminent danger to members of the AFP.

7       Sec. 2. *Appropriations.* – Such amount as may be necessary to implement this  
8 Act for the current year shall be charged against the savings of the Department of  
9 National Defense (DND). Thereafter, the National Government shall appropriate  
10 annually and include in the General Appropriations Act the amount corresponding to  
11 the total annual cost of the increase in hazard pay.

12       Sec. 3. *Implementing Rules and Regulations.* – The DND in coordination with  
13 the AFP shall promulgate the rules and regulations necessary to implement the  
14 provisions of this Act.

15       Sec. 4. *Separability Clause.* – If any portion or provision of this Act is  
16 subsequently declared invalid or unconstitutional, other provisions hereof which are  
17 not affected thereby shall remain in full force and effect.

1           Sec. 5. *Repealing Clause.* – All other laws, acts, presidential decrees, executive  
2 orders, presidential proclamations, issuances, rules and regulations, or parts thereof  
3 which are contrary to or inconsistent with any of the provisions of this Act are hereby  
4 repealed, amended, or modified accordingly.

5           Sec. 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
6 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,