

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. 304

HOUSE OF REPRESENTATIVES
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REGISTRATION UNIT BILLS AND CHECK SERVICE

Introduced by Representative GLORIA MACAPAGAL ARROYO

**AN ACT PROMOTING THE WELFARE OF THE PHILIPPINE NATIONAL
POLICE AND ARMED FORCES OF THE PHILIPPINES BY DOUBLING THE
GROSS PAY OF ITS PERSONNEL AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Together with the call to help the administration to lessen if not end the war in the country, as well as the eradication of corruption, drugs and criminality; on the occasion of the Philippine National Police Change of Command held last 01 July 2016, His Excellency Rodrigo Duterte reiterated his promise during the later part of his campaign to double the salary of the men and women of the Philippine National Police and the Armed Forces of the Philippines.

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


GLORIA MACAPAGAL ARROYO
2nd District, Pampanga

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

SECTION 1. *State of Policy.* – Professionalism in the Philippine National Police (PNP) and the Armed Forces of the Philippines and adequate remuneration and benefits of its members shall be a prime concern of the State. Toward this end, the State shall develop implementing plans and programs to enhance professionalism in the PNP and AFP by improving the lot of its members.

SECTION 2. *Pay Increase.* – In order to enhance the general welfare, commitment to service and professionalism of the members of the PNP and AFP, the monthly take home pay of its personnel shall be doubled. The detailed schedule of the adjustment in pay shall be done by the Department of Budget and Management (DBM).

Provided, That Civil Service Commission qualification standards apply to the PNP and the AFP.

SECTION 3. *Merit System.* - The National Police Commission (Napolcom) and AFP shall institute reforms in the system which governs the selection, hiring, appointment, transfer, promotion or dismissal of all personnel and officers.

SECTION 4. *Appropriations.* - The amount necessary for the initial implementation of this Act shall be charged against the appropriations savings of the PNP, AFP and/or other definite sources as determined by the DBM to be sufficient and readily available. Thereafter, such sum as may be necessary for the continued implementation of this Act shall be incorporated in the regular appropriations of the PNP and AFP in the annual General Appropriations Act.

SECTION 5. *Annual Report.* - The PNP, AFP and DBM shall jointly submit to the President of the Senate and to the Speaker of the House of Representatives an annual report on the implementation of this Act. This report will include information on the application of the budget for the salary and other benefits provided under this Act.

SECTION 6. *Implementation.* - The implementation of this Act shall be undertaken in staggered phases, but not to exceed five (5) years taking into consideration the financial position of the national government: *Provided*, That any partial implementation shall be uniform and proportionate for all ranks.

SECTION 7. *Implementing Guidelines.* - The DBM, Napolcom/PNP and AFP shall issue the necessary implementing guidelines to carry out the provisions of this Act.

SECTION 8. *Repealing Clause.* - All laws, decrees, orders, rules and regulations, and all other issuances, or parts thereof, which are inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 9. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,