

SEVENTEENTH CONGRESS OF THE]

REPUBLIC OF THE PHILIPPINES]

First Regular Session]

SENATE

S.B. No. 987



Senate
Office of the Secretary

'16 AUG -8 P1:32

RECEIVED BY: 

Introduced by SEN. WIN GATCHAMAN

AN ACT

PROVIDING FOR AN INCREASE IN THE SALARY OF THE PERSONNEL OF THE
PHILIPPINE NATIONAL POLICE

EXPLANATORY NOTE

Article 2 Section 5 of the 1987 Constitution provides that: "The maintenance of peace and order, the protection of life, liberty and property, and promotion of the general welfare are essential for the enjoyment of all the people of the blessings of democracy".

Likewise, Article 10 Section 21 of the 1987 Constitution states that "the preservation of peace and order within the regions shall be the responsibility of the local police agencies which shall be organized, maintained, supervised and utilized in accordance with applicable laws. The defense and security of the regions shall be the responsibility of the National Government."

Anchored on the values of service, honor and justice, the Philippine National Police (PNP) mission statement reads: "The PNP shall enforce the law, prevent and control crimes, maintain peace and order and ensure public safety and internal security with the active support of the community."¹ On the shoulders of the officers and men of the PNP rests the successful implementation of the constitutional

¹ <http://pnp.gov.ph/portal/index.php/features11>

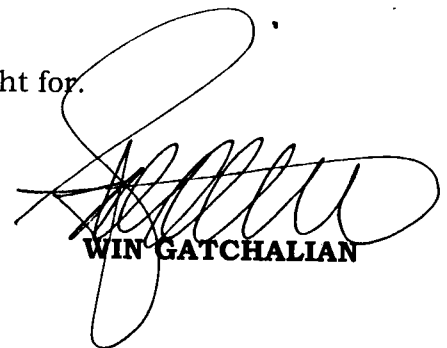
mandates to maintain peace and order. The PNP remains the citizen's primary shield and defense against the assaults of lawless and criminal elements. As such, our PNP personnel are called upon to ensure that our people enjoy their right to life, liberty and property. There is nothing more noble than to put one's life on the line for the public's safety. Thus, the sight of a policeman ought to inspire feelings of security and confidence among our people.

Unfortunately, we are well aware of instances where our policemen are involved in the very criminal acts that they swore to fight and prevent. These sad incidents have become constant fare in the news and has resulted in tarnishing the image of the policemen in the sight of our people. One of the causes of our policemen succumbing to the lure of quick money from criminal pursuits is the lack of adequate compensation.

Studies show that our policemen are among the lowest paid government employees. In fact the monthly base pay of the lowest ranking members of the PNP is not much higher² than the monthly average income for food and non-food needs of a family of five as set by the Philippine Statistics Authority (PSA) at Php 8,778.00.³

Hence this bill seeks to remedy this sad state of affairs by granting personnel of the PNP with decent and adequate compensation by mandating a salary increase for them. With this measure, it is fervently hoped that our police personnel will be inspired to perform their peace-keeping duties efficiently and professionally, and lessen, if not eliminate the allure of resorting to illegal and criminal acts to supplement their income.

Therefore, the immediate passage of this bill is sought for.


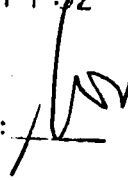


WIN GATCHALIAN

² Police Officer (PO) 1 base pay plus insurance and health care benefits total P13,492.00 as per <http://pnp.gov.ph/portal/index.php/pay-and-benefits>

³ <http://newsinfo.inquirer.net/679897/in-the-know-cost-of-living-among-filipinos>

SEVENTEENTH CONGRESS OF THE]
REPUBLIC OF THE PHILIPPINES]
First Regular Session]

 *Senate*
Office of the Secretary
'16 AUG -8 P1:32
RECORDED BY: 

SENATE
S.B. No. 987

Introduced by SEN. WIN GATCHALIAN

AN ACT
PROVIDING FOR AN INCREASE IN THE SALARY OF THE PERSONNEL OF THE
PHILIPPINE NATIONAL POLICE

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

1 SECTION 1. **Short Title.** – This Act shall be known as the “PNP Salary
2 Increase Act of 2016”.

3 SEC. 2. **Declaration of Policy.** – It is the policy of the State to continuously
4 promote and improve the social and economic well-being of government employees
5 involved in the maintenance of peace and order within the country.

6 SEC. 3. **Coverage.** – This Act shall apply to all uniformed personnel under the
7 PNP.

8 SEC. 4. **Salary Adjustment.** - The monthly base pay of uniformed members
9 of the Philippine National Police in the active service shall be as follows:

10

1	<u>Rank</u>	<u>Monthly Base Pay</u>
2	Director General	P 135,000.00
3	Deputy Director General	118, 420.00
4	Director	101,526.00
5	Chief Superintendent	94,004.00
6	Senior Superintendent	87,042.00
7	Superintendent	80,596.00
8	Chief Inspector	74,626.00
9	Senior Inspector	70, 624.00
10	Inspector	64, 682.00
11	Senior Police Officer IV	54,850.00
12	Senior Police Officer III	50,788.00
13	Senior Police Officer II	47,026.00
14	Senior Police Officer I	43,542.00
15	Police Officer III	37,330.00
16	Police Officer II	33,868.00
17	Police Officer I	29, 668.00

18

19 **SEC. 5. Other Benefits to Dependents.**- There shall be provided other
20 benefits to dependents of PNP personnel, such as but not limited to scholarships and
21 medical benefits in addition to those already provided by law.

22 **SEC. 6. Implementation by Tranches.** - The base pay adjustment in Section
23 4 of this Act shall be implemented by tranches within a three-year period from the
24 approval of this Act.

1 The salary increase under this Act shall not be prejudiced by any across the
2 board adjustments provided for by other laws or executive issuances.

3 **SEC. 7. Appropriations.** - The amount necessary to carry out the provisions
4 of this Act shall be included in the budget of the DILG in the annual General
5 Appropriations Act.

6 **SEC. 8. Implementing Rules and Regulations.** -- Within (60) days from the
7 effectivity of this Act, the DILG shall promulgate the implementing rules and
8 regulations as may be necessary to ensure the efficient and effective implementation
9 of this Act.

10 **SEC. 9. Separability Clause.** - Should any part of this Act be declared
11 unconstitutional, the rest of the provisions of this Act shall continue to be in effect
12 and subsisting.

13 **SEC. 10. Repealing Clause.** - The provisions of other laws, decrees, executive
14 orders, rules and regulations inconsistent with this Act are hereby repealed,
15 amended, or modified accordingly.

16 **SEC. 11. Effectivity.** - This Act shall take effect fifteen (15) days after its
17 publication in the *Official Gazette* and/or in at least two (2) national newspapers in
18 general circulation.

Approved,