



HOUSE OF REPRESENTATIVES

H. No. 6887

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CLIMACO, EVARDONE, CAJAYON, SYJUCO, PALMONES AND CASTRO,
PER COMMITTEE REPORT NO. 2675

AN ACT STRENGTHENING THE BUREAU OF CORRECTIONS
(BUCOR) AND PROVIDING FUNDS THEREFOR

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

1 SECTION 1. *Short Title.* -- This Act shall be known as "The Bureau of
2 Corrections Act of 2013".

3 SEC. 2. *Declaration of Policy.* -- It is the policy of the State to promote
4 the general welfare and safeguard the basic rights of every prisoner
5 incarcerated in our national penitentiary. It also recognizes the responsibility
6 of the State to strengthen government capability aimed towards the
7 institutionalization of highly efficient and competent correctional services.

8 Towards this end, the State shall provide for the modernization,
9 professionalization and restructuring of the Bureau of Corrections (BuCor) by
10 upgrading its facilities, increasing the number of its personnel, upgrading the

1 level of qualifications of their personnel and standardizing their base pay,
2 retirement and other benefits, making it at par with that of the Bureau of Jail
3 Management and Penology (BJMP).

4 SEC. 3. *Definition of Terms.* --

5 (a) *Safekeeping*, which is the custodial component of the BuCor's
6 present corrections system, shall refer to the act that ensures the public
7 (including families of inmates and their victims) that national inmates are
8 provided with their basic needs, completely incapacitated from further
9 committing criminal acts, and have been totally cut off from their criminal
10 networks (or contacts in the free society) while serving sentence inside the
11 premises of the national penitentiary. This act also includes protection against
12 illegal organized armed groups which have the capacity of launching an attack
13 on any prison camp of the national penitentiary to rescue their convicted
14 comrade or to forcibly amass firearms issued to prison guards.

15 (b) *Reformation*, which is the rehabilitation component of the BuCor's
16 present corrections system, shall refer to the acts which ensure the public
17 (including families of inmates and their victims) that released national inmates
18 are no longer harmful to the community by becoming reformed individuals
19 prepared to live a normal and productive life upon reintegration to the
20 mainstream society.

21 SEC 4. *The Mandates of the Bureau of Corrections.* -- The BuCor
22 shall be in charge of safekeeping and instituting reformation programs to
23 national inmates sentenced to more than three (3) years.

24 (a) *Safekeeping of National Inmates* -- The safekeeping of inmates shall
25 include decent provision of quarters, food, water and clothing in compliance
26 with established United Nations standards. The security of the inmates shall be
27 undertaken by the Custodial Force consisting of Corrections Officers with a
28 ranking system and salary grades similar to its counterpart in the BJMP.

1 (b) Reformation of National Inmates – The reformation programs,
2 which will be instituted by the BuCor for the inmates, shall be the following:

3 (1) Moral and Spiritual Program;

4 (2) Education and Training Program;

5 (3) Work and Livelihood Program;

6 (4) Sports and Recreation Program;

7 (5) Health and Welfare Program; and

8 (6) Behavior Modification Program, to include Therapeutic
9 Community.

10 (c) The reformation programs shall be undertaken by Professional
11 Reformation Personnel consisting of Corrections Technical Officers with
12 ranking system and salary grades similar to Corrections Officers.

13 (1) Corrections Technical Officers are personnel employed in the
14 implementation of reformation programs and those personnel whose nature of
15 work requires proximate or direct contact with inmates.

16 (2) Corrections Technical Officers include priests, evangelists, pastors,
17 teachers, instructors, professors, vocational placement officers, librarians,
18 guidance counselors, physicians, nurses, medical technologists, pharmacists,
19 dentists, therapists, psychologists, psychiatrists, sociologists, social workers,
20 engineers, electricians, agriculturists, veterinarians, lawyers and similar
21 professional skills relevant to the implementation of inmate reformation
22 programs.

23 SEC. 5. *Operations of the Bureau of Corrections.* – (a) The BuCor
24 shall operate with a directorial structure. It shall undertake reception of
25 inmates through its Directorate for Reception and Diagnostics (DRD), formerly
26 Reception and Diagnostic Center (RDC), provide basic needs and security
27 through its Security and Operations Directorates, administer reformation
28 programs through its Reformation Directorates, and prepare inmates for

1 reintegration to mainstream society through its Directorate for External
2 Relations (DER), formerly External Relations Division (ERD).

3 (b) The DRD shall be responsible for the conduct of classification of
4 each and every inmate admitted to the BuCor. Inmates shall be classified
5 according to security risk and sentence. Included in the classification is
6 determining inmate's certain skills or talents, physical, spiritual, social, mental
7 and psychological evaluation and other behavioral assessments, as reference of
8 the DRD in the preparation of individual inmate reformation programs.

9 (c) Aside from those borne of the provisions under Rule 8, Part I.
10 Rules of General Application of the United Nations Standard Minimum Rules
11 for the Treatment of Prisoners and that of the existing regulation of the BuCor
12 on security classification (i.e. maximum, medium and minimum security risk),
13 inmates shall also be internally classified by the DRD and segregated
14 according to crimes committed based on the related penal codes such as
15 Crimes Against Persons, Crimes Against Properties, Crimes Against Chastity,
16 so on and so forth, as well as by other related Special Laws, Custom and
17 Immigration Laws.

18 (d) From the DRD, the Custodial Force and Reformation Personnel of
19 respective security institutions/camps shall be in charge for the security and the
20 implementation of the recommended inmate reformation program of each and
21 every inmate while serving sentence. respectively.

22 (e) The Directorate for External Relations (DER) shall be responsible
23 for pre-release and post-release programs of inmates due for release. The DER
24 shall also classify inmates according to skills acquired for referral and
25 endorsement to appropriate companies or corporations participating in the
26 BuCor On-The-Job Training Programs for newly reformed inmates. The DER
27 shall also evaluate, classify and apply necessary programs to inmates for
28 readiness to join the mainstream society upon release.

1 (f) Apart from handling inmates, the BuCor shall administratively
2 operate like a standard government agency through its Administrative
3 Directorates with internal control and internal audit units.

4 (g) The BuCor shall employ full computerization in the build-up,
5 maintenance and transmittal of necessary inmate records to all its Prison and
6 Penal Farms and other recipient agencies (i.e. Board of Pardons and Parole).

7 SEC. 6. *Lands of the Bureau of Corrections.* – (a) Aside from
8 administrative purposes, all BuCor lands shall be used for inmate security,
9 reformation programs and as a means to promote sustainability, both for
10 income and non-income generating programs, with or without partnership
11 among nongovernment organizations, civic organizations or other government
12 entities.

13 (b) As a way to maximize its assets' value for the effective and
14 extensive reformation (corrections) programs for national inmates, the BuCor
15 shall have the absolute authority to design, formulate and implement land-use
16 development plans and policies.

17 (c) The BuCor may propose additional penal farms as may be
18 necessary as possible, aside from its existing seven (7) prison and penal farms
19 to decongest existing penal institutions and accommodate the increasing
20 number of inmates committed to the agency.

21 (d) All BuCor lands shall have a Certificate of Title registered under its
22 name.

23 SEC. 7. *Facilities of the Bureau of Corrections.* – The BuCor shall
24 operate with standard and uniform design of prison facilities, reformation
25 facilities and administrative facilities, through all the operating prison and
26 penal farms, such as the following:

27 (a) Dormitory;

28 (b) Administration building;

- 1 (c) Perimeter/Security fences;
- 2 (d) Hospital/Infirmary;
- 3 (e) Recreation/Multipurpose hall;
- 4 (f) Training/Lecture center;
- 5 (g) Workshop facility;
- 6 (h) Mess hall/kitchen;
- 7 (i) Visiting area,
- 8 (j) Water tank and pump;
- 9 (k) Reception and diagnostic center; and
- 10 (l) Service personnel facilities.

11 SEC. 8. *Supervision of the Bureau of Corrections.* – The Department
12 of Justice (DOJ), having the BuCor as a line bureau and a constituent unit,
13 shall maintain a relationship of administrative supervision with the latter as
14 defined under Section 38(2), Chapter 7, Book IV of Executive Order No. 292
15 (Administrative Code of 1987), except that the DOJ shall retain authority over
16 the power to review, reverse, revise or modify the decisions of the BuCor in
17 the exercise of its regulatory or quasi-judicial functions.

18 SEC. 9. *Organization and Key Positions of the Bureau of Corrections.*
19 – (a) The BuCor shall be headed by a Director who shall be assisted by three
20 (3) Deputy Directors: one (1) for administration, one (1) for security and
21 operations and one (1) for reformation, all of whom shall be appointed by the
22 President upon the recommendation of the Secretary of the DOJ: *Provided,*
23 That the Director and the Deputy Directors of the BuCor shall serve a tour of
24 duty not to exceed six (6) years from the date of appointment: *Provided,*
25 *further,* That in times of war or other national emergency declared by
26 Congress, the President may extend such tour of duty.

27 (b) The Head of the BuCor, with the rank of Undersecretary, shall have
28 the position and title of Director General of Corrections. The second officers

1 in command of the BuCor, with the rank of Assistant Secretary, shall have the
2 position and title of Deputy Directors of Corrections. The third officer in
3 command of the BuCor, with the rank of Chief Superintendent, shall have the
4 position and title of Corrections Chief Superintendent. The fourth officer in
5 command of the BuCor, with the rank of Senior Superintendent, shall have the
6 position and title of Corrections Senior Superintendent. The fifth officer in
7 command of the BuCor, with the rank of Superintendent, shall have the
8 position and title of Corrections Superintendent.

9 (c) The Department of Budget and Management (DBM) shall
10 rationalize the existing organizational structure and staffing pattern of the
11 BuCor in accordance with the provisions of this Act and relevant compensation
12 and position classification laws, rules and regulations.

13 SEC. 10. *Increase of Personnel.* – The BuCor shall maintain the
14 custodial personnel-to-inmate ratio of 1:7 and reformation personnel-to-inmate
15 ratio of 1:24. Hence, it is authorized to increase its manpower to meet such
16 ratio and may continue to increase personnel per percentage rate increase of
17 committed inmates annually or as the need arises.

18 SEC. 11. *Professionalization and Upgrading of Qualification*
19 *Standards in the Appointment of the BuCor Personnel.* – (a) No person shall
20 be appointed as personnel of the BuCor unless one possesses the following
21 minimum qualifications:

- 22 (1) A citizen of the Republic of the Philippines;
- 23 (2) A person of good moral character;
- 24 (3) Must have passed the psychiatric/psychological, drug and physical
25 test for the purpose of determining his/her physical and mental health;
- 26 (4) Must possess a baccalaureate degree from a recognized learning
27 institution;
- 28 (5) Must possess the appropriate civil service eligibility;

1 (6) Must not have been dishonorably discharged or dismissed for cause
2 from previous employment;

3 (7) Must not have been convicted by final judgment of an offense or
4 crime involving moral turpitude; and

5 (8) Must be at least one meter and sixty-two centimeters (1.62 m.) in
6 height for male, and one meter and fifty-seven centimeters (1.57 m.) for
7 female: *Provided*, That a waiver for height and age requirement/s may be
8 granted to applicants belonging to the cultural communities: *Provided, further*,
9 That a new applicant must not be less than twenty-one (21) or more than forty
10 (40) years of age. Except for this particular provision, the above-enumerated
11 qualifications shall be continuing in character and an absence of anyone of
12 them at any given time shall be ground for separation or retirement from the
13 service: *Provided, furthermore*, That those who are already in the service
14 upon the effectivity of this Act shall be given five (5) years from the date of
15 such effectivity to obtain the minimum educational qualification and eligibility
16 with subsidiary assistance as provided for in this Act.

17 (b) After the lapse of the period for the satisfaction of a specific
18 requirement, incumbent personnel of the BuCor who fail to satisfy any of the
19 requirements enumerated under this section shall be separated from the service
20 if they are below fifty (50) years of age and have served in the government for
21 less than twenty (20) years, or retired if they are fifty (50) years and above and
22 have served in the government for at least twenty (20) years without prejudice
23 in either case to the payment of benefits they may be entitled to under existing
24 laws.

25 (c) For sustained professionalism in the service, the BuCor is directed
26 to conduct study for the feasible establishment of the Philippine Corrections
27 Academy, patterned after the Philippine National Police Academy (PNPA) of
28 the Philippine National Police (PNP) and the Philippine Military Academy

1 (PMA) of the Armed Forces of Philippines (AFP) for its commissioned
2 officers.

3 (d) The BuCor shall continue training its personnel through its
4 Personnel Training School, which shall be renamed as Corrections Training
5 School/Institute patterned after the BJMP's Jail National Training Institute
6 (JNTI), the Bureau of Fire's Fire National Training Institute (FNTI) and the
7 PNP's National Training Institute (PNTI).

8 SEC. 12. *Appointment of Personnel to the BuCor.* – The appointment
9 of the BuCor shall be effected in the following manners:

10 (a) Corrections Officer I to Corrections Chief Superintendent –
11 Appointed by the Director General of Corrections, and attested by the Civil
12 Service Commission (CSC); and

13 (b) Director General of Corrections and Deputy Director of Corrections
14 – Appointed by the President upon the recommendation of the Secretary of the
15 DOJ, with the proper endorsement by the Chairman of the CSC.

16 SEC. 13. *Lateral Entry of Officer into the BuCor.* – In general, all
17 original appointments of officers in the BuCor shall commence with the rank of
18 Corrections Inspector wherein applicants for lateral entry into the BuCor shall
19 include all those with highly specialized and technical qualifications such as,
20 but not limited to, civil engineers, mechanical engineers, electrical engineers,
21 chemical engineers, chemists, architects, criminologists, certified public
22 accountants, nurses, physical therapists, dentists, social workers, psychologists,
23 sociologists, guidance counselors and teachers. Doctor of Medicine, members
24 of the Philippine Bar and chaplains shall be appointed to the rank of
25 Corrections Senior Inspector in their particular technical service.

1 SEC. 14. *Professionalization and Upgrading of Qualification*
2 *Standards in the Designation of Personnel of the BuCor to Key Positions.* –

3 (a) No person shall be designated to the following key positions of the
4 BuCor unless one has met the qualifications provided therein:

5 (1) Sub-Colony Supervisor – Should have the rank of Senior Inspector,
6 who have finished at least second year Bachelor of Laws or earned at least
7 twelve (12) units in a master's degree program in management, public
8 administration, public safety, criminology, penology, sociology, national
9 security administration, defense studies or other related disciplines from a
10 recognized institution of learning, and must have satisfactorily passed the
11 necessary training or career courses for such position as may be established by
12 the BuCor;

13 (2) Colony Assistant Superintendent – Should have the rank of Chief
14 Inspector, who must have finished at least second year Bachelor of Laws or
15 earned at least twenty-four (24) units in a master's degree program in
16 management, public administration, public safety, criminology, penology,
17 sociology, national security administration, defense studies or other related
18 disciplines from a recognized institution of learning, and must have
19 satisfactorily passed the necessary training or career courses for such position
20 as may be established by the BuCor;

21 (3) Colony Superintendent – Should have the rank of Superintendent,
22 who must be a graduate of Bachelor of Laws or a holder of a master's degree
23 in management, public administration, public safety, criminology, penology,
24 sociology, national security administration, defense studies or other related
25 disciplines from a recognized institution of learning, and must have
26 satisfactorily passed the necessary training or career courses for such position
27 as may be established by the BuCor: *Provided, That in prison and penal farms*
28 *with an inmate population of two thousand (2,000) but below three thousand*

1 (3,000), the Colony Superintendent shall have the rank and qualification of a
2 Colony Senior Superintendent; and

3 (4) Regional Superintendent – Should have the rank of Senior
4 Superintendent or Chief Superintendent, who must be a graduate of Bachelor
5 of Laws or a holder of a master's degree in management, public administration,
6 public safety, criminology, penology, sociology, national security
7 administration, defense studies or other related disciplines from a recognized
8 institution of learning, and must have satisfactorily passed the necessary
9 training or career courses for such position as may be established by the
10 BuCor: *Provided*, That in prison and penal farms with an inmate population of
11 three thousand (3,000) but below five thousand (5,000), the Regional
12 Superintendent shall have the rank and qualification of a Colony Senior
13 Superintendent: *Provided, further*, That in prison and penal farms with an
14 inmate population of over five thousand (5,000), the Regional Superintendent
15 shall have the rank and qualification of a Chief Superintendent.

16 Any personnel of the BuCor who is currently occupying such position
17 but lacks any of the qualifications mentioned therein shall be given five (5)
18 years to comply with the requirements; otherwise, the personnel shall be
19 relieved from the position.

20 SEC. 15. *Professionalization and Qualifications Upgrading Program.*

21 – The DOJ shall design and establish a professionalization and qualifications
22 upgrading program for personnel of the BuCor, in coordination with the CSC
23 and the Commission on Higher Education (CHED), through an off-campus
24 education program or other similar programs within ninety (90) days from the
25 effectivity of this Act.

26 SEC. 16. *Attrition System for the Personnel of the BuCor.* – There
27 shall be established a system of attrition for the personnel of the BuCor within
28 five (5) years from the effectivity of this Act, to be submitted by the said

1 bureau to the DOJ for approval. Such attrition system shall include, but is not
2 limited to, the provision of the following principles:

3 (a) Attrition by Demotion in Position or Rank – Any personnel of the
4 BuCor who is relieved and assigned to a position lower than what is
5 established for the grade in the respective staffing pattern, and who shall not be
6 assigned to a position commensurate to one's grade within two (2) years after
7 such demotion in position shall be separated or retired from the service;

8 (b) Attrition by Non-Promotion – Any personnel of the BuCor who
9 has not been promoted for a continuous period of ten (10) years shall be
10 separated or retired from the service, except for those who are occupying a
11 third level position;

12 (c) Attrition by Other Means – Any personnel of the BuCor with at
13 least five (5) years of accumulated active service shall be separated from the
14 service based on any of the following factors:

15 (1) Inefficiency based on poor performance during the last two (2)
16 successive semestral rating periods;

17 (2) Inefficiency based on poor performance for three (3) cumulative
18 semestral rating periods;

19 (3) Physical and/or mental incapacity to perform one's duties and
20 functions; or

21 (4) Failure to complete the required career courses and/or appropriate
22 civil service eligibility for his/her position except for justifiable cause or
23 reason; and

24 (d) Separation or Retirement from the BuCor under this Section –
25 Any personnel who is dismissed from the BuCor pursuant to the above-
26 enumerated principles in this section shall be separated if one has rendered less
27 than twenty (20) years of service, and be retired if one has rendered at least

1 twenty (20) years of service unless the concerned personnel is disqualified by
2 law to receive such benefits.

3 SEC. 17. *Promotion System for the Personnel of the BuCor.* – Within
4 six (6) months after the effectivity of this Act, the BuCor shall establish a
5 system of promotion for the personnel of the BuCor through the following
6 principles:

7 (a) Rationalized Promotion System – The system of promotion shall
8 be based on merits and on the availability of vacant ranks in the BuCor staffing
9 pattern. Such system shall be gender-fair so as to ensure that women personnel
10 of the BuCor shall enjoy equal opportunity for promotion as to men;

11 (b) Requirements for Promotion –

12 (1) Any personnel of the BuCor shall not be eligible for promotion to a
13 higher rank unless one has met the minimum qualification standards or the
14 appropriate civil service eligibility set by the CSC, and has satisfactorily
15 passed the required psychiatric/psychological, drug and physical test; and

16 (2) Any personnel of the BuCor who has exhibited acts of conspicuous
17 courage and gallantry at the risk of one's life above and beyond the call of
18 duty, or selected as such in a nationwide search conducted by any accredited
19 civic organization, shall be promoted to the next higher rank: *Provided,* That
20 these shall be validated by the DOJ and the CSC based on established criteria.

21 SEC. 18. *Performance Evaluation System.* – (a) There shall be
22 established a performance evaluation system which shall be administered in
23 accordance with the rules, regulations and standards, and a code of conduct for
24 the personnel of the BuCor to be promulgated by the BuCor through the DOJ.
25 Such performance evaluation system shall be administered in such a way as to
26 foster the improvement of the individual efficiency and behavioral discipline,
27 as well as the promotion of organizational effectiveness and commitment to
28 public service.

1 (2) The rating system as contemplated herein shall be based on
 2 standards prescribed by the BuCor through the DOJ and shall be considered
 3 the result of the annual psychiatric/psychological and physical test conducted
 4 on the personnel of the BuCor.

5 SEC. 19. *Standardization of the Base Pay and Other Benefits of the*
 6 *Uniformed Personnel of the BuCor.* – In order to enhance the general welfare,
 7 commitment to service and professionalism, the following are considered
 8 uniformed personnel of the BuCor:

CUSTODIAL RANK	REFORMATION RANK
Corrections Chief Superintendent	
Corrections Senior Superintendent	Corrections Technical Senior Superintendent
Corrections Superintendent	Corrections Technical Superintendent
Corrections Chief Inspector	Corrections Technical Chief Inspector
Corrections Senior Inspector	Corrections Technical Senior Inspector
Corrections Inspector	Corrections Technical Inspector
Corrections Senior Officer IV	Corrections Technical Senior Officer IV
Corrections Senior Officer III	Corrections Technical Senior Officer III
Corrections Senior Officer II	Corrections Technical Senior Officer II
Corrections Senior Officer I	Corrections Technical Senior Officer I
Corrections Officer III	Corrections Technical Officer III
Corrections Officer II	Corrections Technical Officer II
Corrections Officer I	Corrections Technical Officer I

9 The DBM shall determine the equivalent rank of the uniformed
 10 personnel of the BuCor patterned after the existing ranks of the military and
 11 uniformed personnel of other departments.

1 The base pay, allowances and other benefits of the abovementioned
2 personnel shall be in accordance with the existing compensation and position
3 classification laws and regulations.

4 SEC. 20. *Retirement Benefits.* – Upon compulsory retirement, any
5 custodial officer from the rank of Corrections Chief Superintendent and below
6 shall be entitled to retirement benefits computed on the basis of one grade
7 higher than the position last held: *Provided,* That the retirement pay shall be
8 subject to adjustment/s based on the prevailing scale of base pay of the
9 uniformed personnel in the active service

10 SEC. 21. *Funding Source.* – The funds required for the implementation
11 of this Act including personnel benefits shall be taken from the budget of the
12 BuCor for the current fiscal year and also from the following:

13 (a) Collections from clearances and certification fees;

14 (b) Income from institutional projects subject to memorandum of
15 agreements (MOAs), contracts or joint venture agreements; and

16 (c) Other miscellaneous incomes (outside MOAs and contracts), such
17 as:

18 (1) Penal farm agro-production; and

19 (2) Inmate handicraft industry.

20 Thereafter, such amounts as may be necessary to implement this Act
21 shall be included in the annual General Appropriations Act.

22 SEC. 22. *Implementation.* – The implementation of this Act shall be
23 undertaken in staggered phases, but not to exceed five (5) years, taking into
24 consideration the financial position of the national government: *Provided,* That
25 any partial implementation shall be uniform and proportionate for all ranks.

26 SEC. 23. *Implementing Rules and Regulations.* – The DOJ, in
27 coordination with the BuCor, the CSC, the DBM and the Department of

1 Finance (DOF), shall, within ninety (90) days from the effectivity of this Act,
 2 promulgate the rules and regulations necessary to implement the provisions of
 3 this Act.

4 SEC. 24. *Transitory Provisions.* – (a) The incumbent Director and two
 5 (2) incumbent Assistant Directors shall serve under the terms for which they
 6 have been appointed without need of new appointments upon the enactment of
 7 this Act.

8 (b) All incumbent personnel who, upon the effectivity of this Act, shall
 9 opt to early or optionally retire from the service will be entitled to the
 10 retirement benefits computed as follows:

Age	Age Basis for Computing Benefits
57	62
58	63
59	64
60	65

11 (c) All incumbent personnel, upon the effectivity of this Act, may
 12 continue to render services until one reaches the compulsory age of retirement
 13 for public officers of sixty-five (65). Those who shall be newly hired will have
 14 a compulsory age retirement of fifty-six (56) years pursuant to the prevailing
 15 provisions on retirement age of those who are in the uniformed services.

16 SEC. 25. *Annual Report.* – The BuCor, through the DOJ and the
 17 DBM, shall jointly submit to the President of the Senate and the Speaker of the
 18 House of Representatives an annual report on the implementation of this Act.
 19 This report shall include information on the application of the budget for the
 20 salary and other benefits provided under this Act. The DBM, in consultation
 21 with the BuCor through the DOJ, shall periodically review and adjust every
 22 five (5) years the rates of base pay, taking into consideration labor

1 productivity, consumer price index, oil price and other similar economic
2 indicators as may be determined by the National Economic and Development
3 Authority (NEDA).

4 SEC. 26. *Separability Clause.* – If any portion or provision of this Act
5 is declared unconstitutional, the same shall not affect the validity and
6 effectivity of the other provisions not affected thereby.

7 SEC. 27. *Repealing Clause.* – All laws, decrees, orders, rules and
8 regulations and other issuances, or parts thereof, which are inconsistent with
9 the provisions of this Act are hereby deemed repealed, amended or modified
10 accordingly.

11 SEC. 28. *Effectivity Clause.* – This Act shall take effect fifteen (15)
12 days after its complete publication in the *Official Gazette* or in at least two (2)
13 newspapers of general circulation, whichever comes earlier.

Approved,

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