



REPUBLIC OF THE PHILIPPINES  
CONGRESS OF THE PHILIPPINES  
SENATE

# Record of the Senate

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RECORD OF THE PROCEEDINGS AND DEBATES  
FIRST REGULAR SESSION

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VOL. I

MANILA, PHILIPPINES

NO. 63

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tives. And it was Senate Bill No. 92 that was agreed upon to become the basic bill. So that this is essentially the Senate Bill, but incorporating therein a few minor changes, as requested by our counterparts from the House of Representatives. And so, since this is basically the same bill, nothing much have really been changed. We, in the Conference Committee representing the Senate would urge the approval of this Conference Committee Report.

**The President.** Is there any objection to the approval of this Conference Committee Report on Senate Bill No. 92, House Bill No. 1947? [*Silence*] There being none, the same is approved.

BILL ON SECOND READING  
Senate Bill No. 168 – Armed Forces New  
Base Pay Rates

**Senator Mercado.** Mr. President, with the consent of the Body, I move that we consider Committee Report No. 23 on Senate Bill No. 168, submitted by the Committee on National Defense and Security, entitled:

AN ACT TO ESTABLISH NEW RATES OF BASE  
PAY OF MILITARY AND CIVILIAN PER-  
SONNEL OF THE ARMED FORCES OF THE  
PHILIPPINES, APPROPRIATING FUNDS  
THEREFOR

I move that we recognize Senator Maceda to sponsor the bill.

**The President.** Senator Maceda is recognized.

SPONSORSHIP SPEECH BY  
SENATOR MACEDA

**Senator Maceda.** Mr. President, distinguished Colleagues:

The other day this august Chamber approved the bill that increased the minimum wage for the private sector, as well as some relief for daily wage workers in the government sector. As stated, Mr. President, by the Gentleman from Tarlac and Quezon City, there is now under consideration in the Committees, a bill for the

standardization of salaries of all government employees. In addition to that, in the budgetary process being handled by the Committee on Finance, the implementation of many salary adjustments, as covered by previous executive orders issued before the opening of Congress, had been included.

This particular bill now seeks to take care of another sector of our vast government employeedom. As we know, there are 1,500,000 government employees, and the Department of National Defense and the Armed Forces of the Philippines account for about 200,000 of the same. And so, it is in that regard that this particular matter has appropriately been given priority and preference and even certified by the Executive Department, in order to continue this ongoing constitutional mandate as established in the Transitory Provisions of the Constitution, to consider the upgrading of the salaries of government employees.

Further, Mr. President, the House of Representatives has acted on this expeditiously, as shown by the fact that almost four-fifths of the Members of the House authored this bill.

Mr. President, we are aware of the present situation of the country in terms of the insurgency and peace-and-order situation. And so, I think it is but proper that those who are in the frontlines should be given this special consideration. According to the latest figures we have received during one of the hearings in the Committee on National Defense and Security, in the Committee on Finance, and in the Committee on Local Government, to date, no less than 600 military officers and enlisted men have been killed for the year 1987, from January 1 to this day. And of course, scores more have been wounded.

Mr. President, as stated in the Explanatory Note of both bills – Senate Bill No. 168 of the Senate and House Bill No. 1681 of the House –

the present bill, therefore, seeks to establish new rates of monthly base pay aimed at substantially improving the standard of living of the military personnel, the majority of whom are existing in a poverty line and below. This will help alleviate the plight of the common soldiers and officers, who, in the performance of their duties, are forced to be separated from their families for long periods; and recently, invariably, are always on alert, double alert, triple alert, 24-hour duty, and as stated earlier, they are greatly exposed to all kinds of risk to life and limb.

This is a recognition of their important role in the preservation of peace and order, and in the protection of the Filipino people, and our contribution to the hope that with this bill, our trend towards normalization and stability will be given a boost and a lift that is so needed at this time.

Mr. President, Senate Bill No. 168 is substantially the same as House Bill No. 1681, which was actually initially prepared by the Department of National Defense and the Armed Forces of the Philippines. There are slight variations, Mr. President, which we will explain if asked to by any Member of this Chamber. Let me just state for the record that in the case of the highest officer, the General, who presides, controls, and supervises, as I said, over 160,000 men, House Bill No. 1681, provided for ₱9,500.

By rank, he can be considered as somewhere between the rank of an undersecretary and a bureau director and, therefore, should be receiving somewhere between ₱12,000 and ₱15,000. But to give credit to the present incumbent, he said that he would rather not increase his pay to the level of his equivalent civilian rank, if only to emphasize to the enlisted men and lower-ranking officers that the bulk and the main intentment of this bill is really for them, and not for the generals and higher officers.

Be that as it may, Mr. President, we are not making decisions here on the basis of whether

General Fidel Ramos feels that he is entitled to the increase or not. We objectively looked at it from the viewpoint of the rank of the position because this bill will control not only salaries of the present officers but future officers of the Armed Forces of the Philippines after the present officers shall have retired.

And, therefore, in Senate Bill No. 168, we increased the ₱9,500 and, correspondingly, up to the rank of brigadier by about ₱500 each.

However, in yesterday's Committee hearing, Senator Pimentel was quite emphatic that we should even pay them at ₱12,000. And so upon consideration, the Committee decided to recommend to accommodate the request and sentiments of Senator Pimentel and other Members of the Committee, as well as the representation of General Ramos, himself, and pay the same at ₱11,000 instead of the original ₱10,000; and, instead of the ₱12,000 which by rank, he was entitled to.

Mr. President, the only other changes from the House Bill, in effect, now is a slight reduction in the salary scale for majors, for probationary second lieutenants, cadets and draftees. Draftees are those who are, in effect, temporary soldiers or contractual soldiers — if we want to say, to characterize them — who serve for sometimes three months, sometimes six months, depending upon the availability of funds and the exigencies of the service. Privates are the regular soldiers, Mr. President. And so, it was felt that there should be some distinction, no matter how nominal, between privates and draftees. So, draftees have been reduced from ₱1,000 to ₱950 or a ₱50 difference.

Section 4 of Senate Bill No. 168 has a different feature from the House in the sense that we have sought here to alleviate part of the problem of the civilian employees who numbered 29,000 in the Department of National Defense and in the AFP. It is admitted that, as of the moment,

the clerks, the drivers, the janitors, the utility men, and the civilian aides in the Department of National Defense and in the AFP are receiving ₱1,103 per month. And so, they will suffer very much in comparison with the ₱2,600 gross pay that privates will receive under the proposed bill, if approved into law.

Again, taking into consideration the debates that transpired on the floor in connection with the minimum wage bill, we therefore, in effect, have under Section 4 here, the original draft which by the committee report is now amended by the parenthesis in this committee report recommendation; and another alternative, which is that all civilian employees of the Department of National Defense and the Armed Forces of the Philippines shall have a minimum base pay of ₱1,000 a month which the Committee now recommends. Again, taking into consideration that there is a need to indicate to the civilians that we are as well concerned with them, but also taking into consideration what has already been stated earlier that there is a general salary standardization bill that will cover all of the civilian employees of the entire government sector, but we believe, Mr. President, that by indicating a minimum base pay of ₱1,000 a month which, in actual practice, will increase their minimum base pay in the Department of National Defense and AFP from ₱603 to ₱1000, with the COLA, it will only bring them to ₱1,500 a month, much less than the gross pay for privates. But still, it could be said here that the lowest civilian employees, with this provision, will now receive, in basic pay, at least the same as a private in the military service. And that is the reason for that particular recommendation.

Mr. President, the Department of Budget and Management was present during the hearings and confirms Section 5 — funding sources which we have not changed — that these are available and have been certified to by the House Appropriations Committee; and that, initially, this will

entail an appropriation of about ₱250 million a month for December — December 1, 1987 and then, it would be included in the annual General Appropriations of the AFP Budget for 1988 which is now under hearing.

Mr. President, Section 6 makes this Act effective December 1, 1987. If we approve it earlier, we can provide for publication requirements to assure its immediate implementation. The reason for the December 1 effectivity is because by December 3, the ban on increase of salaries, in view of the local elections period will come into play. Therefore, in order to immediately make these benefits effective and to further inspire our military officers and men to be steadfast in their loyalty to the Constitution and to the Republic, I earnestly request, Mr. President, that we approve this bill this morning.

Thank you, Mr. President.

**Senator Gonzales.** Mr. President.

**The President.** Senator Gonzales is recognized. Then, Senator Guingona, Senator Pimentel, and Senator Romulo.

**Senator Gonzales.** Mr. President, this bill was jointly referred to the Committee on Finance. In behalf of the Committee on Finance for reasons stated here during the sponsorship speech, the Committee on Finance is reporting out this bill to this Body and urges its approval without amendments.

**Senator Maceda.** We thank the Chairman of the Committee on Finance, Mr. President.

**Senator Pimentel.** Privilege motion, Mr. President.

**The President.** Senator Pimentel is recognized.

**Senator Pimentel.** Mr. President, can we ask for a suspension of the *Rules* so that we can go direct to the amendments. Then we vote on the amendments, because we are really pressed for

time in this regard.

#### SUSPENSION OF THE SESSION

**The President.** The session is suspended for one minute, if there is no objection. [*There was none.*]

*It was 11:11 a.m.*

#### RESUMPTION OF THE SESSION

*At 11:12 a.m., the session was resumed.*

**The President.** The session is resumed.

The motion has been withdrawn.

Senator Guingona is recognized.

**Senator Maceda.** Mr. President, before Senator Guingona takes the floor, I would like to call the attention of the Secretariat on this Committee Report — the reproduction on page 3. Again, all the signatories to the Committee Report, which are very important, have not been reflected. I have a feeling that the answer here is, maybe, the Secretariat is giving, to those typing this, the duplicate copy, and many of the Senators do not sign the duplicate copy; only the original of the Committee Report. Because all of these, with the exception of those who are abroad, have signed the Committee Report. When we submit a reproduction like this, the impression is that only these people with the words, parenthesis signed (Sgd.), are the ones who signed the report. That is very important, Mr. President.

**The President.** Let the correction be entered.

**Senator Maceda.** The correction therefore, Mr. President, is, with the exception of Senators Laurel, Osmeña and Rasul, all of these Gentlemen indicated here have signed the report.

**Senator Guingona.** Mr. President.

**The President.** All right, Senator Guingona.

**Senator Guingona.** Mr. President, will the distinguished Sponsor yield to a few questions?

**Senator Maceda.** Willingly to the President Pro Tempore.

**Senator Guingona.** How much would a third-class trainee receive, under the proposal, aside from ₱600 a month, including COLA?

**Senator Maceda.** A third-class trainee will get a total of ₱1,460 a month.

**Senator Guingona.** This is without housing privileges.

**Senator Maceda.** I do not believe they have housing, because they. . .

**Senator Guingona.** Do they stay in the barracks?

**Senator Maceda.** Yes, Mr. President.

**Senator Guingona.** Therefore, this is the minimum amount that they will receive in one month.

**Senator Maceda.** Yes, Mr. President. The minimum amount is ₱1,460. That includes the COLA, and of course, if they are sent out to combat or to the field, then that would be a different matter.

According to the former Minister of Defense, the Minority Floor Leader, one is also entitled to clothing and meal allowance.

**Senator Guingona.** Does this exclude the deductions by virtue of enforced contribution?

**Senator Maceda.** I believe that the trainees are not yet deducted the normal deductions of a regular soldier.

**Senator Guingona.** I see. So how much would a regular private now receive?

**Senator Maceda.** The regular private is going up as indicated herein. That is ₱1,000.00 base pay; then he gets longevity pay; he gets quarters allowance of ₱200.00, subsistence allowance of ₱360.00, COLA of ₱500.00, clothing allowance of ₱30.00 a month or ₱360.00 a year; hazard pay — these are all monthly. The total is ₱2,210.00.

**Senator Guingona.** Does this include the enforced deductions?

**Senator Maceda.** Yes. From this, I understand that about ₱180 or ₱200 will be deducted, for four or five kinds of benefits.

**Senator Guingona.** Now, the funding source that is contemplated under this bill are: the Organizational Adjustment Fund, Contingent Fund and Other Services under Executive Order No. 87. Would this apply to civilians under Section 4?

**Senator Maceda.** Yes. The estimated amount necessary for civilians, in view of the fact that the Committee Report has reported it out, now only establishes a minimum base pay of ₱1,000.00. So what we are doing is only increasing those that are between ₱603 and ₱990 a month. The estimate will only be an additional ₱10 or ₱15 million for one month.

**Senator Guingona.** Is there an adequate fund under the Contingent and under the Organizational Adjustment Fund?

**Senator Maceda.** Well, the representation of the Department of Budget and Management in the hearings is that there are sufficient funds for this. As a matter of fact, as we know, and as I said earlier, this bill was certified by the Executive Department.

**Senator Guingona.** Is this for both civilians and military or only for military personnel?

**Senator Maceda.** Well, the original bill was for the military personnel?

**Senator Guingona.** No, I mean the fund, Mr. President.

**Senator Maceda.** Yes. The original fund that was certified was for a bill which included the military personnel only. But if the Gentleman means the fund itself which is under the lump sum provisions of the budget that is available for the whole Government, whether military or civilian, as a matter of fact, in the past this has

been used principally for civilian personnel.

**Senator Guingona.** Mr. President, the reason I ask this is, these funds may not be adequate; and therefore, I would like to propose that the Sponsor consider the Retirement Separation Benefit Fund which has accumulated millions and millions of pesos through the years. And, while this fund is supposedly for blue chip investments, the management has not been up to par in certain instances in the past, but we would like to tap the funds now available instead of investments to actual benefits for the soldiers. After all, they are the ones who are contributing to this fund every month.

**Senator Enrile.** Mr. President.

**Senator Maceda.** Mr. President.

**The President.** I will recognize the Minority Floor Leader.

**Senator Maceda.** I give way to the Minority Floor Leader, Mr. President.

**Senator Enrile.** Mr. President, they cannot use the RSBS as a source of funding for this purpose because that is the money of the soldiers and officers already earned by them. And they contribute that to this fund which they can withdraw upon retirement. We will, in effect, be using their own money to pay their own salaries.

**Senator Guingona.** How about the interest – the yields?

**Senator Enrile.** That also belongs to the fund. That is a part of the benefits that they get out of it.

**Senator Guingona.** Can we, therefore, not reduce the contributions so that, in effect, we will be increasing the pay of the soldiers because the contribution is a little heavy?

**Senator Enrile.** Mr. President, the RSBS, the Retirement Separation Benefit System, was adopted in the past years to relieve the Government of contributing to the future retirement

benefits of our soldiers. The actuarial computation was made, and on that basis, the contributions were actually determined, both by the Government and by the individual members of the force. To modify this stage would distort the build-up of the fund; in which case, while we may be solving a present problem now, in the future, we will be burdening the Government with additional financial contributions again, and we will not be able to attain the purpose for which the fund was created.

**Senator Guingona.** Now, Mr. President, I am asking because the Government initially contributed to that fund.

**Senator Enrile.** That is true, Mr. President. I think that, even now, the government is still making some contributions, if I remember correctly, because we have to build up this fund up to a certain level so that it can take care of the retirement benefits of the soldiers — the military people.

**Senator Guingona.** Mr. President, I think it has been overbuilt already through the years, and the investments show that, in many instances, they have invested wrongly. That is why we would like to review this fund; and, perhaps, just give back to the government what the government initially placed so that it will benefit the soldiers.

**Senator Enrile.** I think we should ask the military leadership on this, Mr. President, because we might be creating a more difficult problem if we do that.

#### SUSPENSION OF THE SESSION

**The President.** The session is suspended for one minute, if there is no objection. [*There was none.*]

*It was 11:23 a.m.*

#### RESUMPTION OF THE SESSION

*At 11:25 a.m., the session was resumed.*

**The President.** The session is resumed.

Let us go back to Senator Maceda.

**Senator Maceda.** Mr. President, if there are no further interpellations, I move that we close the debate and go to the period of amendments.

**The President.** Is there any speech against the bill? [*Silence*] Is there any speech in favor of the bill? [*Silence*]

Let us now enter the period of amendments.

**Senator Pimentel.** Mr. President.

**The President.** Senator Pimentel is recognized.

#### PIMENTEL AMENDMENTS

**Senator Pimentel.** Mr. President, on lines 5 and 6, I would propose very strongly to eliminate the reference to “civilian employees” for the reason that we are unnecessarily creating tension among the civilian employees of government. Of course, this is without prejudice to incorporating the proposed increase that they would otherwise be receiving here in the overall increase which is contemplated in another bill for civilian employees of the government.

**Senator Maceda.** Mr. President, does the proponent, therefore, mean to say that he will correspondingly ask for a deletion of Section 4?

**Senator Pimentel.** Yes, Mr. President.

**Senator Maceda.** Well, Mr. President, I have a very ambivalent feeling about it, right now. As I said, we already changed the original wording of Section 4 to just establish a minimum base pay of ₱1,000 a month which puts them at the same minimum base pay of ₱1,000 for a private.

So I think, we are not really giving a special consideration for civilian employees, but just within the DND and AFP, in view of the fact that we are increasing the privates to ₱1,000; that we should, at least, adopt that principle or rule for the civilians.



So if the Gentleman has no objection to that, then I will have no objection accepting. . .

**Senator Pimentel.** Well, the principle is accepted, Mr. President, but the only reason I am pressing for the elimination of this particular reference to civilian employees is the fact that, as I said, we might be given the impression that we are creating an elite among civilian employees of the same government, Mr. President.

**The President.** Will that require a deletion also of the entire Section 4?

**Senator Pimentel.** Yes, Mr. President.

**The President.** And the reformulation of the title of this bill.

**Senator Maceda.** That is why I was trying to explain that we are not actually going into the whole civilian salary scales of the DND and AFP. We are just stating that the minimum base pay for civilians in the DND/AFP now is ₱1,000 which is already the case in many offices with special bills. Of course, in the financial institutions that are well-known. I was wondering if the Gentleman does not feel very strongly about it, we can just let this go, after all, this is not really the entire problem. The problem that he is referring to is correct and will be solved by the General Salary Standardization Bill for Civilians.

**Senator Pimentel.** With the permission of the Chairman, Mr. President, may I refer to the fact that House Bill No. 1681 does not even mention the civilian employees here. As I said, while I have no objection to raising the salaries of the civilian employees in DND, I would like to advert to the fact that, as relayed to me by the former Minister of Defense, now Senator Enrile, there are thousands of civilian employees in the DND who will be affected by this rule and thereby create some kind of an atmosphere of tension, to say the least, between them and the other civilian employees of Government.

#### SUSPENSION OF THE SESSION

**The President.** Let us suspend the session for a few minutes, if there is no objection. [*There was none.*]

*It was 11:29 a.m.*

#### RESUMPTION OF THE SESSION

*At 11:40 a.m., the session was resumed.*

**The President.** The session is resumed.

**Senator Maceda.** Mr. President, the Gentleman from Cagayan de Oro has agreed that we will give the provision for a minimum base pay of ₱1,000 a month for all civilian employees of DND and AFP. However, the Gentleman from Tarlac, Cagayan de Oro, this Representation, the Gentleman from Mandaluyong, and others will immediately prepare a bill to provide for a ₱1,000 base pay for all civilian employees in all the other departments of Government. And should that Omnibus Bill be passed ahead of this bill, then we can take out the provision here in the Conference Committee, prior to the finalization of this bill.

**Senator Romulo.** Mr. President.

**The President.** Senator Romulo is recognized.

**Senator Romulo.** Mr. President, the fruit of the discussion as stated by the distinguished Gentleman is to the effect that all civilian employees, whether they are in the Armed Forces or not, should receive similar benefits at the same time. So definitely, Mr. President, we endorse the provisions in this bill because this is on the right step. The only statement, clarification, that we wanted to make was that, even prior to the standardization bill that has been filed by this Representation with the other Sponsors, we will now file another bill to cover all the other civilian employees. In that regard then, Mr. President, all civilian employees will commence their increase to the level proposed by the distinguished Senator at the same time.

Thank you, Mr. President.

**Senator Maceda.** Thank you, Mr. President.

**Senator Pimentel.** Mr. President.

**The President.** Senator Pimentel is recognized.

**Senator Pimentel.** On line 12, Mr. President, page 1, I am still ill at ease with our scheme pay, raising the salary of the General, Chief of Staff of the Armed Forces of the Philippines. Considering the very nature of his duties, Mr. President, I really cannot see any reason why he should not be allowed to receive the salary of a bureau director. The director, for example, of the Department of Local Government is receiving about ₱12,000. the director of the Department of Agrarian Reform is also receiving just about the same amount of pay.

**Senator Maceda.** We accept the amendment, Mr. President.

**Senator Pimentel.** Thank you.

**Senator Maceda.** ₱12,000?

**Senator Pimentel.** Yes, ₱12,000.

**The President.** All right. The amendment has been accepted. Is there any objection? [*Silence*] There being none, the same is approved.

**Senator Pimentel.** On line 15, I also would want to suggest that we restore the "₱7500" for the Brigadier General.

**Senator Maceda.** I accept the amendment, Mr. President.

**The President.** The amendment has been accepted. Is there any objection? [*Silence*] There being none, the same is approved.

**Senator Maceda.** Mr. President, I move for the approval of the bill on Second Reading.

**The President.** Shall we go to the second page just to be sure? Any proposed amendment on the second page?

**Senator Maceda.** There being none, I move for the approval of the bill on Second Reading.

**The President.** Senator Maceda, on effectivity: "This Act shall take effect on December 1, 1987." May it not be appropriate to say, AFTER PUBLICATION THEREOF IN AT LEAST TWO NEWSPAPERS OF GENERAL CIRCULATION?

**Senator Maceda.** I accept the President's amendment, Mr. President.

**The President.** The amendment is accepted.

Is there any objection? [*Silence*] There being none, the same is approved.

#### APPROVAL OF SENATE BILL NO. 168 ON SECOND READING

**The President.** All right. We now come to the approval of Senate Bill No. 168 on Second Reading.

We shall now vote on the bill, as amended, on Second Reading. As many as are in favor of the bill, as amended, will please say *Aye*. [*Several Senators: Aye*] As many as are against will please say *Nay*. [*Silence*]

Senate Bill No. 168, is amended; is approved on Second Reading.

**Senator Maceda.** Mr. President, in the words of the President of the Philippines, "tama na ang kudeta."

#### CONSIDERATION OF SENATE JOINT RESOLUTION NO. 1

##### (Creation of Joint Legislative-Executive Committee on Military Bases)

**Senator Mercado.** Mr. President, I move with the consent of the Body for the consideration of Committee Report No. 50 on Joint Resolution No. 1 submitted by the Committee on Foreign Relations, entitled:

#### JOINT RESOLUTION CREATING A JOINT LEGISLATIVE-EXECUTIVE PREPARATORY COMMITTEE TO REVIEW THE 1947 MILI- TARY BASES AGREEMENT AS AMENDED,



REPUBLIC OF THE PHILIPPINES  
CONGRESS OF THE PHILIPPINES  
SENATE

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I do not condone whatever illegal acts it might be accused of doing now, but perhaps it is high time that we do something towards generally solving the murder of Ka Lando for instance. Then maybe we can better explain to its members why there is hope within the system.

Ka Bert's son, Ka Lando, was dispatched by men of violence, most probably not "leftists," to an untimely ending almost a year ago today. I am privileged to pay tribute to these father and son who disproved the Greek adage that great fathers seldom have great sons. Not that I always agreed with them. But I admired the courage of their convictions, and their nationalism. Dynasties are not always bad, it seems.

I respectfully and reluctantly vote *yes*, therefore, as a very small tribute to the Olalias, and to the working class, employed or unemployed. Hindi po sa manggagawa lamang, kundi sa uring manggagawa. We should be for the workingman, but we should remember that he is but a part of the larger working class.

Ka Bert, hindi ka mabibigo. Ka Lando, ang magbuhos ng dugo para sa bayan ay kagitingang hindi malilimutan.

Salamat po.

**BILL ON THIRD READING**  
**Senate Bill No. 101 – Minimum Age of Elective Local Officials**

**Senator Mercado.** Mr. President, I move that we vote on Third Reading on Senate Bill No. 101. Copies of the bill have been distributed to all the Members of the Senate on November 9, 1987.

**The Presiding Officer [Senator Laurel].** Senate Bill No. 101 is now in order. The Secretary will please read the title of the bill only, if there is no objection. [*There was none.*]

**The Secretary.** Senate Bill No. 101 entitled:

AN ACT AMENDING SECTION 42 OF BATAS PAMBANSA BLG. 337, THE LOCAL GOVERNMENT CODE, BY REDUCING THE MINIMUM AGE OF THE DIFFERENT ELECTIVE LOCAL OFFICIALS MENTIONED THEREIN

**The Presiding Officer (Senator Laurel).** The Senate will now proceed to vote on the bill. The Secretary will please call the roll.

*The Secretary called the roll and the result of the voting was as follows:*

*Yes – 18*

Alvarez	Mercado
Angara	Paterno
Aquino	Pimentel
Enrile	Romulo
Estrada	Saguisag
Herrera	Salonga
Laurel	Shahani
Lina	Tañada
Maceda	Ziga

*No – None*

*Abstention – None*

**RESULT OF VOTING**

**The Presiding Officer [Senator Laurel].** With 18 affirmative votes, no negative vote, and no abstention, Senate Bill No. 101 is approved on Third Reading.

**BILL ON THIRD READING**  
**Senate Bill No. 168 – Armed Forces New Base Pay**

**Senator Mercado.** Mr. President, I move that we vote on Third Reading on Senate Bill No. 168. Copies of the bill have been distributed to all the Members of the Senate on November 9, 1987.

**The Presiding Officer [Senator Laurel].** Voting on Third Reading on Senate Bill No. 168 is now in order. The Secretary will please read the title of the bill only, if there is no objection. [*There was none.*]

**The Secretary.** Senate Bill No. 168 entitled:  
 AN ACT TO ESTABLISH NEW RATES OF BASE  
 PAY OF MILITARY AND CIVILIAN PERSON-  
 NEL OF THE ARMED FORCES OF THE  
 PHILIPPINES, APPROPRIATING FUNDS  
 THEREFOR,

**The Presiding Officer** [Senator Laurel]. The Senate will now proceed to vote on the bill. The Secretary will please call the roll.

*The Secretary called the roll and the result of the voting was as follows:*

Yes — 18

Alvarez	Mercado
Angara	Paterno
Aquino	Pimentel
Enrile	Romulo
Estrada	Saguisag
Herrera	Salonga
Laurel	Shahani
Lina	Tañada
Maceda	Ziga

No — None

Abstention — None

*At this juncture, Senator Laurel relinquished the Chair to the Senate President.*

RESULT OF VOTING

**The President.** With 18 affirmative votes, no negative vote, and no abstention, Senate Bill No. 168 is approved on Third Reading.

**Senator Maceda.** Mr. President.

**The President.** Senator Maceda.

EXPLANATION OF VOTE OF  
 SENATOR MACEDA

**Senator Maceda.** I would like to explain my vote briefly, Mr. President.

The total amount involved in this bill, Mr. President, as approved by the Senate, is

₱2,497,666,968.00 for one year. Mr. President, in the history of Philippine politics and legislatures, this is the first time that I think anybody will see that increases are being given from 41 percent for the lieutenant general to 186 percent for the master sergeant, to 275 percent for the third class trainee.

Mr. President, ₱2.5 billion, by any reckoning, by any standard, is a tremendous amount of money. I just want to put into the *Record*. Mr. President, that the House, with 169 sponsors, and this Chamber, in unanimity, have approved this Bill because it is a meritorious bill, in the same way that a proposal for a minimum wage was filed by the distinguished Gentleman from Cebu months before it was passed, and many proposals for the increase of teachers have been filed by the Gentleman from Bicol and other Senators right upon the convening of this Congress. Many of these bills for salary increases have been filed covering all employees of Government.

So let it be clear in the *Record*, Mr. President, that we are approving this bill because we feel that the officers and soldiers who are everyday risking their lives, especially in the fight against insurgency and criminality, deserve it after many years of neglect. But then, with the approval of this Bill, while it is not the only measure that is necessary to improve the efficiency of the soldiery, still, in our meetings with the different officers belonging to the different classes of the Philippine Military Academy, it is satisfying to note, Mr. President, that there is an agreement. That after the President herself has certified this bill and indicated her concern for the soldiery; that after the President has now reiterated that she is not soft on communism and that she is fully supporting and backing the Armed Forces of the Philippines in their desire to defeat the insurgency, certainly, with the attention and the expeditiousness that has been given to this matter; every taxpayer of this

country who will pay for this ₱2.5 billion and every Member of this House and of the bigger House now has every right to expect that there being much less cause for grievance and other grievances of the military, now being redressed or addressed, that their efficiency will increase in the fight against insurgency.

Mr. President, for the record, may I just assure the civilian component of the Department of National Defense and the Armed Forces of the Philippines, as well as all other civilian employees of Government, that the 23 Members of this Chamber — and I shall no longer mention them by name — will fully attempt to equalize all of these positions so that let not anyone say at this point in time, that we are now favoring the military and we are neglecting the civilian employees of the Government. It is just a matter of time; it is just a matter of fact that this Bill has come first and was reported out first and approved by the House first.

In closing, Mr. President, as we approve the ₱2.5 billion additional for the military and considering the bigger resources at our command, the implication by approving this bill, is we deny the said big amount to other priority projects — school buildings, medicine, social work projects and the like.

I hope that again, the military establishment will, at least, give us now the trust, the respect, and the confidence; that this Chamber is now fully in existence, and in a working efficiency condition, so that if ever there are further grievances as there will be, they are welcome to bring it up to the attention of this Chamber and no longer will it be necessary for anyone to shoot at anybody just to get a grievance heard, addressed and redressed.

For that reason, Mr. President, I hope that this Bill will finally give us the stability, and the peace and order and the success in the anti-insur-

gency program that we have all been praying for.

I vote “yes,” Mr. President.

#### EXPLANATION OF VOTE OF SENATOR SAGUISAG

**Senator Saguisag.** Mr. President and Friends:

Let me just make clear that in spite of August 28, 1987, I am voting for this measure because of those men and women in uniform, soldiers and policemen who stood behind the flag, the Constitution and the Commander in Chief to repel the violent and unconstitutional approach to power of some rather confused elements in our society.

This was something we would have wanted to do, anyway, our doing this means simply that we are staying the course. Put another way, we cannot stay our agenda, simply because of coups led by people who do not accept the concepts of civilian supremacy and public accountability. The terror factor should never be a make weight when we look at the balance of comparative advantages, and in terms of rebuilding values and institutions. I am not sure we should fall all over ourselves, depending on the latest threats from those who can most effectively scare the community, and resort to murder and assassination which, according to George Bernard Shaw, is the extreme form of censorship. We are disturbed about killing a story; but what about the people whom this group has killed? That is an even worst form of censorship of people whom they cannot convince by logic and reason.

We are pledged to give more, for what we give now is certainly not enough, and it is not necessary for the unprofessional political hypocrites in the military to kill more people, which does nothing to add to our resources.

Let no one, therefore, grab credit for this bill from the loyal defenders of the Republic

who stood by the flag, the Constitution, and the Commander in Chief during its hour of great peril last August 28, and have continued to do so to this day. They are the reasons we have continued to hold sessions today, instead of being on house arrest, in some dungeon, in exile, in some cemetery or in some place known only to the human rights violators who are experts at salvaging.

Let everybody benefit, but let no one claim credit falsely, and use false motives to cloak and cover up more personal objectives, for to do so is to continue to desecrate the values that the previous regime perverted. Those who are eager to look at and remedy the root causes of the violence from the right, of late, should also look at the root causes of the age old violence from the left, for whom we here have done nothing or very little, so far.

Hard cases, they say, in the world of lawyers, make bad law. Therefore, I respectfully vote "yes" again to gain time, and other, mostly wrong, reasons pushed by people who cannot understand that public service, in the civilian and military sectors, is its own reward.

Thank you.

#### SUSPENSION OF THE SESSION

**Senator Mercado.** Mr. President, I move for a suspension of the session to give an opportunity for the Members of the Senate to greet our distinguished guest legislators from Japan and also the delegates on the Ship for Southeast Asian Youth Program who are also here.

**The President.** The Japanese delegation, all members of the Japan-Philippine Parliamentary Club and more appropriately, all members of the Liberal Democratic Party of Japan and these members, are headed by Honorable Hajime Ishii. [*Applause*]

I will suspend the session, if there is no objection.

*It was 4:15 p.m.*

#### RESUMPTION OF THE SESSION

*At 4:44 p.m., the session was resumed.*

**The President.** The session is resumed.

#### CONFERENCE COMMITTEE ON Senate Bill No. 156 and House Bill No. 2842

**Senator Mercado.** Mr. President, I move that a Conference Committee be created to confer with its counterparts from the House of Representatives on Senate Bill No. 156, entitled

AN ACT PROVIDING FOR AN INCREASE IN THE WAGE OF PUBLIC OR GOVERNMENT SECTOR EMPLOYEES ON A DAILY WAGE BASIS AND IN THE STATUTORY MINIMUM WAGE OF EMPLOYEES AND WORKERS IN THE PRIVATE SECTOR AND FOR OTHER PURPOSES,

and House Bill No. 2842, entitled

AN ACT PROVIDING FOR AN INCREASE IN THE STATUTORY MINIMUM WAGE RATES AND GRANTING EMERGENCY COST OF LIVING ALLOWANCES TO EMPLOYEES IN THE PRIVATE SECTOR AND FOR OTHER PURPOSES.

In this connection, I move that Senators Herrera, Rasul, and Enrile be designated as Members to compose the Conference Committee.

**The President.** Is there any objection? [*Silence*] Hearing none, the same is approved.

#### CONFERENCE COMMITTEE ON Senate Bill No. 168 and House Bill No. 1681

**Senator Mercado.** Mr. President, I move that a Conference Committee be created to confer with our counterparts from the House of Representatives on Senate Bill No. 168, entitled

AN ACT TO ESTABLISH RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR,

and House Bill No. 1681, entitled

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY PERSONNEL OF THE ARMED FORCES OF THE PHILLIPPINES IN THE ACTIVE SERVICE APPROPRIATING FUNDS THEREFOR.

In this connection, I move that the said Conference Committee be composed of Senators Maceda, Gonzales, and Enrile.

**The President.** Is there any objection? [*Silence*] The Chair hears none; the same is approved.

**Senator Guingona.** Mr. President.

**The President.** Senator Guingona is recognized.

**Senator Guingona.** May I just register my belated vote for Senate Bill Nos. 101, 168 for *Yes*. I was called out during the voting.

**The President.** Let it be placed into the *Record*.

Senator Gonzales would like to say something.

**Senator Gonzales.** Mr. President, likewise, I would want also to register my affirmative vote for Senate Bill No. 101 and Senate Bill No. 168 on Third Reading.

**The President.** Let that be registered in the *Record*.

The Majority Floor Leader.

**MOTION OF SENATOR MERCADO  
(Additional Coauthor of Senate Bill No. 196)**

**Senator Mercado.** Mr. President, as regards Senate Bill No. 196 which is

AN ACT AMENDING REPUBLIC ACT NO. 1161, AS AMENDED, OTHERWISE KNOWN AS THE SOCIAL SECURITY LAW, BY EXTENDING THE COMPULSORY COVERAGE OF THE SOCIAL SECURITY SYSTEM TO INCLUDE PERSONS EMPLOYED IN DOMESTIC OR HOUSEHOLD SERVICE,

I move that we include among the Coauthors the name of Senator Saguisag.

**The President.** Is there any objection? [*Silence*] Hearing none, the same is approved.

**CONSIDERATION OF SENATE  
RESOLUTION NO. 42  
(On Economic Principles)  
(Continuation)**

**Senator Mercado.** Mr. President, I move that we consider Committee Report No. 27 on Proposed Senate Resolution No. 42 prepared by the Committee on Economic Affairs, entitled

RESOLUTION PROVIDING FOR ECONOMIC PRINCIPLES TO GUIDE FORMULATION AND EVALUATION OF ECONOMIC POLICIES AND PROGRAMS.

We are still in the period of interpellations, and I move that we recognize Senator Paterno.

**Senator Gonzales.** With the kind indulgence of the Chair, may I register my affirmative vote for Senate Bill No. 156?

**The President.** Let that be registered.

Is there any registration of votes? [*Silence*]

The Chair will recognize Senator Paterno.

**Senator Paterno.** Thank you, Mr. President.

Mr. President, the period of interpellations on this Committee Report and this Resolution was interrupted by a blackout before the recess, as I remember it. The parliamentary situation at that time, Mr. President, was that Senator Shahani was on the floor in interpellation. I would like to request Senator Shahani whether her interpellation was already completed or whether she would still have some questions to propound.

**The President.** Senator Shahani is recognized.

**Senator Shahani.** Thank you, Mr. President.

I believe when we last discussed this topic, the question I raised was whether the Senate was





REPUBLIC OF THE PHILIPPINES  
CONGRESS OF THE PHILIPPINES  
SENATE

# Record of the Senate

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RECORD OF THE PROCEEDINGS AND DEBATES  
FIRST REGULAR SESSION

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VOL. I

MANILA, PHILIPPINES

NO. 74

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MONDAY, NOVEMBER 23, 1987

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CONSIDERATION OF CONFERENCE  
COMMITTEE REPORT  
(House Bill No. 1681 and Senate Bill No. 168  
On Military Base Pay Rates)

**Senator Mercado.** Mr. President, I move for the consideration of Conference Committee Report, on House Bill No. 1681, entitled:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES IN THE ACTIVE SERVICE, APPROPRIATING FUNDS THEREFOR,

and Senate Bill No. 168 entitled:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR."

*The following is the text of the Conference Committee Report:*

FIRST REGULAR SESSION

CONFERENCE COMMITTEE REPORT

The Conference Committee on the disagreeing provisions of House Bill No. 1681, entitled:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES IN THE ACTIVE SERVICE, APPROPRIATING FUNDS THEREFOR

and Senate Bill No. 168, entitled:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR,

having met, after full and free conference, have agreed to recommend and do hereby recommend to their respective Houses that House Bill No. 1681 be approved with amendments in consolidation with Senate Bill No. 168, as follows:

1. On page 2, line 1, between the open quotation mark and "AFP," insert DND.
2. On the same page, line 5, after "service," add AS WELL AS ANY CIVILIAN EMPLOYEE COVERED UNDER SECTION 4 HEREOF.
3. On page 3, line 5, delete ₱9,500.00 and lieu thereof, place ₱12,000.00.
4. On the same page, line 6, delete ₱8,500.00 and in lieu thereof, place ₱9,000.00.
5. On the same page, line 7, delete ₱7,500.00 and in lieu thereof, place ₱8,000.00.
6. On the same page, line 8, delete ₱7,000.00 and in lieu thereof, place ₱7,500.00.
7. On the same page, line 15, delete "cadet" and in lieu thereof, place PROBATIONARY 2ND LIEUTENANT
8. On the same page, line 16, delete "Probationary 2nd Lieutenant" and in lieu thereof, place CADET and change the figures from "₱2,500.00" to ₱2,400.00."
9. On the same page, line 17, delete "₱2,400.00" and in lieu thereof, place "₱2,350.00."
10. On page 4, between lines 3 and 4, insert the following new provision:

SEC. 4. *CIVILIAN EMPLOYEES.* —EFFECTIVE JANUARY 1, 1988, ALL REGULAR AND PERMANENT CIVILIAN EMPLOYEES OF THE DEPARTMENT OF NATIONAL DEFENSE AND ARMED FORCES OF THE PHILIPPINES SHALL HAVE MINIMUM BASE PAY OF ONE THOUSAND PESOS A MONTH, SUBJECT TO THE RATIONALIZED COMPENSATION AND POSITION CLASSIFICATION PLAN OF THE NATIONAL GOVERNMENT AS MAY BE ESTABLISHED PURSUANT TO THE STUDIES BEING CON-

DUCTED BY THE DEPARTMENT OF BUDGET AND MANAGEMENT WHICH SHOULD BE COMPLETED NOT LATER THAN MARCH 31, 1988.

11. On the same page, line 4, delete "4" between "Sec." and "Funding" and in lieu thereof, place "5"
12. On the same page, same line, delete "This" and in lieu thereof, place THE
13. On the same page, same line, delete "Adjustment" and in lieu thereof, place ADJUSTMENTS AUTHORIZED IN THIS ACT
14. On the same page, line 14 delete amounting to ₱209.5 million"
15. On the same page, line 14, delete "5" between "Sec." and "Effectivity" and in lieu thereof, place "6"
16. On the same page, line 15, after "Act" before "shall" on line 16, insert the following phrase, EXCEPT AS PROVIDED IN SECTION 4 HEREOF
17. On the same page, line 16, after the figures "1987" delete the period and in lieu thereof, place a comma, then add the phrase AFTER PUBLICATION THEREOF IN AT LEAST TWO NEWSPAPERS OF GENERAL CIRCULATION.
18. The title of the Bill is amended to read as follows:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE DEPARTMENT OF NATIONAL DEFENSE AND ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR"

*CONFEREES ON THE PART OF THE HOUSE OF REPRESENTATIVES*

(SGD) JOSE V. YAP  
Chairman, Committee on  
National Defense

(SGD) ROLANDO R. ANDAYA  
Chairman, Committee on  
Appropriations

CONSTANTINO C. NAVARRO  
Member, Committee on  
National Defense

*CONFEREES ON THE PART OF THE SENATE*

(SGD) ERNESTO M. MACEDA  
Chairman, Committee on  
National Defense and  
Security

(SGD) NEPTALI A. GONZALES  
Chairman, Committee on  
Finance

(SGD) JUAN PONCE ENRILE  
Minority Floor Leader

*The following is the whole text of House Bill No. 1681, which has been kept as the basis of the discussion.*

HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 1681

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE DEPARTMENT OF NATIONAL DEFENSE AND ARMED FORCES OF THE PHILIPPINES, APPROPRIATING FUNDS THEREFOR

*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 “DND-AFP Base Pay Law of 1987.”

SEC. 2. *Coverage.* — This Act shall apply to all military personnel of the Armed Forces of the Philippines in the active service as well as any civilian employee covered under Section 4 thereof. Whenever grades are mentioned in this Act, the same shall mean also the equivalent Navy grades.

SEC. 3. *Pay Scale.* — The monthly base pay of the military personnel of the Armed Forces of the Philippines in the active service shall be as follows:

<i>Grades</i>	<i>Monthly Base Pay</i>
General	₱12,000.00
Lieutenant General	9,000.00
Major General	8,000.00
Brigadier General	7,500.00
Colonel	6,000.00
Lieutenant Colonel	5,500.00
Major	5,000.00
Captain	4,000.00
First Lieutenant	3,500.00
Second Lieutenant	3,000.00
Probationary Second Lieutenant	2,500.00
Cadet	2,400.00
<i>Grades</i>	<i>Monthly Base Pay</i>
Master Sergeant/First Sergeant	₱2,350.00
Technical Sergeant	2,000.00
Staff Sergeant	1,800.00
Sergeant	1,600.00
Corporal	1,300.00
Private First Class	1,100.00
Private	1,000.00
Draftee	1,000.00
First Class Trainee	800.00
Second Class Trainee	700.00
Third Class Trainee	600.00

SEC. 4. *Civilian Employees.* — Effective January 1, 1988, all regular and permanent civilian employees of the Department of National Defense and the Armed Forces of the Philippines shall have a minimum base pay of one thousand pesos a month, subject to the rationalized compensation and position classification plan of the national government as may be established pursuant to the studies being conducted by the Department of Budget and Management which should be completed not later than March 31, 1988.

SEC. 5. *Funding Sources.* — The base pay adjustments authorized by this Act shall be funded from the Compensation and Organizational Adjustment Fund, the Contingent Fund, and other savings under Executive Order No. 87, otherwise known as the General Appropriations Act for Fiscal Year 1987, or from any unappropriated funds of the National Treasury: *Provided,* That the corresponding amount for the new salary rates will be included in the annual General Appropriations Act for the AFP Budget for the succeeding years.

SEC. 6. *Effectivity.* — Any law, executive order, or presidential decree to the contrary notwithstanding, this Act except as provided in Section 4 hereof shall take effect on December 1, 1987, after publication thereof in at least two newspapers of general circulation.

**Senator Mercado.** For this purpose, Mr. President, I move that we recognize Senator Maceda to sponsor the report.

**The President.** Senator Maceda is recognized.

**Senator Maceda.** Thank you, Mr. President.

After meeting for several times on what is supposed to be simple disagreements, we finally came to a decision.

For the information of the Senate, I think the more substantial change is with regard to Section 4 where, instead of effecting on December 1, the new minimum base pay for civilian employees which the House, specifically the Chair-

*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 “DND-AFP Base Pay Law of 1987.”

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Major General	8,000.00
Brigadier General	7,500.00
Colonel	6,000.00
Lieutenant Colonel	5,500.00
Major	5,000.00
Captain	4,000.00
First Lieutenant	3,500.00
Second Lieutenant	3,000.00
Probationary Second Lieutenant	2,500.00
Cadet	2,400.00
<i>Grades</i>	<i>Monthly Base Pay</i>
Master Sergeant/First Sergeant	₱2,350.00
Technical Sergeant	2,000.00
Staff Sergeant	1,800.00
Sergeant	1,600.00
Corporal	1,300.00
Private First Class	1,100.00
Private	1,000.00
Draftee	1,000.00
First Class Trainee	800.00
Second Class Trainee	700.00
Third Class Trainee	600.00

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**The President.** Senator Maceda is recognized.

**Senator Maceda.** Thank you, Mr. President.

After meeting for several times on what is supposed to be simple disagreements, we finally came to a decision.

For the information of the Senate, I think the more substantial change is with regard to Section 4 where, instead of effecting on December 1, the new minimum base pay for civilian employees which the House, specifically the Chair-

man of the Appropriations Committee, Mr. Andaya, asked for January 1, to which we agreed. This is in line with what has been brought out by Senator Romulo, Senator Pimentel, and a few others when they asked that, so as not to unnecessarily complicate the ongoing compensation and position classification plan that the Government is trying to finalize, there should therefore be added in the last part of Section 4, "subject to the rationalized compensation and position plan of the National Government, as may be established, pursuant to the studies being conducted by the Department of Budget and Management which should be completed not later than March 31, 1988."

Besides that, Mr. President, what has happened is that the increases that were effected by the Senate Committee in the rank of brigadier general up has been adopted by the House; the decreases that were found necessary by the Senate Committee in the rank of lieutenant colonels and majors were restored to their original amount of ₱5,500 for lieutenant colonels and ₱5,000 for majors. There was a compromise in the matter of master sergeants and first sergeants. The original House version was for ₱2,400; the Senate version was for ₱2,300 so as to effect a slight difference between that of Sergeants and Cadets and it was agreed to put the base pay at ₱50 less only which is ₱2,350 but which still keeps the Master Sergeants as having the biggest increase on a percentage basis in this particular scale of about 190 percent increase in base pay. Now, the reductions effected by the Senate on the trainees, which are in the nature of ₱50 reductions, have been restored. The title of the Bill has been revised a little bit in view of the fact that civilian employees, not only the AFP but of the DND, are included.

So Section 1 now reads: "This Act shall be known as the DND-AFP Base Pay Law of 1987," and the title of House Bill No. 1681

which has been kept as the bill on which the discussions or the conference was established since they introduced it first and approved it first has been correspondingly amended to read:

AN ACT TO ESTABLISH NEW RATES OF BASE PAY OF MILITARY AND CIVILIAN PERSONNEL OF THE DEPARTMENT OF NATIONAL DEFENSE AND ARMED FORCES OF THE PHILIPPINES APPROPRIATING FUNDS THEREFOR.

If we should approve this tonight, Mr. President, we have asked the Secretariat of both Houses to speed up the printing and hopefully the enrolled bill should go to the President, and could be scheduled for signature Wednesday or Thursday, the publication could take place on Friday, Saturday or Sunday, if it should be signed on Wednesday or Thursday, making it finally in effect for a December 1, implementation as promised. So those are just the minor changes, Mr. President. I repeat, in a sense, the only substantial change is the deferment of the effectivity of the Minimum Base Pay of civilian employees to January 1, and subject to further deferment to not more than three months to comply with the Position Classification Plan of the National Government; so that when we reach the minimum base pay to ₱1,000, those who are in the Clerk II, Clerk III and positions like that, the corresponding escalation or the scale up from ₱1,000 would be attended to so as to reduce any cause for dissatisfaction and grievance by those who will be overtaken by the minimum base pay of ₱1,000.

MOTION OF SENATOR MACEDA  
(Approval of Conference Committee Report  
on House Bill No. 1681 and Senate Bill No.  
168 – Military Base Pay Rates)

With that, Mr. President, I move that we approve the Conference Committee Report as unanimously signed by the Members of Both Panels, Jose Yap, Chairman of the Committee

on National Defense; Roland Andaya, Chairman of the Committee on Appropriations; Constantino Navarro, Minority Member of the Defense Committee; The Minority Floor Leader of the Senate, Juan Ponce Enrile; the Chairman of the Committee on Finance Neptali Gonzales and this humble Representation in his capacity as Chairman of the Conference Committee and Chairman of the Committee on National Defense and Security.

**The President.** Is there any objection to the motion? [*Silence*] The Chair hears none; the motion is approved.

**Senator Maceda.** Thank you, Mr. President.

ADJOURNMENT OF THE SESSION

**Senator Mercado.** Mr. President, I move that we adjourn the session until four o'clock tomorrow afternoon.

**The President.** Is there any objection? [*Silence*] There being no objection, the session is adjourned until four o'clock tomorrow afternoon.

*It was 6:57 p.m.*