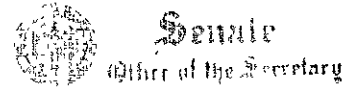



FIFTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Second Regular Session )



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SENATE

RECEIVED BY 

Senate Bill No. **2933**

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Introduced by Senator FRANCIS G. ESCUDERO

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#### EXPLANATORY NOTE

This bill seeks to resolve the age-old plight of the Bureau of Corrections in terms of outdated law, inequitable personnel remuneration, obsolete facilities and equipment, antediluvian organizational structure, which are all deemed vital in the efficient and effective implementation of its mandates in its day-to-day operations.

The Bureau of Corrections (BuCor), which was created by virtue of the Reorganization Act 1407 of 1905, has seen not much major legislative updating except for a change in its name from formerly Bureau of Prisons pursuant to the Revised Administrative Code of 1987. Its operations are still based on the Prison Law of 1917 thereby making it difficult for the organization to cope with the modern demands in penology and other functional considerations in accordance with the United Nations standards which has already shifted from punitive to reformatory treatment of prisoners.

The population of its inmates in 1989 was 12,900 manned by 2,362 employees, where 1,461 of which were Custodial Personnel and 901 Civilian Employees, with a prison guard-to-inmate ratio of 1:27. In 2009 or after 20 years, the inmate population rose to 35,400 manned by the same 2,362 employees, where 1,328 are Custodial Personnel and 1,034 civilian employees with a prison guard-to-inmate ratio of 1:81, and is continuously increasing at an average rate of five percent (5%) annually. As of December 2010, BuCor has a total of 35,937 inmates with the same 2,362 plantilla positions.

Its local government counterpart, the Bureau of Jail Management and Penology (BJMP), which is in charge of local inmates (under trial and convicted of 3 years and below), has about 8,976 employees manning 61,000 inmates at an approximate ratio of 1:18 and has an ongoing yearly recruitment of additional 500 Jail Officers as new plantilla positions since 2007 until they reach the 1:7 ratio. The international standard of guard inmate ratio is 1:6. The Bureau of Corrections has no yearly recruitment of its Prison Guards despite its present 1:81 ratio.

BuCor likewise, miserably lags behind BJMP in terms of personnel remuneration. The entry level for a Jail Officer 1 at BJMP is SG-10 while a Prison Guard 1 of BuCor has a measly pay grade of five (5); the lowest commissioned officer of BJMP is at salary grade 22 while its BuCor counterpart is at salary grade 11. Furthermore, unlike BJMP, BuCor custodial personnel are not considered Uniformed Personnel, or not entitled to salary increases/bonus and other benefits pertaining to uniformed personnel enjoyed

by such agencies like Bureau of Fire and Protection, National Mapping and Resource Information Authority, and Bureau of Immigration, whose jobs are not closely exposed to high-risk criminals as compared to BuCor. Promotion system in this agency has also been subjective. There are Prison Guards who are retiring after 40 years or more in service without having a taste of promotion.

The security facilities of BuCor, despite having vast land areas under its control and supervision, are antiquated and inadequate as its present capacity has been overloaded to reach high congestion rates (141% for NBP, where 60% of national inmates are confined). Likewise, BuCor lacks modern security equipment such as surveillance cameras, handheld radios, firearms and other security-related equipment.


BuCor's vast lands are "small worlds" of national inmates (especially those serving life sentences) though they may appear large areas of land to the free society. Its trees and vegetations were planted and taken care of by inmates for almost 100 years and BuCor managed to preserve large forested land within its reservation area from illegal loggers and from large influx of squatters for several decades now. Furthermore, these vast lands serve as security buffer in the event of hot pursuit against escapees. However, in the past, large portions of BuCor lands had been appropriated in favor of certain local government units and other government agencies through Presidential Proclamations and other laws to the detriment of its operations.

In view of the foregoing, the immediate passage of this bill is fervently requested.



FRANCIS G. ESCUDERO

SENATE

RECEIVED BY: 

Senate Bill No. **2933**

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Introduced by Senator FRANCIS G. ESCUDERO

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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. Title.** - This Act shall be known as "The BUREAU OF  
2 CORRECTIONS ACT OF 2011".  
3

4        **Sec. 2. Declaration of Policy.** - It is the policy of the state to promote the general  
5 welfare and safeguard the basic rights of every prisoner incarcerated in our national  
6 penitentiary. It also recognizes the duty and responsibility of the state to strengthen  
7 government capability aimed towards the institutionalization of highly efficient and  
8 competent correctional services:  
9

10        Towards this end, the State shall provide for the modernization,  
11 professionalization and restructuring of the BuCor by upgrading its facilities, increasing  
12 the number of its personnel, upgrading the level of qualifications of their personnel and  
13 standardizing their base pay, retirement and other benefits, making it at par with that of  
14 the BJMP.  
15

16        **Sec. 3. Definition of Terms** - (1) "safekeeping," which is the custodial  
17 component of BuCor's present corrections system, shall refer to the act that ensures the  
18 public (including families of inmates and their victims) that national inmates are  
19 provided with their basic needs, completely incapacitated from continuously  
20 committing criminal acts, and have been totally cut-off from their criminal networks (or  
21 contacts in the free society) while serving sentence inside the premises of the national  
22 penitentiary. This act also includes protection against illegal organized armed groups  
23 who have the capacity of launching attack on any prison camp of the national  
24 penitentiary to rescue their convicted comrade or to forcibly amass firearms issued to  
25 prison guards.  
26

27        (2) "reformation," which is the rehabilitation component of BuCor's present  
28 corrections system, shall refer to the act that ensures the public (including families of  
29 inmates and their victims) that released national inmates are no longer harmful to the  
30 community by becoming reformed individuals prepared to live a normal and  
31 productive life upon reintegration to the mainstream society.

1  
2  
3       **Sec. 4. The Mandates of the Bureau of Corrections-** The BuCor shall be in  
4 charge of safekeeping and instituting reformation programs to national inmates  
5 sentenced to more than three (3) years.  
6

7       (1) Safekeeping of National Inmates - The safekeeping of inmates shall include  
8 decent provision of quarters, food, water, and clothing in compliance with established  
9 United Nations standards. The security of the inmates shall be undertaken by the  
10 Custodial Force consisting of Corrections Officers with a ranking system and salary  
11 grades similar to its counterpart in the Bureau of Jail Management and Penology.  
12

13       (2) Reformation of National Inmates - The Reformation Programs which will be  
14 instituted by the BuCor for the Inmates shall be the following:  
15

- 16           a) Moral & Spiritual Program;
- 17           b) Education & Training Program;
- 18           c) Work & Livelihood Program;
- 19           d) Sports & Recreation Program;
- 20           e) Health & Welfare Program; and
- 21           f) Behavior Modification Program to include Therapeutic Community.  
22

23       (3) The Reformation Programs shall be undertaken by Professional Reformation  
24 Personnel consisting of Corrections Technical Officers with ranking system and salary  
25 grades similar to Corrections Officers.  
26

27           a) Correctional Technical Officers (CTO) are personnel employed in the  
28 implementation of reformation programs and those personnel whose nature of  
29 work requires proximate or direct contact with inmates;  
30

31           b) Correctional Technical Officers includes priests, evangelists, pastors,  
32 teachers, instructors, professors, vocational placement officers, librarians,  
33 guidance counselors, physicians, nurses, medical technologists, pharmacists,  
34 dentists, therapists, psychologists, psychiatrists, sociologists, social workers,  
35 engineers, electricians, agriculturist, veterinarians, lawyers and similar  
36 professional skills relevant to the implementation of inmate reformation  
37 programs;  
38  
39

40       **Sec. 5. Operations of the Bureau of Corrections-** (1) The BuCor shall operate  
41 with a directorial structure. It shall undertake reception of inmates through its  
42 Directorate for Reception and Diagnostics (DRD), presently Reception and Diagnostic  
43 Center (RDC), provide basic needs and security through its Security and Operations  
44 Directorates, administer reformation programs through its Reformation Directorates,  
45 and prepare inmate for reintegration to mainstream society through its Directorate for  
46 External Relations (DER), presently External Relations Division (ERD).  
47

48       (2) The DRD shall be responsible for the conduct of classification of each and  
49 every inmate admitted to the Bureau of Corrections. Inmates shall be classified  
50 according to security risk and sentence. Included in the classification is determining  
51 inmate's certain skills or talents, physical, spiritual, social, mental and psychological  
52 evaluation and other behavioral assessments, as reference of DRD in the preparation of  
53 individual Inmate Reformation Programs.

1  
2 (3) Aside from those borne of the provisions under Rule 8, Part I. Rules of  
3 General Application of the United Nations Standard Minimum Rules for the Treatment  
4 of Prisoners and that of the existing regulation of the Bureau on security classification  
5 (i.e. Maximum, Medium and Minimum Security Risk), inmates shall also be internally  
6 classified by DRD and segregated according to crimes committed based on the related  
7 penal codes such as Crimes Against Persons, Crimes Against Properties, Crimes  
8 Against Chastity, so on and so forth, as well as by other related Special Laws, Custom  
9 and Immigration Laws.

10  
11 (4) From DRD, the Custodial Force and Reformation Personnel of respective  
12 security institutions/camps shall be in charge for the security and the implementation  
13 of the recommended Inmate Reformation Program of each and every inmate while  
14 serving sentence, respectively.

15  
16 (5) The Directorate for External Relations (DER) shall be responsible for pre-  
17 release and post-release programs of inmates due for release. The DER shall also  
18 classify inmates according to skills acquired for referral and endorsement to  
19 appropriate companies or corporations participating in BuCor On-The-Job Training  
20 Programs for newly reformed inmates. ERD shall also evaluate, classify, and apply  
21 necessary programs to inmates for readiness to join the mainstream society upon  
22 release.

23  
24 (6) Apart from handling inmates, BuCor shall administratively operate like a  
25 standard government agency through its Administrative Directorates with internal  
26 control and internal audit units.

27  
28 (7) BuCor shall employ full computerization in the build-up, maintenance and  
29 transmittal of necessary inmate records to all its Prison and Penal Farms and other  
30 recipient agencies (i.e. Board of Pardons and Parole).

31  
32  
33 **Sec. 6. Lands of the Bureau of Corrections-** (1) Aside from administrative  
34 purposes, all BuCor Lands shall be used for inmate security, reformation programs, and  
35 as a means to promote sustainability, both for income and non-income generating  
36 programs, with or without partnership among NGO's, civic organizations or other  
37 government entities.

38  
39 (2) As a way to maximize its assets' value for the effective and extensive  
40 reformation (corrections) programs for national inmates, BuCor shall have the absolute  
41 authority to design, formulate and implement land-use development plans and policies.

42  
43 (3) BuCor may propose additional Penal Farms as may be necessary as possible,  
44 aside from its existing seven (7) Prison and Penal Farms to decongest existing penal  
45 institutions and accommodate the increasing number of inmates committed to the  
46 agency.

47  
48 (4) All BuCor Lands shall have a Certificate of Title registered under its name.

49  
50  
51 **Sec. 7. Facilities of the Bureau of Corrections-** BuCor shall operate with  
52 standard and uniform design of Prison Facilities, Reformation Facilities, and

1 Administrative Facilities, through all the operating Prison and Penal Farms such as the  
2 following:

- 3
- 4 a. Dormitory;
- 5 b. Administration Building;
- 6 c. Perimeter/Security Fences;
- 7 d. Hospital/Infirmary;
- 8 e. Recreation/Multipurpose Hall;
- 9 f. Training/Lecture Center;
- 10 g. Workshop Facility;
- 11 h. Mess Hall/Kitchen;
- 12 i. Visiting Area;
- 13 j. Water tank and Pump;
- 14 k. Reception and Diagnostic Center
- 15 l. Service Personnel Facilities
- 16
- 17

18 **Sec. 8. Supervision of the Bureau of Corrections-** The DOJ, having the BuCor as  
19 a line bureau and a constituent unit, shall maintain a relationship of administrative  
20 supervision with the latter as defined under Section 38 (2), Chapter 7, Book IV of E.O.  
21 No. 292 (Administrative Code of 1987), except for the power to review, reverse, revise,  
22 or modify the decisions of the executive head of the BuCor in the exercise of latter's  
23 regulatory or quasi-judicial functions, of which the DOJ shall retain authority over.  
24

25  
26 **Sec. 9. Organization and Key Positions of the BuCor.** - (1) The BuCor shall be  
27 headed by a Director who shall be assisted by three (3) Deputy Directors, one (1) for  
28 administration, one (1) for security and operations and one (1) for reformation, all of  
29 whom shall be appointed by the President upon recommendation of the Secretary of  
30 the DOJ. Provided, that the Director and Deputy Directors of BuCor shall serve a tour  
31 of duty not to exceed six (6) years: Provided further, however, that in times of war or  
32 other national emergency declared by Congress, the President may extend such tour of  
33 duty.  
34

35 (2) The Head of the BuCor with the rank of Director V shall have the position  
36 title of Director General of Corrections. The second officers in command of the BuCor  
37 with the rank of Director IV shall have the position title of Deputy Director of  
38 Corrections. The third officer in command of the BuCor with the rank of chief  
39 superintendent shall have the position title of Corrections Chief Superintendent. The  
40 fourth officer in command of the BuCor the rank of senior superintendent shall have  
41 the position title of Corrections Senior Superintendent. The fifth officer in command of  
42 the BuCor with the rank of Superintendent shall have position title of Corrections  
43 Senior Superintendent.  
44

45  
46 **Sec. 10. Increase of Personnel.** - Bucor shall maintain the custodial personnel-to-  
47 inmate ratio of 1:7 and reformation personnel-to-inmate ratio of 1:24, and therefore is  
48 authorized to increase its manpower to meet such ratio and must continue to increase  
49 personnel per percentage rate increase of committed inmates annually.  
50

51 **Sec. 11. Professionalization and Upgrading of Qualification Standards in the**  
52 **Appointment of BuCor Personnel.** - (1) No person shall be appointed as personnel of  
53 the BuCor unless he/she possesses the following minimum qualifications:

- 1
- 2 a) A citizen of the Republic of the Philippines;
- 3 b) A person of good moral character;
- 4 c) Must have passed the psychiatric/psychological, drug and physical test for the
- 5 purpose of determining his/her physical and mental health;
- 6 d) Must possess a baccalaureate degree from recognized institution of learning;
- 7 e) Must possess the appropriate civil service eligibility;
- 8 f) Must not have been dishonorably discharged of dismissal for cause from previous
- 9 employment;
- 10 g) Must not have been convicted by final judgment of an offense or crime
- 11 involving moral turpitude;
- 12 h) Must be at least one meter and sixty-two centimeters (1.62 m.) in height for
- 13 male, and one meter and fifty-seven centimeters (1.57 m.) for female: Provided,
- 14 That a waiver for height and age requirement\’s shall be automatically granted
- 15 to applicants belonging to the cultural communities; and;
- 16 i) Must weight not more or less than five kilograms (5 kgs.) from the standard
- 17 weight corresponding to his/her height, age and sex.
- 18

19 (2) Provided, That a new applicants must not be less than twenty one (21) nor  
20 more than forty (40) years of age: except for this particular provision, the above-  
21 enumerated qualifications shall be continuing in character and an absence of any one of  
22 them at any given time shall be ground for separation or retirement from the service:  
23 Provided, further, That those who are already in the service upon the effectivity of this  
24 Act shall be given five (5) years to obtain the minimum educational qualification and  
25 eligibility with subsidiary assistance.

26  
27 (3) After the lapse of the time of period for the satisfaction of a specific  
28 requirement, current personnel of the BuCor who will fail to satisfy any of the  
29 requirements enumerated under this Section shall be separated from the service if they  
30 are below fifty (50) years of age and have served in the government for less than twenty  
31 (20) years, or retired if they are age fifty (50) and above and have served in the  
32 government for at least twenty (20) years without prejudice in either case to the  
33 payment of benefits they may be entitled to under existing laws.

34  
35 (4) For sustained professionalism in the service, BuCor is directed to conduct  
36 study for the feasible establishment of the Philippine Corrections Academy, patterned  
37 to the Philippine National Police Academy (PNPA) of PNP and the Philippine Military  
38 Academy (PMA) of the AFP for its commissioned officers.

39  
40 (5) BuCor shall continue training its personnel through its Personnel Training  
41 School, which shall be renamed as Corrections Training School/Institute patterned  
42 after BJMP’s Jail National Training Institute (JNTI) and the BOFs’ Fire National  
43 Training Institute (FNTI) and the PNP’s National Training Institute (PNTI).

44 **Sec. 12. Appointment of Personnel to the BuCor.** - The appointment of the BuCor  
45 shall be effected in the following manners:

46  
47 a) “Corrections Officer I to Corrections Chief Superintendent”. - Appointed by  
48 the Director General of Corrections, and attested by the Civil Service Commission  
49 (CSC); and

50  
51 b) “Director General of Corrections and Deputy Director of Corrections.-  
52 Appointed by the President upon recommendation of the Secretary of the DOJ, with  
53 the proper endorsement by the Chairman of the CSC.

1  
2  
3       **Sec. 13. Lateral Entry of Officer into the BuCor.** - In general, all original  
4 appointments of officers in the Bureau of Corrections shall commence the rank of  
5 Corrections Inspector wherein applicants for lateral entry into the BuCor shall include  
6 all those with highly specialized and technical qualifications such as, but not limited to,  
7 civil engineers, mechanical engineers, electrical engineers, chemical engineers, chemist,  
8 architects, criminologists, certified public accountants, nurses, physical therapists,  
9 dentists, social workers, psychologists, sociologists, guidance counselors, and teachers.  
10 Doctor of Medicine, members of the Philippine Bar and chaplains shall be appointed to  
11 the rank of corrections senior inspector in their particular technical service.  
12

13  
14       **Sec. 14. Professionalization and Upgrading of Qualification Standards in the**  
15 **Designation of Personnel of the BuCor to Key Positions.** -

16  
17 a) No person shall be designated to the following key positions of the BuCor unless  
18 he/she has met the qualifications provided therein:  
19

20 1) Sub-Colony Supervisor - Should have the rank of senior inspector, who have  
21 finished at least second year Bachelor of Laws or earned at least twelve (12) units in a  
22 master' degree program in management, public administration, public safety,  
23 criminology, penology, sociology, national security administration, defense studies, or  
24 other related disciplines from a recognized institution of learning, and must have  
25 satisfactory passed the necessary training or career courses for such position as may be  
26 established by BuCor;  
27

28 2) Colony Assistant Superintendent. - Should have the rank of chief inspector, who  
29 must have finished at least second year Bachelor of Laws or earned at least twenty four  
30 (24) units in master's degree program in management, public administration, public  
31 safety, criminology, penology, sociology, national security administration, defense  
32 studies or related disciplines from a recognized institution of learning and must  
33 satisfactory passed the necessary training or career courses for such position as may be  
34 established by the BuCor;  
35

36 3) Colony Superintendent. - Should have the rank of superintendent, who must be a  
37 graduate of Bachelor of Laws or a holder of a master's degree in management, public  
38 administration, public safety, criminology, penology, sociology, national security  
39 administration, defense studies or other related discipline from a recognized institution  
40 of learning, and must satisfactory passed the necessary training or career courses for  
41 such position as may be established by the BuCor: Provided, That in prison and penal  
42 farms with an inmate population of two thousand (2,000) but below three thousand  
43 (3,000) the Colony Superintendent shall have the rank and qualification of a Colony  
44 Senior Superintendent;  
45

46 4) Regional Superintendent - Should have the rank of senior superintendent or chief  
47 superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's  
48 degree in management, public administration, public safety, criminology, penology,  
49 sociology, national security administration, defense studies or other related discipline  
50 from a recognized institution of learning, and must satisfactory passed the necessary  
51 training or career courses for such position as may be established by the BuCor;  
52 Provided, That in prison and penal farms with an inmate population of three thousand  
53 (3,000) but below five thousand (5,000), the Regional Superintendent shall have the



1 rank and qualification of a Colony Senior Superintendent; Provided further that in  
2 prison and penal farms with an inmate population of over five thousand (5,000), the  
3 Regional Superintendent shall have the rank and qualification of a Chief  
4 Superintendent;

5  
6 Any personnel of the BuCor who is currently occupying such position but lacks  
7 any of the qualifications mentioned therein shall be given five (5) years to comply with  
8 the requirements; otherwise he/she shall be relieved from the position.

9  
10  
11 **Sec. 15. Professionalization and Qualifications Upgrading Program.** - The DOJ  
12 shall design and establish a professionalization and qualifications upgrading program  
13 for personnel of the BuCor in coordination with the CSC and the Commission on  
14 Higher Education (CHED) through an off-campus education program or other similar  
15 programs within ninety (90) days from the effectivity of this Act.

16  
17  
18 **Sec. 16. Attrition System for the Personnel of the BuCor.** - There shall be  
19 established a system of attrition for the personnel of the BuCor within five (5) years  
20 from the effectivity of this Act to be submitted by said bureau to the DOJ for approval.  
21 Such attrition system shall include, but is not limited to, the provision of the following  
22 principles:

23  
24 a) Attrition by Demotion in Position or Rank. - Any personnel of the BuCor who is  
25 relieved and assigned to a position lower than that is established for his/her grade in  
26 the respective staffing pattern, and who shall not be assigned to a position  
27 commensurate to his/her grade within two (2) years after such demotion in position  
28 shall be separated or retired from the service;

29  
30 b) Attrition by Non-Promotion. - Any personnel of the BuCor who has not been  
31 promoted for a continuous period of ten (10) years shall be separated or retired from  
32 the service, except for those who are occupying a third-level position;

33  
34 c) Attrition by Other Means. - Any personnel of the BuCor with at least five (5) years of  
35 accumulated active service shall be separated from the service based on any of the  
36 following factors:

37  
38 1) Inefficiency based on poor performance during the last two (2) successive  
39 semestral ratings period;

40  
41 2) Inefficiency based on poor performance for three (3) cumulative semestral  
42 rating period;

43  
44 3) Physical and/or mental incapacity to perform his/her duties and functions; or

45  
46 4) Failure to complete the required career courses and/or appropriate civil  
47 service eligibility for his/her position except for justifiable cause or reason; and

48  
49 d) Separation or Retirement from the BuCor under this Section. - Any personnel who is  
50 dismissed from the BuCor pursuant to the above-enumerated principles in this Section  
51 shall be separated if he/she has rendered less than twenty (20) years of service, and be  
52 retired if he/she has rendered at least twenty (20) years of service unless the concerned  
53 personnel is disqualified by law to receive such benefits.

1  
2  
3       **Sec. 17. Promotion System for the Personnel of the BuCor.** - Within six (6)  
4 months after the effectivity of this Act, the BuCor shall establish a system of promotion  
5 for the personnel of the BuCor though the following principles:  
6

7 a) Rationalized Promotion System. - The system of promotion shall be based on merits  
8 and on the availability of vacant ranks in the BuCor staffing pattern. Such system shall  
9 be gender-fair so as to ensure that women personnel of the BuCor shall enjoy equal  
10 opportunity for promotion as to men;  
11

12 b) Requirement for Promotion. -  
13

14 1) Any personnel of the BuCor shall not be eligible for promotion to a higher rank  
15 unless he/she has met the minimum qualification standards or the appropriate civil  
16 service eligibility set by the CSC, and has the satisfactorily passed the required  
17 psychiatric/psychological, drug and physical test;  
18

19 2) Any personnel of the BuCor who has exhibited act of conspicuous courage and  
20 gallantry at the risk his/her life above and beyond the call of duty, or selected as such  
21 in a nationwide search conducted by any accredited civic organization, shall be  
22 promoted to the next higher rank, Provided, That these shall be validated by the DOJ  
23 and the CSC based on established criteria.  
24

25       **Sec. 18. Performance Evaluation System.** - (1) There shall be established a  
26 performance evaluation system which shall be administered with accordance with the  
27 rules, regulations and standards, and a code of conduct for the personnel of the BuCor  
28 to be promulgated by the BuCor through the DOJ. Such performance evaluation system  
29 shall be administered in such a way as to foster the improvement of the individual  
30 efficiency and behavioral discipline as well as the promotion of organizational  
31 effectiveness and commitment to public service.

32 (2) The rating system as contemplated herein shall be based on standard prescribed by  
33 the BuCor through the DOJ and shall be considered the result of the annual  
34 psychiatric/psychological and physical test conducted on the personnel of the BuCor.  
35  
36

37       **Sec. 19. Standardization of the Base Pay, Retirement and other Benefits of the**  
38 **Personnel of the BuCor.** - In order to enhance the general welfare, commitment to  
39 service and professionalism of the uniformed personnel of the BuCor, they shall receive  
40 the minimum starting salary equivalent to the salary grade level of the corresponding  
41 rank classification of their counterparts in the BJMP as provided under Republic Act  
42 No. 9263, in the PNP, as provided under Section 36 of Republic Act No. 8551, and in the  
43 AFP, as provided under Section 2 of Republic Act No. 9166.  
44

45       The rate of the base pay of the personnel of the BuCor shall be adjusted in  
46 accordance with the following salary grade schedule:  
47

CUSTODIAL RANK	REFORMATION RANK	Salary Grade	STATUS
Director General of Corrections		30	Civilian
Deputy Director of Corrections		29	Unif/Civilian

Corrections Chief Superintendent		27	Uniformed
Corrections Senior Superintendent	Corr. Technical Sr. Supt.	26	Uniformed
Corrections Superintendent	Corr. Technical Supt.	25	Uniformed
Corrections Chief Inspector	Corr. Technical Chief Insp.	24	Uniformed
Corrections Senior Inspector	Corr. Technical Sr. Insp	23	Uniformed
Corrections Inspector	Corr. Technical Inspector	22	Uniformed
Corrections Senior Officer IV	Corr, Technical Sr. Officer IV	19	Uniformed
Corrections Senior Officer III	Corr, Technical Sr. Officer III	18	Uniformed
Corrections Senior Officer II	Corr, Technical Sr. Officer II	17	Uniformed
Corrections Senior Officer I	Corr, Technical Sr. Officer I	16	Uniformed
Corrections Officer III	Corr, Technical Officer III	14	Uniformed
Corrections Officer II	Corr, Technical Officer II	12	Uniformed
Corrections Officer I	Corr, Technical Officer I	10	Uniformed

1

2           *Provided:* That all benefits currently receive by the personnel of the BuCor under  
3 existing laws shall continue to be received by them: Provided further, that their  
4 retirement pay shall be subject to adjustment/s based on the prevailing scale of base  
5 pay of the uniformed personnel in the active service.

6

7

8           **Sec. 20. Retirement Benefits.** - Upon compulsory retirement, any custodial  
9 officer from the rank of Corrections Chief Superintendent and below shall be entitled to  
10 retirement benefits computed on the basis of one grade higher than the position he last  
11 held.

12

13           **Sec. 21. Funding Source.** -- The funds required for the implementation of this  
14 Act including personnel benefits shall be taken from the budget of the Bureau of  
15 Corrections for the current fiscal year and also from the following:

16

17

18

19

20

21

22

23

24

25

26

27

1. Collections from clearances and certification fees;
2. Service incomes from trainings and the like;
3. Income from institutional projects subject to MOAs, contracts or Joint Venture Agreements; and
4. Other miscellaneous incomes.

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

**Sec. 22. Implementation.** - The implementation of this Act shall be undertaken in staggered phases, but not to exceed five (5) years, taking into consideration the

1 financial position of the national government: Provided, that any partial  
2 implementation shall be uniform and proportionate for all ranks.

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4 **Sec. 23. Implementing Rules and Regulations.** - The DOJ in coordination with  
5 the BuCor, the CSC, the Department of Budget and Management (DBM), and the  
6 Department of Finance (DOF) shall, within ninety (90) days from the effectivity of this  
7 Act, promulgate the rules and regulations necessary to implement the provisions of this  
8 Act.

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10 **Sec. 24. Annual Report.** - The BuCor through the DOJ and the DBM shall jointly  
11 submit to the President of the Senate and the Speaker of the House of Representatives  
12 an annual report on the implementation of this Act. This report shall include  
13 information on the application of the budget for the salary and other benefits provided  
14 under this Act. The DBM, in consultation with the BuCor through the DOJ, shall  
15 periodically review and adjust every five (5) years the rates of base pay, taking into  
16 consideration labor productivity, consumer price index, oil price and other similar  
17 economic indicators as may be determined by the National Economic and  
18 Development authority (NEDA).

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21 **Sec. 25. Separability Clause.**- If any portion or provision of this Act is declared  
22 unconstitutional, the same shall not affect the validity and effectivity of the other  
23 provisions not affected thereby.

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26 **Sec. 26. Repealing Clause.** - All laws, decrees, orders, rules and regulations, and  
27 other issuances, or parts thereof, which are inconsistent with the provisions of this Act,  
28 are hereby deemed repealed, amended or modified accordingly.

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31 **Sec. 27. Effectivity.** - This Act shall take effect fifteen (15) days after its complete  
32 publication in the Official Gazette or in at least two (2) newspapers of general  
33 circulation, whichever comes earlier.

34  
35 *Approved,*