



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

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

9           (2) Reformation of National Inmates – The Reformation Programs which will be  
10 instituted by the BuCor for the Inmates shall be the following:

- 11           a) Moral & Spiritual Program;
- 12           b) Education & Training Program;
- 13           c) Work & Livelihood Program;
- 14           d) Sports & Recreation Program;
- 15           e) Health & Welfare Program; and
- 16           f) Behavior Modification Program to include Therapeutic Community.

17           (3) The Reformation Programs shall be undertaken by Professional Reformation  
18 Personnel consisting of Corrections Technical Officers with ranking system and salary  
19 grades similar to Corrections Officers.

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

23           b) Correctional Technical Officers includes priests, evangelists, pastors,  
24 teachers, instructors, professors, vocational placement officers, librarians,  
25 guidance counselors, physicians, nurses, medical technologists, pharmacists,  
26 dentists, therapists, psychologists, psychiatrists, sociologists, social workers,  
27 engineers, electricians, agriculturist, veterinarians, lawyers and similar  
28 professional skills relevant to the implementation of inmate reformation  
29 programs;

30           **Sec. 5. Operations of the Bureau of Corrections-** (1) The BuCor shall operate  
31 with a directorial structure. It shall undertake reception of inmates through its  
32 Directorate for Reception and Diagnostics (DRD), presently Reception and Diagnostic  
33 Center (RDC), provide basic needs and security through its Security and Operations  
34 Directorates, administer reformation programs through its Reformation Directorates, and  
35 prepare inmate for reintegration to mainstream society through its Directorate for  
36 External Relations (DER), presently External Relations Division (ERD).

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

43           (3) Aside from those borne of the provisions under Rule 8, Part I. Rules of  
44 General Application of the United Nations Standard Minimum Rules for the Treatment of  
45 Prisoners and that of the existing regulation of the Bureau on security classification (i.e.  
46 Maximum, Medium and Minimum Security Risk), inmates shall also be internally  
47 classified by DRD and segregated according to crimes committed based on the related  
48 penal codes such as Crimes Against Persons, Crimes Against Properties, Crimes

1 Against Chastity, so on and so forth, as well as by other related Special Laws, Custom  
2 and Immigration Laws.

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

7 (5) The Directorate for External Relations (DER) shall be responsible for pre-  
8 release and post-release programs of inmates due for release. The DER shall also  
9 classify inmates according to skills acquired for referral and endorsement to appropriate  
10 companies or corporations participating in BuCor On-The-Job Training Programs for  
11 newly reformed inmates. ERD shall also evaluate, classify, and apply necessary  
12 programs to inmates for readiness to join the mainstream society upon release.

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

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

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

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

27 (3) BuCor may propose additional Penal Farms as may be necessary as  
28 possible, aside from its existing seven (7) Prison and Penal Farms to decongest existing  
29 penal institutions and accommodate the increasing number of inmates committed to the  
30 agency.

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

32  
33 **Sec. 7. Facilities of the Bureau of Corrections-** BuCor shall operate with  
34 standard and uniform design of Prison Facilities, Reformation Facilities, and  
35 Administrative Facilities, through all the operating Prison and Penal Farms such as the  
36 following:

- 37 a. Dormitory;  
38 b. Administration Building;  
39 c. Perimeter/Security Fences;  
40 d. Hospital/Infirmary;  
41 e. Recreation/Multipurpose Hall;  
42 f. Training/Lecture Center;  
43 g. Workshop Facility;  
44 h. Mess Hall/Kitchen;  
45 i. Visiting Area;  
46 j. Water tank and Pump;  
47 k. Reception and Diagnostic Center  
48 l. Service Personnel Facilities

1           **Sec. 8. Supervision of the Bureau of Corrections-** The DOJ, having the BuCor  
2 as a line bureau and a constituent unit, shall maintain a relationship of administrative  
3 supervision with the latter as defined under Section 38 (2), Chapter 7, Book IV of E.O.  
4 No. 292 (Administrative Code of 1987), except that the DOJ shall retain authority over  
5 the power to review, reverse, revise, or modify the decisions of the BuCor in the  
6 exercise of its regulatory or quasi-judicial functions.

7           **Sec. 9. Organization and Key Positions of the BuCor.** – (1) The BuCor shall  
8 be headed by a Director who shall be assisted by three (3) Deputy Directors, one (1) for  
9 administration, one (1) for security and operations and one (1) for reformation, all of  
10 whom shall be appointed by the President upon recommendation of the Secretary of  
11 the DOJ. Provided, that the Director and Deputy Directors of BuCor shall serve a tour  
12 of duty not to exceed six (6) years from date of appointment: Provided further, however,  
13 that in times of war or other national emergency declared by Congress, the President  
14 may extend such tour of duty.

15           (2) The Head of the BuCor with the rank of Director V shall have the position  
16 and title of Director General of Corrections. The second officers in command of the  
17 BuCor, with the rank of Director IV, shall have the position and title of Deputy Directors  
18 of Corrections. The third officer in command of the BuCor, with the rank of chief  
19 superintendent, shall have the position and title of Corrections Chief Superintendent.  
20 The fourth officer in command of the BuCor, with the rank of senior superintendent,  
21 shall have the position and title of Corrections Senior Superintendent. The fifth officer  
22 in command of the BuCor, with the rank of Superintendent, shall have the position and  
23 title of Corrections Senior Superintendent.

24           **Sec. 10. Increase of Personnel.** – Bucor shall maintain the custodial personnel-  
25 to-inmate ratio of 1:7 and reformation personnel-to-inmate ratio of 1:24. Hence, it is  
26 authorized to increase its manpower to meet such ratio and may continue to increase  
27 personnel per percentage rate increase of committed inmates annually or as the need  
28 arises.

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

- 32 a) A citizen of the Republic of the Philippines;  
33 b) A person of good moral character;  
34 c) Must have passed the psychiatric/psychological, drug and physical test for the  
35 purpose of determining his/her physical and mental health;  
36 d) Must possess a baccalaureate degree from a recognized learning institution;  
37 e) Must possess the appropriate civil service eligibility;  
38 f) Must not have been dishonorably discharged or dismissed for cause from  
39 previous employment;  
40 g) Must not have been convicted by final judgment of an offense or crime involving  
41 moral turpitude;  
42 h) Must be at least one meter and sixty-two centimeters (1.62 m.) in height for  
43 male, and one meter and fifty-seven centimeters (1.57 m.) for female: Provided,  
44 That a waiver for height and age requirements may be granted to applicants  
45 belonging to the cultural communities; and;

46           (2) Provided, That a new applicant must not be less than twenty one (21) or  
47 more than forty (40) years of age. Except for this particular provision, the above-  
48 enumerated qualifications shall be continuing in character and an absence of any one  
49 of them at any given time shall be ground for separation or retirement from the service:  
50 Provided, further, That those who are already in the service upon the effectivity of this

1 Act shall be given five (5) years from date of such effectivity to obtain the minimum  
2 educational qualification and eligibility with subsidiary assistance provided for in this  
3 Act.

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

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

15 (5) BuCor shall continue training its personnel through its Personnel Training  
16 School, which shall be renamed as Corrections Training School/Institute patterned after  
17 BJMP's Jail National Training Institute (JNTI) and the BOFs' Fire National Training  
18 Institute (FNTI and the PNP's National Training Institute (PNTI).

19 **Sec. 12. Appointment of Personnel to the BuCor.** – The appointment of the  
20 BuCor shall be effected in the following manners:

21 a) "Corrections Officer I to Corrections Chief Superintendent". – Appointed by  
22 the Director General of Corrections, and attested by the Civil Service Commission  
23 (CSC); and

24 b) "Director General of Corrections and Deputy Director of Corrections.-  
25 Appointed by the President upon recommendation of the Secretary of the DOJ, with the  
26 proper endorsement by the Chairman of the CSC.

27 **Sec. 13. Lateral Entry of Officer into the BuCor.** – In general, all original  
28 appointments of officers in the Bureau of Corrections shall commence the rank of  
29 Corrections Inspector wherein applicants for lateral entry into the BuCor shall include all  
30 those with highly specialized and technical qualifications such as, but not limited to, civil  
31 engineers, mechanical engineers, electrical engineers, chemical engineers, chemist,  
32 architects, criminologists, certified public accountants, nurses, physical therapists,  
33 dentists, social workers, psychologists, sociologists, guidance counselors, and  
34 teachers. Doctor of Medicine, members of the Philippine Bar and chaplains shall be  
35 appointed to the rank of corrections senior inspector in their particular technical service.

36 **Sec. 14. Professionalization and Upgrading of Qualification Standards in**  
37 **the Designation of Personnel of the BuCor to Key Positions.** –

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

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

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

8 3) Colony Superintendent. – Should have the rank of superintendent, who must be a  
9 graduate of Bachelor of Laws or a holder of a master's degree in management, public  
10 administration, public safety, criminology, penology, sociology, national security  
11 administration, defense studies or other related discipline from a recognized institution  
12 of learning, and must satisfactory passed the necessary training or career courses for  
13 such position as may be established by the BuCor: Provided, That in prison and penal  
14 farms with an inmate population of two thousand (2,000) but below three thousand  
15 (3,000) the Colony Superintendent shall have the rank and qualification of a Colony  
16 Senior Superintendent;

17 4) Regional Superintendent – Should have the rank of senior superintendent or chief  
18 superintendent, who must be a graduate of Bachelor of Laws or a holder of a master's  
19 degree in management, public administration, public safety, criminology, penology,  
20 sociology, national security administration, defense studies or other related discipline  
21 from a recognized institution of learning, and must satisfactory passed the necessary  
22 training or career courses for such position as may be established by the BuCor;  
23 Provided, That in prison and penal farms with an inmate population of three thousand  
24 (3,000) but below five thousand (5,000), the Regional Superintendent shall have the  
25 rank and qualification of a Colony Senior Superintendent; Provided further that in  
26 prison and penal farms with an inmate population of over five thousand (5,000), the  
27 Regional Superintendent shall have the rank and qualification of a Chief  
28 Superintendent;

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

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

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

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

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

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

4 1) Inefficiency based on poor performance during the last two (2) successive  
5 semestral ratings period;

6  
7 2) Inefficiency based on poor performance for three (3) cumulative semestral  
8 rating period;

9  
10 3) Physical and/or mental incapacity to perform his/her duties and functions; or  
11

12 4) Failure to complete the required career courses and/or appropriate civil  
13 service eligibility for his/her position except for justifiable cause or reason; and  
14

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

20 **Sec. 17. Promotion System for the Personnel of the BuCor.** – Within six (6)  
21 months after the effectivity of this Act, the BuCor shall establish a system of promotion  
22 for the personnel of the BuCor though the following principles:

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

27 b) Requirement for Promotion. -

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

32 2) Any personnel of the BuCor who has exhibited act of conspicuous courage and  
33 gallantry at the risk his/her life above and beyond the call of duty, or selected as such in  
34 a nationwide search conducted by any accredited civic organization, shall be promoted  
35 to the next higher rank, Provided, That these shall be validated by the DOJ and the  
36 CSC based on established criteria.  
37

38 **Sec. 18. Performance Evaluation System.** – (1) There shall be established a  
39 performance evaluation system which shall be administered with accordance with the  
40 rules, regulations and standards, and a code of conduct for the personnel of the BuCor  
41 to be promulgated by the BuCor through the DOJ. Such performance evaluation  
42 system shall be administered in such a way as to foster the improvement of the  
43 individual efficiency and behavioral discipline as well as the promotion of organizational  
44 effectiveness and commitment to public service.

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

48 **Sec. 19. Standardization of the Base Pay, Retirement and other Benefits of**  
49 **the Personnel of the BuCor.** – In order to enhance the general welfare, commitment

1 to service and professionalism of the uniformed personnel of the BuCor, shall be  
2 adjusted in accordance with the following salary grade schedule:  
3

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

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

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

- 15 1. Collections from clearances and certification fees;
- 16 2. Income from institutional projects subject to MOAs, contracts or Joint  
17 Venture Agreements; and
- 18 3. Other miscellaneous incomes (outside MOAs and contracts), such as  
19 a. Penal Farm Agro-Production; and  
20 b. Inmate Handicraft Industry

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

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

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



1           **Sec. 24. Transitory Provisions** – a) The incumbent Director and two (2)  
 2 incumbent Assistant Directors shall serve under the terms for which they have been  
 3 appointed without need of new appointments upon the enactment of this Act. The  
 4 following key personnel shall have the corresponding career movement during the first  
 5 year of the implementation of this Act. The conditions of which are subject to the  
 6 qualifications standards set in the Implementing Rules and Regulations:

- 7           i. Prison Guard 1 (0-3 years in service as PG1)– shall be provisionally promoted
- 8           to Corrections Officer 2;
- 9           ii. Prison Guard 1 (3 years and 1 day to 6 years in service- shall be provisionally
- 10           promoted to Corrections Officer 3;
- 11           iii. Prison Guard 1 (above 6 years in service)- shall be provisionally promoted to
- 12           Corrections Senior Officer 1 to Corrections Senior Officer 4;
- 13           iv. Prison Guard 2 (0-3 years in service as PG2)- shall be provisionally promoted
- 14           to Corrections Senior Officer 2;
- 15           v. Prison Guard 2 (3 years and 1 day to 6 years in service)- shall be provisionally
- 16           promoted to Corrections Senior Officer 3;
- 17           vi. Prison Guard 2 (above 6 years in service)- shall be provisionally promoted to
- 18           Corrections Senior Officer 4 to Corrections Inspector;
- 19           vii. All Prison Guards 3 – shall be provisionally promoted to Corrections Inspector
- 20           to Corrections Chief Inspector;
- 21           viii. All Penal Security Officers 1 and 2 – shall be provisionally promoted to
- 22           Corrections Senior Inspector to Corrections Superintendent;
- 23           ix. All Penal Security Officers 3 and Penal Institution Supervisors – shall be
- 24           provisionally promoted to Corrections Chief Inspector to Corrections Senior
- 25           Superintendent;
- 26           x. All Penal Institution Superintendent 1 shall be converted to Corrections
- 27           Superintendent;
- 28           xi. All Penal Institution Superintendent 2 shall be converted to Corrections Senior
- 29           Superintendent;
- 30           xii. All Penal Institution Superintendent 3 shall be converted to Corrections Chief
- 31           Superintendent;
- 32           xiii. All Penal Institution Superintendent 4 shall be converted to Corrections Deputy
- 33           Director;

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

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

37           d) All incumbent personnel, upon the effectivity of the Act, may continue to render  
 38           his/her services until he/she reaches the compulsory age of retirement for public  
 39           officers of sixty-five (65). Those who shall be newly hired will have a compulsory  
 40           age retirement of fifty-six (56) years pursuant to the prevailing provisions on  
 41           retirement age of those who are in the uniformed services.

42           **Sec. 25. Annual Report.** – The BuCor through the DOJ and the DBM shall  
 43           jointly submit to the President of the Senate and the Speaker of the House of  
 44           Representatives an annual report on the implementation of this Act. This report shall  
 45           include information on the application of the budget for the salary and other benefits  
 46           provided under this Act. The DBM, in consultation with the BuCor through the DOJ,

1 shall periodically review and adjust every five (5) years the rates of base pay, taking  
2 into consideration labor productivity, consumer price index, oil price and other similar  
3 economic indicators as may be determined by the National Economic and Development  
4 authority (NEDA).

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

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

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

*Approved,*