

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
FIRST REGULAR SESSION)



Senate
Office of the Secretary

'16 AUG -1 A11 :40

SENATE

SENATE BILL NO. 938 R1

BY: fn

INTRODUCED BY SENATOR JOSEPH VICTOR G. EJERCITO

AN ACT
PROVIDING FOR THE PROTECTION, SECURITY AND BENEFITS
OF WHISTLEBLOWERS, APPROPRIATING FUNDS THEREFOR
AND FOR OTHER PURPOSES

EXPLANATORY NOTE

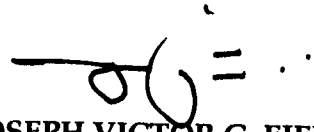
Public office carries with it a sense of responsibility and duty of accountability. While it is always a great privilege to hold a public office, government officials are expected to serve the people and perform their respective functions with integrity.

The country has been bombarded with scandals that compromised the credibility of government officials. In line with this, actions should be undertaken to ensure that misuse and abuse of powers are prevented or exposed.

This bill recognizes the vital role of whistleblowers in exposing the wrongdoing of public officials. These witnesses have the necessary knowledge and information to reveal the illegal activities, of government authorities. However, fear of retaliation and lack of adequate protection prevent them from coming out in the open.

The passage of this measure will strengthen accountability and reduce corruption in public sectors. It will also encourage citizens to report improper use of government office as well as corrupt practices of

public officials. Hence, in the best interest of the Republic, the immediate approval of this bill is urgently sought.

A handwritten signature in black ink, appearing to read 'JOSEPH VICTOR G. EJERCITO', with a horizontal line extending from the left.

JOSEPH VICTOR G. EJERCITO

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
FIRST REGULAR SESSION)



Senate
Office of the Secretary

'16 AUG -1 A11 :40

SENATE

RECEIVED

BY:

SENATE BILL NO. 938

INTRODUCED BY SENATOR JOSEPH VICTOR G. EJERCITO

AN ACT
PROVIDING FOR THE PROTECTION, SECURITY AND BENEFITS OF
WHISTLEBLOWERS, APPROPRIATING FUNDS THEREFOR AND FOR
OTHER PURPOSES

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

1 **SECTION 1. *Short Title.*** - This Act shall be known as the "*Whistleblower*
2 *Protection, Security and Benefit Act of 2016*".
3

4 **SECTION 2. *Declaration of Policy.*** - Public office is a public trust. It is the
5 policy of the State to promote and ensure full accountability in the conduct of
6 its officers and employees, and exact full retribution from those who shall
7 engage in graft and corrupt practices. Towards this end, the State shall:
8

9 (a) Maintain honest and high standards of integrity; in the public service;
10

11 (b) Safeguard the national interest through the investigation and
12 prosecution of corrupt and erring public officials and employees; and
13

14 (c) Encourage and facilitate the disclosure of corrupt conduct and
15 practices in the public service by providing benefits and protection to
16 whistle blowers.
17

18 Nothing in this Act shall diminish or restrict the entitlement, receipt or
19 enjoyment by a whistle blower of more or higher benefits provided in
20 existing laws.
21

22 **SECTION 3. *Definition of Terms.*** - As used in this Act, the following terms
23 are hereby defined as follows:
24

1 (a) *Acts constituting graft and corruption* refer to any conduct, act or
2 omission of public officers and employees solely, or in cooperation or
3 conspiracy with private persons, which are covered by, or constitute as
4 violations of:

5
6 (1) Republic Act No. 3019, otherwise known as the "Anti-Graft and
7 Corrupt Practices Act";

8
9 (2) Sections 7, 8 and 9 of Republic Act No. 6713, otherwise known as
10 the "Code of Conduct and Ethical Standards for Public Officials
11 and Employees";

12
13 (3) Republic Act No. 7080, entitled "An Act Defining and Penalizing
14 the Crime of Plunder";

15
16 (4) Presidential Decree No. 46, entitled "Making it Punishable for
17 Public Officials and Employees to Receive, and for Private
18 Persons to Give, Gifts on Any Occasion, Including Christmas";
19 and

20
21 (5) Title VII, Book Two of the Revised Penal Code on "Crimes
22 Committed by Public Officers".

23
24 (b) *Council* refers to the Whistleblower Benefits and Protection Council
25 created pursuant to Section 29 of this Act.

26
27 (c) *Employee* refers to any person who is made to suffer work by, or who
28 renders service for, an employer. The term shall include public officers
29 and employees as defined in this Act as well as any person considered
30 an "employee" under the Labor Code.

31
32 (d) *Employer* refers to any individual, partnership, association, corporation
33 or entity, including the government, or any person or group of persons
34 who shall directly or indirectly for or on behalf of said individual,
35 partnership, association, corporation or entity, hires an employee as
36 defined in this Act.

37
38 (e) *Government* refers to the National Government and any of its
39 subdivisions, agencies or instrumentalities, including government
40 owned and controlled corporations and their subsidiaries, and the local
41 government units (LGUs).

42
43 (f) *Informant* refers to any person who has personal knowledge or access
44 to data, events or information, of any conduct constituting graft and
45 corruption as defined under this Act by public officer/s and
46 employee/s, and who shall deliberately disclose of individual,

1 collective or organized conduct constituting graft and corruption as
2 provided in this Act.

3
4 (g) *Program* refers to the "Whistleblower Protection, Security and Benefit
5 Program" which the Council shall formulate and implement pursuant
6 to this Act.

7
8 (h) *Public Officer* refers to any person holding any public office III the
9 Government of the Republic of the Philippines by virtue of an
10 appointment, election or contract.

11
12 (i) *Whistleblower* refers to an informant admitted into the Program of the
13 Council in accordance with this Act and its rules and regulations.

14
15 (j) *Reprisal* refers to any negative or obstructive response or reaction to a
16 disclosure made under this Act aimed at, pertaining to, or against a
17 whistle-blower or any of the members of the family and relatives up to
18 the second degree of consanguinity or affinity including, but not
19 limited to, criminal, civil or administrative proceedings commenced or
20 pursued against said whistle blower or any of the members of the
21 family or relatives up to the second degree of consanguinity or affinity
22 as well as reprisal in the workplace.

23
24 (k) *Reprisal in workplace* refers to any discriminatory conduct or policies
25 against a whistleblower which affect promotion or job assignment
26 including undue negative performance appraisal, unusual and
27 unwarranted close monitoring by supervisors, unwarranted criticisms
28 or avoidance by co-employees, blacklisting from other job
29 opportunities or prejudicial transfers by reason of a disclosure made
30 under this Act.

31
32 **SECTION 4. Coverage.** - Conduct constituting graft and corruption,
33 whether commenced or consummated before the effectivity of this Act, refers
34 to any conduct, act or omission of public officers and/or employees solely, or
35 in cooperation or conspiracy with private persons which are covered by, or
36 amount to violations of Presidential Decree No. 46; Republic Act No. 3019;
37 Sections 7,8 and 9 of Republic Act No. 6713; Republic Act No. 7080; and Title
38 VII; Book Two of the Revised Penal Code on "Crimes Committed by Public
39 Officers".

40
41 **SECTION 5. Admission to the Program.** - Whistleblowers admitted into the
42 Program, whether from the public or private sector, shall be entitled to the
43 protection and benefits under this Act: *Provided, That* all the following
44 requisites concur:

45
46 (a) The disclosure is voluntary in writing and under oath;

1
2 (b) The disclosure relates to conduct constituting' graft and corruption
3 under this Act;
4

5 (c) Such disclosure is necessary for an effective and successful
6 investigation or prosecution, or essential for the acquisition of material
7 evidence not yet in the possession of the Council;
8

9 (d) *The information given by the whistleblower can be corroborated; and,*
10

11 (e) The information disclosed leads to a successful gathering of evidence
12 and/ or conduct of investigation sufficient to sustain a finding of
13 probable cause for the filing of a criminal complaint or information
14 before a court of competent jurisdiction.
15

16 **SECTION 6. *Necessity of Testimony.*** - The testimony of a whistleblower in
17 court shall not be necessary for the entitlement to the benefits and protection
18 under this Act, subject to the provision of Section 17 herein. In the event that
19 the whistle blower's testimony is determined by the Council to be necessary
20 and indispensable to the success of an investigation or the prosecution of a
21 case, the whistle blower shall be entitled to the additional benefits and
22 protection under Republic Act No. 6981, otherwise known as the "Witness
23 Protection, Security and Benefit Act".
24

25 **SECTION 7. *Memorandum of Agreement With the Whistleblower.*** - As a
26 prerequisite to the availment of the protection and benefits under this Act, a
27 whistle blower shall enter into a Memorandum of Agreement with the
28 Department of Justice (DOJ), which shall set forth the whistle blower's
29 responsibilities including the following:
30

31 (a) *To provide information to and testify before all inquiries, in aid of*
32 *legislation, and before any law enforcement official concerning any*
33 *appropriate proceeding in connection with or arising from the*
34 *activities involved in the offense subject; matter thereof;*
35

36 (b) *To avoid a commission of a crime involving moral turpitude;*
37

38 (c) *To take all necessary precautions to avoid detection by others of the*
39 *facts concerning the protection provided under this Act;*
40

41 (d) *To cooperate with respect to all reasonable requests of officers and*
42 *employees of the government who are providing protection under this*
43 *Act; and*
44

45 (e) *To regularly inform the appropriate program official of the whistle*
46 *blower's current activities and address.*

1
2 **SECTION 8. *Breach of the Memorandum of Agreement.*** - Substantial breach
3 of the Memorandum of Agreement shall be a ground for the immediate
4 termination of the protection and benefits provided under this Act. The
5 Council shall send notice to at whistle blower concerned, stating therein the
6 reason for such termination. In view thereof, a whistle blower shall be
7 afforded reasonable time to take appropriate and necessary protection and
8 security measures.

9
10 In addition, the whistle blower shall return all the financial rewards
11 received pursuant to Section 17 of this Act.

12
13 **SECTION 9. *Protection Against Other Actions.*** - A whistle blower or an
14 informant who has made a disclosure under this Act shall not be subject to
15 any liability in any proceeding. Any disclosure made or any document
16 submitted to the Council shall be inadmissible in evidence against the
17 whistleblower.

18
19 This protection shall also operate as immunity in favor of a whistle blower
20 or informant against any action or, proceeding taken against the
21 whistleblower by any person subject of a disclosure, by reason thereof and
22 acts in relation to subject of disclosure.

23
24 **SECTION 10. *Defense of Privileged Communication.*** - A whistleblower or
25 any person who has made a disclosure under this Act shall have, as defense in
26 any other inquiry or proceeding, the absolute privilege with respect to the
27 subject matter of the disclosure or information given to the proper authorities.

28
29 **SECTION 11. *Confidentiality.*** - Except as allowed by this Act, during and
30 after a disclosure, and throughout and after any proceeding taken thereafter,
31 a whistleblower or an informant is entitled to absolute confidentiality about:

- 32
33 (a) Whistleblower's identity;
34
35 (b) The subject matter of the disclosure; and
36
37 (c) The person to whom such disclosure was made.

38
39 There shall be no such confidentiality of identity if a whistle blower or an
40 informant makes a public disclosure of a conduct constituting graft and
41 corruption unless, notwithstanding such public disclosure, the whistleblower
42 has taken means and measures obviously intended to preserve anonymity.

43
44 **SECTION 12. *No Breach of Duty of Confidentiality.*** - A whistleblower or an
45 informant who has made a disclosure under this Act, on whom a provision of
46 law, regulation, issuance, practice or other convention, imposes a duty to

1 maintain confidentiality with respect to any information disclosed, is
2 considered not to have committed a breach thereof.

3
4 **SECTION 13. Confidential Information.** - No person to whom a disclosure
5 has been made or referred shall divulge any information that may identify or
6 tend to identify a whistle blower or informant or reveal the subject matter of
7 such disclosure, except under the following circumstances:

8
9 (a) *The whistle blower or the informant consents in writing prior to a*
10 disclosure of an information;

11
12 (b) The disclosure is indispensable and essential as determined by the
13 Council, having regard to the necessary proceedings to be taken after
14 the disclosure; or

15
16 (c) The disclosure or referral is made pursuant to an obligation under this
17 Act.

18
19 The prohibition on disclosure under this section shall apply to any
20 person who has become privy to any confidential information, whether
21 officially or by other means.

22
23 **SECTION 14. Protection Against Disciplinary Action or Reprisals.** - A whistle
24 blower who has made or is believed or suspected to have made a disclosure
25 under this Act is not liable to disciplinary action for making said disclosure.

26
27 Prohibited acts under this section include reprisals in the workplace or
28 prejudicial conduct towards a whistleblower such as: discriminatory actions
29 behind policies and procedures, unwarranted reprimand, punitive transfers,
30 malicious referral to a psychiatrist or counselor, and unfounded or baseless
31 poor performance reviews. Other prejudicial actions include obstruction of an
32 investigation, withdrawal of essential resources, undue reports and the
33 attachment of false personnel files or notes.

34
35 To this end, any employer who shall discourage and impose sanctions or
36 reprisals based on workplaces interaction, which shall include workplace
37 ostracism, questions and attacks on motives, accusations of disloyalty and
38 dysfunction, public humiliation, and the denial of work or promotion, or who
39 encourages, causes or does retaliatory action or reprisal against the
40 whistleblower or anyone believed or suspected to be one, shall be liable for an
41 offense defined under this Act.

42
43 Any employee who refuses to follow orders of employers that would
44 cause them to violate any provision of this Act shall likewise be protected
45 from reprisals and retaliatory action in the workplace.

For purposes of this protection, an applicant for employment shall be deemed an employee and entitled to such protection: Provided, however, That an employer of a whistleblower shall be notified through a certification issued by the Council, within a period of thirty (30) days from the date when the whistle blower last reported for work: Provided, further, That an employer shall have the option to remove said whistleblower from employment after securing a clearance from the Council and the Department of Labor and Employment (DOLE) in case of a prolonged absence due to transfer or permanent relocation under this Act or Republic Act No. 6981.

SECTION 15. *Security and Protection of a Whistleblower.* - When determined to be necessary and appropriate by the Council, a whistleblower, even if the disclosure is made in confidence, shall be entitled to personal security. For this purpose, the Council may request any law enforcement agency for assistance. Should, at anytime, the identity of the whistle blower be revealed, or anonymity compromised, the whistle blower may, upon the recommendation of the Council, be entitled to the benefits of Republic Act No. 6981, in addition to the other benefits under this Act.

SECTION 16. *Confidentiality of the Proceedings.* - All proceedings before the Council involving application and/ or enjoyment of the benefits under this Act, including any action taken thereon, shall be confidential in nature. No information or documents , given or submitted in support thereof shall be released except upon written order of the Council, and provided such disclosure shall not endanger the life of a whistle blower.

SECTION 17. *Financial Rewards for Whistleblowers.* - The whistleblower shall be entitled to a corresponding monetary reward in accordance with the following stages:

Stages	If the case is susceptible of pecuniary estimation	If the case is not susceptible of pecuniary estimation
Upon admission Into the Program	P 200,000	P 100,000
Upon filing of the Case with the Office of the Ombudsman	P 100,000	P 50,000
Upon completion Of the testimony Of the whistleblower	P 100,000	P 50,000

1 For cases susceptible to pecuniary estimation, such as plunder, forfeiture
2 of ill-gotten wealth, bribery, malversation and damage or injury to
3 government, the whistle blower, shall be entitled to an additional reward of
4 ten percent (10%) of the actual amount recovered by final judgment.
5

6 **SECTION 18.** *Return of the Amount Received as Financial Rewards.* - A
7 whistle blower admitted into the Program who deliberately and voluntarily
8 gives false or misleading information in connection with, conduct constituting
9 graft and corruption as defined under this Act or who unjustifiably recants
10 testimony shall, in addition to the penalties provided in Section 21 and
11 Section 22 of this Act, be required to return all the amounts received as
12 financial rewards.
13

14 **SECTION 19.** *Abstract.* - All government agencies, offices, bureaus and
15 LGUs, including government-owned or controlled corporations, whether or
16 not with original charters, shall conspicuously display an abstract of this Act
17 and the rights and protections of whistle blowers or informants, including the
18 obligations of employers under this Act. Such abstract shall be provided in
19 the rules and regulations to be promulgated pursuant to Section 31 of this Act.
20

21 All government agencies, offices, bureaus and LGUs, including
22 government-owned and controlled corporations, whether or not with original
23 charters, are likewise required to put in place internal procedures for dealing
24 with whistle blowers or informants, consistent with the provisions of this Act
25 and the rules and regulations. Said internal procedure shall be widely
26 disseminated to all the employees.
27

28 **SECTION 20.** *Credibility of a Whistleblower.* - In all cases, the fact of the
29 entitlement of the whistleblower to the protection and benefits provided in
30 this Act shall not be admissible in evidence to diminish or affect the whistle
31 blower's credibility.
32

33 **SECTION 21.** *Penalty for Giving False and Misleading Information.* - The
34 penalty of imprisonment of not less than six (6) years but not more than
35 twelve (12) years shall be imposed upon a whistleblower who deliberately
36 and voluntarily gives false or misleading information in connection with
37 conduct constituting graft and corruption under this Act. If the offender is a
38 public officer or employee, the penalty of dismissal from the service and the
39 accessory penalty of perpetual absolute disqualification from holding public
40 office shall also be imposed. In addition, the offender may be held criminally
41 and civilly liable under existing laws.
42

43 **SECTION 22.** *Penalty for, Unjustified Recantation.* - The unjustified
44 recantation of testimony by a whistle blower shall constitute an offense and
45 shall be punishable by a penalty of imprisonment of not less than four (4)
46 years but not more than six (6) years.

1
2 **SECTION 23. *Penalty for Reprisal Against Whistleblower.*** - The penalty of
3 imprisonment of not less than six (6) years but not more than twelve (12)
4 years or a fine of not more than One hundred thousand pesos
5 (Php100,000.00), or both, at the discretion of the court shall be imposed upon
6 any person who shall commit any act of reprisal as defined in this Act against
7 a whistle blower and/or hinders, delays, prevents or dissuades said
8 whistleblower from:

- 9
10 (a) Attending, assisting or testifying before any investigating agency or
11 judicial or quasi-judicial body;
12
13 (b) Reporting to a law enforcement officer or judge the commission or
14 possible commission of an offense, or a violation of conditions of
15 probation, parole, or release pending judicial proceedings;
16
17 (c) Seeking the arrest of another person in connection with the offense;
18
19 (d) Causing a criminal prosecution, or any proceeding for the revocation of
20 a parole or probation; and
21
22 (e) Performing and enjoying the rights and benefits under this Act or
23 attempt to do so.
24

25 In addition, the penalty of dismissal from the service and the accessory
26 penalty of perpetual absolute disqualification from holding public
27 office shall be imposed upon an offender who is a public officer or
28 employee.
29

30 **SECTION 24. *Penalty for Violation of Confidentiality.*** - The penalty of
31 imprisonment of not less than six (6) months but not more than six (6) years
32 shall be imposed upon any person who shall violate the protection of
33 confidentiality of a protected disclosure under Sections 10, 11, 13 and 16 of
34 this Act. The penalty of dismissal from the service and the accessory penalty
35 of temporary absolute disqualification from holding public office shall also be
36 imposed upon an offender who is a public officer or employee. In addition,
37 the offender shall be civilly liable to indemnify the whistleblower or
38 informant in such amount of damages as may be awarded and deemed
39 reasonable by a competent court.
40

41 **SECTION 25. *Penalty for Reprisal in the Workplace.*** - The penalty of
42 imprisonment of not more than six (6) years but not more than twelve (12)
43 years shall be imposed upon any person who shall commit any act of reprisal
44 in the workplace as defined in this Act, against an employee who is a whistle
45 blower or believed or suspected to be one. The penalty of dismissal from the
46 service and the accessory penalty' of temporary absolute disqualification from

1 holding public office shall also be imposed upon an offender who is a public
2 officer or employee. In addition, the offender shall be civilly liable to
3 indemnify the whistleblower in such amount of damages as may be awarded
4 and deemed reasonable by a competent court.

5
6 Towards this end, an aggrieved whistleblower shall be entitled to the
7 provisional remedy of injunction against any reprisal in the workplace,
8 prejudicial conduct, or discriminatory treatment by reason of whistle blower's
9 disclosure.

10
11 The proceedings herein shall be independent of any action that an
12 aggrieved person may take before the Civil Service Commission or the DOLE
13 for unfair or discriminatory practices, backwages, or other labor disputes, or
14 before other quasi-judicial agencies that may or may not have arisen from a
15 disclosure or believed or suspected disclosure.

16
17 **SECTION 26. Penalty for Discriminatory Hiring.** - The penalty of
18 imprisonment of not more than six (6) months shall be imposed upon any
19 person or employer who shall deny a qualified applicant for employment, or
20 who shall reject an application for employment solely on the ground that an
21 applicant is a whistle blower or informant for the State. If the offender is a
22 corporation, partnership, association, or any juridical person, the penalty shall
23 be imposed upon the owner, president, partner, manager and/or any
24 responsible officer who participated in the commission of the offense.

25
26 The penalty of dismissal from the service and the accessory penalty of
27 suspension of the right to hold public office shall also be imposed upon the
28 offender who is a public officer or employee.

29
30 In addition, the offender shall be civilly liable to indemnify the whistle
31 blower in such amount of damages as may be awarded and deemed
32 reasonable by a competent court.

33
34 **SECTION 27. Failure of an Employer to Post Abstract.** - The failure to post an
35 abstract required under Section 19 of this Act shall constitute an offense and
36 shall be punishable with a fine of One hundred thousand pesos
37 (Php100,000.00) for the first offense. The amount shall be doubled for every
38 succeeding offense, and punishable with imprisonment of not more than six
39 (6) months at the discretion of the court. For this purpose, the president,
40 general manager, or head of agency, office or bureau shall be held criminally
41 liable and shall suffer the accessory penalty of suspension of the right to hold
42 public office.

43
44 **SECTION 28. Failure to Act or Report to the Council.** - Any person under
45 obligation to report a disclosure under this Act to the Council, who fails to do.
46 so within a period of two (2) months, or who fails to act there an or cause an

1 investigation thereof, shall be held liable and shall suffer the penalty of not
2 more than one (1) month imprisonment or a fine of not more than Fifty
3 thousand pesos (Php50,000.00) at the discretion of the court.

4
5 **SECTION 29. *Whistleblower Benefits and Protection Council.*** - A
6 Whistleblower Benefits and Protection Council is hereby created composed of
7 the Overall Deputy Ombudsman as Chairperson, and the following as
8 members:

- 9
10 (a) Prosecutor General, DOJ;
11
12 (b) Special Prosecutor, Ombudsman;
13
14 (c) Witness Protection Program Director, DOJ;
15
16 (d) Executive Director, Anti-Money Laundering Council;
17
18 (e) Director, Legal Service, Philippine National Police, in case the
19 respondent is a member thereof;
20
21 (f) The Judge Advocate General of the Armed Forces of the Philippines, in
22 case the respondent is a member there of;
23
24 (g) A representative from the civil society /nongovernment organization
25 involved in anti-corruption and good governance to be appointed by
26 the Chairperson of the Council, upon the recommendation of the
27 members thereof; and
28
29 (h) A representative from the business sector to be appointed by the
30 Chairperson of the Council, upon the recommendation of the
31 Philippine Chamber of Commerce and Industry.
32

33 The existing personnel of the Office of the Ombudsman shall serve as
34 secretariat to the Council.
35

36 **SECTION 30. *Powers and Functions of the Council.*** - In addition to its
37 powers and functions under existing laws, the Council shall have the
38 following powers and functions:
39

- 40 (a) Monitor, coordinate and evaluate all efforts relative to the
41 implementation and enforcement of the, provisions of this Act;
42
43 (b) Evaluate the disclosure and qualification of whistleblowers or
44 informants for coverage within this Act, and make the appropriate
45 decision on their entitlement to the benefits extended herein;
46

1 (c) Undertake, in coordination and cooperation with the private and
2 public sectors, an information campaign to educate the public on the
3 provisions and benefits of this Act;
4

5 (d) Develop plans and implement programs to further encourage whistle
6 blowers or informants on graft and corrupt activities with a view to
7 effective deterrence and/or prosecution;
8

9 (e) Control and administer, consistent with the provisions and purposes of
10 this Act, the protection and benefits of whistle blowers in connection
11 with the cases within the coverage of Section 4 of this Act;
12

13 (f) Call upon, or deputize any department, bureau, office or any other
14 government agency or public official to assist in the effective
15 implementation and enforcement of this Act; and
16

17 (g) Grant immunity in accordance with the provisions of this Act and its
18 implementing rules and regulations.
19

20 **SECTION 31. Appropriations.** - The amount necessary to carry out the
21 provisions of this Act shall be included in the annual General Appropriations
22 Act.
23

24 **SECTION 32. Implementing Rules and Regulations.** - The Council shall
25 promulgate such rules and regulations as may be necessary to implement the
26 intent and purposes of this Act. Said rules and regulations shall be published
27 in two (2) newspapers of general circulation.
28

29 **SECTION 33. Separability Clause.** - If any portion or provision of this Act or
30 the application thereof shall be declared invalid or unconstitutional, the
31 validity of other parts or provisions not affected thereby shall continue to be
32 in full force and effect.
33

34 **SECTION 34. Repealing Clause.** - All laws, decrees, executive issuances,
35 rules and regulations inconsistent with this Act are hereby repealed or
36 modified accordingly.
37

38 **SECTION 35. Effectivity Clause.** - This Act shall take effect fifteen (15) days
39 following its complete publication in two (2) newspapers of general
40 circulation.
41

42 *Approved,*