



MALACAÑAN PALACE
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 03

INCREASING THE RATES OF COMBAT DUTY PAY AND COMBAT INCENTIVE PAY OF THE ARMED FORCES OF THE PHILIPPINES AND EXTENDING THE SAME ALLOWANCES TO THE UNIFORMED PERSONNEL OF THE PHILIPPINE NATIONAL POLICE, AMENDING THEREFOR EXECUTIVE ORDER NO. 38 (s. 2011)

WHEREAS, Section 5(3) of Article XVI of the 1987 Philippine Constitution provides that professionalism in the armed forces and adequate remuneration and benefits of its members shall be a prime concern of the State;

WHEREAS, laws and executive issuances have been enacted in cognizance of the heroism and sacrifices of the frontline soldiers and police officers who figure directly in actual combat against various groups which threaten national peace and security;

WHEREAS, for qualified members of the Armed Forces of the Philippines (AFP), the current rate of Combat Duty Pay is ₱500.00 per month while that of Combat Incentive Pay is ₱150 per day of actual combat but not to exceed ₱1,500.00 per Operations Order (OPORD) or Fragmentary Order (FRAG-O);

WHEREAS, for qualified uniformed personnel of the Philippine National Police (PNP), the current maximum rate of Combat Duty Pay is ₱340.00 per month;

WHEREAS, there is an urgent need to increase the said benefits to improve the living conditions of the men in uniform who are engaged in combating threats to national security and public peace and order.

NOW, THEREFORE I, RODRIGO ROA DUTERTE, President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

SECTION 1. Combat Duty Pay. The rate of the Combat Duty Pay of the officers and enlisted personnel of the AFP and uniformed personnel of the PNP is hereby fixed at Three Thousand Pesos (₱3,000.00) per month.

SECTION 2. Persons Entitled to Combat Duty Pay. Officers and enlisted personnel of the AFP performing combat duties/activities and uniformed personnel of the PNP engaged in actual police operations as defined in regulations to be issued by

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the Secretary of National Defense and the National Police Commission, respectively, are entitled to receive Combat Duty Pay.

SECTION 3. Combat Incentive Pay. The members of the AFP and the uniformed personnel of the PNP who figure directly in actual combat against members of various insurgent, terrorist and lawless elements, shall be entitled to an additional Combat Incentive Pay of Three Hundred Pesos (₱300.00) per day, subject to the following conditions:

- (a) the operation must be for a specific combat mission that is duly covered by an OPORD or FRAG-O for the AFP or a Mission Order for the PNP;
- (b) the personnel involved in combat must be in the published task organization of the AFP OPORD/FRAG-O or the PNP Mission Order; and
- (c) the total additional Combat Incentive Pay for each individual shall not exceed Three Thousand Pesos (₱3,000.00) per month.

The Combat Incentive Pay shall be over and above the Combat Duty Pay of ₱3,000.00 for qualified officers and enlisted personnel of the AFP and qualified uniformed personnel of the PNP.

SECTION 4. Funding Requirement. The initial funding requirement necessary to implement this Executive Order shall be drawn from the Miscellaneous Personnel Benefits Fund. Succeeding funding for this purpose shall be included in the specific budgets of the AFP and PNP, as the case may be, in the General Appropriations Act, provided that the actual roster of military and uniformed personnel of the AFP and PNP is submitted to the Department of Budget and Management. The validated list shall be the basis for allocating funds for the purpose in the succeeding years.

SECTION 5. Separability. If any provision of this Executive Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

SECTION 6. Repeal. All executive orders, rules and regulations and other parts thereof, which are inconsistent with this Executive Order, are hereby revoked, amended or modified accordingly.

SECTION 7. Effectivity. This Executive Order shall take effect starting 01 September 2016.

DONE in the City of Manila, this ~~26~~ day of September, in the year of Our Lord, Two Thousand and Sixteen.

By the President:


SALVADOR C. MEDIALDEA
Executive Secretary

 