



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2343



Introduced by
HON. ATTY. GERVILLE "JINKY BITRICKS" R. LUISTRO

AN ACT
MODERNIZING THE PAROLE AND PROBATION ADMINISTRATION, IMPROVING
ITS PAROLE AND PROBATION SERVICES, EXPANDING ITS ORGANIZATIONAL
STRUCTURE, UPGRADING THE COMPENSATION AND BENEFITS OF ITS
PERSONNEL, AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

The Parole and Probation Administration (PPA), created pursuant to Presidential Decree No. 968, otherwise known as the **"Probation Law of 1976,"** has played a vital role in the Philippine criminal justice system. For nearly five decades, it has provided alternative correctional programs through supervised community-based rehabilitation, which has proven effective in decongesting prisons, reducing recidivism, and facilitating the reintegration of offenders into society.

However, the PPA has remained largely unchanged in structure, resources, and personnel compensation since its inception, despite increasing caseloads, evolving justice sector demands, and the growing complexity of rehabilitative services. Its personnel, primarily composed of parole and probation officers, are overburdened, underpaid, and often lack access to adequate tools and training necessary to perform their duties effectively. Moreover, the Administration's current organizational structure does not reflect the scope or scale of its responsibilities in a modernized justice system.

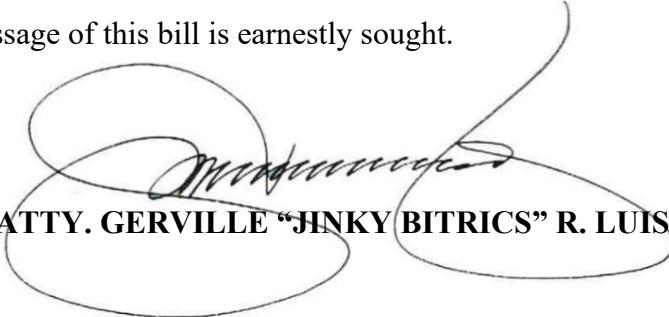
This proposed measure seeks to **modernize the Parole and Probation Administration** by:

1. **Improving and expanding its parole and probation services** to align with current global standards and best practices;
2. **Strengthening its organizational structure** to accommodate increasing demands for services, ensure effective supervision of clients, and support specialized programs such as restorative justice, therapeutic jurisprudence, and reintegration initiatives;
3. **Upgrading the salary grades and benefits of PPA personnel** to ensure their welfare and professional growth, and to attract and retain highly qualified probation officers and administrative staff;
4. **Providing funding support** to ensure the sustainable delivery of high-quality, community-based corrections services across the country.

By investing in a modernized and well-supported Parole and Probation Administration, the government affirms its commitment to restorative justice, the rehabilitation of offenders, and the protection of public safety. This bill recognizes that second chances, when supported by sound institutional mechanisms, can transform lives and strengthen communities.

We recognize the efforts of Representatives **Michael L. Romero** and **Rufus Rodriguez**, who championed this legislation in the Nineteenth Congress.

In view of the foregoing, the passage of this bill is earnestly sought.


HON. ATTY. GERVILLE "JINKY BITRICS" R. LUISTRO



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

SECTION 1. *Short Title.* – This Act shall be known as the “Parole and Probation Administration Modernization Act.”

SEC. 2. *Declaration of Policy.* – It is the declared policy of the State to promote the correction and rehabilitation of persons deprived of liberty (PDL) for their successful reintegration into society, and to provide opportunities for reformation to first-time offenders who are more likely to respond to individualized, community-based treatment programs in order to prevent recidivism and reduce the incidence of repeat offenses.

To this end, the State shall endeavor to improve the country’s parole and probation system, provide probation and parole officers the means to fully and effectively perform their duties and mandates, and allocate the necessary resources for the implementation of parole and probation programs that are relevant and responsive to the needs of the time.

SEC. 3. *Mandate.* – The Parole and Probation Administration (PPA) shall be the principal government agency mandated to implement programs for the correction and rehabilitation of offenders under the parole and probation system, provide opportunities for their reformation and reintegration into the community, and prevent the repeat commission of offenses. It shall promote,

subject to appropriate safeguards and standards, the utilization of non-custodial alternatives to incarceration, foster greater community involvement in the treatment of offenders, and instill among offenders a greater sense of responsibility to society.

SEC. 4. *Powers and Functions.* – To fulfill its mandate, the PPA shall have the following powers and functions:

- (a) Administer the parole and probation system pursuant to existing laws, rules, and regulations;
- (b) Supervise PDLs who, after serving part of their sentences, are released on parole or are pardoned with parole conditions;
- (c) Investigate and supervise first-time minor drug offenders under suspended sentence;
- (d) Evaluate and monitor activities of persons released on recognizance;
- (e) Supervise persons rendering community service as penalty in lieu of imprisonment;
- (f) Serve as the authorized representative of the Dangerous Drugs Board under the Voluntary Submission Program;
- (g) Revitalize, implement, and administer the Volunteer Probation Aide (VPA) Program;
- (h) Investigate and supervise qualified petitioners for parole and executive clemency; and
- (i) Perform such other functions in the effective administration of the parole and probation system as may be provided by law.

SEC. 5. *Structural Organization.* – The PPA shall be headed by an Administrator assisted by two (2) Deputy Administrators who shall serve as Deputy Administrator for Administration and Deputy Administrator for Operations.

The PPA Central Office shall have seven (7) support services, namely:

1. Administrative Service – The Administrative Service shall consist of three (3) divisions: Human Resource Management and Development Division, General Services Division, and Information and Advocacy Division.
2. Financial Management Service – The Financial Management Service shall consist of three (3) divisions: Budget Division, Management and Audit Division, and Accounting Division.
3. Planning Service – The Planning Service shall consist of the Planning Division and the Research and Evaluation Division.
4. Legal Service – The Legal Service shall consist of the Hearing and Investigation Division and the Legal Research and Opinion Division.

5. Case Management and Information and Communication (ICT) Service – The Case Management and ICT Service shall consist of the Case Management and Statistics Division and the ICT Division.
6. Technical Service – The Technical Service shall consist of the Investigation Division and the Supervision Division.
7. Community Relations Service – The Community Relations Service shall consist of the Volunteer Resources Management Division and the Community Services Division.

Each support service shall be headed by a Director with the rank of Director II, while each division shall be headed by a Division Chief. The Administrator shall determine the organizational structure and staffing pattern of each support service and division in accordance with the existing compensation and position classification system, subject to the review and approval of the Department of Budget and Management (DBM).

SEC. 6. *Regional Offices.* – The PPA shall establish and maintain Regional Offices in each administrative and autonomous region in the country. Each Regional Office shall be headed by a Regional Director, assisted by an Assistant Regional Director. The Administrator shall determine the organizational structure and staffing pattern of each Regional Office in accordance with the existing compensation and position classification system, subject to the review and approval of the DBM.

SEC. 7. *Provincial, City, and Municipal Parole and Probation Offices.* – The PPA shall also establish and maintain Provincial and City Parole and Probation Offices in each province and city. The PPA may also establish and maintain, as may be necessary, Municipal Parole and Probation Offices upon the recommendation of the Regional Director and the approval of the Administrator, and pursuant to authorization by Congress. Each Provincial, City, and Municipal Parole and Probation Office shall be headed by a Chief Probation and Parole Officer. The Administrator shall determine the organizational structure and staffing pattern of each Provincial, City, and Municipal Parole and Probation Office in accordance with the existing compensation and position classification system, subject to the review and approval of the DBM.

SEC. 8. *Qualifications of the Administrator and Deputy Administrators.* – Persons appointed to the positions of Administrator and Deputy Administrators must be holders of at least a master's degree or its equivalent in criminology, social work, corrections, penology, psychology, sociology, public administration, law, police science, police administration, or other related management courses, or a member of the Philippine Bar, with at least ten (10) years of supervisory experience.

SEC. 9. *Qualifications of Regional Directors and Assistant Regional Directors.* – Persons appointed to the positions of Regional Director and Assistant Regional Director must be holders of at least a master's degree or its equivalent in either criminology, social work, corrections, penology, psychology, sociology, public administration, law, police science, police administration, or related fields, and should have at least five (5) years of supervisory experience in probation work, or be a member of the Philippine Bar with at least five (5) years of supervisory experience.

SEC. 10. Appointment. – The Administrator and Deputy Administrators shall be appointed by the President upon the recommendation of the Secretary of Justice. The Administrator and Deputy Administrators shall not be removed except for cause provided by law.

The Regional Directors and Assistant Regional Directors shall be appointed by the Secretary of Justice upon the recommendation of the Administrator. The Regional Directors and Assistant Regional Directors shall not be removed except for cause provided by law.

All other personnel shall be appointed by the Administrator in accordance with civil service laws, rules, and regulations.

SEC. 11. Maintenance of Adequate Ratio of Personnel to Caseload. – Subject to the approval of the DBM, the PPA shall maintain a Probation and Parole Officer to caseload ratio of 1:50. The PPA shall submit annually to the DBM and to Congress a report on the caseload of each Regional, Provincial, City, and Municipal Parole and Probation Office and its recommendations, if any, for the increase in number of personnel in order to maintain the said ratio; *Provided*, That this provision shall not affect the security of tenure of Probation and Parole Officers assigned to any Regional, Provincial, City, or Municipal Parole and Probation Office.

SEC. 12. Creation of New Positions, Reclassification of Existing Positions, and Upgrading of Salary Levels. – The following positions in the PPA are hereby created, and the existing positions reclassified or upgraded, with the corresponding salary grade levels:

Existing Position	Reclassified Position/ Newly-Created Position	Salary Grade	
		FROM	TO
Administrator (Director V)	Administrator III	29	30
Deputy Administrator (Director IV)	Deputy Administrator III (Deputy Administrator for Administration)	28	29
-	Deputy Administrator III (Deputy Administrator for Operation)	-	29
Regional Director (Director II)	Regional Director (Director IV)	26	28
Assistant Regional Director (Director I)	Assistant Regional Director (Director III)	25	27
	Director II, Legal Service	-	26
	Director II, Technical and Community Service	24	26
	Director II, ICT and Case Management Service	24	26
	Director II, Administrative	24	26

Existing Position	Reclassified Position/ Newly-Created Position	Salary Grade	
		FROM	TO
	Service		
	Director II, Financial Management Service	24	26
	Director II, Planning Service	24	26
Chief Probation Officer	Chief Probation and Parole Officer	24	25
Attorney V	Attorney V Chief, Hearing and Investigation Division	25	25
Attorney V	Attorney V Chief, Legal and Research Opinion Division	25	25
Chief Probation Officer - Chief, Technical Services Division	Chief Probation and Parole Officer Chief, Technical Services Division	24	25
Chief Probation Officer - Chief, Community Services Division	Chief Probation and Parole Officer Chief, Community Service Division	24	25
Chief Probation Officer - Chief, Case Management and Records Division	Chief Probation and Parole Officer, Case Management Division	24	25
	Information Technology Officer III Chief, ICT Division	-	24
Chief Administrative Officer - Chief, Administrative Division	Human Resource Management Officer V Chief, Human Resource Management Division	24	24
	Chief Administrative Officer - Chief, Property and General Services Division	-	24
	Information Officer V - Chief, Information and Advocacy Division	-	24
Chief Administrative Officer - Chief, Financial and Management Division	Budget Officer V Chief, Budget Division	-	24
Accountant III Chief, Accounting Section	Accountant V Chief, Accounting Division	18	24
Planning Officer V	Planning Officer V	24	24

Existing Position	Reclassified Position/ Newly-Created Position	Salary Grade	
		FROM	TO
Chief, Planning Division	Chief, Planning Division		
	Planning Officer V Chief, Research and Evaluation Division	24	24
Supervising Probation Officer	Supervising Probation and Parole Officer	22	23
Senior Probation Officer	Senior Probation and Parole Officer	18	21
Probation Officer II	Probation and Parole Officer II	15	18
Probation Officer I	Probation and Parole Officer I	11	15

SEC. 13. *Incumbent Officials and Personnel.* – The incumbent officials and personnel of the PPA shall continue to hold their positions without need of new appointments.

SEC. 14. *Other Benefits.* – In addition to the benefits being received under existing laws and issuances, Probation and Parole Officers shall receive the following benefits under the following circumstances:

(a) Hazard Pay - Probation and Parole Officers who are directly assisting or performing functions which expose them to danger, occupational risks or threats to their health and security brought about by the types of clientele or cases they handle, such as but not limited to high-risk probationers, parolees, and pardonees, drug offenders, mentally-ill clients, and clients with contagious diseases, shall receive, subject to the approval of the Administrator, hazard pay equivalent to at least twenty per centum (20%) of the monthly basic salary;

(b) Living Quarters or Living Quarters Allowance - The PPA shall provide living quarters to employees who are assigned more than fifty (50) kilometers away from their residence. If living quarters are not available, the Probation and Parole Officer shall be entitled to Living Quarters Allowance equivalent to at least Four thousand pesos (₱4,000.00) a month, subject to the approval of the Administrator;

(c) Longevity Pay - A monthly longevity pay equivalent to five per centum (5%) of the latest monthly basic pay shall be paid to a probation and parole officer for every five (5) years of continuous, efficient and meritorious service rendered as certified by the Administrator, commencing with the service after the approval of this Act;

(d) Subsistence Allowance – An allowance for meals or sustenance shall be given to PPA personnel who, by the nature of the duties and responsibilities of their respective positions, have to make their services available at all times in their places of work as field officers. This shall be given at the prescribed standard rate; and

(e) Relocation Allowance – Relocation Allowance shall be granted to all displaced field officers due to reassignment. Officers who are transferred to other regions, or within the same region provided the distance of the residence to the area of assignment shall be more than fifty (50) km radius, by reason of promotion or other personnel movement, shall be entitled to a relocation allowance commensurate to the transportation and hauling expenses.

SEC. 15. *Local Government Support.* – Subject to existing laws, issuances, rules, and regulations, the PPA shall be authorized to receive from local government units financial assistance and other forms of support such as honoraria, office space, furniture, equipment, office supplies and additional personnel complement.

SEC. 16. *Annual Report.* – Not later than the 30th day of June of every year, the Administrator shall submit to the Office of the President and to Congress an annual report on the implementation of this Act.

SEC. 17. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the PPA Administrator shall, in coordination with the Secretary of Justice, the Secretary of Budget and Management, and the Chairperson of the Civil Service Commission, promulgate the rules and regulations for the effective implementation of this Act.

SEC 18. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriation of the PPA. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 19. *Separability Clause.* – If any provision or part of this Act is declared unconstitutional or invalid, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 20. *Repealing Clause.* – All laws, executive orders, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby amended or repealed accordingly.

SEC. 21. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,