

Republic of the Philippines  
Department of the Interior and Local Government  
**NATIONAL POLICE COMMISSION**  
Makati City

**MEMORANDUM CIRCULAR NO. 2000-006**

**CLARIFYING THE TERM "SALARY" AS USED UNDER SECTION 41 OF PRESIDENTIAL DECREE NO. 1184 AND SECTION 35 OF REPUBLIC ACT NO. 8551**

**WHEREAS**, under Section 76 of RA No. 6975, it is provided that "a uniformed personnel and/or his heirs shall be entitled to all benefits relative to death or permanent incapacity of said personnel, as provided for under this Act, and/or other existing laws."

**WHEREAS**, pursuant to Section 41 of PD 1184 or the "Integrated National Police Personnel Professionalization Law of 1977," then members of the Integrated National Police, now Philippine National Police, are entitled to death or permanent disability benefits for service-connected sickness or injuries, with the former consisting, among others, of gratuity equivalent to one year's salary which shall in no case be less than six thousand pesos, burial expenses equivalent to three (3) months salary and to a monthly pension equivalent to 80% of the salary of the deceased for a period not exceeding five (5) years accruing to his surviving wife, or if there be none, to the surviving dependent legitimate children; and the latter, consisting of gratuity equivalent to one year salary which shall in no case be less than six thousand pesos and to a lifetime pension equivalent to 80% of his last salary subject to five-year guaranteed period.

**WHEREAS**, Section 35 of RA No. 8551, similarly provides that "*An officer or non-officer who is permanently and totally disabled as a result of injuries suffered or sickness contracted in the performance of his duty as duly certified by the National Police Commission, upon finding and certification by the appropriate medical officer, that the extent of the disability or sickness renders such member unfit or unable to further perform the duties of his position, shall be entitled to eighty percent (80%) of his last salary, in addition to other benefits as provided under existing laws.*"

**WHEREAS**, officials and employees of the government are granted Length of Service Incentive equivalent to one step salary increment which is integrated into their basic monthly salary;


**WHEREAS**, in order to provide a uniform standard in the computation of the gratuity and pension benefits to which a disabled member or his heirs are entitled to under Section 41, PD 1184 in conjunction with RA No. 6975, as amended, there is a need to clarify and define the term "Salary";

*Alfonso*  
184

**NOW THEREFORE**, the Commission, in the exercise of its administration and control function over the PNP, has resolved to clarify as it hereby clarifies the term "**Salary**" as used in the aforementioned Laws to mean the basic pay attached to the rank to which one is appointed including longevity pay as set forth in Section 71, RA No. 6975.

This Memorandum Circular shall take effect immediately.


**ADOPTED** this 31<sup>st</sup> day of July in the Year Two Thousand, Makati City.

  
**ALFREDO S. LIM**  
Secretary DILG and  
Chairperson, NAPOLCOM

  
**LEO S. MAGAHUM**  
Commissioner


Vice-Chairperson/Executive Officer

  
**ROMEO L. CAIRME**  
Commissioner

  
**CLEOFE M. FACTORAN**  
Commissioner

  
**PANFILO M. LACSON**  
Commissioner

**Attested by:**

  
**BERNARDO R. CALIBO**  
Commission Secretary