

IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 10575, OTHERWISE KNOWN AS "BUREAU OF CORRECTIONS ACT OF 2013";

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RULE I – GENERAL PROVISIONS

Section 1. Short Title and Purpose - These Implementing Rules and Regulations, hereinafter called "these IRR", are hereby adopted and promulgated pursuant to Section 23 of Republic Act (R.A.) No. 10575, otherwise known as the "Bureau of Corrections Act of 2013", for the purpose of prescribing and applying the necessary rules and regulations for the strengthening of the correctional services.

Section 2. Declaration of Policy - It is the policy of the State to promote the general welfare and safeguard the basic rights of every inmate incarcerated in our national penitentiary by promoting and ensuring their reformation and social reintegration, creating an environment conducive to rehabilitation, and compliant with the International Best Practices and Minimum Standards in the Treatment of Prisoners. It also recognizes the responsibility of the State to strengthen government capability aimed towards the institutionalization of highly efficient and competent correctional services.

Towards this end, the State shall provide for the modernization, professionalization, and restructuring of the Bureau of Corrections (BuCor) by upgrading its facilities, increasing the number of its personnel, upgrading the level of qualifications of such personnel, and standardizing their base pay, retirement and other benefits to make the same at par with those of the Bureau of Jail Management and Penology (BJMP).

RULE II – DEFINITION OF TERMS

Section 3. Definition of Terms - For purposes of these IRR, the following terms or words and phrases shall mean or be understood as follows:

a)

Act - refers to R.A. 10575, entitled "An Act Strengthening the Bureau of Corrections (BuCor) and providing Funds Therefor," otherwise known as "The Bureau of Corrections Act of 2013."

b)

Admission - refers to the manner of receiving a national inmate, a detainee, or convicted person in a prison facility committed by courts or other Competent Authority to serve sentence for a certain period or for temporary confinement.

c)

Base Pay - refers to a fixed amount of compensation for regular work rendered, designated in the Salary Schedule for Uniformed Personnel for all ranks computed on monthly or annual basis, excluding fringe benefits and other allowances.

d)

Bureau of Corrections or BuCor - refers to the central office, headed by the Director General of Corrections, which has control and supervision over the prison and penal farms.

e)

Classification - refers to the manner of categorizing inmates according to certain parameters, such as security risks, crimes committed, age, and health, among others.

f)

Competent Authority - refers to the President of the Republic of the Philippines, Supreme Court, Court of Appeals, Sandiganbayan, Regional Trial Court, Metropolitan Trial Court, Municipal Trial Court, Municipal Circuit Trial Court, Shari'a Court, Military Courts, and other courts of competent jurisdiction provided for by law.

g)

DOJ - refers to the Department of Justice.

h)

Inmate - refers to a person, also called Person Deprived of Liberty (PDL), confined in a national prison to serve sentence or for safekeeping.

i)

IRR - refers to the Implementing Rules and Regulations of R.A. No. 10575.

j)

Maximum Security Status - refers to a security category that indicates highly dangerous or high security risk inmates, who are determined by the institutional classification board as requiring a high degree of control and supervision.

k)

Medium Security Status - refers to a security category that indicates intermediate security risk inmates, who are determined by the institutional classification board as requiring a moderate degree of control and supervision.

l)

Minimum Security Status - refers to a security category that indicates low security risk inmates or those determined by the institutional classification board as requiring a minimal degree of control and supervision.

m)

National Inmate - refers to an inmate sentenced by a court to serve a term of imprisonment of more than three (3) years or to pay a fine of more than one thousand pesos (P1,000); or an inmate who, regardless of the length of the sentence imposed by the court, has been sentenced for violation of customs law or other laws within the jurisdiction of the Bureau of Customs or enforceable by it, or for violation of immigration or election laws; or to

one sentenced to serve two (2) or more prison sentences that, in their aggregate, exceed the period of three (3) years, whether or not said inmate appealed. It shall also include a person committed to the Bureau of Corrections by a Competent Authority for temporary confinement or for similar purpose.

n)

Prison - refers to a penal establishment, also known as penal colony, under the control and supervision of the Bureau of Corrections.

o)

Reformation - refers to the rehabilitation component of the BuCor's present corrections system. It shall refer to the acts that ensure the public (including families of inmates and their victims) that released national inmates are no longer harmful to the community by becoming reformed individuals prepared to live a normal and productive life upon reintegration to the mainstream society.

p)

Safekeeping - refers to the custodial component of the BuCor's present corrections system. It shall refer to the acts that ensure the public (including families of inmates and their victims) that national inmates are provided with their basic needs, completely incapacitated from further committing criminal acts, and have been totally cut off from their criminal networks (or contacts in the free society) while serving sentence inside the premises of the national penitentiary. These acts also include protection against illegal organized armed groups that have the capacity of launching an attack on any prison camp of the national penitentiary to rescue their convicted comrade or to forcibly amass firearms issued to prison guards.

q)

Secretary - refers to the Secretary of Justice.

r)

Seniority and Lineal List (SLL) - refers to a document containing the names of all officers in the active corrections service, arranged by grade and in accordance with their relative seniority for each regular component, and by the service to which they are appointed.

s)

Time-In-Grade - the period of active non-commissioned or commissioned service rendered by an officer in a certain rank.

RULE III – MANDATES OF THE BUREAU OF CORRECTIONS

Section 4. The Mandates of the Bureau of Corrections - The BuCor shall be in charge of the safekeeping of, and institutionalization of reformation programs for national inmates sentenced to more than three (3) years.

a)

Safekeeping of National Inmates - The safekeeping of inmates shall include decent and adequate provision of basic necessities, such as habitable quarters, food, water, clothing, medical care, and proper observance of prescribed rights and privileges, such as visitation, communication, practice of one's religion and others, in compliance with established United Nations standards. It shall also involve the efficient processing of necessary documentary requirements and records for their timely release upon completion of the service of their sentence, parole or qualification to any other form of executive clemency. The security of the inmates shall be undertaken

by the Custodial Force, consisting of Corrections Officers with a ranking system and salary grades similar to their counterpart in the BJMP.

b)

Reformation of National Inmates - The reformation programs, which will be institutionalized by the BuCor for the inmates, shall be comprised of the following:

1.

Moral and Spiritual Program. This refers to the moral and spiritual values-formation of inmates that shall be institutionalized by the Directorate for Moral and Spiritual Welfare (DMSW). Participating Religious Volunteer Organizations (RVO) and individuals shall be regulated and managed by the DMSW.

2.

Education and Training Program. This refers to the administration of formal and non-formal education, and skills development of inmates that shall be institutionalized by the Directorate for Education and Training (DET). Participating volunteer teachers, professors, instructors, and trainers shall be regulated and managed by the DET.

3.

Work and Livelihood Program. This refers to the administration of programs on work and livelihood for the generation of income of the agency and the achievement of self-sufficiency of the inmates within the prison community. This shall be institutionalized by the Directorate for Work and Livelihood (DWL). Participating volunteer agencies and Non- Governmental Organizations (NGOs) shall be regulated and managed by the DWL.

4.

Sports and Recreation Program. This refers to the administration of physical and recreational activities to keep inmates alert, healthy, and uplifted in spirit. This shall be institutionalized by the Directorate for Sports and Recreation (DSR). Participating volunteer agencies, NGOs and individuals shall be regulated and managed by the DSR.

5.

Health and Welfare Program. This refers to the administration of proper hygiene, sanitation, cleanliness and overall promotion of the good health of inmates. This also includes appropriate provision of medical care or hospitalization to sick inmates. This shall be institutionalized by the Directorate for Health and Welfare Services (DHWS). Participating volunteer agencies, NGOs and individuals shall be regulated and managed by the DHWS.

6.

Behavior Modification Program. This refers to the administration of psychotherapy programs for the treatment of anti-social behavior and certain personality disorders of inmates who need such attention, to restore them to normal human behavior necessary for effective social and interpersonal relationship in the prison community. This program also includes Therapeutic Community Program Modality. This shall be institutionalized by the Directorate for Behavior Modification (DBM). Participating volunteer agencies, NGOs and individuals shall be regulated and managed by the DBM.

These “perimeter” reformation programs, which are deemed as the central or core reformation objectives, shall be administered for the effective treatment of anti-social behavior and destructive personality disorders of an inmate.

c)

Corrections Technical Officers - The reformation programs shall be undertaken by Professional Reformation Personnel, consisting of Corrections Technical Officers with ranking system and salary grades similar to Corrections Officers.

1.

Corrections Technical Officers are referred to in these IRR as personnel employed in the implementation of reformation programs and those personnel whose nature of work requires proximate or direct contact with inmates.

1.1)

Corrections Technical Officers shall be classified into the occupational group of Reformation Service to ensure continuity of projects and sustainability of operations in the corrections service.

1.2)

Reformation Officers shall work on a one-shift schedule (except for medical personnel or those whose nature of work requires a three- shift duty). However, in the interest of the service based on the nature of the emergency undertaking, personnel responsible for such undertaking could be called upon to address such emergency situation any time of the day or night without obligating the government for overtime or holiday compensation. Such undertakings include, among others, the immediate processing, even during holidays and weekends, of inmates' release papers in order to avoid arbitrary detention (in such cases like expiration of sentence or grant of parole or pardon by the President), financial and logistical documents to effect the necessary and immediate transfer or movement of inmates, procurement of supplies and equipment for emergency purposes and other similar transactions, and repair of vital electrical, mechanical, communications and transportation equipment or facilities of the prison in order to sustain daily custodial and reformation operations.

1.3)

There shall be a separate and distinct training program for each Corrections Technical Officer's professional line of expertise different from the training program of regular Corrections Officers.

2.

Corrections Technical Officers include priests, evangelists, pastors, ministers, religious or lay teachers, instructors, professors, vocational placement officers, librarians, guidance counselors, physicians, nurses, medical technologists, pharmacists, dentists, therapists, psychologists, psychiatrists, sociologists, social workers, engineers, electricians, agriculturists, veterinarians, lawyers, and those possessing similar professional skills relevant to the implementation of inmate reformation programs.

RULE IV - OPERATIONS AND STRUCTURE OF BUCOR

Section 5. Operations of the Bureau of Corrections - The major work flow in the BuCor, through the prescribed structure as provided for in the Act, is described hereunder:

a)

The BuCor shall operate with a directorial structure. It shall undertake reception of inmates through its Directorate for Reception and Diagnostics (DRD), formerly Reception and Diagnostic Center (RDC); provide their basic needs and security through its Security and Operations Directorates; administer their reformation programs through its Reformation Directorates; and prepare inmates for reintegration to mainstream society through its Directorate for External Relations (DER), formerly External Relations Division (ERD).

b)

The DRD shall be responsible for the classification of each and every inmate admitted to the BuCor. Inmates shall be classified according to security risk and sentence. The determination an inmate's skills or talents; physical, spiritual, social, mental, and psychological evaluation; and other behavioral assessments are included in the classification as reference of the DRD in the preparation of individual inmate and group reformation treatment programs.

c)

Aside from those borne of the provisions under Rule 8, Part I, Rules of General Application of the United Nations Standard Minimum Rules for the Treatment of Prisoners (UNSMRTP), and of the existing regulation of the BuCor on security classification (i.e., maximum, medium and minimum security risk), inmates shall also be internally classified by the DRD and segregated according to crimes committed based on the related penal codes, such as Crimes Against Persons, Crimes Against Properties, Crimes Against Chastity, as well as by other related special laws, Customs and Immigration Laws. This is to ensure that an inmate will not be susceptible to acquire other criminal skills brought about by his exposure to other inmates who have been committed for different crimes or offenses.

1.

This is conducted in the following institutional procedures:

1.1)

Admission of Inmates. The BuCor, through its penal establishments, shall receive inmates from the Competent Authority upon presentation of the following documents:

(i)

Mittimus/Commitment Order of the Court;

(ii)

Information and Court Decision in the case;

(iii)

Certification of Detention;

(iv)

Certification of No/With Pending Case;

(v)

Certification of Appeal/Non-Appeal; and

(vi)

Provincial Form 35 / Inmate Data Sheet.

1.2)

A female offender shall be received only at the Correctional Institution for Women (CIW).

2.

All prisons and penal farms are authorized to receive inmates directly from courts where they are convicted, in consonance with Supreme Court Circular No. 63-97 dated October 6, 1997.

3.

The DRD shall perform diagnostic functions to classify inmates for the application of appropriate reformation programs. The core diagnostics objective is to determine the capability of an inmate to respond positively to the reformation programs.

d)

From the DRD, the Custodial Force and Reformation Personnel of the respective security institutions/camps shall be in charge of the security and the implementation of the recommended individual inmate and inmate-group reformation treatment. The security operational activities to be undertaken shall ensure the following objectives:

1.

Proper custody;

2.

Prevention of prison violence;

3.

Prevention of prison crimes;

4.

Implementation of prison laws and regulations; and

5.

Efficient recovery of inmate fugitives.

The conduct of these activities shall be effectively sustained by a viable and reliable intelligence support system. The core security objectives are to incapacitate inmates from further committing criminal acts and to cut them off from their criminal networks (or contacts in the free society) while serving sentence at BuCor.

e)

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

In order to fully implement a successful reintegration of released inmates to the community

1.

Conciliation and acceptance from family of inmate or victim(s) and community prior to release period; and

2.

Support from family of inmate and community upon release.

These facilitate the achievement of the core reintegration objectives, which are aimed at the restoration of the inmate's civil status and re-establishment of his or her lost personal identity as a law-abiding citizen in free society. The personnel of DER shall perform diagnostics functions to classify inmates for the application of appropriate pre-release and post-release programs. Administration of pre-release programs by DER shall be assisted by reformation officers.

Throughout the course - from DRD to the Custodial Force and Reformation Personnel and, finally, to the DER - inmates of BuCor are to be continuously accorded proper safekeeping.

f)

Apart from handling inmates, the SuCor shall administratively operate like a standard government agency, through its Administrative Directorates, with internal control and internal audit units.

It shall conduct its planning and management through its Directorate for Planning and Management; conduct personnel recruitment and welfare development through its Directorate for Personnel and Human Resource Development; conduct budgeting and accounting through its Directorate for Comptrollership; conduct facility and equipment maintenance and other engineering services through its Directorate for Engineering Services; and conduct procurement process through its Directorate for Logistics.

These directorates shall be assisted by support service groups, such as Legal Service, Training Service, Public Affairs Service, Information and Communications Technology Service, Finance Service, Reservation Security-Safety-and-Cleanliness Service, Health Service, and Logistics Support Service.

g)

The BuCor shall employ full computerization system in the build-up, maintenance, and transmittal to all its Prison and Penal Farms and other recipient agencies (i.e., Board of Pardons and Parole, Office of the President) of necessary inmate records. This shall be done through the development of needed information system, network infrastructure, internet connectivity, procurement of computer hardware and software, and creation of Information Technology (IT) positions.

The information system shall efficiently oversee and monitor inmates' reformation activities, camp movement, security status, and time served, among others, as part of the database program of the Carpeta and Prison Records. It shall also provide a decision support system that will help in the reclassification of inmates for the appropriate reformation, pre-release and post-release programs. Furthermore, the system shall be a major tool for the timely transmittal of inmates' records to the Board of Pardons and Parole for inmates who may be eligible for early release (i.e., as candidates for pardon and other forms of executive clemency for submission to the Office of the President).

Specific description of the Bureau's operations shall be elaborated in the BuCor Operating Manual.

RULE V - LAND CONTROL AND MANAGEMENT OF BUCOR

Section 6. Lands of the Bureau of Corrections.

a)

Land Use. Aside from administrative purposes, all BuCor lands shall be used for inmate security, reformation programs, and as means to promote sustainability, both for income and non-income generating programs, with or without partnership among NGOs, civic organizations, or other government entities.

b)

Land Use Development. As a way to maximize its assets' value for the effective and extensive reformation (corrections) programs for national inmates, the BuCor shall have the absolute authority to design, formulate and implement land use development plans and policies. In the exercise of such authority, the BuCor shall act in accordance with relevant laws and guided by national policies, such as those espousing good governance principles, including transparency and accountability in the management of government assets.

1.

BuCor shall formulate plans and programs in accordance with, and pursuant to the policy of exploring, in partnership with GOs, NGOs, and other entities, the productivity of prison manpower as a rehabilitation component, and the proper administration and use of prison landholdings.

2.

As far as practicable, BuCor shall organize a manpower-intensive economic zone in every penal reservation or through joint venture agreements to generate revenues for prison maintenance and institutional upkeep. In so doing, such as in entering into joint venture or other similar agreements and arrangements, the BuCor shall establish and employ such procedures and mechanism that ensure that it shall obtain terms and conditions that are not only the most advantageous for the government, but also take into consideration the achievement of the primary mandate of the BuCor, the welfare of the inmates, and the best interests of the State, among other public interest and public policy considerations.

3.

BuCor shall require all prisons and penal farms, whenever applicable, to allocate a portion of their respective penal reservation for agricultural production in order to sustain its basic institutional food requirements, thus leading to self-sufficiency, administrative economy and the promotion of the health and welfare of the prison community.

c)

Regionalization Policy. Aside from its existing seven (7) prisons and penal farms, the BuCor may propose the establishment of additional penal farms as may be necessary and possible, as a firm action and commitment to decongest existing penal institutions and accommodate the increasing number of inmates committed to the agency. Furthermore, such may serve to bring the inmates closer to their families, which may help in their rehabilitation and eventual reintegration into society.

d)

Land Certification of Title. All BuCor lands shall have a Certificate of Title registered under its name. These comprise lands in actual and physical possession and control of the Bureau.

RULE VI – FACILITIES OF THE BUREAU OF CORRECTIONS

Section 7. Facilities of the Bureau of Corrections - The BuCor shall operate with the standard and uniform design of prison facilities, reformation facilities, and administrative facilities, through all the operating prison and penal farms.

Facilities with adequate equipment are major components of prison security that complements custodial strength. The Directorate for Engineering Service shall be responsible in ensuring continuous operation and maintenance of all facilities and equipment to provide reliable and competent security support capability. They shall have three (3)-shift tour of duty in the implementation of their respective tasks, which shall include, among others, inspection, repair, evaluation, and recommendation on engineering service matters.

All facilities shall be in conformity with the Philippine Building Code, in particular, the architectural, structural, electrical, plumbing, fire safety, and flood code/standard. They must likewise be accessible to Persons With Disabilities (PWDs) pursuant to Batas Pambansa Blg. 344 or Accessibility Law.

For purposes of this section, the following terms or words and phrases shall mean or be understood as follows:

a)

Dormitory - refers to the facility exclusively used as confinement area of all inmates within the prison camp.

b)

Administrative Building - an edifice where management of institutional support and resources are administered and where all records and documents are kept. The building may be constructed according to the desired capacity to house the following groups: command group, directorates, support service and operating units.

c)

Perimeter/Security Fence - refers to physical indicators of boundary lines and barriers delineating the prison camp, its security divisions and perimeter markings on the prison reservation as a whole. The area must have sufficient lighting. Electronic devices, e.g., motion sensor, alarm, surveillance camera, and cell phone signal jammers, must be installed at the perimeter fence as a deterrent to any possible escape attempt and other undesirable activities within the prison in order to ensure that inmates are completely incapacitated from further committing criminal acts, and have been totally cut off from their criminal networks.

d)

Hospital/Infirmary - refers to a medical facility established inside the prison compound for treatment of sick or injured inmates.

e)

Recreation/Multipurpose Hall - a combined facility where cultural and sports activities are conducted on a regular basis. The facility shall be equipped with an Audio Visual Room (AVR), CCTV cameras, and other electronic devices. There shall be ample recreational and sports facilities, including a sunning area.

f)

Training/Lecture Center - a combined facility complete with library, classrooms, and an auditorium. It must have an audio-visual room and separate comfort rooms for male and female participants.

g)

Workshop Facility - a facility where livelihood activities are conducted. Comfort rooms shall also be included in the building.

h)

Kitchen and Mess Hall - refers to a prison facility where food is prepared and served. The area of the kitchen would be designed in accordance with the ideal capacity of inmate population per camp. It must have sufficient water supply and storage system, and a proper drainage and waste disposal system. It must be well-lighted, ventilated, and with smoke/fume extraction system.

i)

Visiting Area - refers to an area where visitors of inmates are entertained. The visiting area must have two (2) gates at opposite sides. It shall be equipped with electronic devices, such as security cameras, ceiling fans, and lightings. It shall also have separate comfort rooms for male and female visitors.

j)

Conjugal Facility - a facility designed to accommodate inmates' conjugal visits of their respective legal or common-law spouses.

k)

Water Supply System - it shall be provided without interruption in any place where inmates are being confined.

l)

Reception and Diagnostic Center - or the Camp for Directorate for Reception and Diagnostics, which shall be a specific facility within every prison and penal farm where newly admitted inmates are quarantined and subjected to a battery of tests and interviews before classification is conducted.

m)

Service Personnel Facilities - refer to the quarters of officers and barracks of the security rank-and-file, which shall be supported and maintained properly by the institution.

n)

External Relations Center - or the Camp of Directorate for External Relations, which shall be a specific facility within every prison and penal farm where inmates awaiting release are confined and subjected to a battery of tests and interviews for a defined period before classification for pre-release and post-release programs.

o)

Court Room - a facility in the prison reservation where court trials/hearings may be held for inmates with pending cases.

p)

Transient Quarters - refers to the facility where employees and their visitors on official business from different colonies can stay temporarily for a specified period of time.

RULE VII - SUPERVISION OF THE BUREAU OF CORRECTIONS

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

It is understood that the outside movement of inmates shall be subject to the automatic review of the Secretary of Justice, such matter being pursuant to the exercise of the BuCor's regulatory functions. Decisions of the BuCor on such matters shall be held in abeyance for a reasonable period of time in order not to render such power of review moot and academic, taking into consideration the urgency of the grounds for such outside movement. The procedure, timeline and other relevant considerations in relation to this shall be the existing provisions in the BuCor Operating Manual, until the same are amended and modified.

RULE VIII - ORGANIZATION AND KEY POSITIONS OF BUCOR**Section 9. Organization and Key Positions of the Bureau of Corrections.**

a)

The BuCor shall be headed by a Director General, who shall be assisted by three (3) Deputy Director Generals, namely, one (1) for administration, one (1) for security and operations, and one (1) for reformation, all of whom shall be appointed by the President upon the recommendation of the Secretary of the DOJ: Provided, That the Director General and the Deputy Director Generals of the BuCor shall serve a tour of duty not to exceed six (6) years from the date of appointment: Provided, further, That, in times of war or other national emergency declared by Congress, the President may extend such tour of duty.

b)

Key Positions in the BuCor:

1.

The Head of the BuCor, with the rank of Undersecretary, shall have the position and title of Director General of Corrections;

2.

The second officers in command of the BuCor, with the rank of Assistant Secretary, shall have the position and title of Deputy Directors of Corrections;

3.

The third officer in command of the BuCor, with the rank of Chief Superintendent, shall have the position and title of Corrections Chief Superintendent;

4.

The fourth officer in command of the BuCor, with the rank of Senior Superintendent, shall have the position and title of Corrections Senior Superintendent; and

5.

The fifth officer in command of the BuCor, with the rank of Superintendent, shall have the position and title of Corrections Superintendent.

c)

The Department of Budget and Management (DBM) shall rationalize the existing organizational structure and staffing pattern of the BuCor in accordance with the provisions of these Act and relevant compensation and position classification laws, rules and regulations.

RULE IX - PERSONNEL BUILD-UP OF BUCOR

Section 10. Increase of Personnel. - The BuCor shall maintain the custodial personnel-to-inmate ratio of 1:7 for three (3) shifts, and reformation personnel-to-inmate ratio of 1:24 for one (1) shift.

Hence, it is authorized to increase its manpower to meet such ratio and may continue to increase personnel per percentage rate increase of committed inmates annually or as the need arises.

RULE X - PROFESSIONALIZATION, QUALIFICATIONS UPGRADING, AND TRAINING OF

UNIFORMED PERSONNEL IN BUCOR

Section 11. Professionalization and Upgrading of Qualification Standards in the Appointment of the BuCor Personnel. - In order to effect the smooth transition of BuCor into the uniformed services, the BuCor shall establish the Qualification Standards, subject to the approval of the Civil Service Commission for purposes of appointment to ranks.

a)

No person shall be appointed as personnel of the BuCor unless one possesses the following minimum qualifications:

1.

A citizen of the Republic of the Philippines;

2.

A person of good moral character;

3.

Must have passed the psychiatric/psychological, drug and physical tests for the purpose of determining his or her physical and mental health;

4.

Must possess a baccalaureate degree from a recognized learning institution;

5.

Must possess the appropriate civil service eligibility;

6.

Must not have been dishonorably discharged or dismissed for cause from previous employment;

7.

Must not have been convicted by final judgment of an offense or crime involving moral turpitude; and

8.

Must be at least one meter and sixty-two centimeters (1.62 m.) in height for male, and one meter and fifty-seven centimeters (1.57 m.) in height for female: Provided, That a waiver for height and age requirement/s may be granted to applicants belonging to the cultural communities: Provided, further, That a new applicant must not be less than twenty-one (21) or not more than forty (40) years of age. Except for this particular provision, the above-enumerated qualifications shall be continuing in character and an absence of any one of them at any given time shall be ground for separation or retirement from the service: Provided, furthermore, That those who are already in the service upon the effectivity of these IRR shall be given five (5) years from the date of such effectivity to obtain the minimum educational qualification and eligibility with subsidiary assistance as provided for in Section 15 of these IRR.

8.1)

Waivers - Waivers for initial Appointment to the Bureau of Corrections, as discussed in the preceding paragraph, shall be allowed, subject to the following general guidelines to govern the grant of the same:

8.1.1

The age and height requirements for the initial appointment to BUCOR may be waived, Provided, That applicants who belong to cultural communities must submit proofs of their membership in a particular cultural minority as certified by the National Commission on Indigenous Peoples (NCIP) or the National Commission on Muslim Filipinos (NCMF);

8.1.2

Upon recommendation of the BuCor Promotion and Selection Board, waiver of age and height requirements may be granted by the Director General of Corrections;

8.1.3

Waiver of age requirement may be granted, Provided That, in case the applicant has been separated from government service, his or her previous separation was not for a just cause;

8.1.4

Waiver of the height requirement may be granted, Provided, That, specifically for corrections officers whose duties necessitate the setting of an absolute minimum height requirement, the waiver may only be granted to a male applicant who is at least one (1) meter and 57 cm (1.57 m) or to a female applicant who is at least one (1) meter and 52 cm (1.52 m).

8.1.5

The height and age requirement shall only be waived subject to the condition that the applicant meets and possesses all other required qualifications.

b)

After the lapse of the period for the satisfaction of a specific requirement, incumbent personnel of the BuCor who fail to satisfy any of the requirements enumerated under this section shall be separated from the service, Provided, That those who are fifty (50) years and above and have served in the government for at least twenty (20) years shall be retired instead of separated, without prejudice in either case to the payment of benefits they may be entitled to under existing laws.

c)

For sustained professionalism in the service, the BuCor is directed to conduct study for the feasible establishment of the Philippine Corrections Academy, patterned after the Philippine National Police Academy (PNPA) of the Philippine National Police (PNP) and the Philippine Military Academy (PMA) of the Armed Forces of Philippines (AFP) for its commissioned officers.

d)

The BuCor shall continue training its personnel through its Personnel Training School, which shall be renamed as Corrections Training Institute patterned after the BJMP's Jail National Training Institute (JNTI), the Bureau of Fire's Fire National Training Institute (FNTI) and the PNP's National Training Institute (PNTI).

e)

The BuCor shall create and designate an Ad Hoc Committee purposely to conceptualize or formulate the necessary requirements for the institution of the Corrections Training Institute and submit a report with

recommendation within one (1) year from the ratification of these IRR. One of the priorities of the Committee is to seek accreditation from CHED of the proposal to create a baccalaureate degree in Corrections Service (for Corrections Custodial Officers), and baccalaureate degree in Corrections Management (for Corrections Technical Officers). Furthermore, the Committee shall also explore the process of acquiring a Corrections Officer Board Examination (for custodial) and Corrections Management Board Examination (for technical officers) from the Professional Regulation Commission (PRC). These shall serve as the basic requirements for taking up Master and Doctorate Degrees in Corrections Service and Corrections Management Course.

f)

The following are the distinct basic courses of uniformed personnel for each professional line of expertise:

1.

Corrections Officer Custodial Basic Course (COCBC); and

2.

Corrections Officer Reformation Basic Course (CORBC).

RULE XI - APPOINTMENT OF UNIFORMED PERSONNEL TO BUCOR

Section 12. Appointment of Personnel to the BuCor. - The appointment of personnel to the BuCor shall be effected in the following manner:

a)

Corrections Officer I to Corrections Chief Superintendent - Appointed by the Director General of Corrections, and attested by the Civil Service Commission (CSC); and

b)

Director General of Corrections and Deputy Director of Corrections - Appointed by the President upon the recommendation of the Secretary of the DOJ, with the proper endorsement by the Chairman of the CSC, Provided, That, as far as possible and as may be consistent with the best interest of the service and the consideration of the relative merits and fitness of candidates for such posts, preference shall be for one who rose from the ranks in the corrections service.

Section 13. Lateral Entry of Officer into the BuCor. - In general, all original appointments of officers in the Bureau of Corrections shall commence with the rank of Corrections Inspector and Corrections Technical Inspector, wherein applicants for lateral entry into the BuCor shall include all those with highly specialized and technical qualifications, such as, but not limited to, engineers, chemists, architects, criminologists, certified public accountants, nurses, physical therapists, dentists, social workers, psychologists, sociologists, guidance counselors, and teachers. Doctors of Medicine, members of the Philippine Bar and chaplains shall be appointed to the rank of Corrections Senior Inspector and Corrections Technical Senior Inspector in their particular technical service.

a)

A Corrections Technical Officer (CTO) shall be allowed to transfer to Corrections Officer (CO), Provided, That he or she meets the qualification standards for Corrections Officer Recruit. The transfer will mean that he or she will undergo the necessary training for all Corrections Officers, with the serial number next to that of the last Corrections Officer in the category.

b)

All incumbent personnel at the time of transition will be allowed to transfer to Corrections Officer/Corrections Technical Officer, Provided, That they meet the minimum qualification of the position and will undergo the necessary training.

Provided, Further, That the applicants for lateral entry who are not from BuCor must not be more than thirty (30) years old and with at least three (3) years work experience in their fields of specialization, except for members of the Bar, Doctors of Medicine and chaplains. Applicants under the waiver program, however, must not be more than thirty-five (35) years old.

Applicants who are in the active service shall be considered for appointment through lateral entry, Provided, That they possess highly specialized and technical qualifications as provided herein.

Provided, further, That all lateral entry applicants shall meet the general qualifications for appointment in the uniformed service, and that there are no organic personnel from BuCor qualified to fill in the rank.

c)

Modes of Lateral Entry - The two (2) modes of lateral Entry in the BuCor are as follows:

1.

Lateral Entry from the Outside - any qualified individual who possesses highly specialized and technical qualifications needed by BuCor and who meets the qualification standards for Lateral Entry may be appointed as Corrections Inspector/Corrections Technical Inspector or Corrections Senior Inspector/ Corrections Technical Senior Inspector, as the case may be; and

2.

Lateral Entry from Within:

2.1)

Lateral Entry from Within for Custodial Officers - any qualified Non-Commissioned Officer (NCO) of BuCor who is a graduate of Corrections Officers Candidate School, Bachelor of Science in Corrections Service, Criminology, and related professional courses needed by the institution for Lateral Entry may be appointed as Corrections Inspector or Senior Inspector, as the case may be.

2.2)

Lateral Entry from Within for Technical Officers - any qualified non-commissioned officer of BuCor who is a graduate of Corrections Technical Officers Candidate School, or who possesses highly specialized and technical qualifications needed by the institution for Lateral Entry may be appointed as Corrections Technical Inspector or Corrections Technical Senior Inspector, as the case may be. Lateral entry from within shall be strictly within the professional lines of expertise as in the Reformation Service.

Lateral Entry from within will be prioritized over the Lateral entry from outside BuCor.

2.3)

Use of SLL for Promotion - BuCor shall formulate the Seniority Lineal List for each professional line of expertise (Custodial and Reformation) according to certain criteria, to be used during the lateral entry. Diagnostics Personnel of DRD and ERD shall fall within the Reformation SLL. Any organic personnel who shall be appointed through lateral entry to a different professional line of expertise shall be assigned the lowest position in the Seniority Lineal List.

RULE XII - PROFESSIONALIZATION AND UPGRADING OF QUALIFICATION STANDARDS IN THE DESIGNATION OF UNIFORMED PERSONNEL IN BUCOR

Section 14. Professionalization and Upgrading of Qualification Standards in the Designation of Personnel of the BuCor to Key Positions. - The BuCor shall request the approval of the Civil Service Commission of the following minimum qualification standards for purposes of appointment to the custodial and reformation ranks:

a)

No person shall be designated to the following key positions of the BuCor unless one has met the qualifications provided herein:

1)

Sub-Colony Supervisor - shall have the rank of Corrections Senior Inspector (CSI), who must have finished at least second year Bachelor of Laws or earned at least twelve (12) units in a master's degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related disciplines from a recognized institution of learning, and must have satisfactorily passed the necessary training or career courses for such position as may be established by the BuCor;

2)

Colony Assistant Superintendent - shall have the rank of Corrections Chief Inspector (CCI), who must have finished at least second year Bachelor of Laws or earned at least twenty-four (24) units in a master's degree program in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related disciplines from a recognized institution of learning, and must have satisfactorily passed the necessary training or career courses for such position as may be established by the BuCor;

3)

Colony Superintendent - shall have the rank of Corrections Superintendent (CS), who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies or other related disciplines from a recognized institution of learning, and must have satisfactorily passed the necessary training or career courses for such position as may be established by the BuCor: Provided, That in prison and penal farms with an inmate population of two thousand (2,000) but below three thousand (3,000), the Colony Superintendent shall have the rank and qualification of a Corrections Senior Superintendent (CSS);and

4)

Regional Superintendent - shall have the rank of Corrections Senior Superintendent (CSS) or Corrections Chief Superintendent (CCS), who must be a graduate of Bachelor of Laws or a holder of a master's degree in management, public administration, public safety, criminology, penology, sociology, national security administration, defense studies, or other related disciplines from a recognized institution of learning, and must have satisfactorily passed the necessary training or career courses for such position as may be established by the BuCor: Provided, That in prison and penal farms with an inmate population of three thousand (3,000) but below five thousand (5,000), the Regional Superintendent shall have the rank and qualification of a Corrections Senior Superintendent (CSS). Provided, Further, That in prison and penal farms with an inmate population of over five thousand (5,000), the Regional Superintendent shall have the rank and qualification of a Corrections Chief

Superintendent (CCS).

Any personnel of the BuCor who is currently occupying such positions but lacks any of the qualifications mentioned herein shall be given five (5) years to comply with the requirements; otherwise, the personnel shall be relieved from the position.

b)

For organizational-wide key positions, no person shall be designated unless he or she has met the qualifications as provided for in the Appendix A[*] of these IRR, Minimum Qualification Standards for Corrections Officers and Technical Officers attached herewith as Annexes "A" and "A-1". The complete list of applicable work designations and/ or assignments for both COs and CTOs are enumerated in Annexes "B" and "C", respectively.

Section 15. Professionalization and Qualifications Upgrading Program – The DOJ, through the recommendation of the BuCor, shall design and establish a professionalization and qualifications upgrading program for personnel of the BuCor, in coordination with the Civil Service Commission and the Commission on Higher Education (CHED), through an off-campus education program or other similar programs within ninety (90) days from the effectivity of these IRR.

Every uniformed member of BuCor shall have at least a College Degree and broad exposure in Corrections, Penology, Criminology, Psychology, Education, Law and other related technical fields.

a)

Subsidiary Educational Assistance - the BuCor shall establish and provide a subsidiary educational assistance to its personnel who lack the necessary baccalaureate educational requirement in order to fully qualify for the position he or she was absorbed into by reason of the implementation of these IRR. The following guidelines shall be observed:

1.

An Off-Campus educational program shall be established in the New Bilibid Prison (NBP) and other prison and penal farms, in coordination with a State University or College and with other similar educational institution nearest to the prison and penal farms; and

2.

The educational subsidy to cover the total fees payable to the institution (tuition and miscellaneous fees) shall be subject to the obtention of an appropriations cover therefor.

b)

Subsidiary Assistance for Eligibility Requirement - The expenses for the conduct of review for Career Service Eligibilities (CSP or its equivalent and CES) of the incumbent BuCor officials and personnel who shall avail of the same as required under the provisions of these IRR shall also be subject to the obtention of an appropriations cover therefor. The amount shall be limited only to cover the payment of fees of instructor/trainer who shall conduct the eligibility review and the necessary modules/review papers/instruction manuals to be used for the purpose.

RULE XIII - ATTRITION SYSTEM

Section 16. Attrition System for the Personnel of the BuCor. - There shall be an established system of attrition for the personnel of the BuCor within five (5) years from the effectivity of these IRR to be submitted by said Bureau to the DOJ for approval. Such attrition system shall include, but is not limited to, the provision of the following

principles:

a)

Attrition by Demotion in Position or Rank - any personnel of the BuCor, who is relieved and assigned to a position lower than what is established for his or her grade in the respective staffing pattern of the BuCor, and who shall not be assigned to a position commensurate to his or her grade within two (2) years after such demotion in position, shall be separated or retired from the service.

b)

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

c)

Attrition by Other Means - any personnel of the BuCor with at least five (5) years of accumulated active service shall be separated from the service based on any of the following factors:

1.

Inefficiency based on poor performance during the last two (2) successive semestral rating periods;

2.

Inefficiency based on poor performance for three (3) cumulative semestral rating periods;

3.

Physical and/or mental incapacity to perform his or her duties and functions; or

4.

Failure to complete the required career courses and/or appropriate civil service eligibility for his or her rank within the period of five (5) years, except for justifiable cause or reason.

d)

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

RULE XIV – PROMOTION SYSTEM

Section 17. Promotion System for the Personnel of the BuCor - Within six (6) months after the effectivity of these IRR, the BuCor shall establish a system of promotion for personnel of the BuCor through the Promotion and Selection Board to be established in accordance with Section 32, Chapter V, Subtitle A, Title I, Book V, Executive Order No. 292, Administrative Code of 1987, and in compliance with CSC-Memorandum Circular No. 3, s. 2001, as amended. It shall be in charge of the system of promotion of the personnel of BuCor and formulating its promotion plan. The Board shall indicate its basic policies and objectives, scopes, definition of terms, and ranking of positions, including an employee's qualification not only in terms of education, training, and eligibility but also in terms of actual work experience. The Seniority Lineal List (SLL) shall also be considered in all promotions.

The composition and procedure to be followed by the Board in the exercise of its function shall also be defined through the following principles:

a)

Rationalized Promotion System - the rationalized promotion shall be based on merit and on the availability of the vacant ranks in the BuCor staffing pattern. Such system shall be gender-fair in order to ensure that women personnel of the BuCor shall enjoy equal opportunity for promotion as to men;

b)

Requirements for Promotion - no personnel of BuCor shall be eligible for promotion to a higher rank unless he or she meets the minimum qualification standards or the appropriate civil service eligibility set by the CSC, and has satisfactorily passed the required psychiatric/psychological, drug and physical tests.

c)

Use of SLL for Promotion - BuCor shall formulate the Seniority Lineal List for each professional line of expertise (Custodial and Reformation) according to certain criteria to be used during regular promotion. Diagnostics Personnel of DRD and ERD shall fall within the Reformation SLL.

d)

Modes of Promotion - the two (2) modes of promotion in BuCor are as follows:

1.

Regular Promotion - any personnel of BuCor who has attained the minimum qualifications for a higher rank, which shall include education, experience, training, civil service eligibility, physical characteristics and personality traits required in the performance of such job, shall be eligible for promotion to said higher rank.

2.

Special Promotion - any personnel of BuCor who has exhibited acts of conspicuous courage and gallantry, at the risk of his or her life, above and beyond the call of duty shall be promoted to the next higher rank. Those selected as such in a nationwide search conducted by any civic organization duly accredited by the DOJ and the CSC shall likewise be promoted to the next higher rank. Provided, That such acts shall be validated based on the joint-guidelines issued by the DOJ and CSC upon recommendation of the BuCor for the purpose.

RULE XV - PERFORMANCE EVALUATION SYSTEM

Section 18. Performance Evaluation System. -

a)

There shall be an established Performance Evaluation System which shall be administered in accordance with the rules, regulations, standards, and a Code of Conduct for the personnel of BuCor to be promulgated by BuCor through the DOJ. Such Performance Evaluation System shall be administered in such a way as to foster the improvement of the individual efficiency and behavioral discipline, as well as the promotion of organizational effectiveness and commitment to public service.

b)

The rating system shall be based on standards prescribed by BuCor through the DOJ. The result of the annual psychiatric/psychological and physical fitness tests conducted on the personnel of BuCor shall also be considered.

RULE XVI - UPGRADING OF SALARIES AND BENEFITS

Section 19. Standardization of the Base Pay and Other Benefits of the Uniformed Personnel of BuCor. - In order to enhance the general welfare, commitment to service, and professionalism, the following are considered uniformed personnel of BuCor and shall be entitled to remuneration and other benefits that are already received by their counterparts in the other uniformed service agencies who are their common function, subject to existing compensation and position classification laws and regulations as determined by the Department of Budget and Management:

a)

Custodial and Reformation Rank Table with corresponding rank equivalent in the BJMP:

CORRECTIONS OFFICER RANKS**CORRECTIONS TECHNICAL RANKS****BJMP OFFICERS RANK**

Corrections Chief Superintendent

Jail Chief Superintendent

Corrections Senior Superintendent

Corrections Technical Senior Superintendent

Jail Senior Superintendent

Corrections Superintendent

Corrections Technical Superintendent

Jail Superintendent

Corrections Chief Inspector

Corrections Technical Chief Inspector

Jail Chief Inspector

Corrections Senior Inspector

Corrections Technical Senior Inspector

Jail Senior Inspector

Corrections Inspector

Corrections Technical Inspector

Jail Inspector

Corrections Senior Officer IV

Corrections Technical Senior Officer IV

Senior Jail Officer 4

Corrections Senior Officer III
Corrections Technical Senior Officer III
Senior Jail Officer 3
Corrections Senior Officer II
Corrections Technical Senior Officer II
Senior Jail Officer 2
Corrections Senior Officer I
Corrections Technical Senior Officer I
Senior Jail Officer 1
Corrections Officer III
Corrections Technical Officer III
Jail Officer 3
Corrections Officer II
Corrections Technical Officer II
Jail Officer 2
Corrections Officer I
Corrections Technical Officer I
Jail Officer 1

b)

Pay Schedule - for this purpose, the following ranks of BuCor uniformed personnel shall have the following salary schedule:

CORRECTIONS OFFICER RANKS

SALARY GRADE

CORRECTIONS TECHNICAL OFFICER RANKS

Corrections Chief Superintendent
27
Corrections Senior Superintendent
26
Corrections Technical Senior Superintendent
Corrections Superintendent

25

Corrections Technical Superintendent

Corrections Chief Inspector

24

Corrections Technical Chief Inspector

Corrections Senior Inspector

23

Corrections Technical Senior Inspector

Corrections Inspector

22

Corrections Technical Inspector

Corrections Senior Officer IV

19

Corrections Technical Senior Officer IV

Corrections Senior Officer III

18

Corrections Technical Senior Officer III

Corrections Senior Officer II

17

Corrections Technical Senior Officer II

Corrections Senior Officer I

16

Corrections Technical Senior Officer I

Corrections Officer III

14

Corrections Technical Officer III

Corrections Officer II

12

Corrections Technical Officer II

Corrections Officer I

10

Corrections Technical Officer I

Section 20. Retirement and other Benefits. - Upon compulsory retirement, any custodial officer from the rank of Corrections Chief Superintendent and below shall be entitled to retirement benefits computed on the basis of one (1) rank higher than the position last held: Provided, That the retirement pay shall be subjected to adjustments based on the prevailing scale of base pay of the uniformed personnel in the active service.

RULE XVII - FUNDING SOURCE

Section 21. Funding Source. - The funds required for the implementation of R.A. No. 10575, including personnel benefits, shall be taken from the budget of the BuCor for the current fiscal year and also from the following sources:

a)

Collections from clearances and certification fees;

b)

Revenue/income from institutional projects subject to memoranda of agreement (MOAs), contracts or joint venture agreements; and

c)

Other Miscellaneous income (outside MOAs and contracts), such as:

1.

Penal farm agro production; and

2.

Inmate handicraft industry.

Thereafter, such amounts as may be necessary and on top of that realized from said funding sources, shall be included in the annual General Appropriations Act.

RULE XVIII - IMPLEMENTATION AND TRANSITORY PROVISION

Section 22. Implementation. - The implementation of these IRR shall be undertaken in staggered phases, but not to exceed five (5) years, taking into consideration the fiscal or financial position of the national government; Provided, That any partial implementation shall be uniform and proportionate for all ranks.

The BuCor shall establish a Personnel Development Committee, pursuant to the Omnibus Implementing Book V of Executive Order No. 292 and CSC Memorandum Circular No. 10, s. 1989, to provide support functions in matters pertaining to selection of agency nominees to training, development, and scholarship programs. The CSC shall then provide technical assistance to BuCor in the review and approval of qualification requirements set for the custodial and reformation ranks and in the conduct of orientation of members of both the PSB and PDC.

Sec 23. Transitory Provisions. -

a)

The incumbent Director and two (2) incumbent Assistant Directors shall serve under the terms for which they have been appointed without need of new appointments upon the enactment of these IRR. They shall be conferred with the appropriate Title of Director General and Deputy Directors, respectively.

b)

The 3rd Assistant Director to fill up the Deputy Director for Reformation shall be duly appointed to meet the organizational requirement for the said position.

c)

The incumbent personnel of BuCor shall fill up the Corrections Officers' and Corrections Technical Officers' ranks in order to effect the transition of the Bureau into the Uniformed Services. These rank transition details are enumerated in Annex "A" for Custodial personnel and Annex "B" for Reformation personnel in Appendix "B"[*] of these IRR, in accordance with CSC rules and criteria. Their qualifications and eligibilities shall be subjected to the conditions provided under Sections 11 to 19 hereof.

d)

All incumbent personnel who, upon the effectivity of these IRR, shall opt to early or optionally retire from the service will be entitled to the retirement benefits computed as follows:

Age

Age Basis for Computing Benefits

57

62

58

63

59

64

60

65

e)

All incumbent personnel, upon the effectivity of these IRR, may continue to render services until one reaches the compulsory age of retirement for public officers of sixty-five (65). Those who shall be newly hired will have a compulsory age retirement of fifty-six (56) years pursuant to the prevailing provisions on retirement age of those who are in the uniformed services.

f)

There shall be a Transitory Training for all incumbent personnel from civilian culture and traditions to uniformed culture and professionalism, towards building the skills needed to ensure continuity of projects and sustainability of operations in the service.

g)

There shall be an inventory of all facilities requiring repairs and those requiring replacement, in accordance with the provisions for standard prison facilities as provided in Section 7 of these IRR.

RULE XIX - ANNUAL REPORT

Section 24. Annual Report. - The BuCor, through the DOJ and the DBM, shall jointly submit to the President of the Senate and the Speaker of the House of Representatives an annual report on the application of these IRR as provided for in the Act. The report shall include information on the application of the budget for the salary and other benefits provided accordingly. The DBM, in consultation with the BuCor through the DOJ, shall periodically review and adjust every five (5) years the rates of base pay, taking into consideration labor productivity, consumer price index, oil price, and other similar economic indicators as may be determined by the National Economic and Development Authority (NEDA).

RULE XX - FINAL PROVISIONS

Section 25. Separability Clause. - If any portion or provision in these IRR, or application of such portion or provision to any circumstance, is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

Section 26. Repealing Clause. All orders, rules and regulations, and other administrative issuances, or parts thereof, which are inconsistent with the provisions of these IRR, particularly on safekeeping, reformation, operation, standard facilities, and land use, among others, are hereby deemed repealed, amended or modified accordingly.

Section 27. Effectivity Clause. - These IRR shall take effect fifteen (15) days after their publication in the Official Gazette or in a newspaper of general nationwide circulation and upon filing with the University of the Philippines Law Center of three (3) certified copies of these IRR.

DONE this 12[th] day of December 2014.

(SGD) LEILA M. DE LIMA
Secretary, Department of Justice

[*] Text Available at the Office of the National Administrative Register, U.P. Law Complex, Diliman, Quezon City.

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