

**[ EXECUTIVE ORDER NO. 38, April 28, 2011 ]**

**CONSOLIDATING ALL PRESIDENTIAL ISSUANCES RELATING TO  
THE COMBAT DUTY PAY AND COMBAT INCENTIVE PAY OF  
OFFICERS AND ENLISTED PERSONNEL OF THE ARMED FORCES  
OF THE PHILIPPINES**

**WHEREAS**, the Government fully appreciates the critical role being played by the members of the Armed Forces of the Philippines (AFP) in the preservation of national security and territorial sovereignty;

**WHEREAS**, the Government has enacted several issuances in cognizance of the heroism and sacrifices of the frontline soldiers who figure directly in actual combat against various groups who continuously threaten national peace and security;

**WHEREAS**, Executive Order (EO) Nos. 1017 (s. 1985), 658 (s. 1985) and 15 (s. 2010), provide for the rate of combat duty pay and combat incentive pay as well as enumerate those entitled to receive the same; and

**WHEREAS**, there is an urgent need to consolidate the different issuances to ensure that the total combat pay including allowances and incentives are adequate and commensurate to the services rendered by the members of the AFP, in pursuance of the intent of this Administration to improve their conditions.

**NOW, THEREFORE I, BENIGNO S. AQUINO III**, President of the Philippines, by virtue of the powers vested in me by law, do hereby order:

**SECTION 1.** Combat Duty Pay. The rate of Combat Duty Pay of the officers and enlisted personnel of the AFP specified under EO No. 1017 (s. 1985) is hereby rendered ineffective. In its stead, the rate shall now be five hundred pesos (P500.00) per month.

**SECTION 2.** Persons Entitled to Combat Duty Pay. Officers and enlisted personnel performing combat duties/activities as defined in regulations to be issued by the Secretary of National Defense are entitled to receive Combat Duty Pay.

**SECTION 3.** Combat Incentive Pay. The provisions of EO No. 658 (s. 2007) which provide that the members of the AFP who figure directly in actual combat against members of various insurgent, terrorist and lawless groups shall be entitled to an additional combat incentive pay of one hundred fifty pesos (P150.00) per day while actually engaged in combat operation is hereby revived and given effect, subject to the following conditions:

- a. The operation must be for a specific combat mission that is duly covered by an Operations Order (OPORD) or a Fragmentary Order (FRAG-O).