

1 Republic of the Philippines
2 HOUSE OF REPRESENTATIVES
3 Quezon City

4
5 SEVENTEENTH CONGRESS
6 First Regular Session
7

8
9 HOUSE BILL NO. _____
10

11
12 Introduced by Representative _____
13

14
15 “AN ACT PROVIDING FOR THE REORGANIZATION AND
16 MODERNIZATION OF THE PHILIPPINE NATIONAL POLICE
17 AND APPROPRIATING FUNDS THEREFOR”
18

19 Be it enacted by the Senate and the House of Representatives of the
20 Philippines in Congress assembled:
21

22 CHAPTER I
23 GENERAL PROVISIONS
24

25 Sec. 1. Short Title. – This Act shall be known as the “Philippine National
26 Police (PNP) Reorganization and Modernization Act.”
27

28 Sec. 2. Declaration of Policy. – It is the policy of the State to establish a highly
29 efficient, effective and competent police force, which is national in scope, civilian in
30 character, and [~~administratively controlled~~]**ADMINISTERED AND CONTROLLED** by
31 the National Police Commission(**NAPOLCOM**).
32

33 The PNP is the primary government law enforcement agency entrusted to
34 maintain peace and order and ensure public safety and security. A community-and-
35 service-oriented agency, it shall promote and respect human rights while upholding
36 the rule of law. The PNP shall provide an efficient system of coordination and
37 cooperation among the citizenry, local government executives and the integrated law

1 enforcement, public safety agencies and other pillars of the criminal justice system,
2 which shall be realized through the implementation of the following key result areas:

3
4 [4]a. Enforcement of the law and maintenance of peace and order, internal
5 security, and public safety;

6
7 [2]b. Prevention and solution of crimes;

8
9 [3]c. Organization and mobilization of community support and participation
10 for a more effective police service;

11
12 [4]d. Coordination and cooperation with other government agencies, the
13 citizenry, non-government organizations [~~(NGOs)~~] and the international police
14 community;

15
16 [5]e. Strengthening of the PNP's interrelationship with the other five (5)
17 pillars of the criminal justice system;

18
19 [6]f. Efficiency, accountability and transparency in management and
20 development of human and materiel resources;

21
22 [7]g. Enhancement of the organizational and individual competence and
23 discipline;

24
25 [8]h. Rationalization of administrative and operational systems and
26 procedures;

27
28 [9]i. Enhancement of the investigative capability; and

29
30 [40]j. Efficiency and effectiveness of information and communication
31 technology

32
33 Sec. 3. Objectives. – Under this Act, the PNP shall establish the PNP
34 Reorganization and Modernization Program with the following objectives:

1 [4]a. To transform and develop the PNP into a community-and-service-
2 oriented agency in all aspects of its police and internal security functions;

3
4 [2]b. To enable the PNP to develop capabilities to address and respond to
5 human and ecological security;

6
7 [3]c. To enhance its capability to assist other agencies in the enforcement of
8 domestic and foreign policies including international covenants in coordination with
9 international enforcement agencies;

10
11 [4]d. To enhance the PNP's capabilities to assist the Armed Forces of the
12 Philippines (AFP) in the performance of its mandate and in preparation for eventual
13 shift of strategy to law enforcement and whole-of-nation approach in addressing
14 [!]internal [S]security [O]operations [(4SO)]; and

15
16 [5]e. To develop its capabilities to support national development.

17
18 Sec. 4. Components. – The PNP Reorganization and Modernization Program
19 shall consist of the following components:

20
21 [4]a. Organizational Development;

22 [2]b. Human Resource Development;

23 [3]c. **LEARNING AND** Doctrine Development;

24 [4]d. Infrastructure Development;

25 [5]e. Equipment Acquisition **AND MODERNIZATION**: [and]

26 [6]f. Financial Development; **AND**

27 **g. DISCIPLINARY MECHANISM**

28
29 CHAPTER II
30 ORGANIZATIONAL DEVELOPMENT

31
32 Sec. 5. - Organizational Development. - Through the PNP Reorganization and
33 Modernization Program, the PNP shall accomplish organizational development by

1 [regularly] conducting periodic management audit to maintain economy, efficiency
2 and effectiveness in crime prevention and investigation.

3
4 Sec. 6. Powers and Functions. – The PNP shall exercise the following powers
5 and functions:

6
7 [4]a. Enforce all laws and ordinances relative to the protection of lives,
8 liberties, rights and properties;

9
10 [2]b. Maintain peace and order, prevent crimes and take all necessary steps
11 to ensure public safety, as well as protect and promote community interest and
12 welfare consistent with the mandated role of the PNP as a community and service
13 oriented agency;

14
15 [3]c. **PREVENT CRIMES AND** [1]investigate all violations of laws and
16 ordinances, arrest and bring criminal offenders to justice and assist in their
17 prosecution;

18
19 [4]d. Exercise the general powers to conduct arrest, search and
20 seizure in accordance with the Constitution and pertinent laws;

21
22 [5]e. Detain an arrested person within the period prescribed by law and
23 inform the arrested person of all the rights available under the Constitution and
24 pertinent laws;

25
26 [6]f. Assist the AFP in the conduct of [ISO] [1]internal [S]security
27 [O]operations and in suppressing other serious threats to national security unless
28 otherwise provided by law;

29
30 [7]g. Issue license and permit to own, possess, carry and transport firearms,
31 ammunition and explosives **IN ACCORDANCE WITH LAW**;

32
33 [8]h. ~~[Issue licenses to operate security agencies as well as supervise and~~
34 ~~control the operations of security agencies and the training of security guards and~~

1 ~~private detectives]~~ **SUPERVISE AND CONTROL THE TRAINING AND**
2 **OPERATIONS OF SECURITY AGENCIES AND ISSUE LICENSES TO OPERATE**
3 **SECURITY AGENCIES, AND TO SECURITY GUARDS AND PRIVATE**
4 **DETECTIVES, FOR THE PRACTICE OF THEIR PROFESSIONS;**

5
6 [9)j]. Formulate, **REVISE**, and implement the training and disciplinary
7 programs for the PNP personnel and recruits;

8
9 [40)j]. Formulate and implement policies on the issuance of the national police
10 clearance as well as maintain a national record **OF, INCLUDING BUT NOT**
11 **LIMITED TO**, all reported crime incidents, warrants of arrest, pictures of arrested and
12 wanted persons, fingerprints [and], ballistics examination records and **MISSING**
13 **PERSONS;**

14
15 **k.ASSISTIN THE CONDUCT OF RESCUE AND RELIEF OPERATIONS IN**
16 **TIMES OF CALAMITIES AND OTHER EMERGENCY SITUATIONS; AND**

17
18 [44)l]. Perform and exercise all other duties and functions as may be provided
19 by law.

20
21 Sec. 7. – Rank Classification. – To ensure [~~efficient~~] **CLARITY ON**
22 **COMMAND AND RESPONSIBILITY FOR EFFECTIVE** administration, supervision,
23 and control, the **UNIFORMED**[~~members~~] **PERSONNEL** of the PNP shall have the
24 following rank classification:

| | | |
|----|---|----------------------------------|
| 25 | | |
| 26 | [Police Director General] | POLICE GENERAL |
| 27 | [Police Deputy Director General] | POLICE LIEUTENANT GENERAL |
| 28 | [Police Director] | POLICE MAJOR GENERAL |
| 29 | [Police Chief Superintendent] | POLICE BRIGADIER GENERAL |
| 30 | [Police Senior Superintendent] | POLICE COLONEL |
| 31 | [Police Superintendent] | POLICE LIEUTENANT COLONEL |
| 32 | [Police Chief Inspector] | POLICE MAJOR |
| 33 | [Police Senior Inspector] | POLICE CAPTAIN |
| 34 | [Police Inspector] | POLICE LIEUTENANT |

| | | |
|---|--|----------------------------------|
| 1 | [Senior Police Officer IV] | POLICE MASTER SERGEANT |
| 2 | [Senior Police Officer III] | POLICE TECHNICAL SERGEANT |
| 3 | [Senior Police Officer II] | POLICE STAFF SERGEANT |
| 4 | [Senior Police Officer I] | POLICE SERGEANT |
| 5 | [Patrol Officer III] | POLICE CORPORAL |
| 6 | [Patrol Officer II] | PATROLMAN FIRST CLASS |
| 7 | [Patrol Officer I] | PATROLMAN |
| 8 | [Patrol Officer] | |

9

10 Sec. 8. ~~[Organizational Structure]~~ **ORGANIZATION.** –

11

12 ~~[4.]~~**a.** The PNP shall be headed by the Chief, PNP, who shall have the rank
13 of Police ~~[Director]~~ General, and who~~[m]~~ shall be assisted by two (2) Deputy Chiefs –
14 one (1) for ~~[Operations]~~ **ADMINISTRATION** and one (1) for ~~[Administration]~~
15 **OPERATIONS.** ~~[The Deputy Chiefs]~~ **THE DEPUTIES OF THE CHIEF, PNP** shall
16 have the rank of ~~[Police Deputy Director General]~~ **POLICELIEUTENANT GENERAL,**
17 both of whom shall be appointed by the President upon the recommendation of the
18 NAPOLCOM from among the most senior and qualified officers in the service.

19

20 No officer who has retired or is retirable within six (6) months from his
21 compulsory retirement age shall be ~~[appointed]~~ **DESIGNATED AS** Chief of the PNP.

22

23 **THE HEAD OF THE PNP WITH THE RANK OF POLICE GENERAL SHALL**
24 **HAVE THE POSITION TITLE OF CHIEF OF THE PNP.** In case the ~~[head of the~~
25 ~~PNP]~~ **CHIEF, PNP** resigns ~~[, is relieved]~~ or **IS** removed for cause ~~[as Chief, PNP, the~~
26 ~~post],~~ **HIS POSITION** and rank shall be considered vacant. **IN CASE THE CHIEF,**
27 **PNP IS RELIEVED OR SUSPENDED, THE PRESIDENT OF THE REPUBLIC OF**
28 **THE PHILIPPINES SHALL DESIGNATE AN ACTING CHIEF, PNP FROM AMONG**
29 **THE SENIOR STAR RANK OFFICERS.**

30

31 **THE SECOND IN COMMAND OF THE PNP SHALL BE THE DEPUTY**
32 **CHIEF, PNP FOR ADMINISTRATION. THE THIRD IN COMMAND SHALL BE THE**
33 **DEPUTY CHIEF, PNP FOR OPERATIONS.**

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~~[2. The head of the directorial staff, who shall have the rank of Police Deputy Director General, shall be called the Chief of the Directorial Staff of the PNP. The Chief, Directorial Staff shall be assisted by the Secretary to the Directorial Staff in coordinating their plans, activities and operations and those of the other PNP offices. The Secretary, Directorial Staff shall have the rank of Police Chief Superintendent. The directorial staff of the PNP shall consist of the eleven (11) directorates, each headed by a Police Director.~~

~~3. The following directorates shall continue to perform their specific functions under the supervision and authority of the Chief, Directorial Staff:~~

~~a) The Directorate for Operations shall assist and advise the Chief, PNP in the exercise of the command, control, direction, coordination, and supervision of all activities concerning operations, employment and deployment of the PNP. It shall oversee the national operational support units (NOSUs) which are charged with specific responsibilities such as, but not limited to: (i) performing all police functions over Philippine territorial waters and rivers; (ii) conducting operations against all forms of lawlessness committed along national highways and airports in the country; (iii) deterring offensive and terroristic acts that threaten civil aviation; and (iv) preventing and controlling transnational crimes and other crimes that have significance. It shall direct and supervise the operations of the Special Action Force (SAF), the Maritime Group (MG), the Aviation Security Group (AVSEGRP), the Highway Patrol Group (HPG), the Police Security and Protection Group (PSPG), the Civil Security Group (CSG), Explosive Ordnance Disposal and Canine Group (EOD/K9), Anti-Kidnapping Group (AKG), Anti-Illegal Drugs Group (AIDG), Peace Process Office (PPO) and other national operational support units (NOSUs) that shall be created, as deemed necessary, from time to time.~~

~~The Directorate for Operations shall give priority to the following areas of concern:~~

~~1) Enhancement and development of the anti-car-napping capabilities of the PNP to address the incidence of car-napping and other highway related crimes;~~

1
2 ~~2) Improvement of the counter terrorism operations of the PNP and its~~
3 ~~institutional capabilities, including the promotion, cooperation, coordination and~~
4 ~~utilization of the multilateral mechanisms with domestic and international law~~
5 ~~enforcement agencies, to deal with terrorist activities, as may be defined by law;~~
6

7 ~~3) Development of the civil disturbance doctrines for an effective civil~~
8 ~~disturbance management consistent with the constitutional and statutory provisions~~
9 ~~on human rights as well as the acquisition of equipment and devices necessary to~~
10 ~~implement these doctrines;~~
11

12 ~~4) Improvement of the institutional capabilities of the disaster relief and rescue~~
13 ~~operations of the PNP to prepare and respond to all types of disaster and national~~
14 ~~emergencies as well as the development of coordinated efforts with other~~
15 ~~government agencies and relief organizations in responding to the same;~~
16

17 ~~5) Development of the capability of the PNP in the enforcement of laws on~~
18 ~~illegal drugs and expanding the coverage of its campaign against drug abuse~~
19 ~~suppression in coordination with and in support to the Philippine Drug Enforcement~~
20 ~~Agency (PDEA);~~
21

22 ~~6) Preparation and development of the capability of the PNP to conduct~~
23 ~~internal peace and security operations, as provided by law;~~
24

25 ~~7) Development of the maritime patrol capabilities of the PNP in the~~
26 ~~performance of its duties on environment protection and conservation as well as~~
27 ~~ensuring maritime security. The conduct of operations against illegal activities in the~~
28 ~~maritime areas such as illegal fishing, piracy, smuggling and illegal trafficking of~~
29 ~~contraband shall likewise be included in the improvement;~~
30

31 ~~8) Enhancement of patrol coverage through the upgrade and acquisition of~~
32 ~~communications equipment and mobility equipage to improve response time and~~
33 ~~intensify crime prevention. It includes the institutionalization of patrolling as a major~~
34 ~~project under the crime prevention program of the PNP. It shall likewise include~~

1 integration of its existing security systems with the systems of other government
2 agencies. The systems integration shall involve training and scalable acquisition or
3 upgrade of information and communications technology equipment to strengthen
4 crime prevention, traffic management and emergency response;

5
6 9) Development of a traffic law enforcement and management system for an
7 improved traffic management and control; and

8
9 40) Enhancement and development of the anti-kidnapping capabilities of the
10 PNP to address and effectively suppress kidnappings in the country.

11
12 b) The Directorate for Plans shall assist and advise the Chief, PNP in the area
13 of plans and programs that are beyond the immediate operational and tactical range.
14 This includes organizational and force development, special studies, research and
15 project management of inter-agency and international affairs, legislative and other
16 requirements that are needed for the effective and efficient administration and
17 operation of the PNP.

18
19 c) The Directorate for Community Affairs and Development shall be
20 responsible for the planning, directing, coordinating and supervising of the
21 implementation of sustainable programs for institutional image building; citizens'
22 participation in the maintenance of public order including peace policy for socio-
23 economic development; values orientation and continuing education; gender
24 awareness and development (GAD); and auxiliary force multiplier development. The
25 Community Affairs and Development Group (CADG) shall serve as its operating arm.

26
27 The Directorate for Community Affairs and Development shall give priority to
28 the Community Oriented Policing Systems (COPS) in the rationalization of the police
29 operations into a pro-active, community-oriented and human-rights based policing
30 system in place of the current reactive, precinct-based policing system.

31
32 d) The Directorate for Intelligence shall assist and advise the Chief, PNP in
33 attaining intelligence objectives through effective management of all intelligence and
34 counterintelligence activities of the PNP. It shall direct and supervise the operations

1 of the Intelligence Group (IG) and the activities of the intelligence divisions of other
2 National Support Units and Police Regional Offices, including their subordinate
3 intelligence offices.

4
5 The Directorate for Intelligence shall give priority to the development and
6 enhancement of intelligence operations of the PNP and its capability for information
7 collection, processing and dissemination, including the enhancement of its aerial
8 surveillance capabilities through the upgrade of its modest equipment and the
9 acquisition of modern technology, tools and facilities.

10
11 e) The Directorate for Investigation and Detective Management shall direct,
12 control, coordinate, and supervise the investigation activities of the PNP. It shall
13 direct and supervise the operations of the Criminal Investigation and Detection
14 Group (CIDG); Crime Laboratory Group (CLG); Human Rights Affairs Office (HRAO);
15 the Women and Children Protection Center (WCPC); the Anti-Trafficking in Persons
16 Group (ATIPG); Crime Research Analysis Center (CRAC); Crime Information
17 Monitoring Center (CIMC); and the Anti-Cybercrime Group (ACG).

18
19 The Directorate for Investigation and Detective Management shall give priority
20 to the enhancement of legal and scientific criminal investigation of the PNP through
21 the utilization of improved crime laboratory techniques, methodologies and
22 responsive procedures; and the development of the anti-cybercrime capabilities of
23 the PNP to address the growing incidence of cybercrime in the country.

24
25 f) The Directorate for Human Resource Management (DHRM) shall assist and
26 advise the Chief, PNP in the exercise of the management of PNP uniformed and
27 non-uniformed personnel, manpower procurement and control, personnel records
28 and reports, discipline, morale and welfare, law and order, personnel services and
29 personnel procedures, and miscellaneous functions assigned by the Chief, PNP. It
30 shall direct and supervise the operations of the Legal Service, Chaplain Service,
31 Health Service, PNP Retirement and Benefit Administration Service.

32
33 The Directorate for Human Resource Management shall give priority to Legal
34 Assistance and Prosecutorial Support by expanding and enhancing the legal

1 assistance program, to include legal investigative support for personnel charged,
2 either administratively or criminally, in the performance of official duties.

3
4 ~~g) The Directorate for Logistics (DL) shall be responsible for the~~
5 ~~administration and management of logistics and its functional areas. It shall direct~~
6 ~~and supervise the operations of the Headquarters Support Service (HSS), the~~
7 ~~Engineering Service (ES), the Logistics Support Service (LSS), and the Procurement~~
8 ~~Service (PS).~~

9
10 ~~The Directorate for Logistics shall give priority to Integrated Logistics Support~~
11 ~~by enhancing the logistics capability of the PNP for sustained law enforcement,~~
12 ~~public security and internal security operations throughout the country.~~

13
14 ~~h) The Directorate for Comptrollership (DC) shall assist and advise the Chief,~~
15 ~~PNP on budgeting, accounting, financial management, and internal auditing. It shall~~
16 ~~direct and supervise the operations of the Finance Service (FS);~~

17
18 ~~i) The Directorate for Training and Doctrine Development (DTDD) shall be in-~~
19 ~~charge of the formulation of policies and in the planning, coordination, and~~
20 ~~supervision of all matters pertaining to training and doctrine development. It shall~~
21 ~~direct and supervise the operations of the Training Service (TS), the Philippine~~
22 ~~National Police Academy (PNPA), the Police National Training Institute (PNTI), the~~
23 ~~National Forensic Science Training Institute (NFSTI) and the National Police College~~
24 ~~(NPC);~~

25
26 ~~j) The Directorate for Research and Development (DRD) shall be responsible~~
27 ~~for the conduct of research and development, test, and evaluation and for the~~
28 ~~administration of self-reliant development projects (SRDP) of the PNP, which are~~
29 ~~important to peace and order and public safety; and~~

30
31 ~~k) The Directorate for Information and Communication Technology~~
32 ~~Management (DICTM) shall be responsible for the formulation of policy and~~
33 ~~managing information, electronics and communications technology resources to~~
34 ~~promote, develop and regulate integrated strategic ICT systems and reliable and~~

1 ~~efficient communications infrastructure. It shall provide and maintain reliable,~~
2 ~~secured, integrated, and cost-efficient information technology and communication~~
3 ~~services and facilities to all PNP offices and units. It shall likewise be responsible for~~
4 ~~the design, implementation, and maintenance of the database system of the~~
5 ~~organization. The DICTM shall direct and supervise the operations of the Information~~
6 ~~and Technology Management Service (ITMS), and the Communications and~~
7 ~~Electronics Service (CES).~~

8
9 The Directorate for Information and Communication Technology Management
10 ~~shall give priority to the integrated information and communications system of the~~
11 ~~PNP through the upgrade and acquisition of centralized information and~~
12 ~~communications system for faster coordination, command, and control of operational~~
13 ~~and administrative activities.]~~ *(Removed from this Section; Transferred to a new Section on Directorial*
14 *Staff which is now Section 9 of this Revised Draft Bill)*

15
16 [4.]b. The PNP shall be composed of a national office, regional offices,
17 provincial offices, **CITY POLICE OFFICES**, district offices and city or municipal
18 stations.

19
20 1)At the national level, the PNP shall maintain its office in Metropolitan
21 Manila, which shall house the directorial staff; ~~[the service staff; and special]~~
22 **NATIONAL** support units; **AND OTHER OFFICES**. The head of the directorial
23 staff, who shall have the rank of ~~[Police Deputy Director General]~~ **POLICE**
24 **LIEUTENANT GENERAL**, shall be called the Chief of the Directorial Staff of
25 the PNP. The Chief ~~[.]~~ **OF THE** Directorial Staff shall be assisted by the
26 ~~[Secretary to the Directorial Staff in coordinating their plans, activities and~~
27 ~~operations and those of the other PNP offices. The] Secretary[.]~~
28 **TO THE** Directorial Staff ~~[in coordinating their plans, activities and operations~~
29 ~~and those of the other PNP offices.]~~ **WHO** shall have the rank of ~~[Police Chief~~
30 ~~Superintendent]~~ **POLICE BRIGADIER GENERAL**. The directorial staff of the
31 PNP shall consist of ~~[the eleven (11)]~~ **FUNCTIONAL** directorates ~~[each headed~~
32 ~~by a Police Director].~~

1 2) At the regional level, the PNP shall have **POLICE** regional offices,
2 **EACH HEADED BY A REGIONAL DIRECTOR**, including that of the National
3 Capital Region, **WHICH MAY BE DIVIDED INTO TWO (2) SEPARATE**
4 **REGIONS WITHOUT PREJUDICE TO THE PERTINENT PROVISIONS OF**
5 **THE ORGANIC ACT FOR THE AUTONOMOUS REGION IN MUSLIM**
6 **MINDANAO RELATIVE TO THE CREATION OF A REGIONAL POLICE**
7 **FORCE IN THE AREA OF AUTONOMY.**

8
9 3) At the provincial level, [~~there shall be a PNP office~~] **THE PNP**
10 **SHALL HAVE POLICE PROVINCIAL OFFICES**, each headed by a
11 [~~p~~]Provincial[~~d~~]Director. In the case of large provinces, police districts to be
12 headed by a [~~e~~]District[~~d~~]Director, may be established by the NAPOLCOM.

13
14 4) At the city or municipal level, [~~there shall be a PNP station~~] **THE**
15 **PNP SHALL HAVE POLICE STATIONS**, each headed by a [~~e~~]Chief of
16 [~~p~~]Police. **UNDER EACH POLICE STATION, POLICE-COMMUNITY**
17 **PRECINCTS SHALL BE ESTABLISHED IN EVERY BARANGAY OR**
18 **CLUSTERED BARANGAYSTO SERVE AS THE PRIMARY PROVIDERS OF**
19 **POLICE SERVICES IN THE COMMUNITY AND SHALL HANDLE THE**
20 **DAILY POLICING NEEDS OF THE NEIGHBORHOOD.**

21
22 **c. ANY ORGANIZATIONAL ADJUSTMENT MADE BY THE CHIEF, PNP IN**
23 **THE PNP STRUCTURE, STAFFING AND FUNCTIONS TO SUSTAIN THE**
24 **ATTAINMENT OF INCREASED POLICE VISIBILITY, EFFICIENCY AND**
25 **OPTIMIZED DELIVERY OF POLICE SERVICES MUST BE AUTHORIZED BY THE**
26 **NAPOLCOM. THE CHIEF, PNP MAY RECOMMEND FOR APPROVAL OF THE**
27 **PRESIDENT OF THE REPUBLIC OF THE PHILIPPINES, THROUGH THE**
28 **NAPOLCOM, CORRESPONDING CHANGES TO THE NUMBER AND**
29 **DISTRIBUTION OF THE PNP STAR-RANK OFFICERS.** *(Transferred from Section 10 of HB*
30 *1115 which was entitled: "Other Key Positions"; Section 10 of HB 1115 is now Section 12 in this Revised Draft*
31 *Bill and has a new provision title)*

32
33 **SEC. 9. DIRECTORIAL STAFF. - THERE SHALL BE FUNCTIONAL**
34 **DIRECTORATES IN THE PNP, HEADED BY A POLICE MAJOR GENERAL WITH**

1 THE POSITION TITLE OF DIRECTOR OF THE DIRECTORIAL STAFF, TO
2 PERFORM SPECIFIC FUNCTIONS TOWARDS THE ATTAINMENT OF PNP
3 MANDATES UNDER THE SUPERVISION AND AUTHORITY OF THE CHIEF OF
4 THE DIRECTORIAL STAFF TO INCLUDE, BUT NOT LIMITED TO, THE
5 FOLLOWING: *(Enumeration that follows was taken from Section 8 of HB 1115)*

6
7 [a]a. [The] Directorate for Operations **WHICH** shall assist and advise the
8 Chief, PNP in the exercise of the command, control, direction, coordination, and
9 supervision of all activities concerning operations, employment and deployment of
10 the PNP. It shall oversee [the] national operational support units [~~(NOSUs which are)~~
11 charged with specific responsibilities such as but not limited to: (i) performing [all]
12 police functions over Philippine territorial waters and rivers; (ii) conducting operations
13 against all forms of lawlessness committed along national highways and airports in
14 the country; (iii) deterring offensive and terroristic acts that threaten civil aviation; and
15 (iv) preventing and controlling transnational crimes and other crimes that have
16 significance. It shall direct and supervise the operations of the Special Action Force
17 [~~(SAF)~~], [the] Maritime Group [~~(MG)~~], [the] Aviation Security Group [~~(AVSEGRP)~~],
18 [the] Highway Patrol Group [~~(HPG)~~], [the] Police Security and Protection Group
19 [~~(PSPG)~~], [the] Civil Security Group [~~(CSG)~~], Explosive Ordnance Disposal and
20 Canine Group [~~(EOD/K9)~~], Anti-Kidnapping Group [~~(AKG)~~], [~~Anti-Illegal Drugs Group~~
21 (~~AIDG~~)] **PNP DRUG ENFORCEMENT GROUP**, Peace Process **AND**
22 **DEVELOPMENT** Office [~~(PPO)~~] and other **NATIONAL OPERATIONAL SUPPORT**
23 **UNITS** [~~(NOSUs)~~] that [shall] **MAY** be created, as deemed necessary, from time to
24 time. The Directorate for Operation**S** shall give priority to the following areas of
25 concern:

26
27 1) Enhancement and development of the anti-car-napping capabilities
28 of the PNP to address the incidence of car-napping and other highway related
29 crimes;

30
31 2) Improvement of the counter terrorism operations of the PNP and its
32 institutional capabilities, including the promotion, cooperation, coordination
33 and utilization of the multilateral mechanisms with domestic and international

1 law enforcement agencies, to deal with terrorist activities, as may be defined
2 by law;

3
4 3) Development of the civil disturbance doctrines for an effective civil
5 disturbance management consistent with the constitutional and statutory
6 provisions on human rights as well as the acquisition of equipment and
7 devices necessary to implement these doctrines;

8
9 4) Improvement of the institutional capabilities of the disaster relief and
10 rescue operations of the PNP to prepare and respond to all types of disaster
11 and national emergencies as well as the development of coordinated efforts
12 with other government agencies and relief organizations in responding to the
13 same;

14
15 5) Development of the capability of the PNP in the enforcement of laws
16 on illegal drugs and expanding the coverage of its campaign against drug
17 abuse suppression in coordination with and in support to the Philippine Drug
18 Enforcement Agency [(PDEA)];

19
20 6) Preparation and development of the capability of the PNP to conduct
21 internal peace and security operations, as provided by law;

22
23 7) Development of the maritime patrol capabilities of the PNP in the
24 performance of its duties on environment protection and conservation as well
25 as ensuring maritime security. The conduct of operations against illegal
26 activities in the maritime areas such as illegal fishing, piracy, smuggling and
27 illegal trafficking of contraband shall likewise be included in the improvement;

28
29 8) Enhancement of patrol coverage through the upgrade and
30 acquisition of communications equipment and mobility equipage to improve
31 response time and intensify crime prevention. It includes the
32 institutionalization of patrolling as a major project under the crime prevention
33 program of the PNP. It shall likewise include integration of its existing security
34 systems with the systems of other government agencies. The systems

1 integration shall involve training and scalable acquisition or upgrade of
2 information and communications technology equipment to strengthen crime
3 prevention, traffic management and emergency response;

4
5 9) Development of a traffic law enforcement and management system
6 for an improved traffic management and control; and

7
8 10) Enhancement and development of the anti-kidnapping capabilities
9 of the PNP to address and effectively suppress kidnappings in the country.

10
11 ~~b)~~**b.**~~The~~ Directorate for Plans **WHICH** shall assist and advise the Chief,
12 PNP in the area of plans and programs that are beyond ~~the~~ immediate operational
13 and tactical range. This includes organizational and force development, special
14 studies, research and project management of inter-agency and international affairs,
15 legislative and other requirements that are needed for the effective and efficient
16 administration and operation of the PNP.

17
18 ~~e)~~**c.**~~The~~ Directorate for Community Affairs and Development **WHICH** shall
19 be responsible for ~~the~~ planning, directing, coordinating and supervising ~~of~~ the
20 implementation of sustainable programs for institutional image building; citizens'
21 participation in the maintenance of public order including peace policy for socio-
22 economic development; values orientation and continuing education; gender
23 awareness and development ~~[(GAD)]~~; and auxiliary force multiplier development.
24 The Community Affairs and Development Group ~~[(CADG)]~~ shall serve as its
25 operating arm. The Directorate for Community Affairs and Development shall give
26 priority to the ~~[C]~~community **AND SERVICE** ~~[O]~~oriented ~~[P]~~policing
27 ~~[S]~~system~~s~~~~[(COPS)]~~ in the rationalization of the police operations into a pro-active,
28 community-oriented and human-rights based policing system in place of the current
29 reactive, precinct-based policing system.

30
31 ~~d)~~**d.**~~The~~ Directorate for Intelligence ~~[(DI)]~~ **WHICH** shall assist and advise
32 the Chief, PNP in attaining intelligence objectives through effective management of
33 all intelligence and counterintelligence activities of the PNP. It shall direct and
34 supervise the operations of the Intelligence Group ~~[(IG)]~~ and the activities of the

1 intelligence divisions of other [N]national [S]support [U]units and [P]police
2 [R]regional [O]offices, including their subordinate intelligence offices. The Directorate
3 for Intelligence shall give priority to the development and enhancement of
4 intelligence operations of the PNP and its capability for information collection,
5 processing and dissemination, including the enhancement of its aerial surveillance
6 capabilities through the upgrade of its modest equipment and the acquisition of
7 modern technology, tools and facilities.

8

9 [e]e.[The] Directorate for Investigation and Detective Management **WHICH**
10 shall direct, control, coordinate, and supervise the investigation activities of the PNP.
11 It shall direct and supervise the operations of the Criminal Investigation and
12 Detection Group [~~(CIDG)~~]; Crime Laboratory Group [~~(CLG)~~]; Human Rights Affairs
13 Office [~~(HRAO)~~]; [the] Women and Children Protection Center [~~(WCPC)~~]; [the] Anti-
14 Trafficking in Persons Group [~~(ATIPG)~~]; Crime Research Analysis Center [~~(CRAC)~~];
15 Crime Information Monitoring Center [~~(CIMC)~~]; and [the] Anti-Cybercrime Group
16 [~~(ACG)~~]. The Directorate for Investigation and Detective Management shall give
17 priority to the enhancement of legal and scientific criminal investigation of the PNP
18 through the utilization of improved crime laboratory techniques, methodologies and
19 responsive procedures; and the development of the anti-cybercrime capabilities of
20 the PNP to address the growing incidence of cybercrime in the country.

21

22 [f]f.[The] Directorate for Human Resource Management [~~(DHRM)~~] **WHICH**
23 shall assist and advise the Chief, PNP in the exercise of the management of PNP
24 uniformed and non-uniformed personnel, manpower procurement and control,
25 personnel records and reports, discipline, morale and welfare, law and order,
26 personnel services and personnel procedures, and miscellaneous functions
27 assigned by the Chief, PNP. It shall direct and supervise the operations of the Legal
28 Service, Chaplain Service, Health Service, PNP Retirement and Benefits
29 Administration Service. The Directorate for Human Resource Management shall
30 give priority to [L]legal [A]assistance and [P]prosecutorial [S]support by expanding
31 and enhancing the legal assistance program, to include legal investigative support
32 for personnel charged, either administratively or criminally, in the performance of
33 official duties.

34

1 ~~(g)~~**g.**~~[The]~~ Directorate for Logistics [~~(DL)~~] **WHICH** shall be responsible for the
2 administration and management of logistics and its functional areas. It shall direct
3 and supervise the operations of the Headquarters Support Service [~~(HSS)~~], ~~[the]~~
4 Engineering Service [~~(ES)~~], ~~[the]~~ Logistics Support Service [~~(LSS)~~], and ~~[the]~~
5 Procurement Service [~~(PS)~~].The Directorate for Logistics shall give priority to
6 ~~[t]~~integrated [L]logistics [~~S~~]support by enhancing the logistics capability of the PNP
7 for sustained law enforcement, public security and internal security operations
8 throughout the country.

9
10 ~~(h)~~**h.**~~[The]~~ Directorate for Comptrollership [~~(DC)~~] **WHICH** shall assist and
11 advise the Chief, PNP on budgeting, accounting, financial management, and internal
12 auditing. It shall direct and supervise the operations of the Finance Service [~~(FS)~~];

13
14 ~~(i)~~**i.**~~[The]~~ Directorate for ~~[Training]~~**LEARNING**and Doctrine Development
15 [~~(DTDD)~~]**WHICH** shall be incharge ofthe formulation of policies and in the planning,
16 coordination, and supervision of all matters pertaining to training and doctrine
17 development. It shall direct and supervise the operations of the Training Service
18 [~~(TS)~~], ~~[the]~~ Philippine National Police Academy [~~(PNPA)~~], **AND** ~~[the]~~ Police National
19 Training Institute [~~(PNTI)~~] [~~, the National Forensic Science Training Institute (NFSTI)~~]
20 and the National Police College (NPC);

21
22 ~~(j)~~**j.**~~[The]~~ Directorate for Research and Development [~~(DRD)~~] **WHICH** shall be
23 responsible for the conduct of research and development, test, and evaluation and
24 for the administration of self-reliant development projects [~~(SRDP)~~] of the PNP,
25 which are important to peace and order and public safety; and

26
27 ~~(k)~~**k.** ~~[The]~~ Directorate for Information and Communication**S** Technology
28 Management [~~(DICTM)~~] **WHICH** shall be responsible for the formulation of policy and
29 managing information, electronics and communications technology resources to
30 promote, develop and regulate integrated strategic ICT systems and reliable and
31 efficient communications infrastructure. It shall provide and maintain reliable,
32 secured, integrated, and cost-efficient information technology and communication
33 services and facilities to all PNP offices and units. It shall likewise be responsible for
34 the design, implementation, and maintenance of the database system of the

1 organization. The [~~DICTM~~]Directorate for Information and Communication**S**
2 Technology Management shall direct and supervise the operations of the Information
3 and Technology Management Service [~~(ITMS)~~], and [~~the~~] Communications and
4 Electronics Service [~~(CES)~~].The Directorate for Information and Communication**S**
5 Technology Management shall give priority to the integrated information and
6 communications system of the PNP through the upgrade and acquisition of
7 centralized information and communications system for faster coordination,
8 command, and control of operational and administrative activities.

9
10 Sec. [~~9~~] **10. National Support Units.** – The heads of the national support units
11 [~~(NSUs)~~] [~~such as the~~],**WHICH MAY EITHER BE** [~~N~~]national [~~O~~]operational
12 [~~S~~]support [~~U~~]units [~~(NOSU)~~] [~~and~~]**OR** [~~N~~]national [~~A~~]administrative [~~S~~]support
13 [~~U~~]units [~~(NASU)~~], shall have the rank of [~~Police Chief Superintendent~~]
14 **POLICE BRIGADIER GENERAL: PROVIDED, THAT,** [~~T~~]the heads of the Special
15 Action Force [~~(SAF)~~], [~~the~~] Criminal Investigation and Detection Group [~~(CIDG)~~] and
16 [~~the~~] Civil Security Group [~~(CSG)~~] shall have the rank of [~~Police Director~~] **POLICE**
17 **MAJOR GENERAL** in consideration of the [~~complexities of their~~]**COMPLEX**
18 [~~functions~~]**DUTIES AND RESPONSIBILITIES OF THESE NATIONAL SUPPORT**
19 **UNITS.**

20
21 **SEC. 11. CREATION OF AREA POLICE OFFICES. IN ORDER TO**
22 **PROVIDE BROADER EXERCISE OF SPAN OF CONTROL OF THE CHIEF, PNP,**
23 **THERE SHALL BE ESTABLISHED AREA POLICE OFFICES IN CLUSTERED**
24 **POLICE REGIONAL OFFICES. THE AREA POLICE OFFICES SHALL**
25 **ORCHESTRATE, SUPERVISE AND CONTROL THE CONDUCT OF INTERNAL**
26 **SECURITY OPERATIONS AND THE CONDUCT OF RESCUE AND RELIEF**
27 **OPERATIONS IN TIMES OF CALAMITIES AND OTHER EMERGENCY**
28 **SITUATIONS WITHIN THEIR RESPECTIVE AREAS OF JURISDICTION.**
29 **INITIALLY, FIVE (5) AREA POLICE OFFICES SHALL BE ACTIVATED WHICH**
30 **SHALL BE HEADED BY DIRECTORS WITH THE RANK POLICE MAJOR**
31 **GENERAL.**

32
33 Sec. [~~10~~] [~~Other Key Positions~~] **12. POLICE REGIONAL OFFICES,**
34 **NATIONAL CAPITAL REGION POLICE OFFICE (NCRPO) DISTRICT OFFICES,**

1 POLICE PROVINCIAL OFFICES CITY POLICE OFFICES IN HIGHLY URBANIZED
2 AND INDEPENDENT CITIES AND LOWER UNITS. – THE COMPOSITION OF THE
3 POLICE REGIONAL OFFICES, NCRPO DISTRICT OFFICES, POLICE
4 PROVINCIAL OFFICES, CITY POLICE OFFICES IN HIGHLY URBANIZED AND
5 INDEPENDENT CITIES AND LOWER UNITS SHALL BE AS FOLLOWS:
6

7 [4]a. The ~~[headquarters of the Regional]~~ Police **REGIONAL OFFICE**, shall be
8 composed of the following:

9 1) ~~[The]~~ Regional Director **WHO** shall have the rank of ~~[Police Director]~~
10 **POLICE MAJOR GENERAL AND SHALL HEAD THE POLICE REGIONAL**
11 **OFFICE**, except for the ~~[National Capital Region Police Office (] NCRPO (])~~
12 Regional Director who shall have the rank of ~~[Police Deputy Director General]~~
13 **POLICE LIEUTENANT GENERAL.**
14

15 2) ~~[The]~~ **A Deputy Regional Director[s]** for ~~[Operations]~~
16 **ADMINISTRATION** and ~~[Administration]~~ **A DEPUTY REGIONAL DIRECTOR**
17 **FOR OPERATIONS WHO** shall have the ~~[prescribed]~~ rank of ~~[Police Chief~~
18 ~~Superintendent]~~ **POLICE BRIGADIER GENERAL**, except for the NCRPO
19 Deputy Regional Director **FOR ADMINISTRATION AND THE NCRPO**
20 **DEPUTY REGIONAL DIRECTOR FOR OPERATIONS**, who shall have the
21 rank of ~~[Police Director]~~ **POLICE MAJOR GENERAL.**
22

23 3) ~~[The]~~ Regional Chief of ~~[the Directorial]~~ Staff **WHO** shall have the
24 rank of ~~[Police Senior Superintendent]~~ **POLICE COLONEL**, except for **THE**
25 NCRPO Regional Chief of ~~[the Directorial]~~ Staff, who shall have the rank of
26 ~~[Police Chief Superintendent]~~ **POLICE BRIGADIER GENERAL.**
27

28 4) ~~[The]~~ Chief[s] of the Regional ~~[Staff]~~ Divisions **WHO** shall have the
29 rank of ~~[Police Superintendent]~~ **POLICE COLONEL.**
30

31 5) ~~[The]~~ Battalion Commander of the Regional Police Maneuver
32 Unit **WHO** shall have the ~~[prescribed]~~ rank of ~~[Police Senior Superintendent]~~
33 **POLICE COLONEL.**
34

1 6) ~~[The]~~ Chief of the Regional Headquarters Support Unit
2 ~~[(RHSU)]~~**WHO** shall have the ~~[prescribed]~~ rank of ~~[Police—Senior~~
3 ~~Superintendent]~~ **POLICE COLONEL**.

4
5 **b. EACH OF THE FIVE (5) NCRPO DISTRICT OFFICES SHALL BE**
6 **COMPOSED OF THE FOLLOWING:**

7
8 1) **DISTRICT DIRECTOR WHO SHALL HAVE THE RANK OF**
9 **POLICE BRIGADIER GENERAL AND WHO SHALL HEAD THE DISTRICT**
10 **OFFICE AND EXERCISE ADMINISTRATIVE AND OPERATIONAL**
11 **SUPERVISION OVER POLICE STATIONS UNDER THEIR RESPECTIVE**
12 **AREAS OF JURISDICTION;**

13
14 2) **COMPANY COMMANDER WHO SHALL HAVE THE RANK OF**
15 **POLICE SUPERINTENDENT AND WHO SHALL HEAD THE DISTRICT**
16 **POLICE MANEUVER UNIT WHICH SHALL BE ESTABLISHED TO SERVE**
17 **AS A RESERVE AND CONTINGENCY FORCE.**

18
19 3) ~~[A]~~ **S** Chief of Police ~~[(COP)]~~ who shall have the rank of ~~[Police~~
20 ~~Senior—Superintendent]~~ **POLICE COLONEL** ~~[,]~~ **AND WHO** shall head the
21 police stations, **IN** ~~[under the]~~ Southern Police District, Eastern Police District
22 and Northern Police District ~~[,]~~ **OR** ~~[A]~~ Station Commander **S**~~[,]~~ who shall have
23 the rank of ~~[Police—Superintendent]~~ **POLICE LIEUTENANT COLONEL**~~[,]~~ **AND**
24 **WHO** shall head the numbered ~~[P]~~ police ~~[S]~~ stations ~~[under the]~~ **IN** Manila
25 Police District and Quezon City Police District.

26
27 ~~[2)]~~**c.** The ~~[headquarters of the]~~ Police Provincial **OFFICE** ~~[and City Police]~~
28 shall be composed of the following:

29
30 ~~[A District Director, who shall have the rank of Police Chief Superintendent,~~
31 ~~shall head each of the five (5) NCRPO District Offices. A Company Commander,~~
32 ~~who shall have the rank of Police Superintendent, shall head the District Police~~
33 ~~Maneuver Unit, which shall be established to serve as a reserve and contingency~~
34 ~~force. The District Directors shall exercise administrative and operational supervision~~

1 ~~over the police stations under their respective areas of jurisdiction.~~ (Deleted from this
2 portion but transferred to Sub-para b.1 and Sub-para b.2 of this Section)

3
4 1) [A] Provincial Director **WHO** shall have the rank of [~~Police Senior~~
5 ~~Superintendent~~] **POLICE COLONEL** and shall head the Police Provincial
6 Office [~~The Deputy Provincial Director~~] **TO BE ASSISTED BY A DEPUTY**
7 **PROVINCIAL DIRECTOR FOR ADMINISTRATION AND A DEPUTY**
8 **PROVINCIAL DIRECTOR FOR OPERATIONS WHO** shall have the
9 [~~prescribed~~] rank of [~~Police Superintendent~~] **POLICE LIEUTENANT**
10 **COLONEL: PROVIDED, THAT, UPON THE RECOMMENDATION OF THE**
11 **CHIEF, PNP, THE NAPOLCOM** may upgrade the ranks of [~~the~~] Provincial
12 Directors and [~~Deputy Provincial Directors~~] **THE DEPUTIES** in large provinces
13 subject to the criteria it has prescribed: **PROVIDED, FURTHER, THAT**
14 **[E] each [Police] POLICE** Provincial Office shall be provided with a Legal Officer
15 who shall be detailed from the PNP Legal Service.

16
17 2) [A] Company Commander **WHO** shall **HAVE** the rank of [~~Police~~
18 ~~Superintendent~~] **POLICE LIEUTENANT COLONEL AND** shall head the
19 Provincial Police Maneuver Unit which shall be established to serve as a
20 reserve and contingency force: **PROVIDED, THAT, [F] the size of the**
21 **Provincial Police Maneuver Unit shall vary from province to province**
22 **DEPENDING ON THE PEACE AND ORDER SITUATION IN THE AREA.**

23
24 3) [A] Chiefs of Police [~~(GOP)~~], [~~who shall have~~] **WITH** the rank of
25 [~~Police Superintendent~~] **POLICE LIEUTENANT COLONEL, WHO** shall head
26 [a] Component City Police Station **S**, regardless of [~~its~~] type.

27
28 **d. THE CITY POLICE OFFICE IN HIGHLY URBANIZED AND**
29 **INDEPENDENT CITIES SHALL BE COMPOSED OF THE FOLLOWING:**

30
31 1) [A] City Director **WHO** shall have the rank of [~~Police Senior~~
32 ~~Superintendent~~] **POLICE COLONEL** and shall head the City Police Office
33 [~~established in highly urbanized and independent cities.~~] **TO BE ASSISTED**
34 **BY A DEPUTY City Director FOR ADMINISTRATION AND A DEPUTY CITY**

1 **DIRECTOR FOR OPERATIONS WHO** shall have the [prescribed] rank of
2 [~~Police Superintendent~~] **POLICE LIEUTENANT COLONEL**[~~and shall assist~~
3 ~~the City Director.~~]:**PROVIDED, THAT, UPON THE RECOMMENDATION OF**
4 **THE CHIEF, PNP, THE NAPOLCOM** may upgrade the ranks of [the] City
5 Directors and [~~Deputy City Directors~~] **THE DEPUTIES** in large highly
6 urbanized **AND INDEPENDENT** cities subject to the criteria it has
7 prescribed:**PROVIDED, FURTHER, THAT [E]each**City Police Office shall be
8 provided with a Legal Officer who shall be detailed from the PNP Legal
9 Service.

10
11 **2) [A] Company Commander WHO** shall have the rank of [~~Police~~
12 ~~Superintendent~~] **POLICE LIEUTENANT COLONEL** and shall head the City
13 Special Weapons and Tactics which shall also be established to serve as a
14 reserve and contingency force**DEPENDING ON THE PEACE AND ORDER**
15 **SITUATION IN THE AREA.**

16
17 **3) STATION COMMANDERS, WHO SHALL HAVE THE RANK OF**
18 **POLICE MAJOR AND SHALL HEAD THE NUMBERED POLICE STATIONS**
19 **ESTABLISHED UNDER THE CITY POLICE OFFICES.**

20
21 ~~[A Chief of Police (COP), who shall have the rank of Police Superintendent,~~
22 ~~shall head a Component City Police Station, regardless of its type.](Deleted from this~~
23 ~~portion but transferred to Sub-para c.3 of this Section)~~

24
25 ~~[A Chief of Police (COP), who shall have the rank of Police Senior~~
26 ~~Superintendent, shall head the police stations under the Southern Police District,~~
27 ~~Eastern Police District and Northern Police District. A Station Commander, who shall~~
28 ~~have the rank of Police Superintendent, shall head the numbered Police Stations~~
29 ~~under the Manila Police District and Quezon City Police District.](Deleted from this portion~~
30 ~~but transferred to Sub-para b.3 of this Section)~~

31
32 **[3]e. At the Municipal [!]Level:**

33
34 Municipal police stations shall be classified as follows:

1
2 [a)]1) Type “A” Municipal Police Station shall be headed by a [GOP]
3 **CHIEF OF POLICE**, who shall have the rank of [~~Police Superintendent~~]
4 **POLICE LIEUTENANT COLONEL**; and

5
6 [b)]2) Types “B” and “C” Municipal Police Stations shall be headed by a
7 [GOP] **CHIEF OF POLICE**, who shall have the rank of [~~Police Chief Inspector~~]
8 **POLICE MAJOR**.

9
10 **THENAPOLCOM** shall categorize ~~THE~~provincial**POLICE OFFICE**, city
11 **POLICE OFFICE, COMPONENT CITY POLICE STATIONS**and municipal police
12 stations according to population [,]ANDincome classification [, and strength of PNP
13 personnel.]

14
15 [~~Police Community Precinct shall be established in every barangay or~~
16 ~~clustered barangays. In highly urbanized and independent cities, police stations shall~~
17 ~~be established under the City Police Offices.~~](Deleted from this portion but transferred to Sub-para
18 b.4 of Section 8 of this Revised Draft Bill)

19
20 [~~Any organizational adjustment made by the Chief, PNP in the PNP structure,~~
21 ~~staffing and functions to sustain the attainment of increased police visibility,~~
22 ~~efficiency and optimized delivery of police services must be authorized by the~~
23 ~~NAPOLCOM. The Chief, PNP may recommend corresponding changes to the PNP~~
24 ~~rank distribution through the NAPOLCOM, subject to the approval of the President of~~
25 ~~the Republic of the Philippines.~~](Deleted from this portion but transferred to Sub-para c of Section 8 of
26 this Revised Draft Bill)

27
28 **SEC. 13.KEY POSITIONS. THE KEY POSITIONS IN THE PNP SHALL BE**
29 **AS FOLLOWS:**

- 30 **a. THE CHIEF, PHILIPPINE NATIONAL POLICE;**
31 **b. THE DEPUTY CHIEF, PNP FOR ADMINISTRATION;**
32 **c. THE DEPUTY CHIEF, PNP FOR OPERATIONS;**
33 **d. INSPECTOR GENERAL, IAS;**
34 **e. THE CHIEF OF THE DIRECTORIAL STAFF;**

- 1 f. THE DIRECTORS OF THE DIRECTORIAL STAFF;
- 2 g. DIRECTORS, NATIONAL SUPPORT UNITS;
- 3 h. REGIONAL DIRECTORS, POLICE REGIONAL OFFICES;
- 4 i. DIRECTORS, AREA POLICE OFFICES;
- 5 j. DISTRICT DIRECTORS, NCRPO;
- 6 k. PROVINCIAL DIRECTORS, POLICE PROVINCIAL OFFICES;
- 7 l. CITY DIRECTORS, CITY POLICE OFFICES;
- 8 m. BATTALION COMMANDERS, REGIONAL POLICE MANEUVER UNITS; AND
- 9 n. CHIEFS OF POLICE

10
11 **SEC. 14. POWERS, FUNCTIONS, AND TERM OF THE OFFICE OF THE**
12 **CHIEF, PNP. – THE COMMAND AND DIRECTION OF THE PNP SHALL BE**
13 **VESTED IN THE CHIEF OF THE PNP WHO SHALL HAVE THE POWER TO**
14 **DIRECT AND CONTROL TACTICAL AS WELL AS STRATEGIC MOVEMENTS,**
15 **DEPLOYMENT, PLACEMENT, UTILIZATION OF THE PNP OR ANY OF ITS**
16 **UNITS AND PERSONNEL, INCLUDING ITS EQUIPMENT, FACILITIES AND**
17 **OTHER RESOURCES. SUCH COMMAND AND DIRECTION OF THE CHIEF OF**
18 **THE PNP MAY BE DELEGATED TO SUBORDINATE OFFICIALS WITH RESPECT**
19 **TO THE UNITS UNDER THEIR RESPECTIVE COMMANDS, IN ACCORDANCE**
20 **WITH THE RULES AND REGULATIONS PRESCRIBED BY NAPOLCOM. THE**
21 **CHIEF OF THE PNP SHALL ALSO HAVE THE POWER TO ISSUE DETAILED**
22 **IMPLEMENTING POLICIES AND INSTRUCTIONS REGARDING PERSONNEL,**
23 **FUNDS, PROPERTIES, RECORDS, CORRESPONDENCE AND SUCH OTHER**
24 **MATTERS AS MAY BE NECESSARY TO EFFECTIVELY CARRY OUT THE**
25 **FUNCTIONS, POWERS AND DUTIES OF THE PNP. THE CHIEF OF THE PNP**
26 **SHALL BE DESIGNATED BY THE PRESIDENT FROM AMONG THE SENIOR**
27 **OFFICERS DOWN TO THE RANK OF POLICE BRIGADIER GENERAL:**
28 **PROVIDED, THAT THE CHIEF OF THE PNP SHALL SERVE A TERM OF OFFICE**
29 **NOT TO EXCEED FOUR (4) YEARS: PROVIDED, FURTHER, THAT IN TIMES OF**
30 **WAR OR OTHER NATIONAL EMERGENCY DECLARED BY CONGRESS, THE**
31 **PRESIDENT MAY EXTEND SUCH TERM OF OFFICE.**

32
33 **Sec. [44] 15. General Qualifications for Appointment. – To serve as officer or**
34 **member of the PNP, the appointee must possess the following qualifications:**

1
2 [a)]a. [~~Philippine citizenship~~] **CITIZEN OF THE PHILIPPINES;**

3
4 [b)]b. Good moral conduct;

5
6 [c)]c. Must have passed the medical, **DENTAL**, psychiatric, psychological,
7 **DANGEROUS** drugs and physical tests administered or supervised by the PNP or
8 any PNP accredited government hospital;

9
10 [d)]d. A baccalaureate degree [~~from a recognized institution of learning for~~
11 ~~Patrol Officer I or higher and 72 collegiate units or its equivalent for the rank of Patrol~~
12 ~~Officer~~] **RECOGNIZED BY THE COMMISSION ON HIGHER EDUCATION;**

13
14 [e)]e. Must be eligible in accordance with the standards set by the
15 NAPOLCOM;

16
17 [f)]f. Must not have been dishonorably discharged from the military service
18 or separated for cause from any civilian position in the government;

19
20 [g)]g. Must not have been convicted by final judgment of a grave offense or
21 a crime involving moral turpitude;

22
23 [h)]h. At least one meter and fifty-seven centimeters (1.57m) or five feet
24 and two inches (5'2") in height for male and one meter and fifty-two centimeters
25 (1.52m) or five feet (5'0") **IN HEIGHT** for female **EXCEPT FOR APPOINTEES IN**
26 **THE TECHNICAL SERVICES WHO MUST BE AT LEAST ONE METER AND**
27 **FIFTY-TWO CENTIMETERS (1.52M) OR FIVE FEET (5'0") IN HEIGHT FOR MALE**
28 **AND ONE METER AND FORTY-SEVEN CENTIMETERS (1.47M) OR FOUR FEET**
29 **AND TEN INCHES (4'10") IN HEIGHT FOR FEMALE;**

30
31 [i)]i. Weigh[~~t~~] [~~of~~] not less than **Nor** more than five kilograms (5kgs) from
32 the standard weight corresponding to the height, age and sex of the appointee; and

1 ~~[(j)]~~. At least ~~[eighteen (18) but not more than thirty (30) years of age]~~
2 **TWENTY-ONE (21) BUT NOT MORE THAN THIRTY-FIVE (35) YEARS OF**
3 **AGE EXCEPT FOR APPOINTEES IN THE TECHNICAL SERVICES WHO ARE**
4 **DOCTORS OF MEDICINE, MEMBERS OF THE BAR, CHAPLAINS AND PILOTS**
5 **WHO CAN BE APPOINTED UP TO THE AGE OF NOT MORE THAN FORTY (40)**
6 **YEARS OF AGE.**

7 ~~[(k) Except for the last qualification, the above-enumerated qualifications~~
8 ~~are continuing in character and the absence of any one of them at any given time is~~
9 ~~a ground for separation or retirement from the service.] [The] PNP **OFFICERS**~~
10 **AND** members who are already in the service upon the effectivity of this Act shall be
11 given at least one (1) year to satisfy the weight requirement **IN PARAGRAPH (I) OF**
12 **THIS SECTION.**

13
14 The PNP, by itself or through a PNP accredited government hospital, shall
15 conduct regular and random psychiatric, psychological, **DANGEROUS** drug **S** and
16 physical tests to determine compliance with the **CONTINUING** requirements on
17 physical and mental health, as well as the **CONTINUED** non-use of ~~[prohibited]~~
18 **DANGEROUS** drugs as mentioned in paragraph ~~[G]~~ **C** hereof.

19
20 **THE QUALIFICATIONS ENUMERATED IN PARAGRAPHS (A), (B), (C), (G),**
21 **AND (I) OF THIS SECTION ARE CONTINUING IN CHARACTER AND THE**
22 **CONSEQUENCES OF LOSS OF ANY ONE OF THEM OR NON-COMPLIANCE**
23 **THEREWITH, AT ANY GIVEN TIME, ARE AS FOLLOWS:**

24
25 **a. LOSS OF PHILIPPINE CITIZENSHIP UNDER PARAGRAPH (A) SHALL**
26 **RESULT IN SEPARATION OR RETIREMENT FROM THE SERVICE, AS THE**
27 **CASE MAY BE;**

28
29 **b. LOSS OF GOOD MORAL CONDUCT UNDER PARAGRAPH (B) SHALL**
30 **RESULT IN DISMISSAL AFTER DUE NOTICE AND HEARING;**

31
32 **c. NON-COMPLIANCE WITH THE REQUIREMENT OF PASSING**
33 **MEDICAL, PHYSICAL, PSYCHIATRIC, AND PSYCHOLOGICAL TESTS UNDER**

1 PARAGRAPH (C) SHALL RESULT IN SEPARATION OR RETIREMENT FROM
2 THE SERVICE, AS THE CASE MAY BE, OR ATTRITION UNDER RA NO. 8551;

3
4 d. NON-COMPLIANCE WITH THE REQUIREMENT OF PASSING THE
5 DANGEROUS DRUG TEST UNDER PARAGRAPH (C) OR THE REQUIREMENT
6 OF NON-CONVICTION BY FINAL JUDGMENT UNDER PARAGRAPH (G) SHALL
7 RESULT IN DISMISSAL FROM THE SERVICE AFTER DUE NOTICE AND
8 HEARING;

9
10 e. NON-COMPLIANCE WITH THE WEIGHT REQUIREMENT UNDER
11 PARAGRAPH (I) SHALL RESULT IN SEPARATION OR RETIREMENT FROM
12 THE SERVICE, AS THE CASE MAY BE, OR ATTRITION UNDER RA NO. 8551.

13
14 ~~[Sec 12. Patrol Officer – A holder of a seventy-two (72) collegiate units or its
15 equivalent may be recruited in the uniformed service of the PNP and shall be
16 appointed the rank of Patrol Officer with salary grade 6. The Patrol Officer shall be
17 assigned to police maneuver units and police stations until such time that the officer
18 has earned a baccalaureate degree, which would merit promotion to the next higher
19 rank. The officer shall be allowed fifteen (15) years in the service without being
20 attrited for lack of educational attainment.](Recommended to be deleted by the TWG Sub-Group)~~

21
22 **SEC. 16. HEIGHT WAIVER FOR APPOINTEES BELONGING TO**
23 **CULTURAL MINORITIES. – WAIVER FOR HEIGHT REQUIREMENT SHALL BE**
24 **AUTOMATICALLY GRANTED TO APPOINTEES BELONGING TO THE**
25 **CULTURAL MINORITIES.**

26
27 **SEC. 17. LATERAL ENTRY OF OFFICERS INTO THE PNP. – IN**
28 **GENERAL, ALL ORIGINAL APPOINTMENTS OF COMMISSIONED OFFICERS IN**
29 **THE PNP SHALL COMMENCE WITH THE RANK OF POLICE LIEUTENANT, TO**
30 **INCLUDE ALL THOSE WITH HIGHLY TECHNICAL QUALIFICATIONS APPLYING**
31 **FOR THE PNP TECHNICAL SERVICES. DOCTORS OF MEDICINE, MEMBERS**
32 **OF THE BAR, AND CHAPLAINS SHALL BE APPOINTED TO THE RANK OF**
33 **POLICE CAPTAIN IN THEIR PARTICULAR TECHNICAL SERVICE. GRADUATES**
34 **OF THE PHILIPPINE NATIONAL POLICE ACADEMY WHO SATISFY THE**

1 **GENERAL QUALIFICATIONS PROVIDED UNDER SECTION 15 OF THIS ACT**
2 **SHALL BE AUTOMATICALLY APPOINTED TO THE INITIAL RANK OF POLICE**
3 **LIEUTENANT. LICENSED CRIMINOLOGISTS MAY BE APPOINTED TO THE**
4 **RANK OF POLICE LIEUTENANT TO FILL UP ANY VACANCY AFTER**
5 **PROMOTIONS FROM THE RANKS ARE COMPLETED. OFFICERS WHO WERE**
6 **APPOINTED THROUGH THE LATERAL ENTRY PROGRAM TO ANY OF THE**
7 **TECHNICAL SERVICES SHALL SERVE EXCLUSIVELY IN THE TECHNICAL**
8 **SERVICE WHERE THEY WERE APPOINTED.**

9
10 CHAPTER III

11 [~~HUMAN RESOURCE AND DOCTRINE DEVELOPMENT~~]

12 **HUMAN RESOURCE AND LEARNING AND DOCTRINE DEVELOPMENT**

13
14 Sec. [~~13.~~] **18.** Manpower **CAPABILITY** Build-Up and Training
15 Development **PROGRAM**. – The manpower **CAPABILITY** build-up and training
16 development **PROGRAM** shall enable the PNP to achieve sound management of its
17 human resources, through the transformation of its personnel into a professional,
18 effective and credible police force with a high sense of regard for human rights **AND**
19 **THE DEVELOPMENT OF MORE RESPONSIBLE, ACCOUNTABLE AND**
20 **CONSCIENTIOUS LEADERS NOT ONLY FOR THE PNP BUT ALSO FOR THE**
21 **ENTIRE NATION.** This program shall strengthen and enhance the following
22 concerns:

23
24 [4] **a.** Police-to-population ratio of one (1) policeman for every five hundred
25 (500) persons;

26
27 [2] **b.** Implementation of reforms on policies pertaining to recruitment and
28 training;

29
30 [3] **c.** Investigative and operational capability of PNP personnel;

31
32 [4] **d.** Civil service consciousness and respect for the rule of law by PNP
33 personnel;

1 ~~[5)]e.[Transformation of the PNP into a community and human rights-based~~
2 ~~police force]~~ **STRENGTHENING AND ADHERENCE OF PNP ON COMMUNITY**
3 **AND HUMAN RIGHTS-BASED POLICING SYSTEM;**and
4

5 [6)]f.Appointment and assignment of non-uniformed personnel (NUP) to
6 positions which are purely administrative, technical, clerical or menial in nature or to
7 other positions which are not actually and directly related to police operations.

8 Sec. [14.] **19.** Transfer of the [~~PNPA, NPTI, NFSTI, and NPC~~]**PHILIPPINE**
9 **NATIONAL POLICE ACADEMY AND THE NATIONAL POLICE TRAINING**
10 **INSTITUTE**from the [~~PPSC~~]**PHILIPPINE PUBLIC SAFETY COLLEGE**to the PNP. –
11 The administrative and operational **SUPERVISION AND**control of the Philippine
12 National Police Academy [~~(PNPA),~~]**AND**the National Police Training Institute [~~(NPTI),~~
13 ~~the National Forensic Science Training Institute (NFSTI), and the National Police~~
14 ~~College (NPC),~~] as well as the personnel and all the properties, facilities, records,
15 equipment, funds, **FINANCES, FINANCIAL ACCOUNTABILITIES,** choses in action,
16 appropriations, rights, functions and other assets**THEREOF,** [shall be] **ARE**
17 **HEREBY** transferred from the Philippine Public Safety College [~~(PPSC)~~] to the
18 [~~Philippine National Police (-) PNP. (-)]~~][and shall be placed under the functional group
19 of the Deputy Chief, PNP for Administration].
20

21 Sec. [15.] **20.** Implementation of Transfer.– The shift of [administration]
22 **ADMINISTRATIVE**and operational **SUPERVISION AND**control over the [~~PNPA,~~
23 ~~NPTI, NPC and NFSTI~~] **PHILIPPINE NATIONAL POLICE ACADEMY AND THE**
24 **NATIONAL POLICE TRAINING INSTITUTE**shall be undertaken as follows:
25

26 [1) ~~Upon the effectivity of this Act, the Chief, PNP shall exercise administrative~~
27 ~~supervision as well as operational control over the transferred and absorbed offices~~
28 ~~or units;]~~
29

30 [2) ~~All properties, equipment and finances of the transferred and absorbed~~
31 ~~offices or units, including their respective financial accountabilities shall be~~
32 ~~transferred to the PNP; and]~~
33

1 ~~[3]~~**a.** The personnel of the ~~[absorbed offices or units]~~**PHILIPPINE NATIONAL**
2 **POLICE ACADEMY AND THE NATIONAL POLICE TRAINING INSTITUTE** shall,
3 unless removed for cause and after due process, continue to perform their duties
4 and responsibilities and shall receive their corresponding salaries and benefits.
5

6 **b. WITHIN NINETY (90) DAYS FROM THE EFFECTIVITY OF THIS ACT,**
7 **THE CHIEF, PNP SHALL SUBMIT THE REVISED ORGANIZATIONAL**
8 **STRUCTURE AND STAFFING PATTERN OF THE PHILIPPINE NATIONAL**
9 **POLICE ACADEMY AND THE NATIONAL POLICE TRAINING INSTITUTE TO**
10 **THE NAPOLCOM AND THE DEPARTMENT OF BUDGET AND MANAGEMENT**
11 **FOR APPROVAL. SAID REVISED ORGANIZATIONAL STRUCTURE AND**
12 **STAFFING PATTERN MAY INCLUDE REORGANIZATION AND RENAMING OF**
13 **EXISTING PNP OFFICE AND UNITS, RENAMING OF THE TRAINING AND**
14 **LEARNING BODIES TRANSFERRED FROM THE PHILIPPINE PUBLIC SAFETY**
15 **COLLEGE, AND REALIGNMENT OF FUNCTIONS AS MAY BE NECESSARY.**
16

17 **c. WITHIN ONE HUNDRED TWENTY (120) DAYS FROM THE**
18 **EFFECTIVITY OF THIS ACT, THE NAPOLCOM, IN COORDINATION WITH THE**
19 **PNP AND THE DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT**
20 **SHALL PROMULGATE THE NECESSARY RULES AND REGULATIONS TO**
21 **IMPLEMENT SECTION 19 OF THIS ACT.**
22

23 **d. THE SECRETARY OF THE INTERIOR AND LOCAL**
24 **GOVERNMENT/CHAIRPERSON OF THE NAPOLCOM SHALL ENSURE THE**
25 **SMOOTH TRANSITION OF THE TRANSFER OF THE PHILIPPINE NATIONAL**
26 **POLICE ACADEMY AND THE NATIONAL POLICE TRAINING INSTITUTE FROM**
27 **THE PHILIPPINE PUBLIC SAFETY COLLEGE TO THE PNP WITHIN FOUR (4)**
28 **MONTHS FROM THE EFFECTIVITY OF THIS ACT.**
29

30 **e. THE AMOUNTS NECESSARY TO CARRY OUT THE IMPLEMENTATION**
31 **OF TRANSFER IS HEREBY AUTHORIZED TO BE APPROPRIATED IN THE**
32 **ANNUAL GENERAL APPROPRIATIONS ACT OF THE YEAR FOLLOWING THE**
33 **EFFECTIVITY OF THIS ACT AND THEREAFTER.**
34

1 investigative and forensic equipment, and ~~[tools for community service and~~
2 ~~development. It shall also include the upgrade and acquisition of information~~
3 ~~communication technology, equipment, and automated systems and procedures to~~
4 ~~ensure effective integration and coordination]~~ **INFORMATION AND**
5 **COMMUNICATION TECHNOLOGY AND OTHER MISSION-ESSENTIAL**
6 **EQUIPMENT.**

7
8 Sec. ~~[49.]~~ **24.** Procurement System. – In addition to the provisions of existing
9 laws, rules and regulations regarding the procurement and acquisition of real estate,
10 buildings, facilities and equipment, the PNP shall strengthen the systems and
11 procedures taking into account the following circumstances under the PNP
12 Reorganization and Modernization Program.

13
14 ~~[1)]a.[The PNP shall give preference to Filipino contractors and suppliers and~~
15 ~~shall only give second preference to foreign contractors or suppliers willing or able to~~
16 ~~locate a substantial portion of, if not the entire, production process of the item~~
17 ~~involved, within the Philippines]~~ **THE PNP SHALL GIVE PREFERENCE TO**
18 **QUALIFIED DOMESTIC ENTITIES THAT PARTICIPATED IN THE**
19 **PROCUREMENT ACTIVITIES OF THE PNP.**

20
21 ~~[2)]b.[The PNP shall determine and publish the basic requirements and~~
22 ~~specific standards for products, equipment, and technology, with reference to the~~
23 ~~standards set by the Uniform and Equipment Standardization Board (UESB), which~~
24 ~~shall be validated by the NAPOLCOM within thirty (30) days before the publication of~~
25 ~~the bid documents for the bidding process. All UESB-approved specifications~~
26 ~~submitted to NAPOLCOM for validation shall be acted upon not later than thirty (30)~~
27 ~~days from receipt thereof, otherwise it shall be deemed as duly approved. The~~
28 ~~product, equipment and technology standards must conform to established~~
29 ~~standards in the international community and to the spirit, intent, and criteria set by~~
30 ~~Republic Act No. 9184, otherwise known as the “Government Procurement Reform~~
31 ~~Act” which shall be used in the determination of awards of contractual~~
32 ~~arrangements.]~~ **THE PNP UNIFORM AND EQUIPMENT STANDARDIZATION**
33 **BOARD, SHALL DETERMINE THE SPECIFIC STANDARDS FOR ITEMS,**
34 **PRODUCTS, EQUIPMENT, AND TECHNOLOGY TO BE SUBMITTED FOR**

1 APPROVAL OF THE NAPOLCOM. ALL SPECIFICATIONS SUBMITTED TO
2 NAPOLCOM SHALL BE APPROVED WITHIN THIRTY (30) DAYS FROM
3 RECEIPT THEREOF, OTHERWISE, IT SHALL BE DEEMED AS DULY
4 APPROVED. THE ITEMS, PRODUCTS, EQUIPMENT, AND TECHNOLOGY
5 STANDARDS MUST BE RESPONSIVE TO THE NEEDS AND REQUIREMENTS
6 OF THE PNP.

7
8 ~~[The alternative mode of procurement through direct contracting shall be~~
9 ~~allowed in the following instances:]~~ **THE PNP SHALL RESORT TO DIRECT**
10 **CONTRACTING OR ANY ALTERNATIVE MODE OF PROCUREMENT IN THE**
11 **FOLLOWING INSTANCES:**

12
13 [a)]1) Contracts for the supply of military and police equipment
14 including any part, component, or sub-assemblies thereof, and special tools
15 and machines which are necessary for the production and maintenance of
16 such equipment.

17
18 “Military and Police Equipment” refers to those specifically
19 designed or adapted, developed, and produced for military and police
20 purposes and intended for use of arms, munitions or combat or war
21 materials. It includes investigative and surveillance equipment such as
22 **AUTOMATED FINGERPRINT IDENTIFICATION SYSTEM**
23 **(AFIS)**, audio-visual transmitters, receivers, cameras, global positioning
24 system (GPS) devices, polygraphs, and other similar, accessorial, or
25 allied devices and equipment designed and produced for such
26 purposes: Provided, That it shall also include products which, although
27 initially designed for civilian use, are later adapted to military and police
28 purposes to be used as arms, munitions or combat or war materials,
29 such as but not limited to special suits, helmets, and vehicles, sea
30 crafts and aircrafts with distinguishable military **AND POLICE** technical
31 features that enable them to carry out missions that are clearly military
32 and police work in nature.

1 [~~b~~]**2**) Contracts for works and services directly related to military and
2 police equipment such as, but not limited to, repair of equipment for firearms,
3 armored personnel carriers, tanks, aircrafts and ships and construction of test
4 facilities.

5
6 “Directly related” means a close connection between the works
7 and services in question and the equipment, such that without which,
8 the works and services may not be put to a meaningful use to the
9 military or police equipment they are related to. It includes works and
10 services not directly related to military and police equipment but are for
11 specifically military and police purposes, such as but not limited to
12 construction of runways, barracks, air raid and fall-out shelters and
13 depots.

14
15 ~~[3) In direct contracting, the PNP may request other agencies to submit a list~~
16 ~~of qualified suppliers of the good and services that meet its requirements. From this~~
17 ~~list, the PNP shall declare the supplier who submits the most economical and~~
18 ~~advantageous tender as the lowest calculated bidder.](Recommended to be deleted by the~~
19 ~~TWG Sub-Group)~~

20
21 **[4)c.** The PNP shall likewise ensure that in awarded contacts or agreements,
22 provision are incorporated with respect to the transfer to the PNP of the principal
23 technology involved including the training of the PNP personnel to operate and
24 maintain the equipment and technology.

25
26 **[5)d.** The Chief, PNP pursuant to the PNP Reorganization and
27 Modernization Program Projects and Appropriations approved by Congress may,
28 subject to the approval of the President and consistent with the provisions of existing
29 laws and regulations, including those of the Commission on Audit’s and under such
30 terms and conditions most favorable to the government, enter into multi-year
31 contracts and other contractual arrangements.

32
33 **[6)e.** For multi-year contracts and other contractual arrangements,
34 **LEASE, LEASE-PURCHASE AGREEMENTS AND SIMILAR**

1 **AGREEMENT**, Congress shall, upon issuance of a multi-year obligation authority by
2 the Department of Budget and Management [~~DBM~~] and certification by the
3 President, make the corresponding appropriation for the ensuing fiscal year:
4 Provided, That the [~~DILG~~]**DEPARTMENT OF THE INTERIOR AND LOCAL**
5 **GOVERNMENT** and the [~~DBM~~] **DEPARTMENT OF BUDGET AND MANAGEMENT**
6 shall issue the implementing guidelines to ensure consistency with the PNP
7 Modernization [p]Program and existing guidelines in the contacting of multi-year
8 projects. It shall only appropriate such funds as may be necessary to pay any unpaid
9 amount where the funds appropriated for the current fiscal year are not sufficient or
10 available to meet such payment in full or in part:

11
12 [7]f. The Chief, PNP shall submit to the Congressional Oversight Committee
13 created under this Act, the Secretary of Finance and the Secretary of Budget and
14 Management, copies of these multi-year contracts and other agreements to enable
15 Congress to appropriate funds. The funds to be appropriated for the PNP
16 Reorganization and Modernization Program under this Act shall be treated by the
17 Secretary of the [~~DILG~~]**INTERIOR AND LOCAL GOVERNMENT** and Chairperson of
18 the NAPOLCOM as a distinct and separate budget item from the regular
19 appropriations of the [~~DILG~~] **DEPARTMENT OF THE INTERIOR AND LOCAL**
20 **GOVERNMENT**.

21
22 CHAPTER V
23 FINANCIAL DEVELOPMENT
24

25 Sec [20] **25.**PNP Modernization Act Trust Fund – The PNP shall institute
26 reforms and promote responsible fiscal policies in line with the objectives of the PNP
27 Reorganization and Modernization Program. For this purpose, there shall be created
28 a trust fund, to be known as the PNP Modernization Act Trust Fund, which shall not
29 include salaries and allowances. It shall be used exclusively for the PNP
30 Reorganization and Modernization Program and shall be funded out from:

31
32 a.Appropriations for the PNP Reorganization and Modernization Program
33 **WITH AN INITIAL FUND OF P10 BILLION;**
34

1 b. Annual ~~[P2 Billion]~~ **P5 BILLION** ~~[Capability Enhancement Budget (CEB)]~~
2 **MODERNIZATION FUND TO BE** appropriated by Congress in the budget of the
3 PNP;

4
5 c. **SHARES OF THE PNP** ~~[Proceeds]~~ from the **PROCEEDS OF** sale
6 **OF MILITARY CAMPS**, lease, ~~[or]~~ joint development, **BUILD-OPERATE-**
7 **TRANSFER SCHEME AND OTHER SCHEMES INVOLVING PNP REAL**
8 **PROPERTIES** ~~[of police reservations, as may be authorized by Congress]~~, including
9 such immovable and other facilities as may be found therein;

10
11 ~~[d] Shares of the PNP from the proceeds of the sale of police~~
12 ~~camp[s];~~ *(Recommended to be deleted by the TWG Sub-Group)*

13 ~~[e] Proceeds from the disposal of excess or uneconomically repairable~~
14 ~~equipment and other movable assets of the PNP;~~ *(Recommended to be deleted by the TWG*
15 *Sub-Group)*

16
17 ~~[f]~~ d. Funds from budgetary surplus, if any, ~~[as may be authorized by~~
18 ~~Congress]~~ subject to the provision of Section 21 of this Act;

19
20 ~~[g]~~ e. All interest income of the **MODERNIZATION ACT** Trust Fund;

21
22 ~~[h]~~ f. Donations from local or foreign sources specifically earmarked for PNP
23 ~~[utilization]~~ **MODERNIZATION**;

24
25 ~~[i. Amounts collected from Program of Expenditure for the Programmable~~
26 ~~Amount (POE-PA) Income from the trust receipts;]~~ *(Recommended to be deleted by the TWG*
27 *Sub-Group)*

28
29 ~~[j. Income from the police clearance deposited with the Trust Fund for the~~
30 ~~specific use of the PNP Reorganization and Modernization Program;]~~ *(Recommended to*
31 *be deleted by the TWG Sub-Group)*

1 **g. NINETY (90%) PERCENT OF THE TOTAL SERVICE FEES GENERATED**
2 **FROM FINANCIAL INSTITUTIONS WHICH AVAIL OF THE AUTOMATIC SALARY**
3 **AND PENSION DEDUCTION SYSTEM OF THE PNP; AND**
4

5 **h. TRUST RECEIPTS SUBJECT TO THE PROVISION OF SECTION 28 OF**
6 **THIS ACT.**
7

8 Sec [24] **26.** Austerity and Use of Savings. – Upon the approval of this Act,
9 the Secretary of the Interior and Local Government shall submit to Congress, within
10 the first quarter of the succeeding year, a report on:
11

12 a. The amount of all unused or undisbursed funds, other than unused
13 appropriations for salaries and benefits of the PNP personnel, remaining from all
14 previous PNP appropriations; and

15 b. The amount of savings from austerity measures which are hereafter to be
16 pursued by all services and units of the PNP generated in the previous fiscal year;
17

18 The saving generated under this section will be used to augment the funds for
19 the PNP Reorganization and Modernization Program.
20

21 Sec [22] **27.** Exemption from Value Added Tax and Customs Duties. - The
22 sale to the PNP of **VEHICLES**, weapon, equipment and ammunitions, **TO INCLUDE**
23 **THE PROCEEDS FROM LEASE, JOINT DEVELOPMENT, BUILD-OPERATE-**
24 **TRANSFER SCHEME AND OTHER SCHEMES INVOLVING PNP REAL**
25 **PROPERTIES**, which are directly and exclusively used for its projects, undertakings,
26 activities and programs under the PNP **REORGANIZATION AND** Modernization Act,
27 shall be exempt from the value-added tax. [~~The~~] **ANY** importation by the PNP [of the
28 same] **PERTAINING TO MODERNIZATION** shall likewise be exempt from the value-
29 added tax and customs duties.
30

31 **SEC. 28. PNP TRUST RECEIPTS. - THE ACCRUED INCOME OF THE PNP**
32 **FROM ITS OPERATIONS AND EXERCISE OF VARIOUS REGULATORY**
33 **FUNCTIONS IS DECLARED AS PNP TRUST RECEIPTS AND SHALL BE**
34 **EXEMPTED FROM SECTION 50 OF PRESIDENTIAL DECREE 1177, EXECUTIVE**

1 ORDER 338, GENERAL APPROPRIATIONS ACTS AND OTHER PERTINENT
2 LAWS. THE FULL AMOUNT OF THE CITED INCOME SHALL BE DEPOSITED IN
3 FULL IN AN AUTHORIZED GOVERNMENT DEPOSITORY BANK. INCREMENTS
4 OF THE WHOLE AMOUNT THEREOF SHALL BE MADE AVAILABLE TO THE
5 CHIEF, PNP TO AUGMENT PNP APPROPRIATIONS WITHOUT COMPLYING
6 WITH THE REQUIREMENTS OF A SPECIAL BUDGET PER PROVISIONS OF
7 SECTION 5 OF PRESIDENTIAL DECREE 1177.

8
9 THE PNP IS AUTHORIZED TO COLLECT PAYMENT FOR THE DIRECT
10 COST OF OPERATION FROM THE VARIOUS GOVERNMENT AGENCIES AND
11 PRIVATE ENTITIES REQUESTING FOR THE USE OF PNP EQUIPMENT AND
12 FACILITIES. THE UTILIZATION OF THE INCOME DESCRIBED HEREIN SHALL
13 BE IN ACCORDANCE WITH THE PRECEDING PARAGRAPH.

14
15 THE SHARE OF THE AFP, BUREAU OF FIRE PROTECTION AND
16 BUREAU OF JAIL MANAGEMENT AND PENOLOGY IN THE SCHOLARSHIP
17 FUND ALLOTTED FROM THE TWENTY (20%) PERCENT OF THE NET
18 PROCEEDS OF THE FIREARMS FEES SHALL BE REDIRECTED AND UTILIZED
19 FOR THE PNP REORGANIZATION AND MODERNIZATION PROGRAM.

20
21 CHAPTER VI
22 [INTERNAL AFFAIRS SERVICE]
23 DISCIPLINARY MECHANISM
24

25 Sec. ~~[23]~~29. Organization of the Internal Affairs [~~Service (IAS)]~~IA- [The IAS
26 shall be headed by an Inspector General who shall have the rank of Police Deputy
27 Director General. The Inspector General shall establish the national and regional
28 offices of the IAS to carry out its mandated functions effectively and efficiently and
29 shall be assisted by a Deputy Inspector General, who shall have the rank of Police
30 Director. Qualified individuals, who shall have the rank of Police Chief
31 Superintendent, shall head all the regional offices. The IAS shall remain under the
32 Office of the Chief, PNP.] THE IA SHALL BE AN INDEPENDENT, IMPARTIAL,
33 EFFECTIVE, AND EFFICIENT INSTITUTIONAL GUARDIAN OF INTEGRITY, AND
34 SHALL BE ATTACHED TO THE OFFICE OF THE CHIEF, PNP. IT SHALL BE

1 HEADED BY AN INSPECTOR GENERAL (IG) WHO MAY EITHER BE A CIVILIAN
2 OR A UNIFORMED PERSONNEL WITH THE RANK OF POLICE LIEUTENANT
3 GENERAL DULY APPOINTED BY THE PRESIDENT UPON THE
4 RECOMMENDATION OF THE NAPOLCOM. THE IG SHALL SERVE FOR A TERM
5 OF SIX (6) YEARS WITHOUT REAPPOINTMENT.

6
7 ~~The IAS shall be composed of uniformed and non-uniformed personnel. The~~
8 ~~Inspector General shall appoint the personnel of IAS, who shall occupy various~~
9 ~~positions in accordance with the established career pattern, merits and criteria to be~~
10 ~~promulgated by the IAS.~~

11
12 THE IG SHALL BE ASSISTED BY A DEPUTY INSPECTOR GENERAL
13 WHO IS A UNIFORMED PERSONNEL WITH A RANK OF POLICE MAJOR
14 GENERAL LIKEWISE APPOINTED BY THE PRESIDENT UPON
15 RECOMMENDATION OF THE NAPOLCOM FROM AMONG THE MOST SENIOR
16 AND QUALIFIED OFFICERS IN THE IA.

17
18 THERE SHALL BE TWO (2) ASSISTANT DEPUTIES INSPECTOR
19 GENERAL, ONE FOR ADMINISTRATION AND ONE FOR OPERATIONS WITH
20 THE RANK OF POLICE BRIGADIER GENERAL.

21
22 THERE SHALL BE A NATIONAL IA THAT SHALL HAVE THE
23 FOLLOWING STAFF SERVICES:

24
25 a. PERSONNEL AND HUMAN RESOURCE SERVICE– WHICH SHALL
26 PROVIDE MANPOWER, CAREER PLANNING AND DEVELOPMENT,
27 TRAININGS, PERSONNEL TRANSACTIONS AND EMPLOYEE WELFARE;

28
29 b. PERSONNEL AND HUMAN RESOURCE SERVICE– WHICH SHALL
30 PROVIDE MANPOWER, CAREER PLANNING AND DEVELOPMENT,
31 TRAININGS, PERSONNEL TRANSACTIONS AND EMPLOYEE WELFARE;

32
33 c. PLANNING AND RESEARCH SERVICE– WHICH SHALL PROVIDE
34 TECHNICAL SERVICES IN AREAS OF OVERALL POLICY FORMULATION,

1 STRATEGIC AND OPERATIONAL PLANNING, MANAGEMENT SYSTEMS OR
2 PROCEDURES, EVALUATION AND MONITORING OF PROGRAMS, PROJECTS
3 AND INTERNAL OPERATIONS OF THE IA;

4
5 d. INSPECTION AND AUDIT SERVICE - WHICH SHALL CONDUCT
6 INSPECTION AND AUDIT AND MONITOR TO DETERMINE CHARACTER
7 DEVELOPMENT, DISCIPLINE, PERFORMANCE OF PERSONNEL AND
8 OPERATIONAL READINESS AND PROCEDURES OF THE PNP UNITS TO
9 IMPROVE POLICE SERVICES AND INTEGRITY;

10
11 e. INTELLIGENCE AND INVESTIGATION SERVICE- WHICH SHALL
12 PROVIDE INFORMATION FOR THE RECRUITMENT OF PERSONNEL OF THE
13 PNP, PLACEMENT, PROMOTION, AND IN GATHERING OF EVIDENCE IN
14 SUPPORT OF IA OPEN INVESTIGATION AND PROSECUTION OF
15 ADMINISTRATIVE AND CRIMINAL CASES;

16 f. LEGAL SERVICE- WHICH SHALL PROVIDE EFFICIENT AND
17 EFFECTIVE SUMMARY HEARING OF ADMINISTRATIVE CASES; SERVE AS
18 LEGAL COUNSEL OF THE IA; DRAFT OR STUDY CONTRACTS, RENDER
19 LEGAL OPINIONS ARISING FROM THE ADMINISTRATION AND OPERATION
20 OF THE IA;

21
22 g. POLICE COMMUNITY RELATIONS SERVICE- WHICH SHALL
23 PROVIDE THE NECESSARY SUPPORT, PROGRAMS, AND ACTIVITIES TO
24 RESTORE VALUES, DISCIPLINE, AND PERFORMANCE OF PNP PERSONNEL;
25 PROVIDE ALTERNATIVE CHANNEL TO REPORT POLICE IRREGULARITIES
26 AND ANOMALIES;

27
28 h. INFORMATION AND COMMUNICATION TECHNOLOGY SERVICE-
29 WHICH SHALL BE RESPONSIBLE FOR MANAGING INFORMATION,
30 ELECTRONICS AND COMMUNICATIONS TECHNOLOGY RESOURCES TO
31 PROMOTE, DEVELOP AND REGULATE INTEGRATED STRATEGIC ICT
32 SYSTEMS AND RELIABLE AND EFFICIENT COMMUNICATIONS
33 INFRASTRUCTURE. IT SHALL PROVIDE AND MAINTAIN RELIABLE,
34 SECURED, INTEGRATED, AND COST-EFFICIENT INFORMATION
35 TECHNOLOGY AND COMMUNICATION SERVICES AND FACILITIES. IT SHALL

1 **LIKELIKE BE RESPONSIBLE FOR THE DESIGN, IMPLEMENTATION, AND**
2 **MAINTENANCE OF THE IA DATABASE SYSTEM.**

3
4 **THE CHIEF IA STAFF SERVICES SHALL BE HEADED BY A DIRECTOR**
5 **WITH A RANK OF AT LEAST POLICE BRIGADIER GENERAL OR A CIVILIAN OF**
6 **EQUIVALENT GRADE.**

7
8 **THE DIRECTORS OF THE REGIONAL IA OFFICES SHALL BE HEADED**
9 **BY A DIRECTOR WITH A RANK OF AT LEAST POLICE BRIGADIER GENERAL**
10 **EXCEPT FOR THE NATIONAL CAPITAL REGION IA WHO SHALL HAVE A**
11 **RANK OF POLICE MAJOR GENERAL.**

12
13 **THE DISTRICT IA OF THE NATIONAL CAPITAL REGION SHALL BE**
14 **HEADED BY A DISTRICT DIRECTOR WITH A RANK OF POLICE BRIGADIER**
15 **GENERAL.**

16
17 **THE PROVINCIAL AND HIGHLY URBANIZED CITY IA OFFICES SHALL**
18 **BE HEADED BY A DIRECTOR WITH A RANK OF AT LEAST POLICE COLONEL**
19 **OR A CIVILIAN OF EQUIVALENT GRADE.**

20
21 **THE CITY IA OFFICES SHALL HAVE A RANK OF AT LEAST POLICE**
22 **LIEUTENANT COLONEL OR A CIVILIAN OF EQUIVALENT GRADE WHILE THE**
23 **MUNICIPAL IA OFFICES SHALL HAVE A RANK OF AT LEAST POLICE MAJOR**
24 **OR A CIVILIAN OF EQUIVALENT GRADE.**

25
26 **UNIFORMED PNP PERSONNEL WHO JOINED OR TRANSFERRED TO**
27 **THE IA SHALL BE BARRED THEREAFTER FROM JOINING ANY OTHER UNIT**
28 **OF THE PNP.**

29
30 **Sec. [24]30. Qualification of the Inspector General. – [In addition to the**
31 **general qualifications for appointment mentioned in Section 11, except for sec 11.i**
32 **and in relation to Section 23 of this Act, the Inspector General of the IAS must be a**
33 **member of the Bar in good standing.]****TO SERVE AS IG, THE APPOINTEE MUST**
34 **POSSESS THE FOLLOWING QUALIFICATIONS:**

1
2 **a. A CITIZEN OF THE PHILIPPINES;**

3
4 **b. AT LEAST FORTY-FIVE (45) YEARS OLD;**

5
6 **c. A MEMBER OF THE PHILIPPINE BAR WITH AT LEAST TEN (10)**
7 **YEARS OF EXPERIENCE IN HANDLING CRIMINAL OR ADMINISTRATIVE**
8 **CASES.**

9
10 **IN CASE A UNIFORMED PERSONNEL IS APPOINTED AS IG, HE MUST**
11 **HOLD A RANK OF POLICE BRIGADIER GENERAL PRIOR TO HIS**
12 **APPOINTMENT AS SUCH AND BE A MEMBER OF THE BAR IN GOOD**
13 **STANDING.**

14
15 Sec. [25] **31.** Functions of the IAS – The IAS shall exercise the following
16 functions:

17
18 I. General Functions

19
20 a. Pro-actively conduct inspections and audits on PNP personnel and units;

21
22 b. Investigate complaints and gather evidence in support of an open
23 investigation;

24
25 c. [~~Generally conduct summary proceedings and hearing on PNP members~~
26 ~~facing any administrative charge;~~] **HEAR AND DECIDE WITH FINALITY THE**
27 **ADMINISTRATIVE CASES FILED AGAINST UNIFORMED MEMBERS OF THE**
28 **PNP FACING ADMINISTRATIVE CHARGES;**

29
30 d. Submit a periodic report on the assessment, analysis and evaluation of the
31 character and behavioral conduct of the PNP personnel and units to the Chief, PNP
32 and the NAPOLCOM;

33
34 e. File appropriate criminal cases against PNP members before the regular
35 court as evidence warrants and assist in the prosecution of the case, and

1
2 f. Provide assistance to the Office of the Ombudsman in cases involving the
3 members of the PNP.

4
5 II. Special Functions

6
7 Further, the IAS shall conduct motupropio investigations on the following
8 cases;

9
10 a. A police personnel unlawfully discharges a firearm;

11
12 b. Death, serious physical injury, or any violation of human rights
13 occurred in the conduct of a police operation;

14
15 c. Evidence was compromised, tampered with, obliterated, or lost while in
16 the custody of police personnel;

17
18 d. A suspect in the custody of the police dies or seriously injured;

19
20 e. The established rules of engagement and the PNP Operational
21 procedures have been violated ; and

22
23 f. A prima facie evidence to believe that a police personnel has
24 committed a crime in the performance of his duties.

25 III. Other Function

26
27 Finally, the IAS shall also provide the requisite documents or
28 recommendations relative to the promotion of PNP personnel or the transfer or
29 appointment of PNP members to any key position.

30
31 **IT SHALL RECOMMEND TO THE DEPARTMENT OF JUSTICE**
32 **PROTECTION OF WITNESSES WHO ARE VITAL TO THE CONDUCT OF**
33 **INVESTIGATION AND EFFECTIVE PROSECUTION OF PNP PERSONNEL**
34 **FACING ADMINISTRATIVE OR CRIMINAL CASE.**

1 Sec. ~~[26]~~**32**. Entry Qualification to the ~~[IAS]~~**IA**. –

2
3 ~~[Uniformed Personnel. Entry to the IAS shall voluntary and subject to rigid~~
4 ~~screening. Only those aspirants who have no derogatory service records shall be~~
5 ~~considered for appointment regardless of position or rank, with preference to those~~
6 ~~with experience in investigative work. The aspirant must have at least (5) remaining~~
7 ~~years in the police service.]~~

8 **THE IA SHALL BE COMPOSED OF UNIFORMED AND**
9 **NON-UNIFORMED PERSONNEL. THE IG SHALL APPOINT THE PERSONNEL**
10 **OF IA, WHO SHALL OCCUPY VARIOUS POSITIONS, IN ACCORDANCE WITH**
11 **THE ESTABLISHED CAREER PATH, MERITS, AND CRITERIA TO BE**
12 **PROMULGATED BY THE IA.**

13 ~~[Further, member of the Bar, licensed criminologist and other allied or related~~
14 ~~professionals whose exercise of their work requires a license to practice may enter~~
15 ~~IAS laterally.]~~

16
17 **ENTRY OR TRANSFER TO THE IA SHALL BE VOLUNTARY AND**
18 **SUBJECT TO RIGID SCREENING WHERE ONLY PNP PERSONNEL WHO HAVE**
19 **NO DEROGATORY RECORDS SHALL BE CONSIDERED FOR APPOINTMENT:**
20 **PROVIDED, THAT PNP UNIFORMED PERSONNEL JOINING IA MUST HAVE AT**
21 **LEAST TEN (10) REMAINING YEARS IN THE SERVICE: PROVIDED FURTHER,**
22 **THAT CIVILIAN RECRUITED INTO THE IA AS POLICE OFFICERS 1 OR NUPS,**
23 **SHALL POSSESS THE SAME QUALIFICATIONS, ELIGIBILITIES, AND SHALL**
24 **UNDERGO SCREENING PROCEDURES AND SERVICE TRAININGS FOR PO1**
25 **AND NUP SET FORTH BY THE IA. MEMBERS OF THE BAR, AND GRADUATES**
26 **OF OTHER RELATED DISCIPLINES MAY ENTER THE SERVICE LATERALLY.**
27 **THE IA SHALL BE ALLOCATED APPROPRIATE QUOTA OF PNPA**
28 **GRADUATES PER YEAR.**

29
30 ~~[Non-Uniformed Personnel. The qualified aspirants must undergo the~~
31 ~~stringent screening process conducted by the Selection Recruitment and Promotion~~
32 ~~Board based on the qualification standards, fitness to perform the duties and~~
33 ~~capability to assume the responsibilities appurtenant to the position.]~~

1 ~~[The IAS must abide by the civil service law, rules and regulation on human~~
2 ~~resources, recruitment and personnel management practices.]~~

3
4 Sec. ~~[27]~~**33. Recruitment** – ~~[The IAS shall have an equal opportunity to recruit~~
5 ~~its own uniformed personnel vis-à-vis existing recruitment policies of the PNP in~~
6 ~~order to complement with and further adopt to the prevailing police per population~~
7 ~~ratio. The IAS shall have its own recruitment program starting from the initial stage of~~
8 ~~enlistment up to its selection. It shall have mandatory strength of at least two and a~~
9 ~~half percent (2.5%) of the total strength or population of the PNP uniformed~~
10 ~~personnel to discharge its functions effectively.]~~**THE PNP IA SHALL ESTABLISH A**
11 **RATIONALIZED STAFFING PATTERN OR ORGANIZATIONAL STRUCTURE,**
12 **AND SHALL HAVE SEPARATE RECRUITMENT QUOTA FOR POLICE OFFICER**
13 **1 AND LATERAL ENTRY. HOWEVER, THE SYSTEM OF PAY AND**
14 **ALLOWANCES PROMOTION, ATTRITION AND PERSONNEL CAREER**
15 **DEVELOPMENT AS WELL AS RETIREMENT AND SEPARATION PROGRAM**
16 **FOR UNIFORMED PERSONNEL (UP) SHALL BE PATTERNED AFTER THE PNP.**
17 **THE AUTHORIZED PERSONNEL STRENGTH OF THE INTERNAL AFFAIRS**
18 **SHALL NOT EXCEED FOUR PERCENT (4%) OF THE TOTAL STRENGTH OF**
19 **THE PNP. THE NUP ALLOCATION SHALL NOT EXCEED FORTY PERCENT**
20 **(40%) OF THE IA PERSONNEL STRENGTH.**

21
22 Sec. ~~[28]~~**34. Promotion** – ~~[The promotion system for the uniformed personnel~~
23 ~~shall follow the general principles of the promotion system in the PNP while the~~
24 ~~promotion for the non-uniformed personnel shall abide by the rules of the CSC~~
25 ~~relative to personnel promotion.]~~**PERSONNEL OF THE NATIONAL, REGIONAL,**
26 **DISTRICT, PROVINCIAL, CITY, AND MUNICIPAL IA SHALL FOLLOW THE**
27 **GENERAL PRINCIPLES OF APPOINTMENT AND PROMOTION SYSTEM OF**
28 **THE PNP WITH IG AS THE APPROVING/APPOINTING AUTHORITY UPON THE**
29 **RECOMMENDATION OF THE IA PLACEMENT BOARD.**

30
31 Sec. ~~[29]~~**35. Compulsory Retirement** – ~~Compulsory retirement for uniformed~~
32 ~~personnel shall be upon the attainment of age 56. [,while that of the uniformed~~
33 ~~personnel shall be at age 65.]~~**THE COMPULSORY RETIREMENT OF THE NUP OF**

1 **IA SHALL BE GOVERNED BY EXISTING LAWS, RULES AND REGULATIONS**
2 **FOR THE CIVILIAN EMPLOYEES OF THE GOVERNMENT.**

3
4 Sec. ~~[30]~~**36**. Optional Retirement. – Upon accumulation of at least twenty (20)
5 years of satisfactory active service, IA[~~S~~] unformed ~~[or non-uniformed]~~ personnel, at
6 the employee's request, may be retired from the service and entitled to receive the
7 benefits provided by law.**THE OPTIONAL RETIREMENT OF THE NUP OF IA**
8 **SHALL BE GOVERNED BY EXISTING LAWS, RULES AND REGULATIONS FOR**
9 **THE CIVILIAN EMPLOYEES OF THE GOVERNMENT.**

10
11 Sec. ~~[34]~~**37**. Occupational Safety Pay/Incentives. – ~~[In addition to other~~
12 ~~allowances authorized under existing laws, the personnel of the IAS shall be granted~~
13 ~~Occupational Safety pay representing their hazard pay, which shall be fifty percent~~
14 ~~(50%) of their basic pay. This pay shall not be considered a forfeiture of other~~
15 ~~remuneration and allowances that are allowed by law.]~~**PERSONNEL OF THE IA**
16 **SHALL IN ADDITION TO OTHER PAY AND ALLOWANCES AUTHORIZED**
17 **UNDER EXISTING LAWS BE GRANTED OCCUPATIONAL SPECIALTY PAY**
18 **WHICH SHALL AMOUNT TO FIFTY PERCENT (50%) OF THEIR BASIC PAY**
19 **WHICH SHALL BE PAID SEMI-ANNUALLY AND SHALL BE INCLUDED AS**
20 **SEPARATE LINE ITEM IN THE GENERAL APPROPRIATIONS ACT. THIS PAY**
21 **SHALL NOT BE CONSIDERED A FORFEITURE OF OTHER REMUNERATION**
22 **AND ALLOWANCES WHICH ARE ALLOWED UNDER EXISTING LAWS.**

23
24 Sec. ~~[32]~~**38**. Immediate Supervisor and Superior in IA[~~S~~] Investigations. – The
25 immediate superior or supervisor of the personnel or units being investigated under
26 Section ~~[25]~~ **31** of this Act shall be automatically included in the investigation of the
27 IA[~~S~~] to exclusively determine lapses in administration or supervision.

28
29 Sec. ~~[33]~~**39**. Restrictive Custody of Personnel under Investigation. – After due
30 notice and summary hearings, the duly designated supervisors and equivalent
31 officers of the PNP may impose the following disciplinary actions, including restrictive
32 custody, upon any regular member of their respective commands found to have
33 committed minor offenses involving internal discipline:

1 **a.** Chiefs of police or equivalent supervisors may summarily impose the
2 administrative punishment of admonition or reprimand; restriction to specified limits;
3 withholding of privileges; forfeiture of salary or suspension; or any of the combination
4 of the foregoing: Provided, That, in the last three instances, the total period shall not
5 exceed fifteen (15) days;

6
7 **b.** Provincial directors or equivalent supervisors may summarily impose
8 administrative punishment of admonition or reprimand; restrictive custody;
9 withholding of privileges; forfeiture of salary or suspension; or any combination of the
10 foregoing: Provided, That, in the last three instances, the total period shall not
11 exceed thirty (30) days;

12
13 **c.** Police regional directors or equivalent supervisors shall have the power to
14 impose upon any member the disciplinary punishment of dismissal from the service.
15 Police regional directors or equivalent supervisors may also impose administrative
16 punishment of admonition or reprimand; demotion; restrictive custody; withholding of
17 privileges; suspension or forfeiture of salary; or any combination of the foregoing:
18 Provided, That, in the last three instances, the total period shall not exceed sixty (60)
19 days;

20
21 **d.** The Chief, PNP shall have the power to impose the disciplinary
22 punishment of dismissal from the service; demotion; suspension or forfeiture of
23 salary; or a combination of suspension or forfeiture for a period not exceed one
24 hundred eighty (180) days.

25
26 For purposes of this Act, “minor offense” refers to an act or omission not
27 involving moral turpitude, but not affecting the internal discipline of the PNP.

28
29 Immediately, upon the filing of the administrative or criminal complaint, any
30 police personnel who has been accused of having committed a serious or grave
31 offense, particularly those involving heinous crimes as defined under existing laws,
32 rules and regulations, shall be placed under restrictive custody.

1 The Chief, PNP shall have the authority to place personnel under restrictive
2 custody during the pendency of a grave administrative case or even after the filing of
3 a criminal complaint, grave in nature, against such police personnel.

4
5 Any police personnel who shall break the provisions of restrictive custody
6 shall be subjected to another pre-charge administrative investigation to determine
7 the liability, in addition to the original complaint where said personnel is already
8 being investigated upon.

9
10 For purposes of this section, the term “restrictive custody” refers to the
11 reasonable restraint and restriction of police personnel to specified limits, barracks or
12 quarters of the PNP pending disposition of the administrative charges brought
13 against said police personnel. It is a permissible precautionary measure to assure
14 the PNP authorities that the police personnel concerned are always accounted for.

15
16 **SEC. 40. PREVENTIVE SUSPENSION - IMMEDIATELY UPON FILING OF**
17 **A FORMAL COMPLAINT, THE IA, MOTU PROPRIO OR UPON MOTION OF THE**
18 **COMPLAINING PARTY, MAY ORDER THE PREVENTIVE SUSPENSION OF ANY**
19 **POLICE PERSONNEL WHO HAS BEEN ACCUSED OF HAVING COMMITTED**
20 **SERIOUS OR GRAVE OFFENSE, PARTICULARLY THOSE INVOLVING**
21 **HEINOUS CRIMES AS DEFINED UNDER EXISTING LAWS, RULES AND**
22 **REGULATIONS AND WHEN THE EVIDENCE OF GUILT IS STRONG. THE**
23 **PERIOD OF PREVENTIVE SUSPENSION AND THE SURRENDER OF SERVICE**
24 **FIREARM SHALL NOT EXCEED NINETY (90) DAYS AND ONLY UPON THE**
25 **FOLLOWING GROUNDS:**

26
27 **a. THAT THE CHARGE IS SERIOUS OR GRAVE AND THE EVIDENCE OF**
28 **GUILT IS STRONG AND THE RESPONDENT MAY INFLUENCE THE COURSE**
29 **OF AN INVESTIGATION; OR**

30
31 **b. THERE IS EVIDENCE TO SHOW THAT RESPONDENT IS EXERTING**
32 **EFFORTS TO HARASS, INTIMIDATE, COERCE OR UNDULY INFLUENCE THE**
33 **COMPLAINANT OR HIS/HER WITNESSES INTO WITHDRAWING HIS**
34 **COMPLAINT OR RETRACTING HIS SWORN STATEMENT OR THAT OF HIS**

1 WITNESSES AGAINST THE RESPONDENT OR TO TAMPER WITH THE
2 EVIDENCE; OR

3
4 THE ORDER OF PREVENTIVE SUSPENSION SHALL BE DIRECTED TO
5 THE CONCERNED SUPERIOR OF THE RESPONDENT WHO SHALL
6 IMMEDIATELY IMPLEMENT THE SAME. FAILURE TO ABIDE WITH THE ORDER
7 SHALL CONSTITUTE DERELICTION OF DUTY.

8
9 Sec. [34]41. Disciplinary Recommendations of the IA[S]. –

10
11 a. Any uniformed personnel found guilty of any of the cases mentioned in
12 Paragraph II, Section [25] 31 of this Act and any immediate superior or supervisor
13 found negligent under Section [32] 38 of this Act shall be automatically
14 recommended for dismissal or demotion, as the case may be.

15
16 b. ~~[The PNP disciplining authorities shall act within sixty (60) days from~~
17 ~~receipt of the recommendations from IAS, imposing disciplinary measures or~~
18 ~~sanctions against erring PNP personnel. However, the failure on the part of the~~
19 ~~disciplining authorities within the given sixty (60) days period within which to act~~
20 ~~upon the recommendations shall automatically make the recommendations of the~~
21 ~~IAS final, and thus, may not be modified, reversed or set aside by the disciplining~~
22 ~~authorities.]~~ **THE CONCERNED PNP UNITS SHALL IMMEDIATELY IMPLEMENT**
23 **THE DECISIONS OF THE IA, IMPOSING DISCIPLINARY MEASURES OR**
24 **SANCTIONS AGAINST ERRING PNP PERSONNEL.**

25
26 c. **DECISIONS OF IA IMPOSING THE PENALTY 6 MONTHS**
27 **SUSPENSION AND ABOVE, OR DISMISSAL ARE IMMEDIATELY EXECUTORY**
28 **PENDING APPEAL.**

29
30 d. **ANY HEAD OF THE PNP UNIT/OFFICE WHO FAILS TO IMPLEMENT**
31 **THE DECISIONS OF THE IA, WITHIN FIFTEEN (15) DAYS FROM RECEIPT**
32 **THEREOF, OR WHO ACTS WITH ABUSE OF DISCRETION ON SAID DECISIONS**
33 **SHALL BE MADE LIABLE FOR GROSS NEGLIGENCE OF DUTY.**

1 **SEC42. JURISDICTION.**

2
3 **a.CITIZEN'S COMPLAINT- ANY COMPLAINT BY A NATURAL OR**
4 **JURIDICAL PERSON AGAINST ANY MEMBER OF THE PNP CAN BE BROUGHT**
5 **BEFORE THE FOLLOWING:**

6
7 **1) MAYORS OF CITIES AND MUNICIPALITIES, WHERE THE**
8 **OFFENSE IS PUNISHABLE BY SUSPENSION WITH FORFEITURE OF**
9 **SALARY FROM ONE (1) DAY TO SIXTY (60) DAYS.**

10
11 **2) PEOPLE'S LAW ENFORCEMENT BOARD WHERE THE**
12 **OFFENSE IS PUNISHABLE BY SUSPENSION WITH FORFEITURE OF**
13 **SALARY FROM SIXTY-ONE (61) DAYS TO EIGHTY (80) DAYS OR BY**
14 **DISMISSAL.**

15
16 **3) REGIONAL DIRECTOR NAPOLCOM WHERE THE OFFENSE IS**
17 **PUNISHABLE BY SUSPENSION WITH FORFEITURE OF SALARY FROM**
18 **ONE (61) DAY TO EIGHTY (80) DAYS; OR BY DISMISSAL.**

19
20 **4) THE NATIONAL POLICE COMMISSION EN BANC, WHERE THE**
21 **OFFENSE IS PUNISHABLE BY 181 DAYS SUSPENSION TO 1 YEAR OR**
22 **DISMISSAL FROM SERVICE**

23
24 **b. BREACH OF INTERNAL DISCIPLINE -ON DEALING WITH OFFENSES**
25 **INVOLVING INTERNAL DISCIPLINE FOUND TO HAVE BEEN COMMITTED BY**
26 **ANY REGULAR MEMBER OF THEIR RESPECTIVE COMMANDS, THE DULY**
27 **DESIGNATED SUPERVISORS AND EQUIVALENT OFFICERS OF THE PNP**
28 **SHALL EXERCISE DISCIPLINARY POWERS AS FOLLOWS:**

29
30 **1) CHIEF OF POLICE OR EQUIVALENT SUPERVISORS MAY**
31 **SUMMARILY IMPOSE THE ADMINISTRATIVE PUNISHMENT OF**
32 **REPRIMAND OR SUSPENSION WITH FORFEITURE OF SALARY FROM**
33 **ONE (1) DAY TO SIXTY (60) DAYS;**

1 2) PROVINCIAL DIRECTORS OR EQUIVALENT SUPERVISORS
2 MAY SUMMARILY IMPOSE THE ADMINISTRATIVE PUNISHMENT OF
3 REPRIMAND OR SUSPENSION WITH FORFEITURE OF SALARY FOR
4 PERIOD FROM THIRTY ONE SIXTY (61) DAYS TO ONE HUNDRED (120)
5 DAYS;

6
7 3) POLICE REGIONAL DIRECTORS OR EQUIVALENT
8 SUPERVISOR SHALL HAVE THE POWER TO IMPOSE UPON ANY
9 MEMBER THE DISCIPLINARY PUNISHMENT OF DISMISSAL FROM THE
10 SERVICE. HE MAY ALSO IMPOSE THE ADMINISTRATIVE PUNISHMENT
11 OF REPRIMAND; SUSPENSION WITH FORFEITURE OF SALARY FOR
12 PERIOD ONE HUNDRED TWENTY ONE (121) DAYS TO ONE HUNDRED
13 EIGHTY (180) DAYS; OR DISMISSAL FROM SERVICE;

14
15 4) THE CHIEF OF THE PNP SHALL HAVE THE POWER TO IMPOSE
16 THE DISCIPLINARY PUNISHMENT OF DISMISSAL FROM THE SERVICE;
17 SUSPENSION WITH FORFEITURE OF SALARY ONE HUNDRED EIGHTY
18 ONE (181) DAYS TO ONE (1) YEAR;

19
20 THE FOREGOING MAY ON ITS OWN INITIATIVE, MOTU-PROPRIO OR
21 UPON REQUEST OF OTHER DISCIPLINARY AUTHORITY, ON SERIOUS/GRAVE
22 OFFENSES MAY PLACE ANY ERRING PNP PERSONNEL UNDER
23 RESTRICTIVE CUSTODY. ALL FIREARMS, PNP BADGE, ID AND OTHER
24 GOVERNMENT PROPERTIES OF THE ERRING PERSONNEL SHALL BE
25 RECALLED BY THE SAO OF THEIR RESPECTIVE UNITS.

26
27 c. THE PNP INTERNAL AFFAIRS SHALL BE AN ESSENTIAL PART, AS A
28 DISCIPLINARY AUTHORITY, OF THE DISCIPLINARY MECHANISM OF THE PNP
29 AND SHALL HAVE JURISDICTION OVER CITIZEN'S COMPLAINT AND BREACH
30 OF INTERNAL DISCIPLINE TO BE RESOLVED WITHIN 30 DAYS UPON FILING
31 OF THE FORMAL CHARGE OR COMPLAINT.

32
33 d. EXCLUSIVE JURISDICTION- WHEN A COMPLAINT OR CHARGE IS
34 FILED AGAINST A PNP MEMBER, IT SHALL BE HEARD AND DECIDED

1 EXCLUSIVELY BY THE DISCIPLINARY AUTHORITY WHICH FIRST ACQUIRED
2 ORIGINAL JURISDICTION OVER THE CASE: PROVIDED, THAT OFFENSES
3 WHICH CARRY A HIGHER OR LOWER IMPOSABLE PENALTY SHALL BE
4 REFERRED TO THE APPROPRIATE DISCIPLINARY AUTHORITY: PROVIDED
5 FURTHER, THAT ANY DISCIPLINARY AUTHORITY OR IA WHO SHALL TAKE
6 COGNIZANCE OF ANY COMPLAINT BEYOND HIS JURISDICTION AND
7 RENDERS A DECISION THEREON, THE SAME SHALL BE VOID AND SHALL
8 NOT BE A BAR TO THE FILING OF A COMPLAINT AGAINST THE PNP
9 MEMBER BEFORE THE PROPER DISCIPLINARY AUTHORITY. ANY
10 DISCIPLINARY AUTHORITY OR IA OFFICER WHO VIOLATES THIS PROVISION
11 SHALL BE PROCEEDED AGAINST ADMINISTRATIVELY FOR SERIOUS
12 IRREGULARITY IN THE PERFORMANCE OF DUTY.

13
14 e. FORUM SHOPPING OF MULTIPLE FILING OF COMPLAINTS - WHEN
15 AN ADMINISTRATIVE COMPLAINT IS FILED WITH A DISCIPLINARY
16 AUTHORITY, NO OTHER CASE INVOLVING THE SAME CAUSE OF ACTION
17 SHALL BE FILLED WITH ANY OTHER DISCIPLINARY AUTHORITY.

18
19 IN ORDER TO PREVENT FORUM SHOPPING OR MULTIPLE FILING OF
20 COMPLAINTS, THE COMPLAINT OR PARTY SEEKING RELIEF IN THE
21 COMPLAINT SHALL CERTIFY UNDER OATH IN SUCH PLEADING OR IN A
22 SWORN CERTIFICATION ANNEXED THERETO AND SIMULTANEOUSLY FILED
23 THEREWITH TO THE TRUTH OF THE FOLLOWING FACTS AND
24 UNDERTAKING:

25
26 1) THAT HE HAS NOT COMMENCED ANY OTHER ACTION OR
27 PROCEEDING INVOLVING THE SAME ISSUES IN OTHER DISCIPLINARY
28 FORUM;

29
30 2) THAT THE BEST OF HIS KNOWLEDGE, NO SUCH ACTION OR
31 PROCEEDING IS PENDING IN OTHER POLICE ADMINISTRATIVE
32 DISCIPLINARY MACHINERY OR AUTHORITY;

1 3) THAT IF THERE IS ANY SUCH ACTION OR PROCEEDING
2 WHICH IS EITHER PENDING OR MAY HAVE BEEN TERMINATED, HE
3 MUST STATE THE STATUS THEREOF AND;
4

5 4) THAT IF HE SHOULD THEREAFTER LEARN THAT A SIMILAR
6 ACTION OR PROCEEDING HAS BEEN FILED OR IS PENDING BEFORE
7 ANY OTHER POLICE DISCIPLINARY AUTHORITY, HE MUST
8 UNDERTAKE TO REPORT THAT FACT WITHIN FIVE (5) DAYS THERE
9 FROM TO THE DISCIPLINARY AUTHORITY WHERE THE ORIGINAL
10 COMPLAINT OR PLEADING HAS BEEN FILED.
11

12 THE NATIONAL POLICE COMMISSION SHALL PROVIDE IN ITS
13 IMPLEMENTING RULES AND REGULATIONS A SCALE OF PENALTIES TO BE
14 IMPOSED UPON ANY MEMBER OF THE PNP UNDER THIS SECTION.
15

16 PROVIDED IN CASES OF BREACH OF INTERNAL DISCIPLINE THE
17 APPLICABLE PERTINENT PROVISIONS OF THE AFP MILITARY JUSTICE
18 SYSTEM AND RULES AND PROCEDURE AS APPLIED BY THE PHILIPPINE
19 COAST GUARD SHALL BE ADOPTED.
20

21 Sec. ~~[35]~~**43.** ~~[Appeals.]~~**PROCEDURE ON APPEAL.**– ~~[The complaining party~~
22 ~~may appeal a resolution of the Prosecution Division of the Regional IAS and the~~
23 ~~National IAS dismissing an administrative complaint for lack of probable cause within~~
24 ~~ten (10) days from receipt of the resolution. Such resolution of the Regional IAS and~~
25 ~~the National IAS may be appealed to the Office of the Inspector General. However,~~
26 ~~when the Office of the Inspector General affirmed the resolution dismissing the~~
27 ~~complaint, the assailed resolution may be appealed to the Chief, PNP.]~~
28

29 **a. CITIZEN'S COMPLAINT**
30

31 1) DECISIONS OF THE LOCAL CHIEF EXECUTIVES (LCES),
32 REGIONAL DIRECTOR OF NAPOLCOM, AND PLEBS MAY BE
33 APPEALED TO THE REGIONAL APPELLATE BOARD.
34

1 2) DECISIONS OF THE RAB MAY BE APPEALED TO THE
2 COMMISSION EN BANC.

3
4 3) DECISIONS OF THE COMMISSION EN BANC IN THE EXERCISE
5 OF ORIGINAL OR APPELLATE JURISDICTION MAY BE APPEALED TO
6 THE COURT OF APPEALS.

7
8 **b. BREACH OF INTERNAL DISCIPLINE**

9
10 1)DECISIONS OF THE CHIEF OF POLICE OR EQUIVALENT
11 SUPERVISOR MAY BE APPEALED TO THE PROVINCIAL DIRECTOR OR
12 EQUIVALENT SUPERVISOR WHOSE DECISION BECOMES FINAL,
13 EXECUTORY AND NON-APPEALABLE.

14
15 2) DECISIONS OF THE PROVINCIAL DIRECTOR OR EQUIVALENT
16 SUPERVISOR MAY BE APPEALED TO THE REGIONAL DIRECTOR OR
17 EQUIVALENT SUPERVISOR WHOSE DECISION BECOMES FINAL,
18 EXECUTORY AND NON-APPEALABLE.

19
20 3) DECISIONS OF THE REGIONAL DIRECTOR OR EQUIVALENT
21 SUPERVISOR MAY BE APPEALED TO THE CHIEF PNP.

22
23 4) DECISIONS OF THE CHIEF PNP, IN THE EXERCISE OF
24 ORIGINAL OR APPELLATE JURISDICTION MAY BE APPEALED TO THE
25 NAB.

26
27 5) DECISIONS OF NAB ARE APPEALABLE TO CA.

28
29 **c. THE INTERNAL AFFAIRS**

30
31 1) DECISIONS OF THE MIA AND CIA ON CITIZEN'S COMPLAINT
32 AND BREACH OF INTERNAL DISCIPLINE MAY BE APPEALED TO PIA
33 WHOSE DECISION BECOMES FINAL, EXECUTORY AND NON-
34 APPEALABLE.

1 cost by phases for its consideration and approval. These shall be the basis for
2 executive and legislative actions for the implementation of the modernization
3 program until its realization.

4
5 Sec. ~~[39]~~**47**. Appropriation for the PNP Modernization Program. – The amount
6 necessary for the implementation of this Act shall be treated as a distinct and
7 separate budget item from the regular appropriation of the Department of the Interior
8 and Local Government (DILG) and the PNP.

9
10 Sec. ~~[40]~~**48**. Period of Implementation.– The PNP Reorganization and
11 Modernization Program shall be implemented over a period of ten (10) years. The
12 payment for amortization of outstanding multi-year contract obligations incurred
13 under this Act may extend beyond such period.

14
15 Sec. ~~[44]~~**49**. Congressional Oversight Committee. –

16
17 There is hereby created a Congressional Oversight Committee to monitor and
18 oversee the implementation of the provisions of this Act. The committee shall be
19 composed of six (6) members from the Senate and six (6) members from the House
20 of Representatives with the Chairpersons of the Committee on Public Order and
21 Illegal Drugs and the Committee on Public Order and Safety of both Houses as Joint
22 Chairpersons. The five (5) other members from each Chamber shall be designated
23 by the Senate President and the Speaker of the House of Representatives,
24 respectively.

25
26 The Minority shall have at least two (2) representatives from both Chambers.

27
28 Sec. ~~[42]~~**50**. Review. – Within five (50) years after the effectivity of this Act, the
29 Congressional Oversight shall conduct a review or systematic evaluation of the
30 accomplishments and impact of the PNP Reorganization and Modernization
31 Program, as well as the performance and organizational structure of the
32 implementing agencies, for purposes of determining remedial legislations.

1 Sec. ~~[43]~~**51**. Implementing Rules and Regulations. – The Chief, PNP, in
2 coordination with the National Police Commission and the Secretary of Budget and
3 Management, shall promulgate the necessary rules and regulations within one
4 hundred eighty (180) days of the approval of this Act for its effective implementation.
5

6 Sec. ~~[44]~~**52**. Annual Reports. – The Chief, PNP shall submit to the President
7 and Congress, through the Secretary of the Interior and Local Government, an
8 annual Report containing the progress of the implementation of the modernization
9 program under this Act, not later than the end of the first quarter of the succeeding
10 year.
11

12 Sec. ~~[45]~~ **53**. Separability Clause. – If any provision of this Act shall be held
13 unconstitutional or invalid, the other provisions shall not be affected and shall remain
14 in full force and effect.
15

16 Sec. ~~[46]~~**54**. Repealing Clause. – Sections 24, 25, 28, 29, 30, 35, 41 (b), 66,
17 and 67 of Republic Act No. 6975, as amended, and Sections 14, 39, 40, 41, 42, 44,
18 48, 49, 50 and 52 (b) of Republic Act No. 8551, are hereby repealed. All other laws,
19 executive orders, rules and regulations inconsistent with or contrary to this Act are
20 hereby accordingly repealed or modified.
21

22 Sec. ~~[47]~~ **55**. Effectivity Clause. – This Act shall take effect **AFTER** fifteen (15)
23 days ~~[after]~~**FOLLOWING** its publication in two (2) national newspapers of general
24 circulation.
25

26 Approved.
27
28
29
30
31
32
33