


SIXTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
Second Regular Session)



'15 JUN -3 P2:46

SENATE

Senate Bill No. 2795

RECEIVED BY: 

INTRODUCED BY SEN. JINGGOY EJERCITO ESTRADA

AN ACT
REORGANIZING THE PHILIPPINE NATIONAL POLICE, PROVIDING FUNDS
THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The escalating internal and external threats to the safety of our people, and the corresponding increasing demand for protection by law enforcement agencies call for a police force that is well-organized whose structure will enable it to respond to the needs of their constituents smoothly, expeditiously and effectively.

The Philippine National Police was created by virtue of Republic Act No. 6975 entitled, "An Act Establishing the Philippine National Police Under a Reorganized Department of the Interior and Local Government, and for Other Purposes", otherwise known as the "Department of the Interior and Local Government Act of 1990" which was enacted into law on December 13, 1990. While we recognize the efforts and dedication of our police men and women to their duties and responsibilities mandated under this law, we also believe that they will be able to enhance their capabilities and perform their duties better if they are guided by a more systematic and responsive structural organization.

This proposed piece of legislation provides for the reorganization of the PNP. It aims to strengthen the organization to enable it to more effectively bring into reality its motto, "To Protect and To Serve".

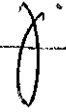
In light of the foregoing, approval of this bill is earnestly sought.


JINGGOY EJERCITO ESTRADA
Senator

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

1 **SECTION 1. Short Title.** – This Act shall be known as the “*Philippine National*
2 *Police Reorganization Act of 2015*”.

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5 **SEC. 2. Declaration of Policy.** – It is hereby declared the policy of the State to
6 establish and maintain a highly efficient, effective and competent police force,
7 which is national in scope and civilian in character, administered and controlled
8 by the National Police Commission (NAPOLCOM). The Philippine National
9 Police (PNP) is the primary government agency tasked to ensure, maintain and
10 uphold peace and order, public safety and security. The PNP shall be a
11 community- and service-oriented agency responsible for the maintenance of
12 peace and order, and public safety. It shall bolster a system of coordination and
13 cooperation among the citizenry, local chief executives, the integrated law
14 enforcement and public safety agencies, and other pillars of the criminal justice
15 system. PNP’s mandate and functions shall be better realized through the
16 implementation of the following Key Result Areas (KRAs):

- 17
18 (1) Prevention and solution of crimes primarily through community- and
19 human rights-based policing system;
20 (2) Maintenance of peace and order, internal security, and peacekeeping;
21 (3) Enforcement of the rule of law;
22 (4) Mobilization of community support and participation by harnessing the
23 support and assistance of “force multipliers” existing in communities for
24 a more effective police service delivery;
25 (5) Coordination and cooperation with other government agencies among
26 the citizenry, local chief executives and the integrated law enforcement
27 and public safety agencies, non-government organizations (NGOs)
28 and the international police community;
29 (6) Strengthening the interrelation of the five (5) pillars of the Criminal
30 Justice System;
31 (7) Efficiency in the management and development of human and material
32 resources through the promotion of accountability and moral
33 uprightness in the exercise of police discretion;

- 1 (8) Improvement of individual competence and behavioral discipline of
- 2 PNP's members, personnel and officers;
- 3 (9) Rationalization of systems and procedures;
- 4 (10) Enhancement of the investigative function of PNP members, personnel
- 5 and officers; and,
- 6 (11) Development of Information and Communications Technology (ICT).

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9 **SEC. 3. Powers and Functions.** – In addition to the powers and functions
10 provided under Section 24 of Republic Act No. 6975, the PNP shall have the
11 power to formulate and implement training and disciplinary programs for the PNP
12 personnel.

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15 **SEC. 4. Rank Classification.** – For purposes of efficient administration,
16 supervision and control, the rank classification of the members of the PNP shall
17 be as follows:

- 18
- 19 Police Director General
- 20 Police Deputy Director General
- 21 Police Director
- 22 Police Chief Superintendent
- 23 Police Senior Superintendent
- 24 Police Superintendent
- 25 Police Chief Inspector
- 26 Police Senior Inspector
- 27 Police Inspector
- 28 Senior Police Officer IV
- 29 Senior Police Officer III
- 30 Senior Police Officer II
- 31 Senior Police Officer I
- 32 Police Officer III
- 33 Police Officer II
- 34 Police Officer I
- 35 Patrol Officer

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38 **SEC. 5. Organizational Structure.** – The head of the PNP, with the rank of
39 Police Director General, shall be the Chief PNP. The Chief PNP shall be
40 assisted by a Deputy Director.

41
42 There will be three (3) Executive Directors: one (1) for Administration, one (1) for
43 Operations, and one (1) for Investigation.

- 44
- 45 (1) The Executive Directors shall likewise carry the rank of Police Deputy
- 46 Director General and shall exercise supervisory authority over the
- 47 concerned Directorial Staff who shall carry the rank of Police
- 48 Director. Supervisory authority refers to the delegated authority
- 49 which enables the delegate to oversee some specified
- 50 responsibilities.
- 51
- 52 (2) The Executive Director for Administration shall have supervisory
- 53 authority over the Director for Personnel and Records Management;
- 54 Director for Logistics; Director for Comptrollership; Director for
- 55 Human Resource and Doctrine Development; and Director for
- 56 Research and Development.
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- (3) The Executive Director for Operations shall have supervisory authority over the Director for Operations; Director for Plans; and Director for Community Affairs Services.
- (4) The Executive Director for Investigation shall have the supervisory authority over the Director for Intelligence and Director for Investigation and Detective Management.
- (5) The Chief, PNP, and other members of the Command Group, as well as the Directorial Staff, shall be provided with administrative and secretariat services by the Secretary to the Deputy Chief, PNP with a rank of Police Chief Superintendent. The Secretary to the Deputy Chief, PNP shall assist the Deputy Chief, PNP in coordinating the plans, activities and operations of the Executive Director, Directorial Staff and other PNP units.
- (6) The Internal Affairs Service and the PNP Human Rights Affairs Office shall be maintained under the Office of the Chief, PNP. The Center for Police Strategy Management (CPSM) shall be maintained at the Office of the Chief, PNP to serve as the central facility of the organization in coordinating and integrating all strategy management processes, sustaining its strategy execution and management, and instilling in the organization a culture of strategic focus. CPSM shall be headed by a Director with a rank of Police Chief Superintendent.
- (7) The existing Directorial Staffs, except for the Directorate for Information and Communication Technology Management and the five (5) Directorates for Integrated Police Operations, shall continue to exist to perform the following functions:
 - a. The Directorate for Personnel and Records Management shall assist and advise the Chief, PNP in the exercise of the management of PNP's uniformed and non-uniformed personnel, manpower procurement and control, personnel records and reports, discipline, law and order, personnel services and procedures, and other additional functions assigned by the Chief, PNP, Deputy Chief, PNP or Executive Directors of the PNP for Administration, Operations and Investigation. It shall direct and supervise the operations of the Legal Service, Chaplain Service, Health Service, and the PNP Retirement and Benefit Administration Service;
 - b. The Directorate for Intelligence shall assist and advise the Chief, PNP in attaining intelligence objectives through effective management of all intelligence and counter-intelligence activities of the PNP. It shall direct and supervise the operations of the Intelligence Group (IG) and the Case Operations and Tracking Group (COATG);
 - c. 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 PNP units or personnel. It shall be retained to oversee the National Operational Support Units (NOSUs) charged with specific responsibilities, such as:
 - i. performing all police functions over Philippine territorial waters;

- 1 ii. conducting operations against all forms of lawlessness
2 committed along national highways and airports in the
3 country;
4 iii. deterring offensive and terroristic acts which threaten civil
5 aviation; and,
6 iv. preventing and controlling crimes that have national
7 significance and other transnational crimes.

8
9 It shall direct and supervise the operations of the Special Action
10 Force (SAF), Maritime Group (MG), Aviation Security Group (ASG),
11 Highway Patrol Group (HPG), PNP Anti-Kidnapping Group (AKG),
12 Police Security and Protection Group (PSPG), Civil Security Group
13 (CSG), and Anti-Illegal Drugs Group (AIDG);
14

15 d. The Directorate for Logistics shall be responsible in the
16 administration and management of logistics and its functional areas
17 in support for the successful accomplishment of PNP missions. It
18 shall direct and supervise the operations of the Headquarters
19 Support Service (HSS), Engineering Service (ES), Logistics
20 Support Service (LSS) and Information and Communications
21 Technology Management Service (ICTMS);
22

23 e. The Directorate for Plans shall assist and advise the Chief, PNP in
24 the plans and programs that are beyond the immediate operational
25 and tactical range, organizational and force development, and
26 special studies, research and project management, which includes
27 inter-agency and international affairs, legislative affairs and other
28 requirements that are needed for the effective and efficient
29 administration and operations of the PNP;
30

31 f. The Directorate for Comptrollership shall assist and advise the
32 Chief, PNP on budgeting, accounting, financial management and
33 internal auditing. It shall direct the supervise the operations of the
34 Finance Service (FS);
35

36 g. The Directorate for Community Affairs and Development shall be
37 responsible for the planning, directing, coordinating, and
38 supervising regarding the implementation of sustainable programs
39 for institutional image building, community development, and citizen
40 participation in the maintenance of public order such as, but not
41 limited to the following:

- 42 1. peace policy for socio-economic development;
- 43 2. value orientation and continuing education;
- 44 3. police economic welfare activities;
- 45 4. gender awareness and development (GAD); and,
- 46 5. auxiliary / force multiplier development

47
48 The Community Affairs and Development Group (CADG) shall
49 serve as its operating arm;
50

51 h. The Directorate for Investigation and Detective Management shall
52 direct, control, coordinate, and supervise the investigation activities
53 of the PNP. It shall direct and supervise the operations of the
54 National Investigation Support Units (NISUs) such as: Criminal
55 Investigation and Forensic Group (CIFG), Anti-Cybercrime Group
56 (ACG), the Women / Children Protection and Anti-Trafficking in
57 Persons Group (WCPATG);

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- i. The Directorate for Human Resource and Doctrine Development (DHRDD) shall be in charge of the formulation of policies and in the planning, coordination, and supervision of all matters pertaining to human resource and doctrine development. It shall direct and supervise the operations of the Training Service (TS), Philippine National Police Academy (PNPA), Police National Training Institute (PNTI), National Forensic Science Training Institute (NFSTI) and the National Police College (NPC); and,
 - j. The Directorate for Research and Development (DRD) shall be responsible for the conduct of research and development, tests, and evaluation, and in the administration of self-reliant development projects (SRDP) of the PNP which are of high value to peace and order and public safety.
- (8) The heads of the National Support Units (NSU) shall be prescribed with a rank of Police Chief Superintendent. However, the rank of the heads of the Special Action Force (SAF), Criminal Investigation and Forensic Group (CIFG), and the Civil Security Group (CSG) shall be changed from Police Chief Superintendent to Police Director due to the complexities of the functions of these three (3) national support units.
- (9) The Headquarters of the Regional Police shall be composed of the following:
- a. The Regional Director with a rank of Police Director, except for the NCRPO who will carry the rank of Deputy Director General;
 - b. The Deputy Regional Director with a prescribed rank of Police Chief Superintendent, except that for the NCRPO who will carry the rank of Police Director;
 - c. Each of the three (3) Regional Executive Directors with a rank of Police Senior Superintendent, one each for Administration, Operations and Investigation, except that for the NCRPO who will carry the rank of the Regional Executive Directors are Police Chief Superintendent;
 - d. The Chief of the eight (8) Regional Staff Divisions with a rank of Police Senior Superintendent;
 - e. The Battalion Commander of the Regional Public Safety Battalion with a prescribed rank of Police Senior Superintendent; and,
 - f. The Chief of the Regional Headquarters Support Group Battalion with a prescribed rank of Police Senior Superintendent.
- (10) The five (5) NCRPO District Offices shall be headed by a District Director with the rank of Police Chief Superintendent. It shall exercise administrative and operational supervision over the police stations and sub-stations under its respective areas of jurisdiction.
- (11) A Provincial Police Office shall be headed by the Provincial Director with a rank of Police Senior Superintendent. The Provincial Director shall be assisted by a Deputy Provincial Director with a prescribed

1 rank of Police Superintendent. However, the NAPOLCOM may
2 upgrade the ranks of the Provincial Directors and Deputy Provincial
3 Directors in large provinces subject to the criteria to be prescribed by
4 the Commission. A Provincial Public Safety Company, the size of
5 which shall vary from province to province, shall also be established
6 to serve as a reserve and contingency force which shall be headed
7 by a Company Commander with the rank of Police Superintendent.
8 Each Police Provincial Office shall be provided with a Legal Officer
9 who shall be detailed from the PNP Legal Service.

10
11 (12) A City Police Office established in highly urbanized / independent
12 cities shall be headed by a City Director with the rank of Police
13 Senior Superintendent. The City Director shall be assisted by a
14 Deputy City Director with a prescribed rank of Police Superintendent.
15 However, the NAPOLCOM may upgrade the ranks of the City
16 Directors and Deputy City Directors in large highly urbanized cities
17 subject to the criteria to be prescribed by the Commission. A City
18 Police Public Safety Company shall also be established to serve as a
19 reserve and contingency force which shall be headed by a Company
20 Commander with the rank of Police Superintendent. Each City Police
21 Office shall be provided with a Legal Officer who shall be detailed
22 from the PNP Legal Service.

23
24 (13) A Component City Police Station, regardless of its type, shall be
25 headed by a Chief of Police (COP) with the rank of Police
26 Superintendent.

27
28 (14) A Type "A" Municipal Police Station shall be headed by a COP with a
29 rank of Police Superintendent, while Type "B" and "C" Municipal
30 Police Stations shall be headed by a COP with the rank of Police
31 Chief Inspector.

32
33 (15) Police Community Precincts shall be established at the NCR Police
34 Stations; Police Stations under the City Police Offices established in
35 highly urbanized cities and independent cities; and for Municipal and
36 Component City Police Stations.

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38 Any organizational adjustments on the PNP structure, staffing, as well as the
39 functions of the Chief, PNP to sustain the attainment of increased police visibility
40 and efficient and optimized delivery of police services shall be upon authorization
41 by the National Police Commission. Corresponding changes in PNP rank
42 distribution may be recommended by the Chief, PNP for approval of the
43 NAPOLCOM except for the ranks of Police Chief Superintendent, Police Director
44 and Police Deputy Director General which shall be subject to the approval of the
45 President of the Republic of the Philippines.

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48 **SEC. 6. General Qualifications for Appointment.** – No person shall be
49 appointed as officer or member of the PNP unless he/she possesses the
50 following minimum qualifications:

- 51
52 (1) A citizen of the Philippines;
53 (2) A person of good moral conduct;
54 (3) Must have passed the psychiatric / psychological, drug and
55 physical tests to be administered by the PNP or by any
56 NAPOLCOM-accredited government hospital for the purpose of
57 determining physical and mental health;

- 1 (4) Must possess a formal baccalaureate degree from a recognized
- 2 institution of learning;
- 3 (5) Must be eligible in accordance with the standards set by the
- 4 Commission;
- 5 (6) Must not have been dishonorably discharged from the military
- 6 employment or dismissed for any cause from any civilian position in
- 7 the Government;
- 8 (7) Must not have been convicted by final judgment for an offense or
- 9 crime involving moral turpitude; and,
- 10 (8) Must be physically and mentally fit.

11
12 *Provided*, That for a new applicant, said applicant must not be less than
13 eighteen (18) nor more than thirty (30) years of age.

14
15 *Provided further*, That except for the qualification in the immediately
16 preceding paragraph, the above-enumerated qualifications shall be
17 continuing in character and absence of any one qualification at any given
18 time shall be a ground for separation or retirement from the service;
19 *Provided further*, That PNP members who were already in the service
20 upon the effectivity of this Act shall be given at least two (2) years to
21 obtain the minimum educational qualification and one (1) year to satisfy
22 other requirements.

23
24 A graduate of the K-12 Enhanced Education Program and/or a holder of a
25 seventy-two (72) collegiate units may be recruited into the uniformed
26 service of the PNP; *Provided*, That he/she:

- 27 a. shall be appointed with the rank of Patrol Officer similar to the
- 28 provision of Section 31(a), RA 6975 with salary grade 6, a rank
- 29 lower than that of a Police Officer 1;
- 30 b. shall be assigned only to police maneuver units until such time that
- 31 he earns a baccalaureate degree which would merit their promotion
- 32 to the next higher rank; and,

33 *Provided further*, That he may be allowed ten (10) years in the service
34 without being attrited because of educational attainment.

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37 **SEC. 7. *Transfer of PNPA, PNTI, NFSTI, and NPC from PPSC to the PNP.*** –
38 In consultation with the relevant stakeholders and sectors, the administrative and
39 operational control over the Philippine National Police Academy (PNPA), Police
40 National Training Institute (PNTI), National Forensic Science Training Institute
41 (NFSTI) and National Police College (NPC), as well as their respective
42 personnel, properties, facilities, records, equipment, funds, choses in action,
43 appropriations, rights, functions and other assets, are hereby transferred from the
44 Philippine Public Safety College (PPSC) to the Philippine National Police (PNP)
45 as training support units and shall be placed under the functional group of the
46 Executive Director for Administration.

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49 **SEC. 8. *Special Oversight Committee.*** – A Special Oversight Committee is
50 hereby created, composed of the Secretary of Interior and Local Government as
51 Chairman, the Secretary of Budget and Management as Co-Chairman, the
52 Chairman of the Civil Service Commission, the respective Chairmen of the
53 Committee on Public Order and Dangerous Drugs in the Senate and the
54 Committee on Public Order and Safety in the House of Representatives as
55 members. Said Special Oversight Committee shall plan and oversee the
56 expeditious implementation of the transfer of personnel and all its properties,

1 facilities, records, equipment, funds, choses in action, appropriations, rights,
2 functions and other assets from PPSC to PNP.
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5 **SEC. 9. *Implementation of Transfer.*** – The shift of administrative and
6 operations control over the PNPA, PNTI, NFSTI and NPC shall be undertaken as
7 follows:
8

9 (1) Upon the effectivity of this Act, the Chief, PNP shall exercise
10 administrative supervision as well as operational control over the
11 transferred and/or absorbed offices / units;
12

13 (2) All properties, equipment, and finances of the transferred and absorbed
14 offices / units, including their respective financial accountabilities, are to be
15 transferred to the PNP;
16

17 (3) The personnel of the absorbed offices / units shall, unless removed for
18 cause and after due process, continue to perform their duties and
19 responsibilities and shall continue to receive their corresponding salaries
20 and benefits; and,
21

22 (4) The heads of the various absorbed offices / units created under this Act
23 shall recommend the organizational structure and staffing pattern of their
24 respective offices, subject to the approval of the Secretary of the Interior
25 and Local Government, within six (6) months upon effectivity of this Act.
26

27 The productivity incentives program may include the name(s) of the voluntary
28 arbitrator or panel of voluntary arbitrators previously chosen and agreed upon by
29 the parties.
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31
32 **SEC. 10. *Separability Clause.*** – If any provision of this Act is declared
33 unconstitutional, the same shall not affect the validity and effectivity of the other
34 provisions thereof.
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37 **SEC. 11. *Repealing Clause.*** – Republic Act No. 6971, otherwise known as the
38 Productivity Incentives Act of 1990, and pertinent provisions under the National
39 Internal Revenue Code are hereby amended. All laws, executive orders,
40 presidential proclamations, rules and regulations or parts thereof inconsistent
41 with the provisions of this Act are hereby repealed or modified accordingly.
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44 **SEC. 12. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after
45 its publication in the Official Gazette or in at least two (2) national newspapers of
46 general circulation.
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52 *Approved,*