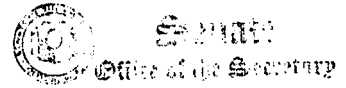


SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



'18 MAY 29 P 3:34

SENATE
S. No. 1828

RECEIVED _____ *J*

Introduced by Senator Grace Poe

**AN ACT
PROVIDING FOR THE REORGANIZATION OF THE PHILIPPINE NATIONAL
POLICE AND APPROPRIATING FUNDS THEREFOR**

Explanatory Note

The maintenance of peace and order, the protection of life, liberty, and property, and the promotion of the general welfare are essential for the enjoyment by all the people of the blessings of democracy.

The State shall establish and maintain one police force, which shall be national in scope and civilian in character, to be administered and controlled by a national police commission. The authority of local executives over the police units in their jurisdiction shall be provided by law.

These principles are enshrined in the 1987 Philippine Constitution, with the Philippine National Police (PNP) at the forefront of preserving peace and order among the populace.

This bill was put forward to enable the PNP to institute the much-needed reforms in the police force and in order to renew public trust to the organization.

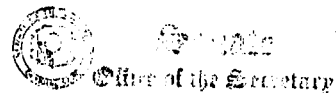
Passing this measure would also mean that the PNP would be more capable and ready to manage the challenges and cope with the ever-changing landscape in terms of peace and order and internal security of the nation.

In order for the PNP to actualize and realize its different programs to contain the threats to the country's peace and order situation, there is a need to reorganize and transform PNP into a modernized law enforcement organization.

As such, approval of this measure is earnestly sought.

Grace Poe
GRACE POE

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**AN ACT
PROVIDING FOR THE REORGANIZATION OF THE PHILIPPINE NATIONAL
POLICE AND APPROPRIATING FUNDS THEREFOR**

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

**CHAPTER 1
GENERAL PROVISIONS**

1 SECTION 1. *Short Title.* - This Act shall be known as the "Philippine National
2 Police (PNP) Reorganization Act."

3 Sec. 2. *Declaration of Policy.* - It is the policy of the State to establish a highly
4 efficient, effective and competent police force, which is national in scope, civilian in
5 character, and administered and controlled by the National Police Commission.

6 The PNP is the primary government law enforcement agency entrusted to
7 maintain peace and order, and ensure public safety and security. A community-and-
8 service-oriented agency, it shall promote and respect human rights while upholding
9 the rule of law. The PNP shall provide an efficient system of coordination and
10 cooperation among the citizenry, local government executives and the integrated law
11 enforcement, public safety agencies and other pillars of the criminal justice system,
12 which shall be realized through the implementation of the following key result areas:

13 1) Enforcement of the law and maintenance of peace and order, internal
14 security, and public safety;

15 2) Prevention and solution of crimes;

16 3) Organization and mobilization of community support and participation for
17 a more effective police service;

18

1 4) Coordination and cooperation with other government agencies, the
2 citizenry, non-government organizations (NGOs) and the international police
3 community;

4 5) Strengthening of the PNP's interrelationship with the other pillars of the
5 criminal justice system;

6 6) Efficiency, accountability and transparency in management and
7 development of human and materiel resources;

8 7) Enhancement of the organizational and individual competence and
9 discipline;

10 8) Rationalization of administrative and operational systems and
11 procedures;

12 9) Enhancement of investigative capability; and

13 10) Efficiency and effectiveness of information and communications
14 technology.

15 Sec. 3. *Objectives.* – Under this Act, the PNP shall establish the PNP
16 Reorganization and Modernization Program with the following objectives:

17 1) To transform and develop the PNP into a community-and-service-oriented
18 agency in all aspects of its police and internal security functions;

19 2) To enable the PNP to develop capabilities to address and respond to
20 human and ecological security;

21 3) To enhance PNP capability to assist other agencies in the enforcement of
22 domestic and foreign policies including international covenants in coordination
23 with international law enforcement agencies;

24 4) To enhance the PNP's capabilities to assist the Armed Forces of the
25 Philippines (AFP) in the performance of its mandate and in preparation for the
26 eventual shift of strategy to law enforcement and whole-of-nation approach in
27 addressing Internal Security Operations (ISO); and

28 5) To develop PNP capabilities to support national development.

29 Sec. 4. *Organizational Development.* – The PNP shall accomplish organizational
30 development by conducting periodic management audit to maintain economy,
31 efficiency and effectiveness in crime prevention and investigation.

1 *Sec. 5. Powers and Functions.* – The PNP shall exercise the following powers
2 and functions:

3 1) Enforce all laws and ordinances relative to the protection of lives,
4 liberties, rights and properties;

5 2) Maintain peace and order, prevent crimes and take all necessary steps
6 to ensure public safety, as well as protect and promote community interest and
7 welfare consistent with the mandated role of the PNP as a community-and-
8 service-oriented agency;

9 3) Investigate all violations of laws and ordinances, arrest and bring criminal
10 offenders to justice and assist in their prosecution;

11 4) Exercise the general powers to conduct arrest, search and seizure in
12 accordance with the Constitution and pertinent laws;

13 5) Detain an arrested person within the period prescribed by law and inform
14 the arrested person of all the rights available under the Constitution and
15 pertinent laws;

16 6) Assist the AFP in the conduct of ISO and in suppressing other serious
17 threats to national security unless otherwise provided by law;

18 7) Issue license and permit to own, possess, carry and transport firearms,
19 ammunition and explosives;

20 8) Supervise and control the training and operations of security agencies
21 and issue licenses to operate security agencies, and to security guards and
22 private detectives, for the practice of their professions;

23 9) Formulate, revise and implement the training and disciplinary programs
24 for the PNP personnel and recruits;

25 10) Formulate and implement policies on the issuance of the national police
26 clearance as well as maintain a national record of all reported crime incidents
27 including, but not limited to, warrants of arrest, pictures of arrested and wanted
28 persons, fingerprints, ballistics examination records and missing persons;

29 11) Assist in the conduct of rescue and relief operations in terms of
30 calamities and other emergency situations;

31 12) Undertake activities in support of national development; and
32

1 13) Perform and exercise all other duties and functions as may be provided
2 by law.

3 **Sec. 6. *Organization.*** - The PNP shall be headed by a Chief who shall be assisted
4 by two (2) deputies, one (1) for administration and one (1) for operations. The
5 Deputies of the Chief, PNP shall have the rank of Police Lieutenant General, both of
6 whom shall be appointed by the President upon recommendation of the NAPOLCOM
7 from among the most senior and qualified officers in the service. The second in
8 command of the PNP shall be the Deputy Chief, PNP for Administration. The third in
9 command shall be the Deputy Chief, PNP for Operations.

10 No officer who is retirable within six (6) months from his compulsory retirement
11 age shall be designated as Chief of the PNP.

12 The head of the PNP with the rank of Police General shall have the position title
13 of Chief of the PNP. In case the Chief, PNP resigns, is incapacitated or removed for
14 cause, the position shall be considered vacant. In case the Chief, PNP is relieved or
15 suspended, the President shall designate an acting Chief, PNP from among the most
16 senior star-rank officers.

17 At the national office, the head of the Directorial Staff with the rank of Police
18 Lieutenant General shall be called `the Chief of the Directorial Staff of the PNP. The
19 Chief, Directorial Staff shall be assisted by the Secretary to the Directorial Staff in
20 coordinating their plans, activities and operations and those of the other PNP offices.
21 The Secretary to the Directorial Staff shall have the rank of Police Brigadier General.
22 The Directorial Staff of the PNP shall consist of the functional Directorates, each
23 headed by a Police Major General.

24 The PNP shall be composed of a national office, area offices, regional offices,
25 provincial offices, city offices, district offices, and city or municipal stations.

26 At the national level, the PNP shall maintain its office in Metropolitan Manila,
27 which shall house the Directorial Staff; support units; and other offices.

28 There shall be an Internal Affairs (IA) placed directly under the Office of the
29 Chief, PNP to serve as the institutional guardian of integrity of the members of the
30 Philippine National Police. The head of the IA may either be a civilian or uniformed
31 personnel with the rank of Police Lieutenant General duly appointed by the President,
32 upon recommendation of the Chief, PNP through the NAPOLCOM.

33

1 At the regional level, the PNP shall have regional offices, including that of the
2 National Capital Region, which may be divided into two (2) separate regions without
3 prejudice to the pertinent provisions of the Organic Act for the Autonomous Region in
4 Muslim Mindanao relative to the creation of a regional police force in the area of
5 autonomy.

6 At the provincial level, there shall be a PNP office, each headed by a Provincial
7 Director. In the case of large provinces, police districts may be established by the
8 NAPOLCOM to be headed by a District Director.

9 At the highly urbanized and independent component city level, there shall be a
10 city police office, each headed by a City Director.

11 At the city or municipal level, there shall be a PNP station, each headed by a
12 Chief of Police. Under each police station, Police-Community Precincts shall be
13 established in every barangay or clustered barangays to serve as the primary providers
14 of police services in the community.

15 Any organizational adjustment made by the Chief, PNP in the PNP structure,
16 staffing and functions to sustain the attainment of increased police visibility, efficiency
17 and optimized delivery of police services must be authorized by the NAPOLCOM. The
18 Chief, PNP may recommend for approval of the President, through the NAPOLCOM,
19 corresponding changes to the number and distribution of the PNP star-rank officers.

20 *Sec. 7. Powers, Functions, and Term of the Office of the Chief, PNP.* - The
21 command and direction of the PNP shall be vested in the Chief, PNP who shall have
22 the power to direct and control tactical as well as strategic movements, deployment,
23 placement, utilization of the PNP or any of its units and personnel, including its
24 equipment, facilities and other resources. Such command and direction of the Chief,
25 PNP may be delegated to subordinate officials with respect to the units under their
26 respective commands, in accordance with the rules and regulation prescribed by the
27 Commission. The Chief, PNP shall also have the power to issue detailed implementing
28 policies and instructions regarding personnel, funds, properties, records,
29 correspondence and such other matters as may be necessary to effectively carry out
30 the functions, powers and duties of the Bureau. The Chief, PNP shall be designated
31 by the President from among the senior officers down to the rank of Police Brigadier
32 General: Provided, That the Chief, PNP shall serve a term of office not to exceed four

1 (4) years: Provided, further, That in times of war or other national emergency declared
2 by Congress, the President may extend such term of office.

3 *Sec. 8. Directorial Staff.* - The heads of the various Directorial Staffs shall have
4 the rank of Police Major General with the position title of Director of the Directorial
5 Staff of their respective functional Directorates.

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

8 a. The Directorate for Operations (DO) shall assist and advise the Chief, PNP
9 in the exercise of the command, control, direction, coordination, and supervision of all
10 activities concerning operations, employment and deployment of the PNP. It shall
11 oversee the national operational support units (NOSUs) which are charged with
12 specific responsibilities such as, but not limited to: (i) performing all police functions
13 over Philippine territorial waters and rivers; (ii) conducting operations against all forms
14 of lawlessness committed along national highways and airports in the country; (iii)
15 deterring offensive and terroristic acts that threaten civil aviation; and (iv) preventing
16 and controlling transnational crimes and other crimes that have significance.

17 It shall direct and supervise the operations of the Special Action Force
18 (SAF), the Maritime Group (MG), the Aviation Security Group (AVSEGROUP), the
19 Highway Patrol Group (HPG), the Police Security and Protection Group (PSPG), the
20 Civil Security Group (CSG), Explosive Ordnance Disposal and Canine Group (EOD/K9),
21 Anti Kidnapping Group (AKG), and PNP Drug Enforcement Group (PNP DEG) and other
22 NOSUs that shall be deemed necessary from time to time. It shall also supervise the
23 Peace Process and Development Office (PPDO).

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

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

29 2) Improvement of the anti-terrorism operations of the PNP and its
30 institutional capabilities including the promotion, cooperation, coordination and
31 utilization of the multi-lateral mechanisms with domestic and international law
32 enforcement agencies, to deal with terrorist activities, as may be defined by
33 law;

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

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

10 5) Development of the capability of the PNP in the enforcement of laws
11 relating to illegal drugs and expanding the coverage of its campaign against
12 drug abuse suppression in coordination with and in support to the Philippine
13 Drug Enforcement Agency;

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

16 7) Development of the maritime patrol capabilities of the PNP in the
17 performance of its duties on environment protection and conservation as well
18 as ensuring maritime security. The conduct of operations against illegal
19 activities in the maritime areas such as illegal fishing, piracy, smuggling and
20 illegal trafficking of contraband shall likewise be included in the improvement;

21 8) Enhancement of patrol coverage through the upgrade and
22 acquisition of communications equipment and mobility equipage to improve
23 response time and intensify crime prevention. It includes the institutionalization
24 of patrolling as a major project under the crime prevention program of the PNP.
25 It shall likewise include integration of its security systems with the systems of
26 other government agencies. The system integration shall involve training and
27 scalable acquisition or upgrade of information and communication technology
28 equipment to strengthen crime prevention, traffic management and emergency
29 response;

30 9) Development of a traffic law enforcement and management system
31 for an improved traffic management and control; and

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

1
2 b. The Directorate for Plans (DPL) shall assist and advise the Chief, PNP in the
3 areas of plans and programs that are beyond the immediate operational and tactical
4 range. This includes organizational and force development, special studies, research
5 and project management of inter-agency and international affairs, legislative and
6 other requirements that are needed for the effective and efficient administration and
7 operation of the PNP. It shall supervise the Center for Police Strategy Management
8 (CPSM) which shall serve as the central facility of the PNP in coordinating and
9 integrating all strategy management processes, sustaining strategy execution, and
10 instilling in the organization a culture of strategic focus, to be headed by a Director
11 with the rank of Police Brigadier General.

12 c. The Directorate for Community Affairs and Development (DCAD) shall assist
13 and advise the Chief, PNP in planning directing, coordinating and supervising the
14 implementation of sustainable programs for institutional image building; citizens'
15 participation in the maintenance of public order including peace policy for socio-
16 economic development; value orientation and continuing education; gender
17 awareness and development (GAD); and auxiliary force multiplier development. The
18 Community Affairs and Development Group (CADG) shall serve as its operating arm.

19 The Directorate for Community Affairs and Development shall give priority
20 to the Community and Service Oriented Policing Systems (CSOP) in the rationalization
21 of the police operations into a pro-active, community-oriented and human rights-
22 based policing system in place of the current reactive, precinct-based policing system;

23 d. The Directorate for Intelligence (DI) shall assist and advise the Chief, PNP
24 in attaining intelligence objectives through effective management of all intelligence
25 and counterintelligence activities of the PNP. It shall direct and supervise the
26 operations of the Intelligence Group (IG) and the activities of the intelligence divisions
27 of the other National Support Units and Police Regional Offices, including their
28 subordinate intelligence offices.

29 The Directorate for Intelligence shall give priority to the development and
30 enhancement of the intelligence operations of the PNP and its capability for
31 information collection, processing and dissemination, including the enhancement of its
32 aerial surveillance capabilities through the upgrade of its modest equipment and the
33 acquisition of modern technology, tools and facilities;

1 e. The Directorate for Investigation and Detective Management (DIDM) shall
2 assist and advise the Chief, PNP in directing, controlling, coordinating, and supervising
3 the investigation activities of the PNP. It shall direct and supervise the operations of
4 the Criminal Investigation and Detection Group (CIDG); Crime Laboratory
5 (CRIMELAB); the Women and Children Protection and Anti-Trafficking in Persons
6 Group (WCPATIPG); and the Anti-Cybercrime Group (ACG). It shall also supervise the
7 Human Rights Affairs Office (HRAO), Crime Research Analysis Center (CRAC) and
8 Crime Information Monitoring Center (CIMC);

9 The Directorate for Investigation and Detective Management shall give
10 priority to the enhancement of the legal and scientific criminal investigation of the PNP
11 through capability enhancement of investigations and the utilization of improved crime
12 laboratory techniques, methodologies and responsive procedures; and the
13 development of the anti-cybercrime capabilities of the PNP to address the growing
14 incidence of cybercrime in the country;

15 f. The Directorate for Human Resource Management (DHRM) shall assist and
16 advise the Chief, PNP in the exercise of the management of PNP uniformed and non-
17 uniformed personnel, manpower procurement and control, personnel records and
18 reports, discipline, morale and welfare, law and order, personnel services and
19 personnel procedures, and miscellaneous functions assigned by the Chief, PNP. It shall
20 direct and supervise the operations of the Legal Service (LS), Chaplain Service (CHS),
21 Health Service (HS), PNP Retirement and Benefit Administration Service (PRBS) and
22 Police Holding and Administration Office (PHAO).

23 The Directorate for Human Resource Management shall give priority to the
24 Legal Assistance and Prosecutorial Support by expanding and enhancing the legal
25 assistance program, to include legal investigative support for personnel charged,
26 either administratively or criminally, in the performance of official duties;

27 g. The Directorate for Logistics (DL) shall assist and advise the Chief, PNP on
28 the administration and management of logistics and its functional areas. It shall direct
29 and supervise the operations of the Headquarters Support Service (HSS), the
30 Engineering Service (ES) and the Logistics Support Service (LSS).

31 The Directorate for Logistics shall give priority to Integrated Logistics
32 Support by enhancing the logistics capability of the PNP for sustained law
33 enforcement, public security and internal security operations throughout the country;

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

4 i. The Directorate for Learning and Doctrine Development (DLDD) shall assist
5 and advise the Chief, PNP on the formulation of policies and in the planning,
6 coordination, and supervision of all matters pertaining to training, education and
7 doctrine development. It shall direct and supervise the operations of the Center for
8 Law Enforcement and Leadership Studies (CLELS).

9 The Center for Law Enforcement and Leadership Studies (CLELS) shall
10 directly supervise the operations of the Philippine National Police Academy (PNPA),
11 the National Police Training Institute (NPTI), Police Investigation and Detective
12 Development Academy (PIDDA), Police Operations and Tactical Leadership Academy
13 (POTLA), and Police Educators Office (PEO);

14 j. The Directorate for Research and Development (DRD) shall assist and
15 advise the Chief, PNP in the conduct of research and development, test and evaluation
16 and for the administration of self-reliant development projects (SRDP) of the PNP,
17 which are important to peace and order and public safety; and

18 k. The Directorate for Information and Communications Technology
19 Management (DICTM) assist and advise the Chief, PNP on the formulation of ICT
20 policies and managing information, electronics and communications technology
21 resources to promote, develop and regulate integrated strategic ICT systems and
22 reliable and efficient communications infrastructure. It shall provide and maintain
23 reliable, secured, integrated, and cost-efficient information technology and
24 communications services and facilities to all PNP offices and units. It shall likewise be
25 responsible for the design, implementation and maintenance of the database system
26 of the organization. The DICTM shall direct and supervise the operations of the
27 Information Technology Management Service (ITMS), and the Communication and
28 Electronic Service (CES).

29 The Directorate for Information and Communications Technology
30 Management (DICTM) shall give priority to the integrated information and
31 communications system of the PNP through the upgrade and acquisition of centralized
32 information and communications system for faster coordination, command, and
33 control of operational and administrative activities.

1 Sec. 9. Creation of Area Police Offices. - In order to enhance the span of control
2 of the Chief, PNP there shall be established Area Police Offices (APOs) in clustered
3 police regional, provincial, or city offices in or contiguous areas. The APOs shall
4 orchestrate, supervise and control the conduct of internal security operations and the
5 conduct of rescue and relief operations in times of calamities and other emergency
6 situations within their respective areas of jurisdiction. Initially 5 APOs shall be activated
7 namely: Northern Luzon Area Police Office; Southern Luzon Area Police Office; Visayas
8 Area Police Office; Eastern Mindanao Area Police Office and Western Mindanao Area
9 Police Office which shall be headed by Directors with the rank of Police Lieutenant
10 General.

11 Sec. 10. *National Support Units.* - The heads of the national support units
12 (NSUs), which may either be National Operational Support Unit (NOSU) or National
13 Administrative Support Unit (NASU), shall have the rank of Police Brigadier General,
14 except for the heads of the Special Action Force (SAF), the Criminal Investigation and
15 Detection Group (CIDG), the Civil Security Group (CSG), Center for Law Enforcement
16 and Leadership Studies (CLELS) and the who shall have the rank of Police Major
17 General in consideration of the complexities of their duties and responsibilities.

18 The National Administrative Support Units of the PNP are as follows:

- 19 a. Legal Service (LS);
- 20 b. Chaplain Service (CHS);
- 21 c. Health Service (HS);
- 22 d. PNP Retirement and Benefits Administration Service (PRBS);
- 23 e. Finance Service (FS);
- 24 f. Headquarters Support Service (HSS);
- 25 g. Engineering Service (ES);
- 26 h. Logistics Support Service (LSS);
- 27 i. Information Technology Management Service (ITMS);
- 28 j. Communication and Electronics Service (CES); and
- 29 k. Center for Law Enforcement and Leadership Studies (CLELS)

30
31 The National Operational Support Units are as follows:

- 32 a. Special Action Force (SAF);
- 33 b. Maritime Group (MG);

- 1 c. Aviation Security Group (AVSEGROUP);
- 2 d. Highway Patrol Group (HPG);
- 3 e. Police Security and Protection Group (PSPG);
- 4 f. Civil Security Group (CSG);
- 5 g. Community Affairs and Development Group (CADG);
- 6 h. PNP Explosives Ordnance Disposal and Canine Group (PNP EOD/K9);
- 7 i. Intelligence Group (IG);
- 8 j. Criminal Investigation and Detection Group (CIDG);
- 9 k. Crime Laboratory (CRIMELAB);
- 10 l. Anti-Kidnapping Group (AKG);
- 11 m. PNP Drug Enforcement Group (PNP DEG);
- 12 n. Anti-Cybercrime Group (ACG); and
- 13 o. Women and Children Protection and Anti-Trafficking in Persons
- 14 Group (WCPATIPG)

15
16 *Sec. 11. Police Regional Offices and Lower Units*

- 17 a. The Police Regional Offices shall be composed of the following:

18
19 The Regional Directors of the Police Regional Offices (PROs) shall have the rank
20 of Police Major General, except for the National Capital Regional Office (NCRPO)
21 Regional Director who shall have the rank of Police Lieutenant General;

22 The Regional Directors of the PROs shall be assisted by the Deputies Regional
23 Director for Administration and Operations who shall both have the rank of Police
24 Brigadier General, except for the NCRPO Deputy Regional Director for Administration
25 and NCRPO Deputy Regional Director for Operations, who shall have the rank of Police
26 Major General;

27 The Regional Chief of Staff of the PROs shall have the rank of Police Colonel,
28 except for NCRPO Regional Chief of Staff, who shall have the rank of Police Brigadier
29 General;

30 The Chiefs of the Regional Divisions shall have the rank of Police Colonel;

31 The Battalion Commander of the Regional Police Maneuver Unit shall have the
32 prescribed rank of Police Colonel.

1 The Chief of the Regional Headquarters Support Unit (RHSU) shall have the
2 prescribed rank of Police Colonel.

3
4 b. The NCRPO District Offices shall be composed of the following:

5
6 A District Director, who shall have the rank of Police Brigadier General, shall
7 head each of the five (5) NCRPO District Offices. The District Directors shall exercise
8 administrative and operational supervision over the police stations under their
9 respective areas of jurisdiction. A Company Commander, who shall have the rank of
10 Police Lieutenant Colonel, shall head the District Police Maneuver Unit, which shall be
11 established to serve as a reserve and contingency force.

12 c. The Headquarters of the Provincial Police Office (PPO) and City Police Office
13 (CPO) shall be composed of the following:

14 A Provincial Director shall have the rank of Police Colonel and shall head the
15 Provincial Police Office. The Deputies of the Provincial Director for Administration and
16 Operations shall both have the prescribed rank of Police Lieutenant Colonel. Upon the
17 recommendation of the Chief, PNP, the NAPOLCOM may upgrade the ranks of the
18 Provincial Directors and Deputies Provincial Director in large provinces subject to the
19 criteria it has prescribed. A Company Commander shall have the rank of Police
20 Lieutenant Colonel and shall head the Provincial Police Maneuver Unit, which shall be
21 established to serve as a reserve and contingency force. The size of the Provincial
22 Police Maneuver Unit shall vary from province to province depending on the peace
23 and order situation in the area. Each Police Provincial Office shall be provided with a
24 Legal Officer who shall be detailed from the PNP Legal Service.

25 A City Director shall have the rank of Police Colonel and shall head the City
26 Police Office established in highly urbanized and independent cities. The Deputies of
27 the City Director for Administration and Operations shall both have the rank of Police
28 Lieutenant Colonel. Upon the recommendation of the Chief, PNP, the NAPOLCOM may
29 upgrade the ranks of the City Directors and Deputies City Director in large, highly
30 urbanized cities subject to the criteria it has prescribed. A Company Commander shall
31 have the rank of Police Lieutenant Colonel and shall head the city special weapons
32 and tactics, which shall also be established to serve as a reserve and contingency force
33 depending on the peace and order situation in the area. A Station Commander, who

1 shall have the rank of Police Major shall head the numbered police stations established
2 under the City Police Offices. Each City Police Office shall be provided with a Legal
3 Officer who shall be detailed from the PNP Legal Service.

4 A Chief of Police, who shall have the rank of Police Lieutenant Colonel, shall
5 head a Component City Police Station, regardless of its type.

6 A Chief of Police, who shall have the rank of Police Colonel, shall head the police
7 stations under the Southern Police District, Eastern Police District and Northern Police
8 District. A Station Commander, who shall have the rank of Police Lieutenant Colonel
9 shall head the numbered Police Stations under the Manila Police District and Quezon
10 City Police District.

11

12 d. At the Municipal Level:

13 Municipal police stations shall be classified as follows:

14

15 1) Type "A" Municipal Police Station which shall be headed by a Chief of
16 Police, who shall have the rank of Police Lieutenant Colonel; and

17 2) Types "B" and "C" Municipal Police Stations which shall be headed by a
18 Chief of Police, who shall have the rank of Police Major.

19 The NAPOLCOM shall categorize the Provincial Police Office, City Police Office,
20 Component City Police Stations and Municipal Police Stations according to population
21 and income classification.

22 **Sec. 12. Key Positions.** - The key positions in the PNP shall be as follows:

23 a. Chief, Philippine National Police;

24 b. The Deputy Chief, PNP For Administration;

25 c. The Deputy Chief, PNP For Operations;

26 d. The Chief of the Directorial Staff;

27 e. Inspector General, IA;

28 f. The Directors of the Directorial Staff;

29 g. Directors, Area Police Offices;

30 h. Directors, National Support Units;

31 i. Regional Directors, Police Regional Offices;

32 j. District Directors, NCRPO District Offices;

- 1 k. Provincial Directors, Police Provincial Offices;
- 2 l. City Directors, City Police Offices;
- 3 m. Battalion Commanders, Regional Police Maneuver Units; And
- 4 n. Chiefs of Police, Component City and Municipal Police Stations

5 Sec. 13. *Rank Classification.* – To ensure efficient administration, supervision
6 and control, the members of the PNP shall have the following rank classification:

- 7 Police General
- 8 Police Lieutenant General
- 9 Police Major General
- 10 Police Brigadier General
- 11 Police Colonel
- 12 Police Lieutenant Colonel
- 13 Police Major
- 14 Police Captain
- 15 Police Lieutenant
- 16 Police Master Sergeant
- 17 Police Technical Sergeant
- 18 Police Staff Sergeant
- 19 Police Sergeant
- 20 Police Corporal
- 21 Patrolman First Class
- 22 Patrolman

23 Sec 14. *General Qualifications for Appointment.* – No person shall be appointed
24 as officer or member of the PNP, unless he or she possesses the following minimum
25 qualifications:

- 26 a. A citizen of the Philippines;
- 27 b. Good moral conduct;
- 28 c. Must have passed the medical, dental, psychiatric, psychological,
29 drug and physical tests administered or supervised by the PNP or any PNP
30 accredited government hospital;
- 31 d. A baccalaureate degree recognized by the Commission on Higher
32 Education (CHED);

1 e. Must be eligible in accordance with the standards set by the
2 NAPOLCOM;

3 f. Must not have been dishonorably discharged or terminated for cause
4 from any government or private agencies;

5 g. Must not have been convicted by final judgment of a grave offense
6 or a crime involving moral turpitude;

7 h. Must be at least one meter and fifty-seven centimeters (1.57m) or
8 five feet and two inches (5'2") in height for male and one meter and fifty-two
9 centimeters (1.52m) or five feet (5'0") in height for female, except for
10 appointees in the technical services who must be at least one meter and fifty-
11 two centimeters (1.52m) or five feet (5'0") in height for male and one meter
12 and forty-seven centimeters (1.47m) or four feet and ten inches (4'10") in
13 height for female;

14 i. Weight of not less than or more than five kilograms (5kgs) from the
15 standard weight corresponding to the height, age and sex of the appointee;
16 and

17 j. At least twenty-one (21) but not more than thirty-five (35) years of
18 age except for appointees in the PNP technical services who are doctors of
19 medicine, members of the bar, chaplains and pilots who must not be more than
20 forty (40) years of age.

21 The PNP by itself or through a PNP accredited government hospital shall
22 conduct regular and random psychiatric, psychological, drug and physical tests to
23 determine compliance with the requirements on physical and mental health, as well
24 as the non-use of prohibited drugs as mentioned in paragraph (c) of this Section.

25 The PNP members who are already in the service upon the effectivity of this
26 Act shall be given at least one (1) year to satisfy the weight requirement in paragraph
27 (i) hereof.

28 The qualifications enumerated in paragraphs (a), (b), (c), (g), and (i) of this
29 Section are continuing in character and the consequences of loss of any one of them
30 or non-compliance therewith, at any given time, are as follows:

31 a. Loss of Philippine citizenship under paragraph (a) shall result in
32 separation or retirement from the service, as the case may be;

1 b. Loss of good moral conduct under paragraph (b) shall result in
2 dismissal after due notice and hearing;

3 c. Non-compliance with the requirement of passing medical, physical,
4 psychiatric, and psychological tests under paragraph (c) shall result in
5 separation or retirement from the service, as the case may be, or attrition under
6 RA No. 8551;

7 d. Non-compliance with the requirement of passing the drug test under
8 paragraph (c) or the requirement of non-conviction by final judgment under
9 paragraph (g) shall result in dismissal from the service after due notice and
10 hearing; and

11 e. Non-compliance with the weight requirement under paragraph (i)
12 shall result in separation or retirement from the service, as the case may be, or
13 attrition under RA No. 8551.

14
15 *Sec. 15. Appointment of Officers in the PNP.* - Original appointments of
16 commissioned officers in the PNP shall have three classifications:

17 a. Graduates of the Philippine National Police Academy who satisfy the
18 general qualifications provided under Section 14 of this Act shall be
19 automatically appointed to the initial rank of Police Lieutenant.

20 b. Appointment of those with highly technical qualifications applying for
21 the PNP technical services shall commence with the rank of Police Lieutenant.
22 Doctors of medicine, members of the Bar, and chaplains shall be appointed to
23 the rank of Police Captain in their particular technical service. An officer who
24 was appointed to any of the PNP technical services shall serve exclusively in
25 the technical service where he/she was appointed.

26 c. Uniformed personnel, holding the rank of at least Police Sergeant
27 with at least two (2) years' experience in said rank and who are licensed
28 criminologists, may be appointed to the rank of Police Lieutenant to fill up any
29 vacancy after promotions from the ranks are completed.

30
31 *Sec. 16. Attestation of PNP Officers and Members.* — The appointment of the
32 officers and members of the PNP shall be effected in the following manner:

1 a. Patrolman to Police Master Sergeant. — Appointed by the PNP
2 Regional Director for regional personnel or by the Chief, PNP for the national
3 headquarters personnel and attested by NAPOLCOM;

4 b. Police Lieutenant to Police Lieutenant Colonel — Appointed by the
5 Chief, PNP, as recommended by their immediate superiors, to be attested by
6 NAPOLCOM;

7 *Sec. 17. Compulsory Retirement.* — Compulsory retirement, for officer and non-
8 officer, shall be upon the attainment of age fifty-six (56): Provided, That, officers and
9 non-officers who still have at least six (6) months of service remaining before reaching
10 the compulsory retirement age may be promoted to the next higher rank or appointed
11 to any other position.

12 *Sec. 18. Manpower Capability Build-Up and Training Development Program.* —
13 The manpower capability build-up and training development program shall enable the
14 PNP to achieve sound management of its human resources, through the
15 transformation of its personnel into a professional, effective and credible police force
16 with a high sense of regard for human rights and the development of more
17 responsible, accountable and conscientious leaders not only for the PNP but also for
18 the entire nation. This program shall strengthen and enhance the following concerns:

19 a. Police-to-population ratio of one (1) policeman for every five hundred
20 (500) persons;

21 b. Implementation of reforms on policies pertaining to recruitment and
22 training;

23 c. Investigative and operational capability of PNP personnel;

24 d. Civil service consciousness and respect for the rule of law by PNP
25 personnel;

26 e. Strengthening and adherence of PNP on community and human
27 rights-based policing system; and

28 f. Appointment and assignment of non-uniformed personnel (NUP) to
29 positions which are purely administrative, technical, clerical or menial in nature
30 or to other positions which are not actually and directly related to police
31 operations.

1 *Sec. 19. Transfer of the Philippine National Police Academy and the National*
2 *Police Training Institute from the Philippine Public Safety College to the PNP.* – The
3 administrative and operational supervision and control of the Philippine National Police
4 Academy and the National Police Training Institute as well as the personnel and all
5 the properties, facilities, records, equipment, funds, finances, rights of action,
6 appropriations, functions and other assets thereof, are hereby transferred from the
7 Philippine Public Safety College to the PNP.

8 *Sec. 20. Implementation of Transfer.* – The shift of administrative and
9 operational supervision and control over the Philippine National Police Academy and
10 the National Police Training Institute shall be undertaken as follows:

11
12 a. The personnel of the Philippine National Police Academy and the
13 National Police Training Institute shall, unless removed for cause and after due
14 process, continue to perform their duties and responsibilities and shall receive
15 their corresponding salaries and benefits.

16 b. Within ninety (90) days from the effectivity of this Act, the Chief, PNP
17 shall submit the revised organizational structure and staffing pattern of the
18 Philippine National Police Academy and the National Police Training Institute to
19 the NAPOLCOM and the Department of Budget and Management for approval.
20 Said revised organizational structure and staffing pattern may include
21 reorganization and renaming of existing PNP office and units, renaming of the
22 training and learning bodies transferred from the Philippine Public Safety
23 College and realignment of functions as may be necessary.

24 c. Within one hundred twenty (120) days from the effectivity of this Act,
25 the NAPOLCOM, in coordination with the PNP and the Department of the
26 Interior and Local Government, shall promulgate the necessary rules and
27 regulations to implement Section 20 of this Act.

28 d. The Secretary of the Interior and Local Government/Chairperson of
29 the NAPOLCOM shall ensure the smooth transition of the transfer of the
30 Philippine National Police Academy and the National Police Training Institute
31 from the Philippine Public Safety College to the PNP within four (4) months from
32 the effectivity of this Act.

1 e. There shall be a transitory period of five (5) years to allow for the
2 establishment of separate academies for the Bureau of Jail Management and
3 Penology and the Bureau of Fire Protection under the Philippine Public Safety
4 College. During the transitory period, the Academy may accommodate cadets
5 recruited by the two bureaus, provided said bureaus will shoulder the per capita
6 expenses for their cadetship training. Thereafter, the Academy shall only
7 produce graduates who will join the PNP.

8 f. The amounts necessary to carry out the implementation of transfer is
9 hereby authorized to be appropriated in the Annual General Appropriations Act
10 of the year following the effectivity of this Act and thereafter.

11
12 *Sec. 21. Doctrine and Operational Manual Development.* – The doctrine and
13 operational manual development program rationalizes the systems, standards and
14 procedures in the administration of the PNP. It includes the evaluation, consolidation
15 and formulation of doctrines and the conduct of periodic review of doctrines through
16 field evaluation and testing exercises as well as the dissemination of approved
17 doctrines at all levels of command. It also aims to boost the following concerns:

18
19 a. Revisiting or retooling of the school curricula, the police training
20 programs, and the mandate of the police stations so that these can all
21 contribute to the promotion and establishment of the expanded role of the
22 police officer as a community leader and enable the police officer to be a prime
23 mover for the socio-economic development of the community; and

24 b. Development, validation or revision of PNP doctrines and manuals.

25
26 *Sec. 22. Congressional Oversight Committee.* –There is hereby created a
27 Congressional Oversight Committee to monitor and oversee the implementation of the
28 provisions of this Act. The committee shall be composed of six (6) members from the
29 Senate and six (6) members from the House of Representatives with the Chairpersons
30 of the Committee on Public Order and Illegal Drugs and the Committee on Public Order
31 and Safety of both Houses as Joint Chairpersons. The five (5) other members from
32 each Chamber shall be designated by the Senate President and the Speaker of the
33 House of Representatives, respectively.

1
2 The Minority shall have at least two (2) representatives from both Chambers.
3

4 *Sec. 23. Implementing Rules and Regulations.* – The Chief, PNP, in coordination
5 with the National Police Commission and the Secretary of Budget and Management,
6 shall promulgate the necessary rules and regulations within one hundred eighty (180)
7 days from the approval of this Act for its effective implementation.

8 *Sec. 24. Separability Clause.* – If any provision of this Act shall be held
9 unconstitutional or invalid, the other provisions shall not be affected and shall remain

10 *Sec. 25. Repealing Clause.* – Sections 24, 25, 26, 28, 29, 30, 31, 33, 35, and
11 39 of Republic Act No. 6975, as amended, and Sections 15, 16, 17, and 18 of Republic
12 Act No. 8551, are hereby repealed. Sections 66 and 67 of Republic Act No. 6975 and
13 all other laws, executive orders, rules and regulations inconsistent with or contrary to
14 this Act are hereby accordingly modified or repealed.

15 *Sec. 26. Effectivity Clause.* – This Act shall take effect after fifteen (15) days
16 following its publication in Two (2) national newspapers of general circulation.

17 *Approved.*