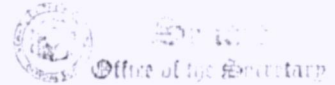


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )



**SENATE**  
**S. B. No. 823**

'19 JUL 30 A 9:14

RECEIVED BY: \_\_\_\_\_

A handwritten signature in black ink is written over the "RECEIVED BY" line.

Introduced by Senator SONNY ANGARA

---

**AN ACT**  
**PROVIDING FOR A MAGNA CARTA FOR THE PHILIPPINE NATIONAL**  
**POLICE**

EXPLANATORY NOTE

It is espoused in Sections 4 and 5, Article II of the 1987 Philippine Constitution that, "the prime duty of the Government is to serve and protect the people..." and that, "the maintenance of peace and order, the protection of life, liberty and property and promotion of the general welfare are essential for the enjoyment by all the people of the blessings of democracy." This duty is carried out by the country's premier police force, the Philippine National Police (PNP). This proposed Magna Carta for the PNP Uniformed and Non-Uniformed Personnel codifies and strengthens existing rights and benefits provided for in various laws, resolutions and other circulars concerning PNP.

To attract more qualified and competent law enforcers in the country, the Magna Carta seeks to establish a separate salary scale for the PNP, distinct from the other agencies of the government, and provides for additional benefits such as cost of living, clothing, quarters and subsistence allowances, longevity pay, reasonable leaves and retirement programs.

Uniformed PNP personnel who accepts assignments in remote areas or isolated situations, and is exposed to hardship and combat situation or other hazard unusual to peacekeeping, crime prevention and investigation activities, will be compensated with a remote assignment allowance and special hardship allowance, similar to combat pay of the Armed Forces of the Philippines. Meanwhile, families and beneficiaries of members of the PNP, who are killed in the line of duty, will be granted special financial, scholarship and employment assistance.

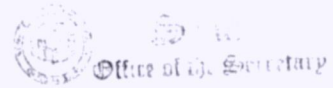
To foster a highly efficient and competent police force, this bill also aims to develop a holistic PNP development program which includes provisions on merit promotions, performance evaluation, in-service training, overseas and local scholarships, training grants, incentive award system, among others.

This proposed Magna Carta seeks to put dignity into the country's premiere police force for their commitment to preserve peace and order and protect the lives of Filipino people.

It is for this reason that the passage of this bill is urgently sought.



**SONNY ANGARA**



**SENATE**  
**S. B. No. 823**

'19 JUL 30 A9:14

RECEIVED

Introduced by Senator SONNY ANGARA

**AN ACT**  
**PROVIDING FOR A MAGNA CARTA FOR THE PHILIPPINE NATIONAL**  
**POLICE**

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

**TITLE I**

**THE PHILIPPINE NATIONAL POLICE**

**Chapter One**

**Preliminary Provisions**

Section 1. *Title.* – This Act shall be known as the “*Magna Carta for the Philippine National Police Uniformed and Non-Uniformed Personnel.*”

**Chapter Two**

**General Provisions**

Sec. 2. *Declaration of Policies.* – It is a declared policy of the State to promote peace and order, maintain good business environment, support economic growth, ensure public safety through the delivery of effective, efficient, competent, modern, professional and non-partisan police service. It recognizes the role of the police service in helping achieve the development of the nation. With this, the State shall promote and protect the physical, mental, as well as the emotional, moral, spiritual, intellectual faculties and social well-being of every Philippine National Police (PNP) personnel, with the goal of establishing a highly efficient and competent police force.

Sec. 3. *General Principles.* – The PNP shall be a community and service-oriented agency responsible for the maintenance of peace and order and public safety. It shall be so organized to ensure accountability and uprightness in the

1 exercise of discretion and achieve efficiency and effectiveness of its members and  
2 units in the performance of their functions.

### 3 **Chapter Three**

#### 4 **Mandate of the PNP**

5 *Sec. 4. Powers and Functions.* – Pursuant to its institutional mandate, the PNP  
6 shall exercise the following powers and functions:

7 a) Enforce all laws and ordinances relative to the protection of lives and  
8 properties;

9 b) Maintain peace and order and take all necessary steps to ensure public  
10 safety;

11 c) Investigate and prevent crimes, effect the arrest of criminal offenders,  
12 bring offenders to justice and assist in their prosecution;

13 d) Exercise the General powers to make arrest, search and seizure in  
14 accordance with the Constitution and other pertinent laws;

15 e) Detain an arrested person for a period not beyond that which is prescribed  
16 by law, informing the person so detained of all his rights under the Constitution;

17 f) Issue licenses for the possession of firearms and explosives in accordance  
18 with law;

19 g) Supervise and control the training and operation of security agencies, issue  
20 licenses to operate in favor of such security agencies, as well as, of security guards  
21 and private detectives for the exercise of their professions; and

22 h) Perform such other duties and exercise all other functions as may be provided by  
23 law.

## 24 **TITLE II**

### 25 **ORGANIZATIONAL COMPONENTS AND STRUCTURE**

#### 26 **Chapter One**

##### 27 **PNP Uniformed Personnel**

28 *Sec. 5. Organization.* – The PNP shall be headed by a Chief who shall be  
29 assisted by two (2) deputy chiefs, one (1) for Operations and one (1) for  
30 Administration, both of whom shall be appointed by the President upon  
31 recommendation of the Commission from among the most senior and qualified  
32 officers in the office: *Provided, however,* That in no case shall any officer who has

1 retired or is due to retire within six (6) months from his compulsory retirement age  
2 be appointed as PNP Chief.

3 The PNP shall maintain its office in Metropolitan Manila, which shall house its  
4 National Staff Offices and National Support Units.

5 The PNP shall have regional offices, including that of the National Capital  
6 Region (NCR), which may be divided into two (2) separate regions: the Cordillera  
7 Autonomous Region (CAR) and the Bangsamoro Autonomous Region in Muslim  
8 Mindanao (BARMM): *Provided*, That the creation of the PNP-BARMM Regional Office  
9 shall be in compliance with Republic Act No. 11054 or the "Organic Law for the  
10 Bangsamoro Autonomous Region in Muslim Mindanao". These regional offices shall  
11 be headed by a Regional Director.

12 The PNP shall have provincial offices, headed by a Provincial Director. In the  
13 case of large provinces, police districts, to be headed by a District Director, may be  
14 established by the NAPOLCOM, upon the recommendation of the PNP Chief.

15 There shall be PNP stations in the municipalities/cities, headed by a Chief of  
16 Police. In case of police stations in highly urbanized cities, its head shall have a  
17 position title of City Director. The determination of the rank of the head of police  
18 stations shall be subjected to the existing rules and policies of the national  
19 headquarters of the PNP and NAPOLCOM.

## 20 **A. Classifications of Officers**

21 Sec. 6. *Rank Classification.* – For purposes of efficient administration,  
22 supervision and control, the rank classification of the PNP uniformed personnel shall  
23 be as follows, as provided under Republic Act No. 11200:

- 24 Police General
- 25 Police Lieutenant General
- 26 Police Major General
- 27 Police Brigadier General
- 28 Police Colonel
- 29 Police Lieutenant Colonel
- 30 Police Major
- 31 Police Captain
- 32 Police Lieutenant

- 1 Police Executive Master Sergeant
- 2 Police Chief Master Sergeant
- 3 Police Senior Master Sergeant
- 4 Police Master Sergeant
- 5 Police Staff Sergeant
- 6 Police Corporal
- 7 Patrolman/Patrolwoman

8 Sec. 7. *Key Positions.* – The head of the PNP with the rank of Police General  
9 shall have the position title of Chief of the PNP. The second in command of the PNP  
10 with the rank of Police Lieutenant General shall be the Deputy Chief of the PNP for  
11 Administration. The third in command, also with the rank of Police Major General,  
12 shall be the Deputy Chief of the PNP for Operations.

13 At the National Office, the head of the National Staff Offices with the rank of  
14 Police Lieutenant General shall be referred to as Chief of Staff of the PNP, who shall  
15 be fourth in command of the PNP.

16 The heads of the various staff divisions in the National Staff Offices shall have  
17 the rank of Police Major General with the position title of Director of the National  
18 Staff Office of their respective functional divisions. The PNP shall maintain its  
19 National Support Units to be headed by a Director who shall have the rank of Police  
20 Brigadier General. To enhance police operational efficiency and effectiveness the  
21 Chief of the PNP may constitute such other support units as may be necessary  
22 subject to the approval of the NAPOLCOM; *Provided,* That no support unit headed by  
23 a chief superintendent or higher rank can be created unless provided by law.

24 The head of the NCR Police Office shall assume the position title of NCR  
25 Police Major General.

26 The heads of the regional offices shall assume the position title of Regional  
27 Police Major General.

28 The heads of the NCR district offices shall have the position title of District  
29 Director.

30 The heads of the provincial offices shall have the position title of Police  
31 Provincial Director.

1           The heads of the district offices shall have the position title of District  
2 Director.

3           The heads of the municipality or city offices shall be known as Chief of Police.  
4 In case of police stations in highly urbanized cities, its head shall have the position  
5 title of City Director.

6           The determination of the rank of the head of police stations shall be  
7 subjected to the existing rules and policies of the national headquarters of the PNP  
8 and NAPOLCOM.

9           *Provided*, That the ranks of the heads of regional, provincial and district  
10 offices may be upgraded upon the recommendation of the Chief of the PNP through  
11 the NAPOLCOM and subject to the approval of the President: *Provided, further*, That  
12 the upgrading of the ranks of the heads of police stations shall be approved by the  
13 NAPOLCOM.

14           *Sec. 8. Powers, Functions, and Term of Office of the PNP Chief.* – The  
15 command and direction of the PNP shall be vested in the Chief of the PNP who shall  
16 have the power to direct and control tactical as well as strategic movements,  
17 deployment, placement, utilization of the PNP or any of its units and personnel,  
18 including its equipment, facilities and other resources. Such command and direction  
19 of the Chief of the PNP may be delegated to subordinate officials with respect to the  
20 units under their respective commands, in accordance with the rules and regulations  
21 prescribed by the NAPOLCOM.

22           The Chief of the PNP shall also have the power to issue detailed implementing  
23 policies and instructions regarding personnel, funds, properties, records,  
24 correspondence and such other matters as may be necessary to effectively carry out  
25 the functions, powers, and duties of the PNP. He shall be appointed by the  
26 President from among the senior officers down to the rank of brigadier general.  
27 *Provided*, That he shall serve a term of office not to exceed four (4) years: *Provided,*  
28 *further*, That in times of war or other national emergency declared by Congress, the  
29 President may extend such term of office.

30           *Sec. 9. Legal Affairs Service.* – There shall be established a Legal Affairs  
31 Service, which shall serve as the personal staff of PNP Chief on Legal Affairs. The

1 Legal Affairs Service shall be headed by a PNP Uniformed Personnel with the title of  
2 Director who shall carry the rank of Police Brigadier General.

3        *Sec. 10. Internal Affairs Service.* – Pursuant to the provisions of Republic Act  
4 No. 8551 or the "Philippine National Police Reform and Reorganization Act of 1998",  
5 there shall be an Internal Affairs Service, functions of which shall be consistent with  
6 the aforesaid Act that established the office.

7                                        **B. Appointment Qualifications**

8        *Sec. 11. General Qualifications for Appointment.* – No person shall be  
9 appointed as officer or member of the PNP unless he or she possesses the following  
10 minimum qualifications:

- 11                    a) A citizen of the Philippines;
- 12                    b) A person of good moral conduct;
- 13                    c) Must have passed the psychiatric/psychological, drug and physical tests to  
14 be administered by the PNP or by any NAPOLCOM-accredited government hospital  
15 for the purpose of determining physical and mental health;
- 16                    d) Must possess a formal baccalaureate degree from a recognized institution  
17 of learning;
- 18                    e) Must be eligible in accordance with the standards set by the NAPOLCOM;
- 19                    f) Must not have been dishonorably discharged from military employment or  
20 dismissed for cause from any civilian position in the government;
- 21                    g) Must not have been convicted by final judgment of an offense or crime  
22 involving moral turpitude; and
- 23                    h) Must obtain the appropriate PNP Security Clearance.

24        For a new applicant, he must not be less than twenty-one (21) or more than  
25 thirty (30) years of age. Except for the last qualification, the above-enumerated  
26 qualifications shall be continuing in character and an absence of any one of them at  
27 any given time shall be a ground for separation or retirement from the service:  
28 *Provided,* That PNP members who are already in the service upon the effectivity of  
29 this Act shall be given at least two (2) more years to obtain the minimum  
30 educational qualification.

31        *Sec. 12. Prerequisite for the Appointment to the PNP.* – No applicant shall be  
32 qualified to undergo basic police training unless he has passed the pre-qualifying





1 graduates of forensic sciences. Doctors of medicine, members of the Bar, and  
2 Chaplains shall be appointed to the rank of Police Captain in their particular technical  
3 service. Graduates of the Philippine National Police Academy (PNPA) shall be  
4 automatically appointed to the initial rank of Police Lieutenant to fill up any vacancy  
5 after promotions from the ranks are completed.

## 6 **Chapter Two**

### 7 **General Benefits**

#### 8 **A. Status, Salaries and Allowances**

9 *Sec. 17. Status of PNP Personnel.* – The uniformed and non-uniformed  
10 personnel of the PNP shall be considered employees of the national government and  
11 shall draw their salaries therefrom. *Provided,* That PNP personnel in Metropolitan  
12 Manila, chartered cities, component cities and other municipalities may be paid  
13 financial incentive by the local government unit concerned subject to the availability  
14 of funds.

15 *Sec. 18. Salary Scale.* – The PNP shall have a salary scale separate and  
16 distinct from the other agencies of the government to attract the best and  
17 competent law enforcers. There shall be different salary scales for uniformed and  
18 non-uniformed personnel.

19 Salary scales of PNP personnel shall provide for a gradual progression from  
20 minimum to maximum salary by means of regular increments. The salary scale of  
21 the PNP shall be comparable to the average salary of law enforcement agencies in  
22 the ASEAN Region and other neighboring countries.

23 *Sec. 19. Criteria for Salary.* – The salaries of all uniformed PNP personnel shall  
24 correspond to the following criteria:

25 a) Salary shall be comparably equal to those paid in other occupations or  
26 professions requiring equivalent or similar qualifications, training and abilities  
27 regardless of rank positions;

28 b) Salary scale shall ensure that the lowest rank and position receive an  
29 amount that will ensure him and his family to afford a reasonable and decent  
30 standard of living; and

1 c) Basic monthly salary shall exclude the subsistence allowance, cost of living  
2 allowance, quarters allowance, clothing allowance, hazard pay, amelioration pay,  
3 health care pay and all other allowances as may be provided under existing laws.

4 Sec. 20. *Payment of Salary.* – The salaries of PNP personnel shall be paid in  
5 legal tender of the Philippines or the equivalent in checks or treasury warrants:  
6 *Provided, however,* That such checks or treasury warrants shall be convertible to  
7 cash in any national, provincial, city or municipal treasurer’s office or any banking  
8 institution operating under the laws of the Republic of the Philippines.

9 Salaries shall be released on time and without undue delay. No deduction  
10 shall be allowed from the salaries due to all PNP personnel except under specific  
11 provisions of applicable laws authorizing such deductions: *Provided,* That written  
12 authority of the PNP personnel concerned shall first be obtained.

13 Sec. 21. *Longevity Pay.* – PNP personnel shall be entitled to a longevity pay of  
14 ten (10%) percent of their basic monthly pay for every five (5) years of continuous,  
15 efficient, and meritorious service in the government, which shall be computed from  
16 the date of the member’s first appointment in the government service: *Provided,*  
17 That the maximum longevity pay shall not exceed fifty percent (50%) of the basic  
18 monthly pay.

19 Sec. 22. *Cost of Living Allowance.* – The salaries of PNP personnel shall be  
20 based on the prevailing cost of living. Salaries shall automatically follow changes in  
21 cost-of-living index determined and established by the NAPOLCOM after due  
22 consultation with appropriate government agencies.

23 Sec. 23. *Clothing Allowance.* – PNP personnel who are required to wear  
24 uniforms shall be entitled to a clothing allowance equivalent to three hundred  
25 (P300.00) pesos per month: *Provided,* That this rate shall be reviewed periodically  
26 and increased accordingly, taking into account existing laws and prevailing practices.

27 Sec. 24. *Quarters Allowance.* – Uniformed PNP personnel shall be entitled to  
28 monthly quarters allowance based on existing scheme which shall be reviewed  
29 periodically and increased accordingly taking into account existing laws and  
30 prevailing practices.

31 Sec. 25. *Remote Assignment Allowance.* – Uniformed PNP personnel who  
32 accepts assignments in remote areas or isolated stations, which have not been filled





1 compulsory retirement: *Provided*, that said personnel has reached the age fifty of  
2 five (55) years old and fulfilled service requirements under existing laws.

3       Sec. 39. *Monthly Retirement Pay.* – The monthly retirement pay of a PNP  
4 Personnel shall be fifty percent (50%) of the base pay and longevity pay of the  
5 retired rank in case the retiree has rendered at least twenty (20) years of continuous  
6 active service, increasing by two and one-half percent (2.5%) for every year of  
7 active service rendered beyond twenty (20) years to a maximum of ninety percent  
8 (90%) for thirty-six (36) years of active service and over: *Provided*, That the retiree  
9 shall have the option to receive in advance a lump sum of his retirement pay  
10 equivalent to the first five (5) years of his retirement pay as it accrues: *Provided*,  
11 *further*, That payment of the retirement benefits in lump sum shall be made on the  
12 effectivity date of retirement. It shall be incumbent upon the concerned units to  
13 provide the completion of all documentary requirements in support of the payment  
14 of the retiree’s retirement pay as the retiree is not required to perform additional  
15 tasks other than to receive the fruits of his service. Any personnel who intentionally  
16 and/or maliciously delays or causes the delay in the processing of the retiree’s just  
17 claim for money and/or other emoluments shall be considered to have incurred an  
18 administrative offense amounting to grave misconduct and an act prejudicial to the  
19 interest of the service as defined by existing laws: *Provided, finally*, That retirement  
20 pay of all uniformed members shall be subject to adjustments based on the  
21 prevailing scale of base pay of police personnel still in active service.

#### 22                   **D. Special Financial and Scholarship Assistance Program**

23       Sec. 40. *Special Financial Assistance.* – The family or beneficiary of any PNP  
24 personnel, who is killed or becomes totally and permanently incapacitated while in  
25 the line of duty or by reason of his office or position shall be entitled to the special  
26 financial assistance provided for in this Act in addition to whatever compensation,  
27 donation, insurance, gift, pension, grant or any form of benefit which said deceased  
28 or totally incapacitated person or his family may receive or be entitled to: *Provided*,  
29 That he has not committed any crime or human rights violation by final judgment on  
30 such occasion.

31       Sec. 41. *Tax Free.* – The special financial assistance referred to in the  
32 immediately preceding section shall be equivalent to six (6) months salary, including

1 allowances and bonuses, during the last twelve (12) months preceding the death of  
2 any PNP personnel which shall not be considered a part of the estate of the  
3 deceased and which shall be exempt from attachment, garnishment or execution  
4 and from income and other taxes.

5       Sec. 42. *Duty of the Cashier.* – It shall be the duty of the cashier from whom  
6 the deceased or permanently incapacitated PNP personnel used to receive his salary,  
7 within three (3) days from receipt of a written certification from the station or unit  
8 commander of the fact of death and the circumstances thereof, to deliver to the  
9 beneficiaries such special financial assistance as stated in the preceding Section  
10 hereof. In case of permanent disability, a certification by the proper medical officer  
11 designated by the Chief of the Philippine National Police is necessary for the  
12 payment of the aforesaid financial assistance. After said payment, a report with the  
13 formal certificate of death or permanent incapacity shall be submitted to the Chief of  
14 the Philippine National Police.

15       Sec. 43. *Sources of Special Financial Assistance.* – In order to assure the  
16 payment of the special financial assistance referred to in this Act, without any need  
17 of any appropriation act or ordinance, the payment shall come from the expected  
18 salary, allowances and bonuses of the deceased or permanently incapacitated PNP  
19 personnel for the next six (6) months after his death or incapacity: *Provided,* That  
20 the position left vacant by the deceased or permanently incapacitated PNP personnel  
21 on account of his death or incapacity shall not be filled during that period of six (6)  
22 months: *Provided, further,* That if the public welfare and interest so demand, as  
23 determined by the Chief of the Philippine National Police, the position left vacant by  
24 the deceased personnel, or permanently incapacitated personnel may be filled  
25 without waiting for the expiration of the six (6) months period earlier mentioned, in  
26 which case, the funds out of which the special financial assistance already received  
27 by the family of the deceased or permanently incapacitated police personnel by the  
28 family of the deceased or permanently incapacitated police personnel shall be  
29 replenished out of the emergency savings of the PNP, upon the direction in writing  
30 by the Chief of the Philippine National Police to their respective treasurers or  
31 cashiers: *Provided, finally,* That, in the event that there are no emergency savings as

1 provided herein exist, the Regional Director or the Provincial Director, as the case  
2 may be, may request augmentation personnel from other PNP units.

3       Sec. 44. *Hospitalization Expenses.* – If any PNP personnel is injured or  
4 wounded or in any manner suffers any injury in the performance of his official  
5 duties, the hospitalization expenses of such personnel shall be shouldered by the  
6 office where he belongs, chargeable against the salary savings of such office without  
7 the need of any appropriation act or ordinance.

8       Sec. 45. *Employment Priority of Dependents.* – The surviving spouse of the  
9 deceased or permanently incapacitated PNP personnel shall be given priority in  
10 employment in a government agency or office where his/her qualifications are fitted:  
11 *Provided,* That if the spouse is already employed or not employable or if he/she  
12 waives he/she employment privilege, then an employable son or daughter shall be  
13 granted the said privilege.

14       Sec. 46. *Scholarship Privileges for Dependents.* – All surviving children of the  
15 deceased or permanently incapacitated PNP personnel shall be extended scholarship  
16 up to college in a non-exclusive institution, subject to the policies on the tuition of  
17 said institution: *Provided,* that dependents of the personnel in active duty may be  
18 entitled to seventy-five (75%) percent of the scholarship granted to dependents of  
19 the deceased or incapacitated member, while dependents of non-uniformed  
20 personnel may be entitled to fifty percent (50%) scholarship subject to the  
21 availability of funds: *Provided, however,* That if funds are not sufficient to support  
22 the scholarship of all qualified dependents, priority shall be given to the dependents  
23 of the deceased or incapacitated PNP personnel than the dependents of their active  
24 uniformed and non-uniformed members.

25       Sec. 47. *Utilization of Firearms License Fees for Scholarship Program.* – The  
26 license fees collected by the PNP Firearms and Explosive Office shall be used solely  
27 for the scholarship program of the dependents of the police: *Provided,* That the  
28 Chief of the PNP, may utilize part or some amount of the said funds to other needs  
29 of the PNP: *Provided, further,* That the Chief of the PNP may generate additional  
30 source for scholarship program coming from other fees which they are authorized to  
31 collect to further increase the funds.





1 undergo an on-the-job training for a period of three (3) months to determine his  
2 fitness and competence to assume the responsibilities of the position to be occupied.

3 Sec. 54. *Application of the Civil Service Laws.* – Except when otherwise  
4 provided for in this Act and in other existing laws, the provisions of Executive Order  
5 No. 292 and other Civil Service Laws shall be made to apply to all non-uniformed  
6 personnel of the PNP.

### 7 **B. Work Benefits**

8 Sec. 55. *Hours of Work, Salaries, and Other Remuneration.* – The non-  
9 uniformed personnel of the PNP shall be provided with benefits and welfare services,  
10 as follows:

11 a) *Normal Hours of Work.* The normal hours of work of any NUP shall not  
12 exceed more than eight (8) hours a day or forty (40) hours a week. Hours worked  
13 shall include: a) all the time during which NUP is required to work or to be at a  
14 prescribed workplace; and b) all the time during which NUP is permitted to work.

15 b) *Overtime Work.* Where the exigencies of the service so required, any non-  
16 uniformed personnel may be required to render service beyond the regular eight (8)  
17 hours a day: *Provided,* That they shall be paid additional compensation in  
18 accordance with existing laws: *Provided, further,* That the total additional  
19 compensation shall not exceed fifty (50%) percent of the basic pay.

20 c) *Longevity Pay.* Non-uniformed personnel, regardless of their unit of  
21 assignment, shall be entitled to a longevity pay of ten (10%) percent of their basic  
22 monthly pay for every five (5) years of continuous, efficient, and meritorious service  
23 in the government, which shall be computed from the date of his original  
24 appointment in the government service: *Provided,* That the maximum longevity pay  
25 shall not exceed fifty percent (50%) of the basic monthly pay.

26 d) *Compensation for Rest Day, Saturday and Sunday, or Holiday.* Non-  
27 uniformed personnel shall be paid his/her regular daily wage even during regular  
28 holidays. Any personnel who is required or permitted to work on a regular holiday  
29 or in any special public holiday, local or national, shall be paid compensation  
30 equivalent to twice his/her regular rate.

31 e) *Hazard Pay.* In specific assignments where they are exposed to  
32 occupational hazards unusual to peacekeeping, crime prevention and investigation

1 activities and established to be peculiar to any given area or place of assignment, as  
2 determined by the PNP, non-uniformed personnel shall also be compensated with a  
3 special hazard pay equivalent to at least twenty-five (25%) percent of his/her  
4 monthly basic salary.

5 h) *Medical and Dental Services.* An annual compulsory medical examination  
6 shall be provided free of charge to non-uniformed personnel during their tenure of  
7 employment. Non-uniformed personnel shall be accorded with free medical and  
8 dental services, *Provided,* That the cost shall be included as automatic appropriation  
9 in the PNP annual budget.

#### 10 **D. Fund Appropriation**

11 *Sec. 56. Fund Appropriations.* – To ensure the effective implementation of the  
12 provisions of Chapter Two and Three under this Title, the Congress shall include  
13 such necessary funding necessary to support the foregoing provisions in the PNP  
14 annual appropriations.

### 15 **TITLE III**

#### 16 **PNP DEVELOPMENT PROGRAM**

#### 17 **Chapter One**

#### 18 **Career and Personnel Development**

19 *Sec. 57. Organizational Career Planning and Management Plan.* – To hasten  
20 professionalization of the police service, two separate and distinct organizational  
21 career planning and development system shall be established by the NAPOLCOM, in  
22 consultation with the PNP. One system shall solely center on the uniformed  
23 personnel, police commissioned and police non-commissioned officer. The other  
24 system on the non-uniformed personnel of the PNP.

25 In view of the distinctive nature of their work and of the need to provide  
26 equitable opportunities for professional advancement of the PNP members thereof in  
27 relation to PNP line personnel, the following sub-groups in the PNP shall have  
28 distinct career management and development programs: Professional Technical  
29 Personnel, such as but not limited to the members of the Legal, Health, Engineering,  
30 Chaplain and Criminology Services; and Internal Affairs Service Personnel.

31 The comprehensive organizational career planning and development system  
32 shall include provisions on merit promotions, performance evaluation, in-service

1 training, overseas and local scholarships, training grants, incentive award system,  
2 and other similar services and human resource development interventions, such as  
3 but not limited to, on the job training, counseling, coaching, job rotation,  
4 secondment, and job swapping.

5       Sec. 58. *Sustaining the Professionalization of the PNP.* – To sustain the  
6 professionalization of police personnel, training shall be done intensively and  
7 extensively. For this purpose, regional training academies shall be established and  
8 directly managed by the Regional Commanders as part of their mandate to train all  
9 police personnel within a given region.

10       Sec. 59. *Local Training Programs.* – The PNP shall establish and maintain  
11 continuing local training programs aimed at enhancing the professional growth of  
12 PNP personnel. Such local training programs, undertaken in coordination with other  
13 government and non-government agencies, shall provide managerial, technical,  
14 administrative and operational courses such as logistics and fiscal management,  
15 including training on professional services and criminal procedures.

16       Sec. 60. *In-service Training.* – The PNP shall regularly conduct enhancement  
17 programs and in-service training programs aimed towards the development of the  
18 skills of PNP personnel and the improvement of their capabilities. All uniformed  
19 personnel assigned at the station levels shall be given preference in the entitlement  
20 to such programs.

21       Such in-service training programs provided for in this section shall include,  
22 but not be limited to, Police Rookies Orientation; Specialized Courses on  
23 Investigation, Traffic Enforcement, and Drug Enforcement; Gender Sensitivity  
24 Training; and Firearms Proficiency.

25       Sec. 61. *Moral Recovery Programs.* – To develop in each member a strong  
26 moral fiber, the PNP shall conduct Moral Recovery Programs, which shall primarily  
27 focus on the PNP Code of Professional Conduct and Ethical Standards.

28       Sec. 62. *Physical and Mental Fitness Programs.* – The PNP shall formulate  
29 policies and guidelines on physical fitness and sports development programs and  
30 shall conduct periodic physical fitness test among its personnel.

31       For the purpose of ensuring the physical and mental health, as well as the  
32 non-use of prohibited drugs, the PNP, in coordination with the NAPOLCOM-

1 accredited government hospital, shall conduct regular psychiatric/psychological,  
2 drug, and physical tests randomly and without notice.

## 3 **Chapter Two**

### 4 **Performance Evaluation**

5 *Sec. 63. Performance Evaluation System.* – There shall be established a  
6 performance evaluation system which shall be administered in accordance with the  
7 standards, rules regulations, and code of conduct promulgated by the Commission  
8 for members of the PNP. Such performance evaluation system shall be administered  
9 in such a way as to foster the improvement of individual efficiency and behavioral  
10 discipline as well as the promotion of organizational effectiveness and respect for the  
11 constitutional and human rights of citizens, democratic principles, and the ideals and  
12 supremacy of civilian authority over the military.

## 13 **Chapter Three**

### 14 **Promotion System**

15 *Sec. 64. Rationalized Promotion System.* – There shall be a system of  
16 promotion for uniformed and non-uniformed personnel of the PNP, which shall be  
17 based on merit and fitness. Such system shall ensure that all members of the PNP,  
18 regardless of gender, shall enjoy equal opportunity for promotion.

19 It shall further be observed that:

- 20 a) No member of the PNP shall be eligible for promotion to the next higher rank  
21 position unless he had successfully passed a corresponding promotional  
22 examination. He must have completed the required schooling and training  
23 relevant to said position, based on approved NAPOLCOM Resolutions and  
24 other relevant laws;
- 25 b) The pendency of any administrative or minor criminal or civil case arising  
26 from service-related acts or omissions before any court, body or tribunal shall  
27 not be a bar for promotion or assignment; and
- 28 c) Uniformed personnel assigned in remote areas shall be given priority in  
29 promotion or assignment to better areas after exhibiting satisfactory  
30 performance of his duties. Their tour of duties in remote areas shall not  
31 exceed two (2) years, except when the exigency of their assignment is

1 involved, when there are no positions for their transfer, or when they prefer  
2 to stay in such posts in excess of two (2) years.

3 **TITLE IV**

4 **DISCIPLINARY MEASURES**

5 Sec. 65. *Disciplinary Mechanisms.* – The PNP shall have a disciplinary  
6 mechanism and the disciplining powers shall be exercised by legitimate disciplinary  
7 authorities, as provided for in Republic Act No. 6975 or the “Department of the  
8 Interior and Local Government Act of 1990”, Republic Act No. 8551 or the “Philippine  
9 National Police Reform and Reorganization Act of 1998”, and other pertinent laws  
10 and regulations.

11 Sec. 66. *Safeguards in Disciplinary Procedures.* – In every disciplinary  
12 proceeding, the uniformed PNP personnel shall have:

- 13 a) The right to be informed in writing of the charges against him;
- 14 b) The right to pre-charge investigation in administrative cases;
- 15 c) The right to full access to the evidence in the case;
- 16 d) The right to defend himself or to be defended by a representative of his own  
17 choice or his organization. Adequate time shall be afforded for the  
18 preparation of his defense;
- 19 e) The right to confront witness presented against him and summon witness in  
20 his behalf including the right to cross-examination;
- 21 f) The right to appeal to designated authorities;
- 22 g) The right to claim reimbursement for the reasonable expenses incurred in his  
23 defense in cases of exoneration or dismissal of charges; and
- 24 h) Such other rights that ensures fairness and impartiality during proceedings.

25 Sec. 67. *Prohibition against Discrimination.* – Unless otherwise expressly  
26 provided by this Act, existing laws and pertinent rules and regulations, the  
27 enjoyment of privileges, rights and welfare benefits afforded to the PNP personnel  
28 shall not be affected by gender, civil status, religion, political belief, or ethnic group  
29 to which one belongs to.

30 Sec. 68. *Complaints and Grievances.* – Every PNP personnel shall have the  
31 right to present his complaints and grievances to his superior officers for the  
32 immediate redress thereof. The exercise of this right shall not be used as a ground

1 for discrimination nor as bar for the exercise of other privileges, rights, and benefits  
2 afforded by law.

### 3 **TITLE V**

#### 4 **DISABILITY AND DEATH BENEFITS**

5 *Sec. 69. Entitlement.* – The heirs and dependents of a PNP personnel shall be  
6 entitled to all benefits relative to the member’s death and/or disability, as provided  
7 in this Act and other existing laws.

8 *Sec. 70. Compensation for Physical and Mental Injuries Sustained in the*  
9 *Course of Duty.* – A PNP personnel shall be protected against the consequences of  
10 employment injuries. Physical and psychological stresses affecting the health  
11 condition of the personnel shall be recognized as compensable occupational disease  
12 in accordance with existing laws.

13 *Sec. 71. Permanent Physical Disability.* – A uniformed member who incurs a  
14 total permanent disability in the line of duty and has rendered a total of twenty (20)  
15 years of continuous active duty in the police service shall be compulsorily retired:  
16 *Provided,* That upon his compulsory retirement, he shall be entitled to the payment  
17 of a retirement pay equivalent to one and one-fourth (1¼) month base pay for  
18 every year of service or a fraction thereof, computed based on the next higher rank  
19 and longevity pay based on the last permanent grade held.

20 *Sec. 72. Disability Benefits.* – Any member and his dependents shall be  
21 entitled to all benefits relative to the member’s permanent incapacity, as may be  
22 provided for under this Act or other existing laws.

23 *Sec. 73. Uniformed Member Missing in Action.* – Any uniformed member who  
24 is officially confirmed to be missing in action while in the performance of his duty or  
25 by reason of his being a member of the police service or is kidnapped or captured by  
26 the enemy shall be entitled to receive the same pay and allowances and other  
27 benefits to which he is entitled to at the time of the incident which gave rise to his  
28 disappearance or capture: *Provided,* That should it be known later that his  
29 disappearance was not on the occasion of a legitimate police activity or without any  
30 authority, the salaries, allowances and other benefits received by him or his  
31 immediate heirs, relatives, and dependents in accordance with this Act and other  
32 existing and relevant laws shall be returned to the PNP.





1           Sec. 78. *Separability Clause.* – If any portion or provision of this Act is  
2 subsequently declared invalid or unconstitutional, other provisions hereof which are  
3 not affected thereby shall remain in full force and effect.

4           Sec. 79. *Repealing Clause.* – All other laws, acts, presidential decrees,  
5 executive orders, presidential proclamations, issuances, rules and regulations, or  
6 parts thereof which are contrary to or inconsistent with any of the provisions of this  
7 Act are hereby repealed, amended, or modified accordingly.

8           Sec. 80. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
9 publication in the Official Gazette or in a newspaper of general circulation.

Approved,