



S E N A T E

S. No. 2449

(In substitution of Senate Bill Nos. 1505, 1905 1965, and
1997, taking into consideration House Bill No. 8327)

PREPARED BY THE COMMITTEES ON PUBLIC ORDER AND
DANGEROUS DRUGS; LOCAL GOVERNMENT; AND
FINANCE WITH SENATORS REVILLA, DELA ROSA,
EJERCITO, ZUBIRI, GO, LEGARDA, AND TOLENTINO AS
AUTHORS THEREOF

AN ACT PROVIDING FOR ORGANIZATIONAL
REFORMS IN THE PHILIPPINE NATIONAL
POLICE, AMENDING FOR THE PURPOSE
REPUBLIC ACT NO. 6975, OTHERWISE KNOWN
AS THE “DEPARTMENT OF THE INTERIOR AND
LOCAL GOVERNMENT ACT OF 1990”, AS
AMENDED, AND REPUBLIC ACT NO. 8551,
OTHERWISE KNOWN AS “PHILIPPINE NATIONAL
POLICE REFORM AND REORGANIZATION ACT OF
1998”

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

- 1 SECTION 1. *Short Title.* – This Act shall be known as
2 the “PNP Organizational Reforms Act”.

1 SEC. 2. Section 25 of Republic Act No. 6975, as
2 amended, is hereby further amended to read as follows:

3 “SEC. 25. *Organization.* – [~~The PNP shall~~
4 ~~be headed by a Chief who shall be assisted by~~
5 ~~two (2) deputy chiefs, one (1) for operations and~~
6 ~~one (1) for administration, both of whom shall~~
7 ~~be appointed by the President upon~~
8 ~~recommendation of the Commission from~~
9 ~~among the most senior and qualified officers in~~
10 ~~the service: *Provided, however,* That in no case~~
11 ~~shall any officer who has retired or is retirable~~
12 ~~within six (6) months from his compulsory~~
13 ~~retirement age be appointed as Chief of the~~
14 ~~PNP.] The PNP shall be composed of a national~~
15 office, AREA COMMANDS, regional offices,
16 provincial offices, district offices, CITY
17 OFFICES and city or municipal stations.

18 At the national level, the [~~PNP shall~~
19 ~~maintain its office in Metropolitan Manila~~
20 ~~which]~~ CHIEF OF THE PNP SHALL HAVE A

1 COMMAND GROUP COMPOSED OF THE
2 OFFICES OF THE CHIEF OF THE PNP,
3 DEPUTY CHIEF OF THE PNP FOR
4 ADMINISTRATION, THE DEPUTY CHIEF
5 OF THE PNP FOR OPERATIONS, AND THE
6 CHIEF OF THE DIRECTORIAL STAFF. THE
7 NATIONAL OFFICE shall ~~house the~~ HAVE A
8 directorial staff, ~~[service—staff]~~ NATIONAL
9 ADMINISTRATIVE AND OPERATIONAL
10 SUPPORT UNITS, and special ~~[support units]~~
11 POLICE OFFICES.

12 IN CLUSTERED POLICE REGIONAL
13 OFFICES, THE PNP SHALL HAVE AREA
14 POLICE COMMANDS, HEADED BY A
15 COMMANDER.

16 At the regional level, the PNP shall have
17 POLICE regional offices, including that of the
18 National Capital Region POLICE OFFICE
19 (NCRPO), which may be divided into two (2)
20 separate regions without prejudice to the

1 pertinent provisions of [~~the Organic Act for the~~
2 ~~Autonomous Region of the Cordilleras and~~
3 THE ORGANIC LAW FOR THE
4 BANGSAMORO AUTONOMOUS REGION IN
5 Muslim Mindanao relative to the creation of a
6 [regional] [p]Police REGIONAL [free]
7 OFFICES in the area of autonomy. [~~Each of~~
8 ~~these regional offices~~] POLICE REGIONAL
9 OFFICES shall be headed by [a][r]Regional
10 [d]DirectorS [~~for peace and order~~].

11 AT THE METROPOLITAN LEVEL,
12 THERE SHALL BE A DISTRICT OFFICE,
13 HEADED BY A DISTRICT DIRECTOR.

14 At the provincial level, there shall be a
15 [PNP] POLICE PROVINCIAL office, [~~each~~
16 headed by a [p]Provincial [d]Director. In the
17 case of large provinces, police districts may be
18 established by the Commission to be headed by
19 a [d]District [d]Director.

1 AT THE HIGHLY URBANIZED AND
2 INDEPENDENT COMPONENT CITY LEVEL,
3 THERE SHALL BE A CITY POLICE OFFICE,
4 HEADED BY A CITY DIRECTOR.

5 At the COMPONENT city or municipal
6 level, there shall be a [PNP] POLICE station,
7 [~~each~~] headed by a chief of police.

8 The Chief of the PNP shall, within sixty
9 (60) days from the effectivity of this Act and in
10 accordance with the broad guidelines set forth
11 herein, recommend the organizational
12 structure and staffing pattern INCLUDING
13 PLANTILLA POSITIONS FOR THE
14 NON-UNIFORMED PERSONNEL of the PNP
15 to the Commission.

16 SEC. 3. A new Section 25-A is hereby inserted in R. A.
17 No. 6975, as amended, to read as follows:

18 "SEC. 25-A. *PNP DIRECTORIAL STAFF.*
19 – THE DIRECTORIAL STAFF SYSTEM
20 SHALL BE IMPLEMENTED TO ENHANCE

1 THE SPAN OF CONTROL BEING
2 EXERCISED BY THE CHIEF OF THE PNP
3 IN THE ADMINISTRATION, OPERATION,
4 AND CONTROL OF THE PNP AND TO
5 FURTHER STRENGTHEN THE EFFICIENT
6 AND EFFECTIVE WORKING
7 RELATIONSHIP OF ALL PNP OFFICES:
8 THE FOLLOWING DIRECTORATES SHALL
9 CONTINUE TO PERFORM THEIR SPECIFIC
10 FUNCTIONS UNDER THE SUPERVISION
11 AND AUTHORITY OF THE CHIEF OF THE
12 DIRECTORIAL STAFF:

13 (A) THE DIRECTORATE FOR
14 PERSONNEL AND RECORDS
15 MANAGEMENT SHALL ASSIST AND
16 ADVISE THE CHIEF OF THE PNP IN THE
17 MANAGEMENT OF PNP UNIFORMED AND
18 NON-UNIFORMED PERSONNEL,
19 MANPOWER PROCUREMENT AND
20 CONTROL, PERSONNEL RECORDS AND

1 REPORTS, DISCIPLINE, MORALE AND
2 WELFARE, LAW AND ORDER, PERSONNEL
3 SERVICES AND PERSONNEL
4 PROCEDURES, AND MISCELLANEOUS
5 FUNCTIONS ASSIGNED BY THE CHIEF OF
6 THE PNP;

7 (B) THE DIRECTORATE FOR
8 INTELLIGENCE SHALL ASSIST AND
9 ADVISE THE CHIEF OF THE PNP IN
10 ATTAINING INTELLIGENCE OBJECTIVES
11 THROUGH EFFECTIVE MANAGEMENT OF
12 ALL INTELLIGENCE AND
13 COUNTERINTELLIGENCE ACTIVITIES OF
14 THE PNP;

15 (C) THE DIRECTORATE FOR
16 OPERATIONS SHALL ASSIST AND ADVISE
17 THE CHIEF OF THE PNP IN THE
18 EXERCISE OF THE COMMAND, CONTROL,
19 DIRECTION, COORDINATION, AND
20 SUPERVISION OF ALL ACTIVITIES

1 CONCERNING OPERATIONS,
2 EMPLOYMENT, AND DEPLOYMENT OF
3 THE PNP;

4 (D) THE DIRECTORATE FOR
5 LOGISTICS SHALL ASSIST AND ADVISE
6 THE CHIEF OF THE PNP IN THE
7 ADMINISTRATION AND MANAGEMENT OF
8 LOGISTICS AND ITS FUNCTIONAL AREAS;

9 (E) THE DIRECTORATE FOR PLANS
10 SHALL ASSIST AND ADVISE THE CHIEF
11 OF THE PNP IN THE AREAS OF PLANS
12 AND PROGRAMS THAT ARE BEYOND THE
13 IMMEDIATE OPERATIONAL AND
14 TACTICAL RANGE. THIS INCLUDES
15 ORGANIZATIONAL AND FORCE
16 DEVELOPMENT, SPECIAL STUDIES,
17 RESEARCH AND PROJECT MANAGEMENT
18 OF INTER-AGENCY AND INTERNATIONAL
19 AFFAIRS, LEGISLATIVE AND OTHER
20 REQUIREMENTS THAT ARE NEEDED FOR

1 THE EFFECTIVE AND EFFICIENT
2 ADMINISTRATION AND OPERATION OF
3 THE PNP;

4 (F) THE DIRECTORATE FOR
5 COMPTROLLERSHIP SHALL ASSIST AND
6 ADVISE THE CHIEF OF THE PNP ON
7 BUDGETING, ACCOUNTING, FINANCIAL
8 MANAGEMENT, AND INTERNAL
9 AUDITING MATTERS;

10 (G) THE DIRECTORATE FOR POLICE
11 COMMUNITY RELATIONS SHALL ASSIST
12 AND ADVISE THE CHIEF OF THE PNP IN
13 PLANNING, DIRECTING, COORDINATING,
14 AND SUPERVISING THE
15 IMPLEMENTATION OF THE SUSTAINABLE
16 PROGRAMS FOR INSTITUTIONAL IMAGE
17 BUILDING; CITIZENS' PARTICIPATION IN
18 THE MAINTENANCE OF PUBLIC ORDER
19 INCLUDING PEACE POLICY FOR SOCIO-
20 ECONOMIC DEVELOPMENT; VALUE

1 ORIENTATION AND CONTINUING
2 EDUCATION; GENDER AWARENESS AND
3 DEVELOPMENT; AND AUXILIARY FORCE
4 MULTIPLIER DEVELOPMENT;

5 (H) THE DIRECTORATE FOR
6 INVESTIGATION AND DETECTIVE
7 MANAGEMENT SHALL ASSIST AND
8 ADVISE THE CHIEF OF THE PNP IN THE
9 INVESTIGATION ACTIVITIES OF THE PNP;

10 (I) THE DIRECTORATE FOR
11 TRAINING, EDUCATION, AND DOCTRINE
12 DEVELOPMENT SHALL ASSIST AND
13 ADVISE THE CHIEF OF THE PNP IN THE
14 FORMULATION OF POLICIES AND IN THE
15 PLANNING, COORDINATION, AND
16 SUPERVISION OF ALL MATTERS
17 PERTAINING TO TRAINING, EDUCATION
18 AND DOCTRINE DEVELOPMENT;

1 (J) THE DIRECTORATE FOR
2 RESEARCH AND DEVELOPMENT SHALL
3 ASSIST AND ADVISE THE CHIEF OF THE
4 PNP IN THE CONDUCT OF RESEARCH
5 AND DEVELOPMENT; TEST AND
6 EVALUATION OF CLOTHING, MATERIAL,
7 VEHICLES, AND EQUIPMENT; ISSUANCE
8 OF ACCREDITATION TO
9 MANUFACTURERS AND SUPPLIERS OF
10 PNP UNIFORMS AND ACCOUTERMENTS;
11 FORMULATION AND IMPLEMENTATION
12 OF PNP POLICIES ON THE WEARING OF
13 PNP UNIFORMS; AND IN THE
14 IMPLEMENTATION AND
15 ADMINISTRATION OF THE PNP SELF-
16 RELIANT DEVELOPMENT POSTURE
17 PROGRAMS, WHICH ARE IMPORTANT TO
18 PEACE AND ORDER AND PUBLIC SAFETY;
19 AND

1 (K) THE DIRECTORATE FOR
2 INFORMATION AND COMMUNICATIONS
3 TECHNOLOGY MANAGEMENT SHALL
4 ASSIST AND ADVISE THE CHIEF OF THE
5 PNP IN THE FORMULATION OF POLICY
6 AND MANAGING INFORMATION,
7 ELECTRONICS AND COMMUNICATIONS
8 TECHNOLOGY RESOURCES TO PROMOTE,
9 DEVELOP AND REGULATE INTEGRATED
10 STRATEGIC ICT SYSTEMS AND RELIABLE
11 AND EFFICIENT COMMUNICATIONS
12 INFRASTRUCTURE. IT SHALL PROVIDE
13 AND MAINTAIN RELIABLE, SECURED,
14 INTEGRATED, AND COST-EFFICIENT
15 INFORMATION TECHNOLOGY AND
16 COMMUNICATIONS SERVICES AND
17 FACILITIES TO ALL PNP OFFICES AND
18 UNITS. IT SHALL LIKEWISE BE
19 RESPONSIBLE FOR THE DESIGN,
20 IMPLEMENTATION AND MAINTENANCE

1 OF THE DATABASE SYSTEM OF THE
2 ORGANIZATION AND THE DEVELOPMENT
3 OF THE ANTI-CYBERCRIME CAPABILITIES
4 OF THE PNP TO ADDRESS THE GROWING
5 INCIDENCE OF CYBERCRIME IN THE
6 COUNTRY.”

7 SEC. 4. A new Section 25-B is hereby inserted in R. A.
8 No. 6975, as amended, to read as follows:

9 “SEC. 25-B. *AREA POLICE COMMANDS*
10 (*APC*). – IN ORDER TO ENHANCE THE
11 CONTROL OF THE CHIEF OF THE PNP,
12 AREA POLICE COMMANDS SHALL BE
13 ESTABLISHED IN CLUSTERED POLICE
14 REGIONAL OFFICES. THE APC SHALL
15 ORCHESTRATE, SUPERVISE, AND
16 CONTROL THE CONDUCT OF
17 INTER-REGIONAL OPERATIONS AGAINST
18 INSURGENCY, TERRORISM, AND OTHER
19 INTERNAL SECURITY THREATS.
20 FURTHER, THE APC SHALL LIKEWISE

1 CONDUCT SEARCH, RESCUE, AND RELIEF
2 OPERATIONS IN TIMES OF CALAMITIES
3 AND OTHER EMERGENCY SITUATIONS
4 WITHIN THEIR RESPECTIVE AREAS OF
5 JURISDICTION. FINALLY, THE APC SHALL
6 SUPPORT THE POLICE REGIONAL
7 OFFICES IN THE CONDUCT OF
8 INTER-REGIONAL ANTI-CRIMINALITY
9 OPERATIONS AND INVESTIGATION.

10 FOR THIS PURPOSE, THE APCs
11 SHALL HAVE ADMINISTRATIVE AND
12 OPERATIONAL CONTROL OVER THE
13 EXISTING REGIONAL MOBILE FORCE
14 BATTALIONS WITHIN THEIR RESPECTIVE
15 AREAS OF RESPONSIBILITY SUBJECT TO
16 THE EXERCISE OF THE POWER OF
17 DELEGATION OF AUTHORITY OF THE
18 CHIEF OF THE PNP.

19 INITIALLY, FIVE (5) APCs SHALL BE
20 ACTIVATED NAMELY:

1 (A) NORTHERN LUZON AREA POLICE
2 COMMAND;

3 (B) SOUTHERN LUZON AREA POLICE
4 COMMAND;

5 (C) VISAYAS AREA POLICE
6 COMMAND;

7 (D) EASTERN MINDANAO AREA
8 POLICE COMMAND; AND

9 (E) WESTERN MINDANAO AREA
10 POLICE COMMAND.”

11 SEC. 5. A new Section 25-C is hereby inserted in R. A.
12 No. 6975, as amended, to read as follows:

13 “SEC. 25-C. *SPECIAL POLICE OFFICES.*
14 – THE PNP SHALL BE SUPPORTED BY
15 SPECIAL POLICE OFFICES WHICH SHALL
16 CONTINUE TO PERFORM THEIR SPECIFIC
17 FUNCTIONS AS FOLLOWS:

18 (A) PHILIPPINE NATIONAL POLICE
19 ACADEMY. – HEADED BY A DIRECTOR
20 WITH THE RANK OF POLICE MAJOR

1 GENERAL, THE PHILIPPINE NATIONAL
2 POLICE ACADEMY SHALL SERVE AS THE
3 PREMIER INSTITUTION FOR POLICE
4 EDUCATION, AND THE PRIMARY SOURCE
5 FOR COMMISSIONSHIP OF POLICE
6 LIEUTENANTS. THE DIRECTOR SHALL BE
7 ASSISTED BY A DEPUTY DIRECTOR AND
8 CHIEF OF STAFF, BOTH WITH THE RANK
9 OF POLICE BRIGADIER GENERAL. THE
10 DIRECTOR SHALL SUPERVISE THE
11 ACADEMICS GROUP AND TACTICS GROUP
12 WHICH SHALL BE HEADED BY A DEAN OF
13 ACADEMICS AND COMMANDANT OF
14 CADETS, RESPECTIVELY, BOTH WITH
15 THE RANK OF POLICE BRIGADIER
16 GENERAL.

17 THE ACADEMY SHALL MAINTAIN
18 AND ENHANCE ITS TRAINING AND
19 ACADEMIC STANDARDS IN THE
20 PERFORMANCE OF ITS FUNCTIONS OF

1 INSTRUCTION, RESEARCH AND
2 EXTENSION, PUBLIC SAFETY, SOCIAL
3 DEFENSE, AND INTERNAL SECURITY. IT
4 SHALL RECOMMEND ITS PLANS,
5 POLICIES, PROGRAMS, CURRICULA, AND
6 STANDARDS OF TEACHING AND
7 TRAINING TO THE CHIEF OF THE PNP
8 FOR APPROVAL OF THE COMMISSION.
9 RELATIVE THERETO, IT SHALL ENJOY
10 AUTONOMY TO BUILD INFRASTRUCTURE,
11 ACQUIRE NECESSARY EQUIPMENT,
12 PROVIDE FOR THE NECESSARY
13 PERSONNEL COMPLEMENT, ESTABLISH
14 ITS CORPS OF PROFESSORS AND
15 INSTRUCTORS, AND RECOMMEND ITS
16 ANNUAL BUDGET TO THE CHIEF OF THE
17 PNP.

18 THERE SHALL BE A CORPS OF
19 PROFESSORS AND INSTRUCTORS IN THE
20 PNPA. THE PNP AND THE COMMISSION,

1 IN CONSULTATION WITH THE CIVIL
2 SERVICE COMMISSION AND OTHER
3 RELEVANT AGENCIES SHALL CREATE,
4 DEVELOP AND IMPLEMENT A SYSTEM OF
5 FACULTY, PLACEMENT, PROMOTION AND
6 DEVELOPMENT IN VIEW OF EDUCATING,
7 TRAINING, AND PREPARING THE FUTURE
8 POLICE COMMISSIONED OFFICERS WITH
9 THE HIGHEST STANDARD OF PERSONAL
10 INTEGRITY AND PROFESSIONAL
11 COMPETENCE. UNIFORMED AND NON-
12 UNIFORMED PERSONNEL MAY BE
13 APPOINTED TO THE CORPS OF
14 PROFESSORS AND INSTRUCTORS UPON
15 THEIR APPLICATION OR UPON THE
16 DIRECTION OF THE CHIEF OF THE PNP.
17 LIKEWISE, CIVILIAN PROFESSORS MAY
18 BE ADMITTED TO THE CORPS OF
19 PROFESSORS AND INSTRUCTORS:
20 *PROVIDED*, THAT THE SALARIES, GRANTS

1 AND BENEFITS, HUMAN RESOURCE
2 DEVELOPMENT PROGRAMS, OTHER
3 INCENTIVES, AND TERMS AND
4 CONDITIONS OF WORK OF THE CORPS OF
5 PROFESSORS AND INSTRUCTORS SHALL
6 BE PROVIDED FOR IN THE GUIDELINES
7 PROMULGATED IN ACCORDANCE WITH
8 THE PROVISIONS OF THIS ACT.

9 THE STUDENT BODY OF THE PNPA
10 SHALL BE KNOWN AS THE CADET CORPS
11 OF THE PHILIPPINE NATIONAL POLICE
12 (CCPNP). THE PNPA SHALL CONDUCT THE
13 ADMISSION PROGRAM AND SELECTION
14 OF CADETS: *PROVIDED*, THAT THE
15 ADMISSION REQUIREMENTS AND
16 QUALIFICATIONS FOR ADMISSION TO
17 THE CADETSHIP PROGRAM AS WELL AS
18 THE ANNUAL QUOTA THEREOF SHALL BE
19 RECOMMENDED BY THE CHIEF OF THE

1 PNP FOR APPROVAL OF THE
2 COMMISSION.

3 (B) STRATEGY MANAGEMENT
4 CENTER – HEADED BY A POLICE
5 BRIGADIER GENERAL, THE CENTER
6 SHALL SERVE AS THE CENTRAL FACILITY
7 OF THE ORGANIZATION IN
8 COORDINATING AND INTEGRATING ALL
9 STRATEGY MANAGEMENT PROCESSES,
10 SUSTAINING ITS STRATEGY EXECUTION
11 AND MANAGEMENT, AND INSTILLING IN
12 THE ORGANIZATION A CULTURE OF
13 STRATEGIC FOCUS.

14 (C) HUMAN RIGHTS AFFAIRS
15 OFFICE – HEADED BY A POLICE
16 BRIGADIER GENERAL, THE OFFICE
17 SHALL SERVE AS A MANAGEMENT
18 FACILITY THAT WILL OVERSEE THE
19 IMPLEMENTATION OF PNP GUIDELINES
20 AND POLICIES ON HUMAN RIGHTS LAWS.

1 (D) PEACE PROCESS AND
2 DEVELOPMENT CENTER – HEADED BY A
3 POLICE BRIGADIER GENERAL, THE
4 CENTER SHALL BE THE OFFICE
5 PRIMARILY RESPONSIBLE IN THE
6 MONITORING OF THE DEVELOPMENT
7 AND IMPLEMENTATION OF PEACE
8 AGREEMENTS AND PERTINENT LAWS.

9 (E) COMMAND CENTER – HEADED
10 BY A POLICE BRIGADIER GENERAL, THE
11 CENTER SHALL BE THE MAIN
12 MONITORING FACILITY OF THE PNP OF
13 ALL EVENTS AFFECTING THE PEACE AND
14 ORDER SITUATION NATIONWIDE. IT
15 SHALL SERVE AS THE MAIN
16 COORDINATING CENTER FOR ALL
17 OPERATING AND SUPPORT UNITS IN
18 PURSUANCE OF PNP LAW
19 ENFORCEMENT, INTERNAL SECURITY,
20 SPECIAL OPERATIONS, AND

1 RECORDS/STATISTICS COMPILATION
2 FUNCTIONS.

3 (F) PUBLIC INFORMATION OFFICE –
4 HEADED BY A POLICE BRIGADIER
5 GENERAL, THE OFFICE SHALL
6 SUPERVISE, EVALUATE, AND MONITOR
7 THE PROVISION OF RELEVANT
8 INFORMATION ON ONGOING PNP
9 PROGRAMS, PROJECTS AND ACTIVITIES
10 TO ENHANCE THE UNDERSTANDING OF
11 THE GENERAL PUBLIC AND ULTIMATELY
12 GAIN COMMUNITY SUPPORT AND ACTIVE
13 PARTICIPATION.

14 (G) LIAISON OFFICE FOR THE
15 OFFICE OF THE PRESIDENT – HEADED BY
16 A POLICE BRIGADIER GENERAL, THE
17 OFFICE SHALL SERVE AS AN EXTENSION
18 OF THE OFFICE OF THE CHIEF OF THE
19 PNP TO ASSIST THE PRESIDENT AND THE
20 EXECUTIVE SECRETARY ON THE

1 DIFFERENT ASPECTS OF LAW
2 ENFORCEMENT AND ACT AS THE MAIN
3 FOCAL POINT OF COORDINATION
4 BETWEEN THE PNP AND THE OFFICE OF
5 THE PRESIDENT.

6 (H) LIAISON OFFICE FOR THE
7 DEPARTMENT OF THE INTERIOR AND
8 LOCAL GOVERNMENT (DILG) – HEADED
9 BY A POLICE BRIGADIER GENERAL, THE
10 OFFICE SHALL ASSIST THE SECRETARY
11 IN HIS CAPACITY AS THE EX-OFFICIO
12 CHAIRPERSON OF THE COMMISSION.

13 (I) LEGISLATIVE AFFAIRS CENTER –
14 HEADED BY A POLICE BRIGADIER
15 GENERAL, THE CENTER SHALL ACT AS
16 THE PERMANENT PNP REPRESENTATIVE
17 DURING CONGRESSIONAL HEARINGS
18 AND DELIBERATIONS AS WELL AS
19 UNDERTAKE NECESSARY ACTIONS TO
20 PURSUE THE PASSAGE OF PNP PRIORITY

1 BILLS AND RELATED BILLS IN THE
2 CONGRESS OF THE PHILIPPINES.

3 (J) OFFICE OF THE POLICE ATTACHÉ
4 – THE OFFICE, UNDER THE
5 DIRECTORATE FOR INTELLIGENCE,
6 SHALL BE COMPOSED OF POLICE
7 ATTACHÉS WITH THE FOLLOWING
8 FUNCTIONS:

9 (1) REPRESENT THE PNP AND THE
10 DILG BEFORE POLICE AND LAW
11 ENFORCEMENT AGENCIES IN FOREIGN
12 JURISDICTIONS;

13 (2) NETWORK WITH POLICE
14 COUNTERPARTS AND LAW
15 ENFORCEMENT AGENCIES OF THE HOST
16 GOVERNMENT;

17 (3) INTELLIGENCE EXCHANGE WITH
18 LOCAL AND FOREIGN COUNTERPARTS TO
19 COMBAT TERRORISM AND
20 TRANSNATIONAL CRIMES;

1 (4) SOCIAL INTERACTION WITH THE
2 DIPLOMATIC COMMUNITY, AS WELL AS
3 MEMBERS OF THE INTERNATIONAL
4 ORGANIZATION;

5 (5) INTELLIGENCE AND
6 COUNTERINTELLIGENCE INITIATIVES;
7 AND

8 (6) PROVIDE TECHNICAL ADVICE TO
9 THE HEAD OF POST ON MATTERS
10 PERTAINING TO LAW ENFORCEMENT
11 AND SECURITY.

12 POLICE ATTACHÉS SHALL BE
13 ASSIGNED TO THE UNITED STATES OF
14 AMERICA, CHINA, FRANCE, INDONESIA,
15 MALAYSIA, SAUDI ARABIA, PAKISTAN,
16 THAILAND, AND IN SUCH FOREIGN
17 JURISDICTIONS WITH WHICH THE
18 PHILIPPINES IS IN COOPERATION WITH
19 ON LAW ENFORCEMENT, EXCHANGE OF
20 INFORMATION, AND ON PREVENTING

1 AND COMBATING CRIMES: *PROVIDED*,
2 THAT THESE COUNTRIES WILL BE
3 SUBJECT TO PERIODIC REVIEWS EVERY
4 THREE (3) YEARS UNLESS THERE WOULD
5 BE A SUPERVENING EVENT THAT WOULD
6 NECESSITATE AN EARLIER REVIEW.

7 POLICE ATTACHÉS OCCUPYING THE
8 POSITION OF POLICE OFFICER AND
9 DIPLOMAT SHALL HAVE THE RANK OF
10 POLICE COLONEL: *PROVIDED*, THAT THE
11 POLICE ATTACHÉ IN WASHINGTON,
12 DISTRICT OF COLUMBIA, UNITED STATES
13 OF AMERICA SHALL HAVE THE RANK OF
14 POLICE BRIGADIER GENERAL: *PROVIDED*,
15 *FURTHER*, THAT POLICE ATTACHÉS
16 SHALL HAVE A MAXIMUM TERM OF
17 THREE (3) YEARS PER POST.”

1 SEC. 6. Section 26 of R. A. No. 6975, as amended by
2 R. A. No. 11200, is hereby further amended to read as
3 follows:

4 “SEC. 26. *Powers, Functions and Term of*
5 *Office of the PNP Chief.* – THE COMMAND
6 AND DIRECTION OF THE PNP SHALL BE
7 VESTED IN THE CHIEF OF THE PNP WHO
8 SHALL HAVE THE POWER TO DESIGNATE
9 AND ASSIGN PNP OFFICERS TO KEY
10 POSITIONS AS PROVIDED IN THIS ACT:
11 *PROVIDED*, THAT THE MEMBERS OF THE
12 COMMAND GROUP SHALL BE SELECTED
13 FROM AMONG THE MOST SENIOR AND
14 QUALIFIED OFFICERS IN THE SERVICE.

15 The [~~command and direction of the PNP~~
16 ~~shall be vested in the~~] Chief of the PNP [~~who~~]
17 shall have the power to direct and control
18 tactical as well as strategic movements,
19 deployment, placement, utilization of the PNP
20 or any of its units and personnel, including its

1 equipment, facilities and other resources. Such
2 command and direction of the Chief of the PNP
3 may be delegated to subordinate officials with
4 respect to the units under their respective
5 commands, in accordance with the rules and
6 regulations prescribed by the Commission. The
7 Chief of the PNP shall also have the power to
8 issue detailed implementing policies and
9 instructions regarding personnel, funds,
10 properties, records, correspondence and such
11 other matters as may be necessary to
12 effectively carry out the functions, powers and
13 duties of the Bureau.

14 TO ENHANCE POLICE OPERATIONAL
15 EFFICIENCY AND EFFECTIVENESS,
16 SUSTAIN THE ATTAINMENT OF
17 INCREASED POLICE VISIBILITY, AND
18 OPTIMIZED DELIVERY OF POLICE
19 SERVICES, THE CHIEF OF THE PNP MAY
20 CONSTITUTE, ABOLISH, MODIFY, OR

1 MERGE PNP UNITS AND OFFICES OR
2 OTHERWISE IMPLEMENT NECESSARY
3 ADJUSTMENTS IN THE ORGANIZATIONAL
4 STRUCTURE, STAFFING, FUNCTIONS,
5 AND FUNCTIONAL RELATIONSHIPS
6 INCLUDING THE CORRESPONDING
7 CHANGES IN THE NUMBER AND
8 DISTRIBUTION OF RANKS UPON
9 APPROVAL OF THE COMMISSION:
10 *PROVIDED*, THAT NO OFFICE HEADED BY
11 A POLICE BRIGADIER GENERAL OR
12 HIGHER SHALL BE CREATED UNLESS
13 PROVIDED BY LAW.

14 The Chief of the PNP shall be appointed
15 by the President from among the senior officers
16 down to the rank of Police Brigadier General
17 [~~subject to confirmation by the Commission on~~
18 ~~Appointments~~]: *Provided*, That the Chief of the
19 PNP shall serve a FIXED term of office OF [~~not~~
20 ~~to exceed four (4)~~] TWO (2) years AND SHALL

1 BE COMPULSORILY RETIRED AT THE
2 MAXIMUM TENURE IN POSITION HEREIN
3 PRESCRIBED OR IS OTHERWISE
4 RELIEVED FROM OFFICE BY THE
5 PRESIDENT: *PROVIDED, FURTHER*, That in
6 times of war or other national emergency
7 declared by Congress, the President may
8 extend such term of office.”

9 SEC. 7. Section 29 of R. A. No. 6975, as amended by
10 R. A. No. 11200, is hereby further amended to read as
11 follows:

12 “SEC. 29. Key Positions. – The head of the
13 PNP with the rank of Police General shall have
14 the position title of Chief of the PNP AND
15 SHALL BE ASSISTED BY A SENIOR
16 EXECUTIVE ASSISTANT WITH THE RANK
17 OF POLICE BRIGADIER GENERAL.

18 The second in command of the PNP with
19 the rank of Police Lieutenant General shall ~~be~~
20 HAVE the POSITION TITLE OF Deputy Chief

1 of the PNP for Administration. The third in
2 command with the rank also of Police
3 Lieutenant General shall ~~[be]~~ HAVE the
4 POSITION TITLE OF Deputy Chief of the PNP
5 for Operations.

6 At the national office, the head of the
7 directorial staff with the rank of Police
8 Lieutenant General shall ~~[be]~~ HAVE ~~[known~~
9 ~~as]~~ THE POSITION TITLE OF Chief of the
10 Directorial Staff of the PNP AND SHALL BE
11 ASSISTED BY A SECRETARY TO THE
12 DIRECTORIAL STAFF WITH THE RANK OF
13 POLICE BRIGADIER GENERAL.

14 The heads of the various ~~[staff-divisions~~
15 ~~in the]~~ directorial staff shall have the rank of
16 Police Major General with the position title of
17 Director of the Directorial Staff of their
18 respective functional divisions. THEY SHALL
19 BE ASSISTED BY A DEPUTY DIRECTOR
20 AND EXECUTIVE OFFICER, BOTH WITH

1 THE RANK OF POLICE BRIGADIER
2 GENERAL. [~~The head of the Inspectorate~~
3 ~~Division with the rank of chief superintendent~~
4 ~~shall assume the position title of Inspector~~
5 ~~General.] [~~The heads of the administrative and~~
6 ~~operational support divisions shall have the~~
7 ~~rank of Police Brigadier General.]~~~~

8 THE HEADS OF AREA POLICE
9 OFFICES WITH THE RANK OF POLICE
10 LIEUTENANT GENERAL SHALL HAVE THE
11 POSITION TITLE OF COMMANDER AND
12 SHALL BE ASSISTED BY A DEPUTY
13 COMMANDER AND CHIEF OF STAFF,
14 BOTH WITH THE RANK OF POLICE
15 BRIGADIER GENERAL.

16 THE HEADS AND COMMAND GROUP
17 OF NATIONAL ADMINISTRATIVE AND
18 SUPPORT UNITS SHALL HAVE THE RANK
19 AND POSITION TITLE AS PROVIDED IN
20 THIS ACT.

1 THE HEADS OF SPECIAL POLICE
2 OFFICES WITH THE RANK OF POLICE
3 BRIGADIER GENERAL SHALL HAVE THE
4 POSITION TITLE OF CHIEF OF THEIR
5 RESPECTIVE OFFICE AND SHALL BE
6 ASSISTED BY AN ASSISTANT CHIEF WITH
7 THE RANK OF POLICE COLONEL.

8 The head of the NCRPO with the rank of
9 Police Major General OR HIGHER shall
10 assume the position title of NCRPO
11 REGIONAL Director AND SHALL BE
12 ASSISTED BY A DEPUTY REGIONAL
13 DIRECTOR FOR ADMINISTRATION,
14 DEPUTY REGIONAL DIRECTOR FOR
15 OPERATIONS, AND CHIEF OF REGIONAL
16 STAFF, ALL WITH THE RANK OF POLICE
17 BRIGADIER GENERAL.

18 The heads of ~~the~~ OTHER POLICE
19 regional offices with the rank of Police
20 Brigadier General shall assume the position

1 title of Regional Director AND SHALL BE
2 ASSISTED BY A DEPUTY REGIONAL
3 DIRECTOR FOR ADMINISTRATION WITH
4 THE RANK OF POLICE BRIGADIER
5 GENERAL, AND DEPUTY REGIONAL
6 DIRECTOR FOR OPERATIONS AND CHIEF
7 OF REGIONAL STAFF, BOTH WITH THE
8 RANK OF POLICE COLONEL.

9 The heads of the [~~NCR~~] POLICE
10 districtS [~~offices~~] ESTABLISHED IN THE
11 NCR AND IN OTHER METROPOLITAN
12 AREAS with the rank of Police Brigadier
13 General shall have the position title of District
14 Director[-] AND SHALL BE ASSISTED BY A
15 DEPUTY DISTRICT DIRECTOR FOR
16 ADMINISTRATION, DEPUTY DISTRICT
17 DIRECTOR FOR OPERATIONS, AND CHIEF
18 OF STAFF, ALL WITH THE RANK OF
19 POLICE COLONEL.

1 The heads of POLICE provincial offices
2 with the rank of Police Colonel shall be known
3 as Provincial Director.

4 THE HEADS OF CITY POLICE
5 OFFICES WITH THE RANK OF POLICE
6 COLONEL SHALL HAVE THE POSITION
7 TITLE OF CITY DIRECTOR.

8 The heads of the POLICE districtS
9 [~~offices~~] with the rank of Police Lieutenant
10 Colonel shall have the position title of District
11 Director.

12 The heads of the POLICE STATIONS IN
13 THE CITY LEVEL WITH THE RANK OF AT
14 LEAST POLICE LIEUTENANT COLONEL
15 [~~municipality~~] or IN THE MUNICIPAL [~~city~~
16 ~~offices~~] LEVEL with the rank of AT LEAST
17 Police Major shall be known as Chief of Police.”

18 SEC. 8. A new Section 30-A is hereby inserted in R. A.

19 No. 6975, as amended, to read as follows:

1 “SEC. 30-A. *PHILIPPINE NATIONAL*
2 *POLICE ACADEMY CADETS.* – ALL CADETS
3 OF THE PHILIPPINE NATIONAL POLICE
4 ACADEMY (PNPA) SHALL BE APPOINTED
5 BY THE CHIEF OF THE PNP, OR UPON HIS
6 AUTHORITY, BY THE PNPA DIRECTOR.
7 THEY SHALL HOLD THE POSITION OF
8 POLICE CADET, IN TEMPORARY STATUS,
9 WHICH SHALL BE RENEWED EVERY YEAR
10 UNTIL THEIR GRADUATION OR
11 SEPARATION FROM THE ACADEMY FOR
12 JUST CAUSE IN ACCORDANCE WITH
13 EXISTING LAWS, RULES AND
14 REGULATIONS, WHICHEVER COMES
15 FIRST. POLICE CADETS SHALL BE
16 ENTITLED TO ALL SALARIES, BENEFITS
17 AND OTHER EMOLUMENTS GIVEN TO A
18 POLICE EXECUTIVE MASTER SERGEANT.”

1 SEC. 9. Section 31 of R. A. No. 6975, as amended by
2 R. A. No. 11200, is hereby further amended to read as
3 follows:

4 “SEC. 31. *Appointment of PNP Officers*
5 *and Members.* – The appointment of the officers
6 and members of the PNP shall be effected in
7 the following manner:

8 (a) Patrolman/Patrolwoman to Police
9 Executive Master Sergeant. – Appointed by the
10 PNP regional director for regional personnel,
11 APC COMMANDER FOR APC PERSONNEL,
12 DIRECTOR OF NATIONAL SUPPORT UNITS
13 FOR NATIONAL SUPPORT UNIT
14 PERSONNEL, or by the Chief of the PNP for
15 the national headquarters personnel and
16 attested by the Civil Service Commission;

17 (b) Police Lieutenant to Police
18 Lieutenant Colonel. – Appointed by the Chief of
19 the PNP, as recommended by their immediate

1 superiors, and attested by the Civil Service
2 Commission;

3 (c) Police Colonel to Police Lieutenant
4 General. – Appointed by the President upon
5 recommendation of the Chief of the PNP, with
6 proper endorsement by the [~~Chairman of the~~
7 [~~Civil Service~~] Commission [~~and subject to~~
8 ~~confirmation by the Commission on~~
9 ~~Appointments~~]; and

10 (d) Police General. – Appointed by the
11 President TO THE POSITION OF CHIEF OF
12 THE PNP. [~~from among the senior officers~~
13 ~~down to the rank of Police Brigadier General in~~
14 ~~the service, subject to confirmation by the~~
15 ~~Commission on Appointments: *Provided, That*~~
16 ~~the Chief of the PNP shall serve a tour of duty~~
17 ~~not to exceed four (4) years: *Provided, further,*~~
18 ~~That, in times of war or other national~~
19 ~~emergency declared by Congress, the President~~
20 ~~may extend such tour of duty.]”~~

1 SEC. 10. Section 32 of R. A. No. 8551, is hereby
2 amended to read as follows:

3 “SEC. 32. *Promotion by Virtue of Position.*

4 – Any PNP personnel designated to any key
5 position whose rank is lower than that which is
6 required for such position shall, [~~after six (6)~~
7 ~~months of occupying the same~~] UPON
8 RECOMMENDATION BY THE
9 COMMISSION, be entitled to a rank
10 adjustment corresponding to the position:
11 [~~Provided, That the personnel shall not be~~
12 ~~reassigned to a position calling for a higher~~
13 ~~rank until after two (2) years from the date of~~
14 ~~such rank adjustment~~]: *Provided, [further,]*
15 That any personnel designated to the position
16 who does not possess the established minimum
17 qualifications therefor shall occupy the same
18 temporarily for not more than six (6) months
19 without reappointment or extension.”

1 SEC. 11. Section 33 of R. A. No. 6975, as amended by
2 R. A. No. 11200, is hereby further amended to read as
3 follows:

4 “SEC. 33. *Lateral Entry of Officers into the*
5 *PNP.* – In general, all original appointments of
6 commissioned officers in the PNP shall
7 commence with the rank of Police Lieutenant,
8 to include all those with highly technical
9 qualifications applying for the PNP technical
10 services: *PROVIDED*, THAT DOCTORS OF
11 MEDICINE, MEMBERS OF THE PHILIPPINE
12 BAR, PRIESTS/PASTORS/IMAMS, AND
13 LICENSED AIRCRAFT PILOTS SHALL BE
14 APPOINTED TO THE RANK OF POLICE
15 CAPTAIN IN THEIR PARTICULAR
16 TECHNICAL SERVICE: *PROVIDED*,
17 *FURTHER*, THAT THE POLICE
18 COMMISSIONED OFFICERS WHO ARE
19 RECRUITED VIA THE LATERAL ENTRY
20 FOR TECHNICAL OFFICERS PROGRAM

1 SHALL EXCLUSIVELY SERVE THE
2 OFFICE/UNIT WHERE HE/SHE WAS
3 ACCEPTED AND MUST ACQUIRE OR
4 PURSUE TRAINING RELATED TO HIS/HER
5 FIELD OF EXPERTISE IN PURSUIT OF
6 EXCELLENCE. [~~such as dentists,~~
7 ~~optometrists, nurses, engineers, and graduates~~
8 ~~of forensic sciences. Doctors of medicine,~~
9 ~~members of the Bar, and chaplains shall be~~
10 ~~appointed to the rank of senior inspector in~~
11 ~~their particular technical service. Graduates of~~
12 ~~the Philippine National Police Academy~~
13 ~~(PNPA) shall be automatically appointed to the~~
14 ~~initial rank of inspector. Licensed~~
15 ~~criminologists may be appointed to the rank of~~
16 ~~inspector to fill up any vacancy after~~
17 ~~promotions from the ranks are completed.]~~

18 IN THE LATERAL ENTRY FOR LINE
19 OFFICERS PROGRAM, LICENSED
20 CRIMINOLOGISTS, OTHER

1 PROFESSIONALS WHO HAVE LICENSES
2 ISSUED BY THE PROFESSIONAL
3 REGULATION COMMISSION OR THOSE
4 WITH ELIGIBILITY ISSUED BY THE
5 COMMISSION MAY BE APPOINTED TO THE
6 RANK OF POLICE LIEUTENANT TO FILL
7 UP VACANCIES IN THE PNP LINE UNITS:
8 *PROVIDED,* THAT LICENSED
9 CRIMINOLOGISTS AND OTHER PRC
10 LICENSED PROFESSIONALS, TO INCLUDE
11 THOSE WITH ELIGIBILITY ISSUED BY THE
12 COMMISSION WHO ARE APPLYING FOR
13 LATERAL ENTRY LINE OFFICERSHIP, ARE
14 ALREADY MEMBERS OF THE PNP WITH A
15 RANK OF AT LEAST POLICE STAFF
16 SERGEANT FOR UNIFORMED PERSONNEL
17 OR AT LEAST SALARY GRADE 14 FOR NUP
18 AND HAVE SERVED THE ORGANIZATION
19 FOR AT LEAST FIVE (5) YEARS: *PROVIDED,*
20 *FURTHER,* THAT THESE POLICE

1 LIEUTENANTS IN THE LINE SERVICES
2 SHALL SERVE AT LEAST FIVE (5) YEARS
3 IN THE LINE OFFICES/UNITS THEY
4 OPTED TO JOIN BEFORE THEY CAN SEEK
5 REASSIGNMENT TO OTHER LINE
6 OFFICES/UNITS.

7 GRADUATES OF THE PNPA SHALL BE
8 AUTOMATICALLY APPOINTED TO THE
9 INITIAL RANK OF POLICE LIEUTENANT.”

10 SEC. 12. Section 35 of R. A. 6975, as amended, is
11 hereby further amended to read as follows:

12 “SEC. 35. *NATIONAL Support Units.* –
13 ~~[The PNP shall be supported by administrative~~
14 ~~and operational support units. The~~
15 ~~administrative support units shall consist of~~
16 ~~the Crime Laboratory, Logistics Unit,~~
17 ~~Communications Unit, Computer Center,~~
18 ~~Finance Center and Civil Security Unit. The~~
19 ~~operational support units shall be composed of~~
20 ~~the Maritime Police Unit, Police Intelligence~~

1 ~~Unit, Police Security Unit, Criminal~~
2 ~~Investigation Unit, Special Action Force,~~
3 ~~Narcotics Unit, Aviation Security Unit, Traffic~~
4 ~~Management Unit, the Medical and Dental~~
5 ~~Centers and the Civil Relations Unit. To~~
6 ~~enhance police operational efficiency and~~
7 ~~effectiveness, the Chief of the PNP may~~
8 ~~constitute such other support units as may be~~
9 ~~necessary subject to the approval of the~~
10 ~~Commission: *Provided*, That no support unit~~
11 ~~headed by a chief superintendent or a higher~~
12 ~~rank can be created unless provided by law.~~

13 ~~(a) Administrative Support Units.—~~

14 ~~(1) Crime Laboratory. There shall be~~
15 ~~established a central Crime Laboratory to be~~
16 ~~headed by a Director with the rank of chief~~
17 ~~superintendent, which shall provide scientific~~
18 ~~and technical investigative aid and support to~~
19 ~~the PNP and other government investigative~~
20 ~~agencies.~~

1 ~~It shall also provide crime laboratory~~
2 ~~examination, evaluation and identification of~~
3 ~~physical evidences involved in crimes with~~
4 ~~primary emphasis on their medical, chemical,~~
5 ~~biological and physical nature.~~

6 ~~There shall likewise be established~~
7 ~~regional and city crime laboratories as may be~~
8 ~~necessary in all regions and cities of the~~
9 ~~country.~~

10 ~~(2) Logistics Unit. Headed by a Director~~
11 ~~with the rank of chief superintendent, the~~
12 ~~Logistics Unit shall be responsible for the~~
13 ~~procurement, distribution and management of~~
14 ~~all the logistical requirements of the PNP~~
15 ~~including firearms and ammunition.~~

16 ~~(3) Communications Unit. Headed by a~~
17 ~~Director with the rank of chief superintendent,~~
18 ~~the Communications Unit shall be responsible~~
19 ~~for establishing an effective police~~
20 ~~communications network.~~

1 ~~(4) Computer Center. Headed by a~~
2 ~~Director with the rank of chief superintendent,~~
3 ~~the Computer Center shall be responsible for~~
4 ~~the design, implementation and maintenance~~
5 ~~of a database system for the PNP.~~

6 ~~(5) Finance Center. Headed by a Director~~
7 ~~with the rank of chief superintendent, the~~
8 ~~Finance Center shall be responsible for~~
9 ~~providing finance services to the PNP.~~

10 ~~(6) Civil Security Unit. Headed by a~~
11 ~~Director with the rank of chief superintendent,~~
12 ~~the Civil Security Unit shall provide~~
13 ~~administrative services and general~~
14 ~~supervision over the organization, business~~
15 ~~operation and activities of all organized private~~
16 ~~detectives, watchmen, security guard agencies~~
17 ~~and company guard forces.~~

18 ~~The unit shall likewise supervise the~~
19 ~~licensing and registration of firearms and~~
20 ~~explosives.~~

1 ~~The approval of applications for licenses~~
2 ~~to operate private security agencies, as well as~~
3 ~~the issuance of licenses to security guards and~~
4 ~~the licensing of firearms and explosives, shall~~
5 ~~be decentralized to the PNP regional offices.~~

6 ~~b) Operational Support Units.—~~

7 ~~(1) Maritime Police Unit. Headed by a~~
8 ~~Director with the rank of chief superintendent,~~
9 ~~the Maritime Police Unit shall perform all~~
10 ~~police functions over Philippine territorial~~
11 ~~waters and rivers.~~

12 ~~(2) Police Intelligence Unit. Headed by a~~
13 ~~Director with the rank of chief superintendent,~~
14 ~~the Police Intelligence Unit shall serve as the~~
15 ~~intelligence and counterintelligence operating~~
16 ~~unit of the PNP.~~

17 ~~(3) Police Security Unit. Headed by a~~
18 ~~Director with the rank of chief superintendent,~~
19 ~~the Police Security Unit shall provide security~~
20 ~~for government officials, visiting dignitaries~~

1 ~~and private individuals authorized to be given~~
2 ~~protection.~~

3 ~~(4) Criminal Investigation Unit. Headed~~
4 ~~by a Director with the rank of chief~~
5 ~~superintendent, the Criminal Investigation~~
6 ~~Unit shall undertake the monitoring,~~
7 ~~investigation and prosecution of all crimes~~
8 ~~involving economic sabotage, and other crimes~~
9 ~~of such magnitude and extent as to indicate~~
10 ~~their commission by highly placed or~~
11 ~~professional criminal syndicates and~~
12 ~~organizations.~~

13 ~~This unit shall likewise investigate all~~
14 ~~major cases involving violations of the Revised~~
15 ~~Penal Code and operate against organized~~
16 ~~crime groups, unless the President assigns the~~
17 ~~case exclusively to the National Bureau of~~
18 ~~Investigation (NBI).~~

19 ~~(5) Special Action Force. Headed by a~~
20 ~~Director with the rank of chief superintendent,~~

1 ~~the Special Action Force shall function as a~~
2 ~~mobile strike force or reaction unit to augment~~
3 ~~regional, provincial, municipal and city police~~
4 ~~forces for civil disturbance control,~~
5 ~~counterinsurgency, hostage taking, rescue~~
6 ~~operations, and other special operations.~~

7 ~~(6) Narcotics Unit. Headed by a Director~~
8 ~~with the rank of chief superintendent, the~~
9 ~~Narcotics Unit shall enforce all laws relative to~~
10 ~~the protection of the citizenry against~~
11 ~~dangerous and other prohibited drugs and~~
12 ~~substances.~~

13 ~~(7) Aviation Security Unit. Headed by a~~
14 ~~Director with the rank of chief superintendent,~~
15 ~~the Aviation Security Unit, in coordination~~
16 ~~with airport authorities, shall secure all the~~
17 ~~country's airports against offensive and~~
18 ~~terroristic acts that threaten civil aviation,~~
19 ~~exercise operational control and supervision~~
20 ~~over all agencies involved in airport security~~

1 ~~operation, and enforce all laws and regulations~~
2 ~~relative to air travel protection and security.~~

3 ~~(8) Traffic Management Unit. Headed by~~
4 ~~a Director with the rank of chief~~
5 ~~superintendent, the Traffic Management Unit~~
6 ~~shall enforce traffic laws and regulations.~~

7 ~~(9) Medical and Dental Centers. Headed~~
8 ~~by a Director with the rank of chief~~
9 ~~superintendent, the Medical and Dental~~
10 ~~Centers shall be responsible for providing~~
11 ~~medical and dental services for the PNP.~~

12 ~~(10) Civil Relations Unit. Headed by a~~
13 ~~Director with the rank of chief superintendent,~~
14 ~~the Civil Relations Unit shall implement plans~~
15 ~~and programs that will promote community~~
16 ~~and citizens' participation in the maintenance~~
17 ~~of peace and order and public safety.]~~

18 THE NATIONAL ADMINISTRATIVE
19 AND OPERATIONAL SUPPORT UNITS

1 SHALL INITIALLY CONSIST OF THE
2 FOLLOWING:

3 (A) NATIONAL ADMINISTRATIVE
4 SUPPORT UNITS. –

5 (1) NATIONAL POLICE TRAINING
6 INSTITUTE. – HEADED BY A DIRECTOR
7 WITH THE RANK OF POLICE MAJOR
8 GENERAL, THE NATIONAL POLICE
9 TRAINING INSTITUTE SHALL BE
10 RESPONSIBLE FOR THE MANDATORY
11 AND LEADERSHIP TRAININGS OF ALL
12 POLICE NON-COMMISSIONED OFFICERS.
13 THE DIRECTOR SHALL BE ASSISTED BY A
14 DEPUTY DIRECTOR WITH THE RANK OF
15 POLICE BRIGADIER GENERAL AND CHIEF
16 OF STAFF, BOTH WITH THE RANK OF
17 POLICE COLONEL.

18 (2) LOGISTICS SUPPORT SERVICE. –
19 HEADED BY A DIRECTOR WITH THE RANK
20 OF POLICE BRIGADIER GENERAL, THE

1 LOGISTICS SUPPORT SERVICE SHALL BE
2 RESPONSIBLE FOR THE PROCUREMENT,
3 DISTRIBUTIONS, AND MANAGEMENT OF
4 ALL THE LOGISTICAL REQUIREMENTS OF
5 THE PNP INCLUDING FIREARMS AND
6 AMMUNITION. THE DIRECTOR SHALL BE
7 ASSISTED BY A DEPUTY DIRECTOR AND
8 CHIEF OF STAFF, BOTH WITH THE RANK
9 OF POLICE COLONEL.

10 (3) COMMUNICATIONS AND
11 ELECTRONICS SERVICE. – HEADED BY A
12 DIRECTOR WITH THE RANK OF POLICE
13 BRIGADIER GENERAL, THE
14 COMMUNICATIONS AND ELECTRONICS
15 SERVICE SHALL BE RESPONSIBLE FOR
16 ESTABLISHING AN EFFECTIVE POLICE
17 COMMUNICATIONS NETWORK. THE
18 DIRECTOR SHALL BE ASSISTED BY A
19 DEPUTY DIRECTOR AND CHIEF OF STAFF,

1 BOTH WITH THE RANK OF POLICE
2 COLONEL.

3 (4) INFORMATION AND TECHNOLOGY
4 MANAGEMENT AND CYBERSECURITY
5 SERVICE. – HEADED BY A DIRECTOR
6 WITH THE RANK OF POLICE BRIGADIER
7 GENERAL, THE INFORMATION AND
8 TECHNOLOGY MANAGEMENT SERVICE
9 SHALL BE RESPONSIBLE FOR THE
10 DESIGN, IMPLEMENTATION, AND
11 MAINTENANCE OF A DATABASE SYSTEM
12 FOR THE PNP. IT SHALL ALSO BE
13 RESPONSIBLE FOR THE
14 ESTABLISHMENT, MAINTENANCE, AND
15 UPGRADING OF INTERNAL
16 CYBERSECURITY MEASURES OF THE
17 PNP. THE DIRECTOR SHALL BE ASSISTED
18 BY A DEPUTY DIRECTOR FOR
19 ADMINISTRATION WITH THE RANK OF
20 POLICE COLONEL, DEPUTY DIRECTOR

1 FOR INFORMATION AND TECHNOLOGY
2 MATTERS WHO IS A NON-UNIFORMED
3 PERSONNEL WITH AT LEAST SALARY
4 GRADE 25, AND CHIEF OF STAFF WITH
5 THE RANK OF POLICE COLONEL.

6 (5) FINANCE SERVICE. – HEADED BY
7 A DIRECTOR WITH THE RANK OF POLICE
8 BRIGADIER GENERAL, THE FINANCE
9 SERVICE SHALL BE RESPONSIBLE FOR
10 PROVIDING FINANCE SERVICES TO THE
11 PNP. THE DIRECTOR SHALL BE ASSISTED
12 BY A DEPUTY DIRECTOR AND CHIEF OF
13 STAFF, BOTH WITH THE RANK OF POLICE
14 COLONEL.

15 (6) HEALTH SERVICE. – HEADED BY A
16 DIRECTOR WITH THE RANK OF POLICE
17 BRIGADIER GENERAL, THE HEALTH
18 SERVICE SHALL BE RESPONSIBLE FOR
19 PROVIDING MEDICAL AND DENTAL
20 SERVICES FOR THE PNP. THE DIRECTOR

1 SHALL BE ASSISTED BY A DEPUTY
2 DIRECTOR AND CHIEF OF STAFF, BOTH
3 WITH THE RANK OF POLICE COLONEL.

4 (7) TRAINING SERVICE. – HEADED BY
5 A DIRECTOR WITH THE RANK OF POLICE
6 BRIGADIER GENERAL, THE TRAINING
7 SERVICE SHALL BE RESPONSIBLE FOR
8 CONDUCTING TRAINING COURSES
9 GEARED TOWARDS SKILLS
10 ENHANCEMENT, INTELLECTUAL
11 ADVANCEMENT, AND MORAL
12 TRANSFORMATION OF PNP PERSONNEL
13 VITAL TO THE PURSUIT OF A
14 RESPECTABLE AND RESPONSIVE POLICE
15 FORCE. THE DIRECTOR SHALL BE
16 ASSISTED BY A DEPUTY DIRECTOR AND
17 CHIEF OF STAFF, BOTH WITH THE RANK
18 OF POLICE COLONEL.

19 (8) RETIREMENT AND BENEFITS
20 ADMINISTRATION SERVICE. – HEADED BY

1 A DIRECTOR WITH THE RANK OF POLICE
2 BRIGADIER GENERAL, THE PNP
3 RETIREMENT AND BENEFITS
4 ADMINISTRATION SERVICE SHALL BE
5 RESPONSIBLE FOR ADMINISTERING THE
6 RETIREMENT, SEPARATION, AND DEATH
7 BENEFITS OF PNP PERSONNEL AS WELL
8 AS THE IMPLEMENTATION OF PLANS
9 AND PROGRAMS TO UPLIFT THE MORALE
10 AND WELFARE OF THE PNP RETIREES
11 AND THEIR BENEFICIARIES. THE
12 DIRECTOR SHALL BE ASSISTED BY A
13 DEPUTY DIRECTOR AND CHIEF OF STAFF,
14 BOTH WITH THE RANK OF POLICE
15 COLONEL.

16 (9) HEADQUARTERS SUPPORT
17 SERVICE. – HEADED BY A DIRECTOR
18 WITH THE RANK OF POLICE BRIGADIER
19 GENERAL, THE HEADQUARTERS
20 SUPPORT SERVICE SHALL BE

1 RESPONSIBLE FOR PROVIDING GENERAL
2 HOUSEKEEPING AND CAMP SECURITY
3 SERVICES TO THE NATIONAL
4 HEADQUARTERS OF THE PNP. THE
5 DIRECTOR SHALL BE ASSISTED BY A
6 DEPUTY DIRECTOR FOR
7 ADMINISTRATION, DEPUTY DIRECTOR
8 FOR OPERATIONS, AND CHIEF OF STAFF,
9 ALL WITH THE RANK OF POLICE
10 COLONEL.

11 (10) CHAPLAIN SERVICE. – HEADED
12 BY A DIRECTOR WITH THE RANK OF
13 POLICE BRIGADIER GENERAL, THE
14 CHAPLAIN SERVICE SHALL BE
15 RESPONSIBLE FOR PROVIDING
16 SPIRITUAL AND OTHER COUNSELING
17 SERVICES FOR THE MORAL GROWTH AND
18 ENHANCEMENT OF PNP PERSONNEL AND
19 DEPENDENTS. THE DIRECTOR SHALL BE
20 ASSISTED BY A DEPUTY DIRECTOR AND

1 CHIEF OF STAFF, BOTH WITH THE RANK
2 OF POLICE COLONEL.

3 (11) ENGINEERING SERVICE. –
4 HEADED BY A DIRECTOR WITH THE RANK
5 OF POLICE BRIGADIER GENERAL, THE
6 ENGINEERING SERVICE SHALL BE
7 RESPONSIBLE FOR THE OVERALL
8 PLANNING, IMPLEMENTATION,
9 SUPERVISION, AND EVALUATION OF ALL
10 PNP ENGINEERING PROGRAMS, SUCH AS
11 CONSTRUCTION AND REPAIR PROJECTS,
12 LAND UTILIZATION PROJECTS, HOUSING
13 AND QUARTERING PROJECTS, AND
14 OTHER RELATED ACTIVITIES. THE
15 DIRECTOR SHALL BE ASSISTED BY A
16 DEPUTY DIRECTOR AND CHIEF OF STAFF,
17 BOTH WITH THE RANK OF POLICE
18 COLONEL.

19 (12) LEGAL SERVICE. – HEADED BY A
20 DIRECTOR WITH THE RANK OF POLICE

1 MAJOR GENERAL, THE LEGAL SERVICE
2 SHALL SERVE AS THE LEGAL ARM OF
3 THE PNP, ASSIST IN CRIMINAL
4 INVESTIGATION AND PROSECUTION, ACT
5 AS LEGAL COUNSEL OF THE CHIEF OF
6 THE PNP, REPRESENT SUBORDINATE
7 POLICE OFFICES AND HEADS THEREOF
8 IN CIVIL, CRIMINAL AND
9 ADMINISTRATIVE PROCEEDINGS
10 ARISING FROM SERVICE-CONNECTED
11 CASES, AND RENDER LEGAL OPINION ON
12 POLICE OPERATIONS AND
13 ADMINISTRATION. THE DIRECTOR SHALL
14 BE ASSISTED BY A DEPUTY DIRECTOR
15 WITH THE RANK OF POLICE BRIGADIER
16 GENERAL AND CHIEF OF STAFF WITH
17 THE RANK OF POLICE COLONEL.

18 (13) RECRUITMENT AND SELECTION
19 SERVICE. – HEADED BY A DIRECTOR
20 WITH THE RANK OF POLICE BRIGADIER

1 GENERAL, THE RECRUITMENT AND
2 SELECTION SERVICE SHALL
3 INSTITUTIONALIZE THE
4 IMPLEMENTATION OF THE PNP
5 RECRUITMENT AND SELECTION
6 PROGRAM TO ENSURE THE ENTRY AND
7 EQUAL REPRESENTATION OF QUALIFIED
8 AND COMPETENT UNIFORMED
9 PERSONNEL IN THE PNP, REGARDLESS
10 OF SEX, ETHNIC ORIGIN, RELIGIOUS
11 BELIEF, POLITICAL AFFILIATION, AND
12 SOCIAL CLASS: *PROVIDED*, THAT ACTIVE
13 RECRUITMENT ALL OVER THE COUNTRY
14 SHALL BE CONDUCTED. THE DIRECTOR
15 SHALL BE ASSISTED BY A DEPUTY
16 DIRECTOR AND CHIEF OF STAFF, BOTH
17 WITH THE RANK OF POLICE COLONEL.

18 (14) FUTURES THINKING OFFICE. –
19 HEADED BY A DIRECTOR WITH THE RANK
20 OF POLICE BRIGADIER GENERAL, THE

1 FUTURES THINKING OFFICE SHALL
2 STRATEGICALLY ANTICIPATE, PREPARE,
3 AND TRAIN PNP PERSONNEL FOR
4 EMERGING CHALLENGES,
5 TECHNOLOGICAL ADVANCEMENTS, AND
6 EVOLVING CRIMINAL PATTERNS, AND
7 OTHER FUTURE SCENARIOS THAT WILL
8 ENHANCE PUBLIC ORDER AND SAFETY,
9 AND LAW ENFORCEMENT
10 EFFECTIVENESS.

11 THE DIRECTOR SHALL BE ASSISTED
12 BY A MULTIDISCIPLINARY TEAM WITH
13 EXPERTISE IN AREAS SUCH AS FUTURES
14 THINKING, CRIMINOLOGY,
15 TECHNOLOGY, FORESIGHT
16 METHODOLOGIES, AND STRATEGIC
17 PLANNING.

18 (B) NATIONAL OPERATIONAL
19 SUPPORT UNITS. –

1 (1) CRIMINAL INVESTIGATION AND
2 DETECTION GROUP. – HEADED BY A
3 DIRECTOR WITH THE RANK OF POLICE
4 MAJOR GENERAL, THE CRIMINAL
5 INVESTIGATION AND DETECTION GROUP
6 SHALL UNDERTAKE THE MONITORING,
7 INVESTIGATION AND PROSECUTION OF
8 ALL CRIMES INVOLVING ECONOMIC
9 SABOTAGE, AND OTHER CRIMES OF SUCH
10 MAGNITUDE AND EXTENT AS TO
11 INDICATE THEIR COMMISSION BY
12 HIGHLY PLACED OR PROFESSIONAL
13 CRIMINAL SYNDICATES AND
14 ORGANIZATIONS.

15 THIS GROUP SHALL LIKEWISE
16 INVESTIGATE ALL MAJOR CASES
17 INVOLVING VIOLATIONS OF THE
18 REVISED PENAL CODE AND OPERATE
19 AGAINST ORGANIZED CRIME GROUPS,
20 UNLESS THE PRESIDENT ASSIGNS THE

1 CASE EXCLUSIVELY TO THE NATIONAL
2 BUREAU OF INVESTIGATION (NBI).

3 THE DIRECTOR SHALL BE ASSISTED
4 BY A DEPUTY DIRECTOR FOR
5 ADMINISTRATION WITH THE RANK OF
6 POLICE BRIGADIER GENERAL, AND A
7 DEPUTY DIRECTOR FOR OPERATIONS
8 AND CHIEF OF STAFF, BOTH WITH THE
9 RANK OF POLICE COLONEL.

10 (2) CIVIL SECURITY GROUP. –
11 HEADED BY A DIRECTOR WITH THE RANK
12 OF POLICE MAJOR GENERAL, THE CIVIL
13 SECURITY GROUP SHALL PROVIDE
14 ADMINISTRATIVE SERVICES AND
15 GENERAL SUPERVISION OVER
16 ORGANIZATION, BUSINESS OPERATION
17 AND ACTIVITIES OF ALL ORGANIZED
18 PRIVATE DETECTIVES, WATCHMEN,
19 SECURITY GUARD AGENCIES AND
20 COMPANY GUARDBOUSES.

1 THE DIRECTOR SHALL BE ASSISTED
2 BY A DEPUTY DIRECTOR WITH THE RANK
3 OF POLICE BRIGADIER GENERAL AND
4 CHIEF OF STAFF WITH THE RANK OF
5 POLICE COLONEL.

6 THE GROUP SHALL SUPERVISE THE
7 FIREARMS AND EXPLOSIVES OFFICE,
8 WHICH IS HEADED BY A CHIEF WITH THE
9 RANK OF POLICE BRIGADIER GENERAL
10 WHO SHALL BE ASSISTED BY A DEPUTY
11 CHIEF AND CHIEF OF STAFF, BOTH WITH
12 THE RANK OF POLICE COLONEL.

13 THE GROUP SHALL LIKEWISE
14 SUPERVISE THE SUPERVISORY OFFICE
15 FOR SECURITY AND INVESTIGATION
16 AGENCIES, WHICH IS HEADED BY A
17 CHIEF WITH THE RANK OF POLICE
18 BRIGADIER GENERAL WHO SHALL BE
19 ASSISTED BY A DEPUTY CHIEF AND

1 CHIEF OF STAFF, BOTH WITH THE RANK
2 OF POLICE COLONEL.

3 (3) SPECIAL ACTION FORCE. –
4 HEADED BY A DIRECTOR WITH THE RANK
5 OF POLICE MAJOR GENERAL, THE
6 SPECIAL ACTION FORCE SHALL
7 FUNCTION AS A MOBILE STRIKE FORCE
8 OR REACTION UNIT TO AUGMENT
9 REGIONAL, PROVINCIAL, MUNICIPAL
10 AND CITY POLICE FORCES IN CIVIL
11 DISTURBANCE CONTROL,
12 COUNTERINSURGENCY, HOSTAGE-
13 TAKING RESCUE OPERATIONS, AND
14 OTHER SPECIAL OPERATIONS.

15 THE DIRECTOR SHALL BE ASSISTED
16 BY A DEPUTY DIRECTOR WITH THE RANK
17 OF POLICE BRIGADIER GENERAL AND
18 CHIEF OF STAFF, BOTH WITH THE RANK
19 OF POLICE COLONEL.

1 (4) ANTI-CYBERCRIME GROUP. –
2 HEADED BY A DIRECTOR WITH THE RANK
3 OF POLICE MAJOR GENERAL, THE ANTI-
4 CYBERCRIME GROUP SHALL BE
5 RESPONSIBLE FOR THE
6 IMPLEMENTATION OF PERTINENT LAWS
7 ON CYBERCRIMES AND ANTI-
8 CYBERCRIME CAMPAIGNS OF THE PNP.
9 THE DIRECTOR SHALL BE ASSISTED BY A
10 DEPUTY DIRECTOR FOR
11 ADMINISTRATION WITH THE RANK OF
12 POLICE BRIGADIER GENERAL, DEPUTY
13 DIRECTOR FOR OPERATIONS, AND CHIEF
14 OF STAFF, BOTH WITH THE RANK OF
15 POLICE COLONEL.

16 (5) MARITIME GROUP. – HEADED BY
17 A DIRECTOR WITH THE RANK OF POLICE
18 MAJOR GENERAL, THE MARITIME GROUP
19 SHALL PERFORM ALL POLICE
20 FUNCTIONS OVER PHILIPPINE

1 TERRITORIAL WATERS AND RIVERS. THE
2 DIRECTOR SHALL BE ASSISTED BY A
3 DEPUTY DIRECTOR FOR
4 ADMINISTRATION WITH THE RANK OF
5 POLICE BRIGADIER GENERAL, DEPUTY
6 DIRECTOR FOR OPERATIONS, AND CHIEF
7 OF STAFF, BOTH WITH THE RANK OF
8 POLICE COLONEL.

9 (6) INTELLIGENCE GROUP. –
10 HEADED BY A DIRECTOR WITH THE RANK
11 OF POLICE MAJOR GENERAL, THE
12 INTELLIGENCE GROUP SHALL SERVE AS
13 THE INTELLIGENCE AND
14 COUNTERINTELLIGENCE OPERATING
15 UNIT OF THE PNP. THE DIRECTOR SHALL
16 BE ASSISTED BY A DEPUTY DIRECTOR
17 FOR ADMINISTRATION WITH THE RANK
18 OF POLICE BRIGADIER GENERAL,
19 DEPUTY DIRECTOR FOR OPERATIONS,

1 AND CHIEF OF STAFF, BOTH WITH THE
2 RANK OF POLICE COLONEL.

3 (7) AVIATION SECURITY GROUP. –
4 HEADED BY A DIRECTOR WITH THE RANK
5 OF POLICE MAJOR GENERAL, THE
6 AVIATION SECURITY GROUP, IN
7 COORDINATION WITH AIRPORT
8 AUTHORITIES, SHALL SECURE ALL THE
9 COUNTRY'S AIRPORTS AGAINST
10 OFFENSIVE AND TERRORISTIC ACTS
11 THAT THREATEN CIVIL AVIATION,
12 EXERCISE OPERATIONAL CONTROL AND
13 SUPERVISION OVER ALL AGENCIES
14 INVOLVED IN AIRPORT SECURITY
15 OPERATION, AND ENFORCE ALL LAWS
16 AND REGULATIONS RELATIVE TO AIR
17 TRAVEL PROTECTION AND SAFETY:
18 *PROVIDED*, THAT THE AVIATION
19 SECURITY GROUP SHALL HAVE
20 CONCURRENT JURISDICTION AND

1 AUTHORITY WITH ALL AIRPORT POLICE
2 OR SECURITY GROUP OVER AIRPORT
3 PREMISES IN THE COUNTRY. THE
4 DIRECTOR SHALL BE ASSISTED BY A
5 DEPUTY DIRECTOR FOR
6 ADMINISTRATION WITH THE RANK OF
7 POLICE BRIGADIER GENERAL, DEPUTY
8 DIRECTOR FOR OPERATIONS, AND CHIEF
9 OF STAFF, BOTH WITH THE RANK OF
10 POLICE COLONEL.

11 (8) HIGHWAY PATROL GROUP. –
12 HEADED BY A DIRECTOR WITH THE RANK
13 OF POLICE MAJOR GENERAL, THE
14 HIGHWAY PATROL GROUP SHALL
15 ENFORCE TRAFFIC LAWS AND
16 REGULATIONS. THE DIRECTOR SHALL BE
17 ASSISTED BY A DEPUTY DIRECTOR FOR
18 ADMINISTRATION WITH THE RANK OF
19 POLICE BRIGADIER GENERAL, DEPUTY
20 DIRECTOR FOR OPERATIONS, AND CHIEF

1 OF STAFF, BOTH WITH THE RANK OF
2 POLICE COLONEL.

3 (9) FORENSIC GROUP. – THERE
4 SHALL BE ESTABLISHED A FORENSIC
5 GROUP TO BE HEADED BY A DIRECTOR
6 WITH THE RANK OF POLICE MAJOR
7 GENERAL, WHICH SHALL PROVIDE
8 SCIENTIFIC AND TECHNICAL
9 INVESTIGATIVE AID AND SUPPORT TO
10 THE PNP AND OTHER GOVERNMENT
11 INVESTIGATIVE AGENCIES.

12 IT SHALL ALSO PROVIDE FORENSIC
13 EXAMINATION, EVALUATION, AND
14 IDENTIFICATION OF PHYSICAL
15 EVIDENCE INVOLVED IN CRIMES WITH
16 PRIMARY EMPHASIS ON THEIR MEDICAL,
17 CHEMICAL, BIOLOGICAL AND PHYSICAL
18 NATURE.

19 THERE SHALL LIKEWISE BE
20 ESTABLISHED REGIONAL, DISTRICT,

1 PROVINCIAL, AND CITY FORENSIC UNITS
2 AS MAY BE NECESSARY IN ALL REGIONS
3 AND CITIES OF THE COUNTRY.

4 THE DIRECTOR SHALL BE ASSISTED
5 BY A DEPUTY DIRECTOR FOR
6 ADMINISTRATION WITH THE RANK OF
7 POLICE BRIGADIER GENERAL, A DEPUTY
8 DIRECTOR FOR OPERATIONS, WITH THE
9 RANK OF POLICE COLONEL, A DEPUTY
10 DIRECTOR FOR FORENSIC RESEARCH
11 AND DEVELOPMENT WHO IS A NON-
12 UNIFORMED PERSONNEL WITH AT LEAST
13 SALARY GRADE 25, AND A CHIEF OF
14 STAFF WITH THE RANK OF POLICE
15 COLONEL: *PROVIDED*, THAT,
16 NOTWITHSTANDING ANY LAW OR RULE
17 TO THE CONTRARY, THERE SHALL BE A
18 SUFFICIENT NUMBER OF PERSONNEL AT
19 THE REGIONAL FORENSIC UNIT-
20 NATIONAL CAPITAL REGION, ADJUSTED

1 AS NEEDED TO THE DUTIES AND
2 RESPONSIBILITIES OF THE UNIT AND TO
3 THE DEMAND FOR FORENSIC SERVICES
4 IN THE REGION AS DETERMINED BY THE
5 CHIEF OF THE PNP.

6 (10) DRUG ENFORCEMENT GROUP. –
7 HEADED BY A DIRECTOR WITH THE RANK
8 OF POLICE MAJOR GENERAL, THE DRUG
9 ENFORCEMENT GROUP SHALL ENFORCE
10 ALL LAWS RELATIVE TO THE
11 PROTECTION OF THE CITIZENRY
12 AGAINST DANGEROUS AND OTHER
13 PROHIBITED DRUGS AND SUBSTANCES.
14 THE DIRECTOR SHALL BE ASSISTED BY A
15 DEPUTY DIRECTOR FOR
16 ADMINISTRATION WITH THE RANK OF
17 POLICE BRIGADIER GENERAL, DEPUTY
18 DIRECTOR FOR OPERATIONS, AND CHIEF
19 OF STAFF, BOTH WITH THE RANK OF
20 POLICE COLONEL.

1 (11) POLICE SECURITY AND
2 PROTECTION GROUP. – HEADED BY A
3 DIRECTOR WITH THE RANK OF POLICE
4 BRIGADIER GENERAL, THE POLICE
5 SECURITY AND PROTECTION GROUP
6 SHALL PROVIDE SECURITY FOR
7 GOVERNMENT OFFICIALS, VISITING
8 DIGNITARIES AND PRIVATE INDIVIDUALS
9 AUTHORIZED TO BE GIVEN PROTECTION.
10 THE DIRECTOR SHALL BE ASSISTED BY A
11 DEPUTY DIRECTOR AND CHIEF OF STAFF,
12 BOTH WITH THE RANK OF POLICE
13 COLONEL.

14 (12) POLICE COMMUNITY AFFAIRS
15 AND DEVELOPMENT GROUP. – HEADED
16 BY A DIRECTOR WITH THE RANK OF
17 POLICE BRIGADIER GENERAL, THE
18 POLICE COMMUNITY AFFAIRS AND
19 DEVELOPMENT GROUP SHALL
20 IMPLEMENT PLANS AND PROGRAMS

1 THAT PROMOTE COMMUNITY AND
2 CITIZENS' PARTICIPATION IN THE
3 MAINTENANCE OF PEACE AND ORDER
4 AND PUBLIC SAFETY. THE DIRECTOR
5 SHALL BE ASSISTED BY A DEPUTY
6 DIRECTOR FOR ADMINISTRATION,
7 DEPUTY DIRECTOR FOR OPERATIONS,
8 AND CHIEF OF STAFF, ALL WITH THE
9 RANK OF POLICE COLONEL.

10 (13) ANTI-KIDNAPPING GROUP. –
11 HEADED BY A DIRECTOR WITH THE RANK
12 OF POLICE BRIGADIER GENERAL, THE
13 ANTI-KIDNAPPING GROUP SHALL BE
14 RESPONSIBLE IN ADDRESSING
15 KIDNAPPING MENACE IN THE COUNTRY
16 AND IN HANDLING HOSTAGE
17 SITUATIONS. THE DIRECTOR SHALL BE
18 ASSISTED BY A DEPUTY DIRECTOR FOR
19 ADMINISTRATION, DEPUTY DIRECTOR
20 FOR OPERATIONS, AND CHIEF OF STAFF,

1 ALL WITH THE RANK OF POLICE
2 COLONEL.

3 (14) EXPLOSIVES AND ORDNANCE
4 AND CANINE GROUP. – HEADED BY A
5 DIRECTOR WITH THE RANK OF POLICE
6 BRIGADIER GENERAL, THE EXPLOSIVES
7 AND ORDNANCE/CANINE GROUP SHALL
8 BE RESPONSIBLE FOR THE
9 MANAGEMENT, DEPLOYMENT,
10 UTILIZATION, AND DEVELOPMENT OF
11 EOD AND CANINE UNITS OF THE PNP.
12 THE DIRECTOR SHALL BE ASSISTED BY A
13 DEPUTY DIRECTOR FOR
14 ADMINISTRATION, DEPUTY DIRECTOR
15 FOR OPERATIONS, AND CHIEF OF STAFF,
16 ALL WITH THE RANK OF POLICE
17 COLONEL.

18 (15) INTEGRITY MONITORING AND
19 ENFORCEMENT GROUP. – HEADED BY A
20 DIRECTOR WITH THE RANK OF POLICE

1 BRIGADIER GENERAL, THE INTEGRITY
2 MONITORING AND ENFORCEMENT
3 GROUP SHALL BE RESPONSIBLE FOR
4 INFORMATION GATHERING AND
5 CONDUCT OF OFFENSIVE OPERATIONS
6 AGAINST ERRING PNP PERSONNEL.

7 SPECIFICALLY, THE GROUP SHALL
8 CONDUCT INTELLIGENCE BUILD-UP AND
9 LAW ENFORCEMENT OPERATIONS
10 AGAINST PNP PERSONNEL REPORTED TO
11 BE INVOLVED OR PROTECTING ILLEGAL
12 ACTIVITIES SUCH AS, BUT NOT LIMITED
13 TO, DRUG TRAFFICKING, HUMAN
14 TRAFFICKING, FINANCIAL CRIMES,
15 CYBERCRIME, MALVERSATION,
16 PILFERAGE, GRAFT AND CORRUPT
17 PRACTICES, AND SECURITY VIOLATIONS.

18 THE GROUP SHALL CLOSELY
19 COORDINATE WITH THE PNP-INTERNAL
20 AFFAIRS SERVICE TO ENSURE THAT THE

1 PROPER ADMINISTRATIVE AND/OR
2 CRIMINAL CHARGES ARE FILED AGAINST
3 PNP PERSONNEL INVOLVED IN ILLICIT
4 ACTS.

5 THE DIRECTOR SHALL BE ASSISTED
6 BY A DEPUTY DIRECTOR FOR
7 ADMINISTRATION, DEPUTY DIRECTOR
8 FOR OPERATIONS, AND CHIEF OF STAFF,
9 ALL WITH THE RANK OF POLICE
10 COLONEL.

11 (16) WOMEN AND CHILDREN
12 PROTECTION GROUP. – HEADED BY A
13 DIRECTOR WITH THE RANK OF POLICE
14 BRIGADIER GENERAL, THE GROUP SHALL
15 BE RESPONSIBLE FOR THE
16 IMPLEMENTATION OF PERTINENT LAWS
17 ON VIOLATIONS AGAINST WOMEN AND
18 CHILDREN, AND TRAFFICKING IN
19 PERSONS.

1 THE DIRECTOR SHALL BE ASSISTED
2 BY A DEPUTY DIRECTOR FOR
3 ADMINISTRATION, DEPUTY DIRECTOR
4 FOR OPERATIONS, AND CHIEF OF STAFF,
5 ALL WITH THE RANK OF POLICE
6 COLONEL.”

7 SEC. 13. Section 36 of R. A. No. 6975, as amended by
8 R. A. No. 8551 is hereby further amended to read as
9 follows:

10 “SEC. 36. *Status of Members of the*
11 *Philippine National Police.* – The uniformed
12 members of the PNP INCLUDING POLICE
13 CADETS shall be considered employees of the
14 National Government and shall draw their
15 salaries therefrom. ~~[They shall have the same~~
16 ~~salary grade level as that of public school~~
17 ~~teachers.]~~ THEY SHALL HAVE SALARY
18 GRADE LEVELS PROVIDED UNDER
19 EXECUTIVE ORDER NO. 107 SERIES OF
20 1999: *Provided*, That PNP members [~~assigned~~

1 ~~in Metropolitan Manila, chartered cities and~~
2 ~~first class municipalities]~~ may be paid financial
3 incentive by the local government unit
4 concerned subject to the availability of funds.”

5 SEC. 14. Section 39 of R. A. No. 6975, as amended by
6 R. A. 11200, is hereby further amended to read as follows:

7 “SEC. 39. *Compulsory Retirement.* –
8 Compulsory retirement, for officer and non-
9 officer, shall be upon the attainment of age
10 [~~fifty six (56)~~] FIFTY SEVEN (57): *Provided,*
11 That, in case of any officer with the rank of
12 Police Brigadier General, Police Major General
13 or Police Lieutenant General, the Commission
14 may allow his retention in the service for an
15 unextendible period of one (1) year[-]:
16 *PROVIDED, FURTHER,* THAT UNIFORMED
17 PERSONNEL WHO HAVE LESS THAN ONE
18 (1) YEAR IN THE SERVICE UPON THE
19 EFFECTIVITY OF THIS ACT SHALL HAVE

1 THE OPTION TO RETIRE AT THE AGE OF
2 FIFTY-SIX (56).”

3 SEC. 15. Section 41(b) of R. A. No. 6975, as amended
4 by R. A. No. 8551, is hereby further amended to read as
5 follows:

6 “SEC. 41. (a) *Citizen’s Complaints.* –

7 xxx

8 (b) Internal Discipline. – [~~On dealing with~~
9 ~~minor offenses involving internal discipline~~
10 ~~found to have been committed by any regular~~
11 ~~member of their respective commands, t]The
12 duly designated supervisors and equivalent
13 officers of the PNP shall, after due notice and
14 summary hearing, exercise disciplinary powers
15 as follows:~~

16 (1) Chiefs of police or equivalent
17 supervisors may summarily impose the
18 administrative punishment of admonition or
19 reprimand; restriction to specified limits;
20 withholding of privileges; forfeiture of salary or

1 suspension; or any of the combination of the
2 foregoing: *Provided*, That, in all cases, the total
3 period shall not exceed fifteen (15) days;

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

12 "(3) Police regional directors or equivalent
13 supervisors shall have the power to impose
14 upon any member the disciplinary punishment
15 of dismissal from the service. He may also
16 impose the administrative punishment of
17 admonition or reprimand; restrictive custody;
18 withholding of privileges; suspension or
19 forfeiture of salary; demotion; or any
20 combination of the foregoing: *Provided*, That,

1 in all cases, the total period shall not exceed
2 sixty (60) days;

3 "(4) The Chief of the PNP shall have the
4 power to impose the disciplinary punishment of
5 dismissal from the service; suspension or
6 forfeiture of salary; or any combination thereof
7 for a period not exceeding one hundred eighty
8 (180) days[~~: Provided, further, That the chief of
9 the PNP shall have the authority to place
10 police personnel under restrictive custody
11 during the pendency of a grave administrative
12 case filed against him or even after the filing of
13 a criminal complaint, grave in nature, against
14 such police personnel].~~

15 THE CHIEF OF THE PNP SHALL ALSO
16 HAVE THE AUTHORITY TO IMMEDIATELY
17 ORDER THE PREVENTIVE CONFINEMENT
18 OF ANY PNP PERSONNEL UNDER
19 INVESTIGATION FOR, OR CHARGED WITH
20 A GRAVE ADMINISTRATIVE OFFENSE

1 AND/OR CRIME: *PROVIDED*, THAT THE
2 PLACE OF CONFINEMENT SHALL BE
3 LIMITED TO THEIR BARRACKS,
4 QUARTERS, OR IN A DESIGNATED
5 FACILITY, UNLESS SUCH LIMITS ARE
6 ENLARGED BY PROPER AUTHORITY:
7 *PROVIDED, FURTHER*, THAT PREVENTIVE
8 CONFINEMENT SHALL BE FOR A
9 MAXIMUM PERIOD OF NINETY (90) DAYS
10 REGARDLESS OF THE NUMBER OF CASES
11 FILED AND INVESTIGATION CONDUCTED
12 AGAINST SUCH PERSONNEL. IN CASE
13 SUCH PERSONNEL LEAVES THE PLACE
14 OF CONFINEMENT WITHOUT PROPER
15 AUTHORITY, SUCH ACT SHALL BE A
16 GROUND FOR DISMISSAL FROM SERVICE:

17 THE AREA POLICE COMMANDERS,
18 REGIONAL DIRECTORS, PROVINCIAL
19 DIRECTORS, DISTRICT DIRECTORS, AND
20 CHIEFS OF POLICE MAY EXERCISE SUCH

1 AUTHORITY OVER PNP PERSONNEL
2 UNDER THEIR COMMAND UNLESS
3 OTHERWISE ORDERED BY THE CHIEF OF
4 THE PNP: *PROVIDED*, THAT THE ORDER
5 OF PREVENTIVE SUSPENSION ISSUED BY
6 THE AFOREMENTIONED OFFICERS MAY
7 BE MODIFIED OR REVERSED BY THEIR
8 IMMEDIATE SUPERVISORS.

9 “(c) Exclusive Jurisdiction. – x x x

10 “(d) Forum Shopping – x x x.”

11 SEC. 16. Section 39 of Republic Act No. 8551 is hereby
12 amended to read as follows:

13 “SEC. 39. *Creation, Powers, and*
14 *Functions.* – An Internal Affairs Service (IAS)
15 of the PNP is hereby created UNDER THE
16 OFFICE OF THE CHIEF OF THE PNP which
17 shall:

18 a) Pro-actively conduct inspections and
19 audits on PNP personnel and units;

1 b) Investigate complaints and gather
2 evidence in support of an open investigation;

3 c) Conduct summary hearings on PNP
4 members facing administrative charges;

5 d) Submit a periodic report on the
6 assessment, analysis, and evaluation of the
7 character and behavior of PNP personnel and
8 units to the Chief PNP and the Commission;

9 e) CLOSELY COORDINATE WITH THE
10 INTEGRITY AND MONITORING
11 ENFORCEMENT GROUP, FILE THE
12 PROPER criminal cases against ERRING PNP
13 members as the evidence warrants, and assist
14 in the prosecution of the case; and

15 f) provide assistance to the Office of the
16 Ombudsman in cases involving the personnel
17 of the PNP.

18 The IAS shall also conduct, motu proprio,
19 automatic investigations of the following cases:

1 a) incidents where a police personnel
2 discharges a firearm;

3 b) incidents where death, serious physical
4 injury, or any violation of human rights
5 occurred DURING, IN CONNECTION WITH,
6 OR AS A RESULT OF the conduct of a police
7 operation;

8 c) incidents where evidence was
9 compromised, tampered with, obliterated, or
10 lost while in the custody of police personnel;

11 d) incidents where a suspect in the
12 custody of the police DIES OR IS seriously
13 injured;

14 e) incidents where the established rules of
15 engagement have been violated; AND

16 f) INCIDENTS WHERE A POLICE
17 PERSONNEL IS ALLEGEDLY INVOLVED IN
18 CRIMES INCLUDING MURDER,
19 KIDNAPPING AND SERIOUS ILLEGAL
20 DETENTION, ROBBERY, ABUSE OR

1 VIOLENCE AGAINST WOMEN OR
2 CHILDREN, TRAFFICKING IN PERSONS,
3 OR ANY OTHER CRIME INVOLVING
4 MORAL TURPITUDE.

5 Finally, the IAS shall provide documents
6 or recommendations as regards to the
7 promotion of the members of the PNP or the
8 assignment of PNP personnel to any key
9 position.”

10 SEC. 17. Section 40 of Republic Act No. 8551 is hereby
11 amended to read as follows:

12 “SEC. 40. *Organization.* – National,
13 regional, and provincial offices of the Internal
14 Affairs shall be established. Internal Affairs
15 Service shall be headed by an Inspector
16 General who shall be assisted by a Deputy
17 Inspector General WITH THE RANK OF
18 POLICE MAJOR GENERAL. The [area]
19 REGIONAL INTERNAL AFFAIRS offices shall
20 be headed by a REGIONAL Director WITH

1 THE RANK OF POLICE BRIGADIER
2 GENERAL, while the provincial offices shall be
3 headed by a PROVINCIAL DIRECTOR:
4 *Provided*, That the head of the Internal Affairs
5 Service shall be a civilian who shall meet the
6 qualification requirements provided herein.

7 The commission shall establish a
8 rationalized staffing pattern in the
9 Reorganization Plan as provided for in Section
10 13 hereof.”

11 SEC. 18. Section 41 of Republic Act No. 8551 is hereby
12 amended to read as follows:

13 “SEC. 41. *Appointments.* – The Inspector
14 General shall be appointed by the President
15 upon the recommendation of the [~~Police~~
16 ~~General~~] CHIEF OF THE PNP and duly
17 endorsed by the Commission AND SHALL BE
18 COTERMINOUS WITH THE APPOINTING
19 AUTHORITY WITHOUT REAPPOINTMENT
20 OR EXTENSION UNLESS EARLIER

1 REMOVED FROM OFFICE FOR JUST
2 CAUSE.

3 Appointments of personnel who shall
4 occupy various positions shall be made by the
5 Inspector General and shall be based on an
6 established career pattern and criteria to be
7 promulgated by the Commission.”

8 SEC. 19. *Applicability.* – The provisions of this Act
9 shall have retroactive effect on the rights and benefits
10 granted by virtue of appointment, promotion, or retirement
11 prior to its effectivity.

12 SEC. 20. *Congressional Oversight Committee.* – There
13 is hereby created a Congressional Oversight Committee to
14 monitor and oversee the implementation of the provisions
15 of this Act. The committee shall be composed of six (6)
16 members from the Senate Committee on Public Order and
17 Dangerous Drugs and six (6) members from the House
18 Committee on Public Order and Safety, with the respective
19 Chairpersons as Joint Chairpersons. The five (5) other
20 members from each Chamber shall be designated by the

1 Senate President and the Speaker of the House of
2 Representatives, respectively.

3 SEC. 21. *Appropriations.* – The initial amount
4 necessary to implement the provisions of this Act shall be
5 charged against the current appropriations of the
6 Philippine National Police. Thereafter, such sums as may
7 be necessary for the continued implementation of this Act
8 shall be included in the succeeding General Appropriations
9 Act.

10 SEC. 22. *Implementing Rules and Regulations.* – The
11 Department of the Interior and Local Government (DILG),
12 the National Police Commission (NAPOLCOM) and the
13 PNP shall, within ninety (90) days from the effectivity of
14 this Act, promulgate the rules and regulations to
15 effectively implement the provisions of this Act.

16 SEC. 23. *Separability Clause.* – If any portion of this
17 Act is declared unconstitutional, the remainder of this Act
18 or any provisions not affected thereby, shall remain in
19 force and effect.

1 SEC. 24. *Repealing Clause.* – Sections 35-A and 67-A
2 of R. A. No. 6975, as amended by R. A. No. 11279, are
3 hereby repealed. All laws, executive orders, rules and
4 regulations, inconsistent with the provisions of this Act are
5 hereby modified, amended or repealed accordingly.

6 SEC. 25. *Effectivity.* – This Act shall take effect fifteen
7 (15) days after its publication in the Official Gazette or in a
8 newspaper of general circulation.

Approved,