

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Seventeenth Congress
First Regular Session

HOUSE BILL NO. 1306

HOUSE OF REPRESENTATIVES

RECEIVED

DATE: 07 JUL 2016

TIME: 6:15 PM

BY: JG

REGISTRATION UNIT
BILLS AND INDEX SERVICE

Introduced by Honorable Leopoldo N. Bataoil

EXPLANATORY NOTE

This bill provides for the reorganization and modernization of the Philippine National Police.

It is a constitutional mandate that it is the prime duty of the government to serve and protect its people. The State is therefore mandated to establish a highly efficient and competent police force that would ensure public safety to all Filipinos. The Philippine National Police (PNP) is the primary enforcement agency entrusted to promote and maintain peace and order, and ensure public safety and security in the country. While government policy demands the delivery of basic services from the Philippine National Police, there is an equally important obligation on the part of the government to lay down the framework and mechanism by which this may be done. Hence, there is a need to modernize the PNP transforming it into an organization at par with the world's best. This can be achieved by having a PNP that is equipped, well-trained and pro-active to the demands of our present society. Consistent with this policy

Consistent with this policy, this bill seeks to focus on a truly professional, efficient and highly motivated PNP that shall actively employ mechanisms to fully realize its mandate. Also, this bill lays down the framework for the modernization of the Philippine National Police which include several aspects such as organizational development, human resources and doctrine development, infrastructure and equipment development and modernization, financial development and internal affairs service.


LEOPOLDO N. BATAOIL

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

SEVENTEENTH CONGRESS
First Regular Session
1306
HOUSE BILL NO.

Introduced by Representative Leopoldo N. Bataoil

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

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

1 CHAPTER I

GENERAL PROVISIONS

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

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

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

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

16 2) Prevention and solution of crimes ;

- 1 3) Organization and mobilization of community support and participation for a more
- 2 effective police service;
- 3 4) Coordination and cooperation with other government agencies, the citizenry, non-
- 4 government organizations (NGOs) and the international police community;
- 5 5) Strengthening of the PNP's interrelationship with the other five (5) pillars of the
- 6 criminal justice system;
- 7 6) Efficiency, accountability and transparency in management and development of human
- 8 and materiel resources;
- 9 7) Enhancement of the organizational and individual competence and discipline;
- 10 8) Rationalization of administrative and operational systems and procedures;
- 11 9) Enhancement of the investigative capability; and
- 12 10) Efficiency and effectiveness of information and communications technology.

13 Sec. 3. ***Objectives.*** - Under this Act, the PNP shall establish the PNP Reorganization and
14 Modernization Program with the following objectives:

- 15 1) To transform and develop the PNP into a ***community- and*** service-oriented agency in all
16 aspects of its police and internal security functions; (*Aug 26, 2015*)
- 17 2) To enable the PNP to develop capabilities to address and respond to human and
18 ecological security;
- 19 3) To enhance its capability to assist other agencies in the enforcement of domestic and
20 foreign policies including international covenants in coordination with international enforcement
21 agencies;
- 22 4) To enhance the PNP's capabilities to assist the Armed Forces of the Philippines
23 (AFP) in the performance of its mandate ***and in preparation for the eventual shift of strategy to***
24 ***law enforcement and whole-of-nation approach in addressing Internal Security Operations***
25 ***(ISO)***; and (*Aug 26, 2015*)

1 5) To develop its capabilities to support national development.

2 Sec. 4. ***Components.*** - The PNP Reorganization and Modernization Program shall
3 consist of the following components:

- 4 1) Organizational Development;
5 2) Human Resource Development;
6 3) Doctrine Development;
7 4) Infrastructure Development;
8 5) Equipment Acquisition; and
9 6) Financial Development.

10 CHAPTER II

11 **ORGANIZATIONAL DEVELOPMENT**

12 Sec. 5. ***Organizational Development.*** - Through the PNP Reorganization and
13 Modernization Program, the PNP shall accomplish organizational development by *regularly*
14 conducting *continuous periodic* management audit to maintain economy, efficiency and
15 effectiveness in crime prevention and investigation. (*Sept 02, 2015*)

16 Sec. 6. ***Powers and Functions.*** - The PNP shall exercise the following powers and
17 functions:

- 18 1) Enforce all laws and ordinances relative to the protection of lives, liberties, rights
19 and properties;
20 2) Maintain peace and order, prevent crimes and take all the necessary steps to ensure
21 public safety, *as well as protect and promote community interest and welfare consistent with the*
22 *mandated role of the PNP as a community- and service-oriented agency:* (*Sept 02, 2015*)
23 3) Investigate all violations of laws and ordinances, arrest and bring criminal offenders to
24 justice and assist in their prosecution;
25 4) Exercise the general powers to conduct arrest, search and seizure in accordance
26 with the Constitution and pertinent laws;

1 5) Detain an arrested person within the period prescribed by law and inform the arrested
2 person of all the rights available under the Constitution ***and pertinent laws;*** (*Sept 09, 2015*)

3 ***6) Assist the AFP in the conduct of ISO and in suppressing other serious threats to***
4 ***national security unless otherwise provided by law; (Sept 02, 2015)***

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

7 8) Issue licenses to operate security agencies, as well as supervise and control the
8 operations of security agencies and the training of security guards and private detectives;

9 9) Formulate and implement the training and disciplinary programs for the PNP personnel
10 and recruits;

11 10) Formulate and implement policies on the issuance of the national police clearance as
12 well as maintain a national record of all reported crime incidents, warrants of arrest, pictures of
13 arrested and wanted persons, fingerprints and ballistics examination records; and

14 11) Perform and exercise all other duties and functions as may be provided by law.

15 Sec. 7. ***Rank Classification.*** - To ensure efficient administration, supervision and
16 control, the members of the PNP shall have the following rank classification:

17 Police Director General

18 Police Deputy Director General

19 Police Director

20 Police Chief Superintendent

21 Police Senior Superintendent

22 Police Superintendent

23 Police Chief Inspector

24 Police Senior Inspector

25 Police Inspector

26 Senior Police Officer IV

27 Senior Police Officer III

28 Senior Police Officer II

29 Senior Police Officer I

30 Patrol Officer III

31 Patrol Officer II

1 Patrol Officer I

2 Patrol Officer

3 Sec. 8. *Organizational Structure.*—

4 1. The PNP shall be headed by the Chief, PNP, who shall have the rank of Police Director
5 General, and whom shall be assisted by two (2) Deputy Chiefs— one (1) for Operations and one (1)
6 for Administration. The Deputy Chiefs shall have the rank of Police Deputy Director General, both
7 of whom shall be appointed by the President upon the recommendation of the NAPOLCOM from
8 among the most senior and qualified officers in the service. No officer who has retired or is
9 retireable within six (6) months from his compulsory retirement age shall be appointed Chief of the
10 PNP.

11 In case the head of the PNP resigns, is relieved, or removed for cause as Chief, PNP, the
12 post and rank shall be considered vacant.

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

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

21 a) The Directorate for Operations shall assist and advise the Chief, PNP in the exercise of
22 the command, control, direction, coordination, and supervision of all activities concerning
23 operations, employment and deployment of the PNP. It shall oversee the national operational
24 support units (NOSUs) which are charged with specific responsibilities such as, ***but not limited to:***
25 (i) performing all police functions over Philippine territorial waters and rivers; (ii) conducting
26 operations against all forms of lawlessness committed along national highways and airports in
27 the country; (iii) deterring offensive and terroristic acts that threaten civil aviation; and (iv)
28 preventing and controlling transnational crimes and other crimes that have significance. It shall
29 direct and supervise the operations of the Special Action Force (SAF), the Maritime Group (MG),
30 the Aviation Security Group (ASG), the Highway Patrol Group (HPG), the Police Security and
31 Protection Group (PSPG), the Civil Security Group (CSG), Explosive Ordnance Disposal and

1 Canine Group (EOD/K9) , *Anti-kidnapping Group (AKG), Anti-Illegal Drugs Group (AIDG),*
2 *Peace Process Office (PPO) and other national operation support units (NOSUs) that shall be*
3 *deemed necessary from time to time.* (Sept 09, 2015)

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

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

7 2) Improvement of the anti-terrorism operations of the PNP and its institutional
8 capabilities, including the promotion, cooperation, coordination and utilization of the multilateral
9 mechanisms with domestic and international law enforcement agencies, to deal with terrorist
10 activities, as may be defined by law;

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

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

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

21 6) Preparation and development of the capability of the PNP to conduct internal peace
22 and security operations ~~in support to the AFP by statutory directives or by operation of law, as~~
23 ~~provided by law;~~

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

28

1 8) Enhancement of patrol coverage through the upgrade and acquisition of
2 communications equipment and mobility equipage to improve response time and intensify crime
3 prevention. It includes the institutionalization of patrolling as a major project under the crime
4 prevention program of the PNP. It shall likewise include integration of its existing security systems
5 with the systems of other government agencies. The system integration shall involve training and
6 scalable acquisition or upgrade of information and communication technology equipment to
7 strengthen crime prevention, traffic management and emergency response;

8
9 9) Development of a traffic law enforcement and management system for an improved
10 traffic management and control; and

11
12 10) Enhancement and development of the anti-kidnapping capabilities of the PNP to address
13 and effectively suppress kidnappings in the country.

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

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

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

29 d) The Directorate for Intelligence shall assist and advise the Chief, PNP in attaining
30 intelligence objectives through effective management of all intelligence and counterintelligence
31 activities of the PNP. It shall direct and supervise the operations of the Intelligence Group (IG) and
32 the activities of the intelligence divisions of the other National Support Units and Police Regional
33 Offices, including their subordinate intelligence offices.

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

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

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

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

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

26 g) The Directorate for Logistics (DL) shall be responsible for the administration and
27 management of logistics and its functional areas. It shall direct and supervise the operations of the
28 Headquarters Support Service (HSS), the Engineering Service (ES), the Logistics Support Service
29 (LSS), and the Procurement Service (PS).

1 The Directorate for Logistics shall give priority to the Integrated Logistics Support by
2 enhancing the logistic capability of the PNP for sustained law enforcement, public security and
3 internal security operations throughout the country.

4 h) The Directorate for Comptrollership (DC) shall assist and advise the Chief, PNP on
5 budgeting, accounting, financial management, and internal auditing. It shall direct and supervise the
6 operations of the Finance Service (FS);
7

8 i) The Directorate for Training and Doctrine Development (DTDD) shall be in-charge
9 with the formulation of policies and in the planning, coordination, and supervision of all matters
10 pertaining to training and doctrine development. It shall direct and supervise the operations of the
11 Training Service (TS), the Philippine National Police Academy (PNPA), the Police National
12 Training Institute (PNTI), the National Forensic Science Training Institute (NFSTI) and the
13 National Police College (NPC);
14

15 j) The Directorate for Research and Development (DRD) shall be responsible for the
16 conduct of research and development, test, and evaluation and for the administration of self-reliant
17 development projects (SRDP) of the PNP, which are important to peace and order and public
18 safety; and
19

20 k) The Directorate for Information and Communication Technology Management
21 (DICTM) shall be responsible for the formulation of policy and managing information, electronics
22 and communications technology resources to promote, develop and regulate integrated strategic
23 ICT systems and reliable and efficient communications infrastructure. It shall provide and maintain
24 reliable, secured, integrated, and cost-efficient information technology and communication services
25 and facilities to all PNP offices and units. It shall likewise be responsible for the design,
26 implementation, and maintenance of the database system of the organization. The DICTM shall
27 direct and supervise the operations of the Information Technology Management Service (ITMS),
28 and the Communication and Electronic Service (CES).
29

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

1 4. The PNP shall be composed of a national office, regional offices, provincial offices,
2 district offices and city or municipal stations.

3 At the national level, the PNP shall maintain its office in Metropolitan Manila, which shall
4 house the directorial staff; the service staff; and special support units.

5 At the regional level, the PNP shall have regional offices, including that of the National
6 Capital Region.

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

10 At the city or municipal level, there shall be a PNP station, each headed by a chief of police.

11 Sec. 9. ***National Support Units.*** - The heads of the national support units (NSU) such as
12 the National Operational Support Unit (NOSU) and National Administrative Support Unit (NASU)
13 shall have the rank of Police Chief Superintendent. The heads of the Special Action Force (SAF),
14 the Criminal Investigation and Detection Group (CIDG) and the Civil Security Group (CSG) shall
15 have the rank of Police Director in consideration of the complexities of their functions.

16 Sec. 10. ***Other Key Positions.***

17 1) The headquarters of the Regional Police shall be composed of the following:

18 The Regional Director shall have the rank of Police Director, except for the National
19 Capital Regional Police Office (NCRPO) Regional Director ,who shall have the rank of Police
20 Deputy Director General;

21 The Deputy Regional Directors for Operations and Administration shall have the prescribed
22 rank of Police Chief Superintendent, except for the NCRPO Deputy Regional Director, who shall
23 have the rank of Police Director;

24 The Regional Chief of the Directorial Staff shall have the rank of Police Senior
25 Superintendent, except for NCRPO Regional Chief of the Directorial Staff, who shall have the rank
26 of Police Chief Superintendent;

27 The Chiefs of the Regional Staff Divisions shall have the rank of Police Senior
28 Superintendent;

1 The Battalion Commander of the Regional Police Maneuver Unit shall have the prescribed
2 rank of Police Senior Superintendent; and

3 The Chief of the Regional Headquarters Support Unit (RHSU) shall have the prescribed
4 rank of Police Senior Superintendent.

5 2) The Headquarters of the Provincial Police and City Police shall be composed of the
6 following:

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

12 A Provincial Director shall have the rank of Police Senior Superintendent and shall head the
13 Provincial Police Office. The Deputy Provincial Director shall have the prescribed rank of Police
14 Superintendent and shall assist the Provincial Director. The National Police Commission
15 (NAPOLCOM) may upgrade the ranks of the Provincial Directors and Deputy Provincial Directors
16 in large provinces subject to the criteria it has prescribed. A Company Commander shall have the rank of
17 Police Superintendent and shall head the Provincial Police Maneuver Unit, which shall be
18 established to serve as a reserve and contingency force. The size of the Provincial Police Maneuver
19 Unit shall vary from province to province. Each Police Provincial Office shall be provided with a
20 Legal Officer who shall be detailed from the PNP Legal Service.

21 A City Director shall have the rank of Police Senior Superintendent and shall head the City
22 Police Office established in highly urbanized and independent cities. A Deputy City Director shall
23 have the prescribed rank of Police Superintendent and shall assist the City Director. The
24 NAPOLCOM may upgrade the ranks of the City Directors and Deputy City Directors in large,
25 highly urbanized cities subject to the criteria it has prescribed. A Company Commander shall have
26 the rank of Police Superintendent and shall head the City Special Weapons and Tactics, which shall
27 also be established to serve as a reserve and contingency force. Each City Police Office shall be
28 provided with a Legal Officer who shall be detailed from the PNP Legal Service.

29 A Chief of Police (COP), who shall have the rank of Police Superintendent, shall head a
30 Component City Police Station, regardless of its type.

31 A Chief of Police (COP), who shall have the rank of Police Senior Superintendent, shall
32 head the police stations under the Southern Police District, Eastern Police District and Northern

1 Police District. A Station Commander, who shall have the rank of Police Superintendent shall head
2 the numbered Police Stations under the Manila Police District and Quezon City Police District.

3 3) At the Municipal level:

4 Municipal police stations shall be classified as follows:

5 a) Type "A" Municipal Police Station shall be headed by a COP, who shall have the rank
6 of Police Superintendent; and

7 b) Types "B" and "C" Municipal Police Stations shall be headed by a COP, who shall have
8 the rank of Police Chief Inspector.

9 NAPOLCOM shall categorize provincial, city and municipal police stations according to
10 population, income classification and strength of PNP personnel.

11 Police Community Precincts shall be established in every barangay or clustered barangays.
12 In highly urbanized and independent cities, police stations shall be established under the City
13 Police Offices.

14 Any organizational adjustment made by the C. PNP to the PNP structure, staffing and
15 functions to sustain the attainment of increased police visibility, efficiency and optimized delivery
16 of police services must be authorized by the NAPOLCOM. The Chief, PNP may recommend
17 corresponding changes to the PNP rank distribution through the NAPOLCOM, subject to the
18 approval of the President of the Republic of the Philippines.

19 Sec. 11. ***General Qualifications for Appointment.*** - To serve as officer or member of the
20 PNP, the appointee must possess the following qualifications:

21 a) Philippine citizenship;

23 b) Good moral conduct;

25 c) Must have passed the medical, psychiatric, psychological, drug and physical tests
26 administered or supervised by the PNP or any PNP accredited government hospital;

28 d) A baccalaureate degree from a recognized institution of learning for Patrol Officer 1
29 or higher and 72 collegiate units or its equivalent for the rank of Patrol Officer.

30

- 1 e) Must be eligible in accordance with the standards set by the NAPOLCOM;
- 2
- 3 f) Must not have been dishonorably discharged from the military service or separated
4 for cause from any civilian position in the government;
- 5
- 6 g) Must not have been convicted by final judgment of a grave offense, or a crime
7 involving moral turpitude;
- 8
- 9 h) At least ONE METER AND FIFTY-SEVEN CENTIMETERS (1.57M.) OR FIVE
10 FEET AND TWO INCHES (5'2") in height for male and ONE METER AND FIFTY-TWO
11 CENTIMETERS (1.52M.) OR FIVE FEET (5'0") for female;
- 12
- 13 i) Weight of not less than or more than five kilograms (5kgs) from the standard
14 weight corresponding to the height, age and sex of the appointee; and
- 15
- 16 j) At least EIGHTEEN (18) but not more than thirty (30) years of age.
- 17 k) Except for the last qualification, the above-enumerated qualifications are continuing
18 in character and the absence of any one of them at any given time is a ground for separation or
19 retirement from the service. The PNP members who are already in the service upon the effectivity
20 of this Act shall be given at least one (1) year to satisfy the weight requirement.

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

25 Sec. 12. ***Patrol Officer.*** - A holder of a seventy-two (72) collegiate units or its equivalent
26 may be recruited in the uniformed service of the PNP and shall be appointed the rank of Patrol
27 Officer with salary grade 6. The Patrol Officer shall be assigned to police maneuver units and
28 police stations until such time that the officer has earned a baccalaureate degree, which would merit
29 promotion to the next higher rank. The officer shall be allowed fifteen (15) years in the service
30 without being attrited for lack of educational attainment.

CHAPTER III

HUMAN RESOURCE AND DOCTRINE DEVELOPMENT

Sec. 13. *Manpower Build-up and Training Development.* – The manpower build-up and training development shall enable the PNP to achieve sound management of its human resources, through the transformation of its personnel into a professional, effective and credible police force with a high sense of regard for human rights. This program shall strengthen and enhance the following concerns:

- 1) Police-to-population ratio of one (1) policeman for every five hundred (500) persons;
 - 2) Implementation of reforms on policies pertaining to recruitment and training;
 - 3) Investigative and operational capability of PNP personnel;
 - 4) Civil service consciousness and respect for the rule of law by PNP personnel;
 - 5) Transformation of the PNP into a community- and human rights-based police force; and
 - 6) Appointment and assignment of non-uniformed personnel (NUP) to positions which are administrative, technical, clerical or menial in nature or to other positions which are not directly related to police operations.

Sec. 14. Transfer of the PNPA, NPTI, NFSTI and NPC from the PPSC to the PNP.

The administrative and operational control of the Philippine National Police Academy (PNPA), the National Police Training Institute (NPTI), the National Forensic Science Training Institute (NFSTI) and the National Police College (NPC) as well as the personnel and all the properties, facilities, records, equipment, funds, choses in action, appropriations, rights, functions and other assets, shall be transferred from the Philippine Public Safety College (PPSC) to the Philippine National Police (PNP) and shall be placed under the functional group of the Deputy Chief, PNP for Administration.

Sec. 15. *Implementation of Transfer.*-The shift of administration and operational control over the PNPA, NPTI, NPC and NFSTI shall be undertaken as follows:

- 1) Upon the effectivity of this Act, the Chief, PNP shall exercise administrative supervision as well as operational control over the transferred and absorbed offices or units;
 - 2) All properties, equipment and finances of the transferred and absorbed offices or units, including their respective financial accountabilities, shall be transferred to the PNP; and

3) The personnel of the absorbed offices or units shall, unless removed for cause and after due process, continue to perform their duties and responsibilities and shall receive their corresponding salaries and benefits.

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

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

2) Development, validation or revision of PNP doctrines and manuals.

CHAPTER IV

INFRASTRUCTURE AND EQUIPMENT DEVELOPMENT AND MODERNIZATION

Sec. 17. *Infrastructure Development and Modernization.* - The infrastructure development program shall entail the upgrading of basic facilities like the police stations and support facilities; administrative, investigative and operational services like training, crime laboratory, information management systems, communications systems, medical and dental services, care in hospitals and dispensaries.

Sec. 18. *Equipment Acquisition and Modernization.* - The equipment acquisition program shall entail the procurement of modern, state-of-the-art munitions, transport and communication facilities, investigative and forensic equipment, and tools for community service and development. It shall also include the upgrade and acquisition of information communication technology, equipment, and automated systems and procedures to ensure effective integration and coordination.

1 Sec. 19. ***Procurement System.***- In addition to the provisions of existing laws, rules and
2 regulations regarding the procurement and acquisition of real estate, buildings, facilities and
3 equipment, the PNP shall strengthen the system and procedures taking into account the following
4 circumstances under the PNP Reorganization and Modernization Program:

5 1) The PNP shall give preference to Filipino contractors and suppliers and shall only give
6 second preference to foreign contractors or suppliers willing or able to locate a substantial portion
7 of, if not the entire production process of the item involved, within the Philippines;

9 2) The PNP shall determine and publish the basic requirements and specific standards for
10 products, equipment, and technology, with reference to the standards set by the Uniform and
11 Equipment Standardization Board (UESB), which shall be validated by the NAPOLCOM within
12 thirty (30) days before the publication of the bid documents for the bidding process. All UESB-
13 approved specifications submitted to NAPOLCOM for validation shall be acted upon not later than
14 thirty (30) days from receipt thereof otherwise it shall be deemed as duly approved. The product,
15 equipment, and technology standards must conform to established standards in the international
16 community and to the spirit, intent, and criteria set by Republic Act No. 9184, otherwise known as
17 the "Government Procurement Reform Act" which shall be used in the determination of awards of
18 contractual arrangements.

19 The alternative mode of procurement through direct contracting shall be allowed in the
20 following instances:

21 a) Contracts for the supply of military and police equipment including any part, component
22 or sub-assemblies thereof, and special tools and machines which are necessary for the
23 production and maintenance of such equipment.

24 'Military and Police Equipment' refers to those specifically designed or adapted, developed
25 and produced for military and police purposes and intended for use as arms, munitions or combat or
26 war materials. It includes investigative and surveillance equipment such as audio-visual
27 transmitters, receivers, cameras, global positioning system (GPS) devices, polygraphs, and other
28 similar, accessorial or allied devices and equipment designed and produced for such purposes:
29 Provided, That it shall also include products which, although initially designed for civilian use, are
30 later adapted to military and police purposes to be used as arms, munitions or combat or war
31 materials, such as but not limited to special suits, helmets, and vehicles, sea crafts and aircrafts with

1 distinguishable military technical features that enable them to carry out missions that are clearly
2 military and police work in nature.

3 b) Contracts for works and services directly related to military and police equipment such
4 as, but not limited to, repair of equipment for firearms, armoured personnel carriers, tanks, aircrafts
5 and ships, and construction of test facilities.

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

11 3) In direct contracting, the PNP may request other agencies to submit a list of qualified
12 suppliers of the goods and services that meet its requirements. From this list, the PNP shall declare
13 the supplier who tenders the most economical and advantageous tender as the lowest calculated
14 bidder.

15

16 4) The PNP shall likewise ensure that in awarded contracts or agreements, provisions are
17 incorporated with respect to the transfer to the PNP of the principal technology involved including
18 the training of the PNP personnel to operate and maintain the equipment or technology;

19 5) The Chief, PNP pursuant to the PNP Reorganization and Modernization Program
20 Projects and Appropriations approved by Congress, may, subject to the approval of the President
21 and consistent with the provisions of existing laws and regulations including those of the
22 Commission on Audit's and under such terms and conditions most favourable to the government,
23 enter into multi-year contracts, and other contractual arrangements:

24 6) For multi-year contracts and other contractual arrangements, Congress shall, upon
25 issuance of a multi-year obligation authority by the Department of Budget and Management
26 (DBM) and certification by the President, make the corresponding appropriation for the ensuing
27 fiscal year; Provided, That the DILG and the DBM shall issue the implementing guidelines to
28 ensure consistency with the PNP Modernization program and existing guidelines in the contracting
29 of multi-year projects. It shall only appropriate such funds as may be necessary to pay any unpaid
30
31

1 amount where the funds appropriated for the current fiscal year are not sufficient or available to
2 meet such payment in full or in part.;

3
4 7) The Chief, PNP shall submit to the Congressional Oversight Committee created under
5 this Act, the Secretary of Finance and the Secretary of Budget and Management, copies of these
6 multi-year contracts and other agreements to enable Congress to appropriate funds. The funds to be
7 appropriated for the PNP Reorganization and Modernization Program under this Act shall be
8 treated by the Secretary of the DILG and Chairperson of the NAPOLCOM as a distinct and
9 separate budget item from the regular appropriations of the DILG.

10 CHAPTER V

11 FINANCIAL DEVELOPMENT

12 Sec. 20. ***PNP Modernization Act Trust Fund.*** - The PNP shall institute reforms and
13 promote responsible fiscal policies in line with the objectives of the PNP Reorganization and
14 Modernization Program. For this purpose, there shall be created a trust fund, to be known as the
15 PNP Modernization Act Trust Fund, which shall not include salaries and allowances. It shall be
16 used exclusively for the PNP Reorganization and Modernization Program and shall be funded out
17 of the following:

18 a) Appropriations for the PNP Reorganization and Modernization Program;

19
20 b) Annual P2 Billion Capability Enhancement Budget (CEB) appropriated by Congress in
21 the budget of the PNP;

22
23 c) Proceeds from the sale, lease or joint development of police reservations, as may be
24 authorized by Congress, including such immovable and other facilities as may be found therein;

25
26 d) Shares of the PNP from the proceeds of the sale of police camps;

27
28 e) Proceeds from the disposal of excess or uneconomically repairable equipment and
29 other movable assets of the PNP;

30
31 f) Funds from budgetary surplus, if any, as may be authorized by Congress subject to the
32 provisions of Section 21 of this Act;

1
2 g) All interest income of the Trust Fund;

3
4 h) Donations from local or foreign sources specifically earmarked for PNP
5 utilization;

6
7 i) Amounts collected from Program of Expenditure for the Programmable Amount (POE-
8 PA) Income from the trust receipts;

9
10 j) Income from the police clearance deposited with the Trust Fund for the specific
11 use of the PNP Reorganization and Modernization Program.

12 Sec. 21. *Austerity and Use of Savings.* - Upon the approval of this Act, the Secretary of
13 the Interior and Local Government shall submit to Congress, within the first quarter of the
14 succeeding year, a report on:

15 a) The amount of all unused or undisbursed funds, other than unused appropriations
16 for salaries and benefits of the PNP personnel, remaining from all previous PNP
17 appropriations; and

18 b) The amount of savings from austerity measures, which are hereafter to be pursued by all
19 services and units of the PNP, generated in the previous fiscal year.

21 The savings generated under this section will be used to augment the funds for the PNP
22 Reorganization and Modernization Program.

23 Sec. 22. *Exemption from Value Added Tax and Customs Duties.* - The sale to the PNP
24 of weapons, equipment and ammunitions, which are directly and exclusively used for its projects,
25 undertakings, activities and programs under the PNP Modernization Act, shall be exempt from
26 the value-added tax. The importation by the PNP of the same shall likewise be exempt from the
27 value-added tax and customs duties.

28

29

30

1 CHAPTER VI

2 INTERNAL AFFAIRS SERVICE

3 Sec. 23. *Organization of the Internal Affairs Service (IAS).* - The IAS shall be headed
4 by an Inspector General, who shall have the rank of Police Deputy Director General. The Inspector
5 General shall establish the national and regional offices of the IAS to carry out its mandated
6 functions effectively and efficiently and shall be assisted by a Deputy Inspector General, who shall
7 have the rank of Police Director. Qualified individuals, who shall have the rank of Police Chief
8 Superintendent, shall head all the regional offices. The IAS shall remain under the Office of the
9 Chief, PNP.

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

13 Sec. 24. *Qualifications of the Inspector General.* - In addition to the general
14 qualifications for appointment mentioned in Section 11, except for sec. 11.i and in relation to
15 Section 23 of this Act, the Inspector General of the IAS must be a member of the Bar in good
16 standing.

17 Sec. 25. *Functions of the IAS.* - The IAS shall exercise the following functions:

18 I. General Functions.

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

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

23 c) Generally conduct summary proceedings and hearing on PNP members facing any
24 administrative charge;

26 d) Submit a periodic report on the assessment, analysis and evaluation of the character and
27 behavioural conduct of the PNP personnel and units to the Chief, PNP and the NAPOLCOM;

29 e) File appropriate criminal cases against PNP members before the regular court as
30 evidence warrants and assist in the prosecution of the case; and

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

4 II. Special Functions.

5 Further, the IAS shall conduct *motu proprio* investigations on the following cases:

6 a) A police personnel unlawfully discharges a firearm;

7
8 b) Death, serious physical injury, or any violation of human rights occurred in the conduct
9 of a police operation;

10
11 c) Evidence was compromised, tampered with, obliterated, or lost while in the custody of
12 police personnel;

13 d) A suspect in the custody of the police dies or seriously injured;

14
15 e) The established rules of engagement and the PNP Operational procedures have been
16 violated; and

17
18 f) A *prima facie* evidence to believe that a police personnel has committed a crime in the
19 performance of his duties.

21 III. Other Function.

22 Finally, the IAS shall also provide the requisite documents or recommendations relative to
23 the promotion of PNP personnel or the transfer or appointment of PNP members to any key
24 position.

25 Sec.26. *Entry Qualifications to the IAS.*

26 Uniformed Personnel. Entry to the IAS shall be voluntary and subject to rigid screening.
27 Only those aspirants who have no derogatory service records shall be considered for appointment
28 regardless of position or rank, with preference to those with experience in investigative work.
29 The aspirant must have at least five (5) remaining years in the police service.

1 Further, members of the Bar, licensed criminologists and other allied or related
2 professionals whose exercise of their work requires a license to practice may enter the IAS
3 laterally.

4 Non-Uniformed Personnel. The qualified aspirants must undergo the stringent screening
5 process conducted by the Selection, Recruitment and Promotion Board based on the qualification
6 standards, fitness to perform the duties and capability to assume the responsibilities appurtenant to
7 the position.

8 The IAS must abide by the civil service laws, rules and regulations on human resources,
9 recruitment and personnel management practices.

10 Sec. 27. ***Recruitment.*** - The IAS shall have an equal opportunity to recruit its own
11 uniformed personnel vis-à-vis existing recruitment policies of the PNP in order to complement
12 with and further adopt to the prevailing police-per-population ratio. The IAS shall have its
13 own recruitment program starting from the initial stage of enlistment up to its selection. It shall
14 have mandatory strength of at least two and a half percent (2.5%) of the total strength or population
15 of the PNP uniformed personnel to discharge its functions effectively.

16 Sec. 28. ***Promotion.*** – The promotion system for the uniformed personnel shall follow
17 the general principles of the promotion system in the PNP while the promotion for the non-
18 uniformed personnel shall abide by the rules of the CSC relative to personnel promotion.

19 Sec. 29. ***Compulsory Retirement.*** - Compulsory retirement for uniformed personnel
20 shall be upon the attainment of age 56, while that of the non-uniformed personnel shall be at age
21 65.

22 Sec. 30. ***Optional Retirement.*** - Upon accumulation of at least twenty (20) years of
23 satisfactory active service, IAS uniformed or non-uniformed personnel, *at* the employee's request,
24 may be retired from the service and entitled to receive the benefits provided by law.

25 Sec. 31. ***Occupational Specialty Pay/Incentives*** – In addition to other allowances
26 authorized under existing laws, the personnel of the IAS shall be granted Occupational Specialty
27 pay representing their hazard pay, which shall be fifty percent (50%) of their basic pay. This pay
28 shall not be considered a forfeiture of other remuneration and allowances that are allowed by law.

1 Sec. 32. *Immediate Supervisor and Superiors in IAS Investigations.* – The immediate
 2 superior or supervisor of the personnel or units being investigated under Section 25 of this Act shall
 3 be automatically included in the investigation of the IAS to exclusively determine lapses in
 4 administration or supervision.

5 Sec. 33. *Restrictive Custody of Personnel under Investigation.* - After due notice and
 6 summary hearings, the duly designated supervisors and equivalent officers of the PNP may impose
 7 the following disciplinary actions, including restrictive custody, upon any ~~regular~~ member of their
 8 respective commands found to have committed minor offenses involving internal discipline:

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

13 2. Provincial directors or equivalent supervisors may summarily impose administrative
 14 punishment of admonition or reprimand; restrictive custody; withholding of privileges; forfeiture of
 15 salary or suspension, or any combination of the foregoing: Provided, that, in the last three
 16 instances, the total period shall not exceed thirty (30) days;

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

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

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

28 Immediately upon the filing of an administrative or criminal complaint, any police
 29 personnel who has been accused of having committed a serious or grave offense, particularly those

1 involving heinous crimes as defined under existing laws, rules and regulations, shall be placed
2 under restrictive custody.

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

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

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

14 Sec. 34. *Disciplinary Recommendations of the IAS.*

15 a) Any uniformed personnel found guilty of any of the cases mentioned in Paragraph
16 II, Section 25 of this Act and any immediate superior or supervisor found negligent under Section
17 32 of this Act shall be automatically recommended for dismissal or demotion, as the case may be.
18

19 b) The PNP disciplining authorities shall act within sixty (60) days from receipt of the
20 recommendations of the IAS, imposing disciplinary measures or sanctions against erring PNP
21 personnel. However, the failure on the part of the disciplining authorities within the given sixty
22 (60) days' period within which to act upon the recommendations shall automatically make the
23 recommendations of the IAS final, and thus, may not be modified, reversed or set aside by the
24 disciplining authorities.

25 Sec. 35. *Appeals.* - The complaining party may appeal a resolution of the Prosecution
26 Division of the Regional IAS and the National IAS dismissing an administrative complaint for lack
27 of probable cause within ten (10) days from receipt of the resolution. Such resolution of the
28 Regional IAS and National IAS may be appealed to the Office of the Inspector General. However,
29 when the Office of the Inspector General affirmed the resolution dismissing the complaint, the
30 assailed resolution may be appealed to the Chief, PNP.

1 Sec. 36. *Source of funds.* - The appropriation for the Office of the Internal Affairs
2 Service, including funds for the Occupational Specialty Pay (OSP), shall be under a specific item in
3 the annual General Appropriations Act (GAA). This shall include Personnel Services (PS),
4 Maintenance and Other Operating Expenses (MOOE) and Capital Outlay (CO).

5 Sec. 37. ***Fiscal Independence.*** – In order to strengthen its fiscal independence, the
6 Internal Affairs Service shall have an automatic, direct and regular release of funds based on the
7 approved annual general appropriations. It shall have a separate and independent Finance, Budget
8 Management and Accounting Office subject to the existing rules, practices and regulations on
9 auditing and accounting of the Commission on Audit. The IAS shall have a distinct and separate
10 budget from the *other PNP units and offices*.

CHAPTER VII

FINAL PROVISIONS

13 Sec. 38. ***Prioritization of Projects.*** – The PNP, through the NAPOLCOM, shall submit to
14 Congress within ninety (90) days from effectivity of this Act the schedule of priority projects and
15 activities as well as the yearly estimated average cost by phases for its consideration and approval.
16 These shall be the basis for executive and legislative actions for the implementation of the
17 modernization program until its realization.

18 Sec. 39. *Appropriation for the PNP Modernization Program.*— The amount necessary
19 for the implementation of this Act shall be treated as a distinct and separate budget item from the
20 regular appropriation of the Department of the Interior and Local Government (DILG) and the
21 PNP.

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

25 Sec. 41. *Congressional Oversight Committee.*

26 There is hereby created a Congressional Oversight Committee to monitor and oversee the
27 implementation of the provisions of this Act. The committee shall be composed of six (6)
28 members from the Senate and six (6) members from the House of Representatives with the
29 Chairpersons of the Committee on Public Order and Illegal Drugs and the Committee on Public
30 Order and Safety of both Houses as Joint Chairpersons. The five (5) other members from each

1 Chamber shall be designated by the Senate President and the Speaker of the House of
2 Representatives, respectively.

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

4 Sec. 42. ***Review.*** – Within five (5) years after the effectivity of this Act, the
5 Congressional Oversight shall conduct a review or systematic evaluation of the accomplishments
6 and impact of the PNP Reorganization and Modernization Program, as well as the performance and
7 organizational structure of the implementing agencies, for purposes of determining remedial
8 legislations.

9 Sec. 43. ***Implementing Rules and Regulations.*** – The Chief, PNP, in coordination with
10 the National Police Commission and the Secretary of Budget and Management, shall promulgate
11 the necessary rules and regulations within one hundred eighty (180) days of the approval of this Act
12 for its effective implementation.

13 Sec. 44. ***Annual Reports.*** – The Chief, PNP shall submit to the President and Congress,
14 through the Secretary of the Interior and Local Government, an annual Report containing the
15 progress of the implementation of the modernization program under this Act, not later than the end
16 of the first quarter of the succeeding year.

17 Sec. 45. ***Separability Clause.*** – If any provision of this Act shall be held
18 unconstitutional or invalid, the other provisions shall not be affected and shall remain in full force
19 and effect.

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

24 Sec. 47. ***Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its
25 publication in two (2) national newspapers of general circulation.

26 Approved.

27