

UNDP PHI/02/007: JUDICIAL REFORM PROGRAM
ACCESS TO JUSTICE BY THE DISADVANTAGED

Transforming the Philippine National Police (PNP) to a More Capable, Effective and Credible Police Force (Phase 2)

FINAL REPORT • ANNEXES

June 2005



PHILIPPINE
NATIONAL POLICE



SUPREME COURT
OF THE PHILIPPINES



UNITED NATIONS
DEVELOPMENT PROGRAMME

CPRM CONSULTANTS, INC.

CONTENTS

Contents	i
Acronyms	ii

POLICE SYSTEM INSTITUTIONAL FRAMEWORK AND PNP ADMINISTRATIVE STRUCTURE

Annex 4.1	Excerpts from Republic Act 6975.....	4-1
Annex 4.2	Policing Agencies and Their Functions.....	4-11
Annex 4.3	Functions of Major Organizational Units, PNP.....	4-17

POLICE OPERATIONS

Annex 5.1	Excerpts from Relevant Statutes, Presidential Issuances, and Administrative Regulations Affecting the Police	5-1
Annex 5.2	Excerpts from the Original Police Manual.....	5-40

HUMAN RESOURCE MANAGEMENT

Annex 6.1	Program of Instruction (PPSC)	6-1
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INFORMATION SYSTEMS AND INFORMATION TECHNOLOGY

Annex 8.1	Major Application Systems.....	8-1
Annex 8.2	Summary of IT Infrastructure, PNP.....	8-5
Annex 8.3	PNP IT Manpower	8-7
Annex 8.4	PNP Computer Service Organizational Structure	8-10

Annex 9 PNP ISSUES/COMMENTS AND RESPONSES

1	Comments During the Validation Workshop, 12 April 2005.....	9-1
2	PNP Endorsement through various Communications Endorsed by DPRM to CPRM on 02 May 2005.....	9-9

ACRONYMS

ABM	Agency Budget Matrix
ADB	Asian Development Bank
AFP	Armed Forces of the Philippines
AOPB	Annual Operations Plan and Budget
APJR	Action Program for Judicial Reform
APR	Agency Performance Reviews
ARD	Assistant Regional Director
ARMM	Autonomous Region for Muslim Mindanao
ASEAN	Association of Southeast Asian Nations
ASG	Aviation Security Group
AUSAID	Australian Agency for International Development
BER	Beyond Economic Repair
BFAR	Bureau of Forestry and Aquatic Resources
BFP	Bureau of Fire Protection
BIC	Bomb Incident Center
BIR	Bureau of Internal Revenue
BJMP	Bureau of Jail Management and Penology
BOC	Bureau of Customs
BOT	Board of Trustees
BPP	Board of Pardons and Parole
BSPS	Bachelor of Science in Public Safety
BuCor	Bureau of Corrections
CA	Commonwealth Act
CAR	Cordillera Administrative Region
CDM	Civil Disturbance Management
CES	Career Eligibility Service
CESB	Career Executive Service Board
CFC	Continuous Flow Check
CHED	Commission on Higher Education
CHR	Commission on Human Rights
CHS	Chaplain Service
CIDG	Criminal Investigation and Detection Group
CIDT	Crime Investigation and Detection Team

CIDU	Criminal Investigation and Detective Unit
CLG	Crime Laboratory Group
CLS	Crime Laboratory Service
CMP	Cultural Minority Preference
CO	Capital Outlay
COA	Commission on Audit
COBIT	Control Objectives for IT
COMELEC	Commission on Elections
COMMEL	Communications and Electronics Service
CPD	Central Police District
CPI	Corruption Perception Index
CPO	City Police Office
COMPACT	Community Police Action Centers, Community Power in Action
COPS	Community Oriented Policing System
CS	Computer Service
CSC	Civil Service Commission
CSEE	Career Service Executive Eligibility
CSG	Civil Security Group
CSO	Civil Society Organization
DBM	Department of Budget and Management
DA	Department of Agriculture
DDB	Dangerous Drugs Board
DC	Directorate for Comptrollership
DENR	Department of Environment and Natural Resources
DHRDD	Directorate for Human Resource Doctrine and Development
DI	Directorate for Intelligence
DIDM	Directorate for Investigation and Detective Management
DILG	Department of the Interior and Local Government
DL	Directorate for Logistics
DO	Directorate for Operations
DOJ	Department of Justice
DOST	Department of Science and Technology
DOTC	Department of Transportation and Communication
DPCR	Directorate for Police Community Relations

DPL	Directorate for Plans
DPO	District Police Office
DPRM	Directorate for Personnel and Records Management
DPUCSP	Development of Poor Urban Communities Sector Project
DRD	Directorate for Research and Development
DS	Directorial Staff
DSWD	Department of Social Welfare and Development
DT	Dissident Terrorist
DTI	Department of Trade and Industry
DV	Disbursement Voucher
DVD	Digital Video Disc
EDSA	Epifanio de los Santos Avenue
EO	Executive Order
EOD	Explosives and Ordnance Disposal
ES	Engineering Service
ETEEAP	Expanded Tertiary Education Equivalency and Accreditation Program
EU	European Union
FED	Firearms and Explosives Division
FGD	Focus Group Discussion
FNTI	Fire National Training Institute
FSO	Financial Service Office
GAA	General Appropriations Act
GAD	Gender and Development
GAS	General Administration and Support
GDP	Gross Domestic Product
G-EPS	Government – Electronic Procurement System
GPS	General Public Services
GSIS	Government Service and Insurance System
HEI	Higher Education Institute
HRM	Human Resource Management
HS	Health Service
HSS	Headquarters Support Service
IAC-AT	Inter-Agency Council Against Trafficking
IAC-AVAWC	Inter-Agency Council on Anti-Violence Against Women and their Children

IA/CPSP	Integrated Area/Community Public Safety Plan
IAS	Internal Affairs Service
IG	Intelligence Group
ILS	Installations and Logistics Service
INP	Integrated National Police
IPER	Individual Performance Evaluation Report
IPR	Intellectual Property Rights
IRP	Integrated Reorganization Plan
IS	Information System
ISO	Internal Security Operations
ISSP	Information System Strategic Plan
JNTI	Jail National Training Institute
IT	Information Technology
JO	Job Order
JTF-ATP	Joint Task Force Against Trafficking in Persons
KBP	Kapisanan ng mga Broadcasters ng Pilipinas
KFR	Kidnap-for-Ransom
LAN	Local Area Network
LGA	Local Government Academy
LGU	Local Government Unit
LLDA	Laguna Lake Development Authority
LS	Legal Service
LSS	Logistics Support Service
LTO	Land Transportation Office
MDS	Modified Disbursement Scheme
MFO	Major Final Outputs
MG	Maritime Group
MMDA	Metropolitan Manila Development Authority
MMLTCC	Metro-Manila Land Transportation Coordinating Council
MOA	Memorandum of Agreement
MOOE	Maintenance and Operating Expenses
MPC	Military Police Command
MPE	Medical and Physical Examination
MPS	Maritime Police Station
MPSA	Masters in Public Safety Administration

MTDP	Medium-Term Development Plan
MTEF	Medium-term Expenditure Framework
MTPDP	Medium-Term Philippine Development Plan
MTRCB	Movie and Television Review and Classification Board
MVIS	Motor Vehicle Information system
NAB	National Appellate Board
NACC	National Anti-Crime Commission
NACTF	National Anti-Crime Task Force
NAPOLCOM	National Police Commission
NAKTAF	National Anti-Kidnapping Task Force
NBI	National Bureau of Investigation
NCA	Notice of Cash Allocation
NCC	National Computer Center
NCCAS	National Council for Civil Aviation Security
NCIS	National Crime Information System
NCMIS	National Crime Management Information System
NCR	National Capital Region
NCRFW	National commission on the Role of Filipino Women
NCRPO	National Capital Region Police Office
NCRTI	National Crime Research and Training Institute
NDLEPCC	National Drug Law Enforcement and Prevention Coordinating Center
NEDA	National Economic Development Authority
NEP	National Expenditure Program
NGAS	National Government Accounting System
NGO	Non-Governmental Organization
NHQ	National Headquarters
NICA	National Intelligence Coordinating Agency
NPC	National Police College
NPS	National Prosecution Service
NSCB	National Statistical Coordinating Board
NSO	National Statistics Office
NSU	National Support Unit
NUP	Non-Uniformed Personnel
NWA	Net Working Appropriations
ODA	Official Development Assistant

OMB	Office of the Ombudsman/Optical Media Board
OPB	Operating Plan and Budget
OPBC	Operations Plan and Budget Committee
OPLAN	Operations Plan
OSCP	On-Scene Command Post
OSEC	Office of the Secretary
PACER	Police Anti-Crime Emergency Response
PAIRTF	Presidential Anti-Illegal Recruitment Task Force
PAMS	Physical Assets Management System
PAO	Public Attorney's Office
PAOCC	Presidential Anti-Organized Crime Commission
PASTF	Presidential Anti-Smuggling Task Force
PAT	Physical Agility Test
PC	Philippine Constabulary/Police Commission
PCAS	Police Center for Aviation Security
PCG	Philippine Coast Guard
P/Cinsp	Police Chief Inspector
PCO	Police Commissioned Officer
PCR	Police Community Relations
P/Csupt	Police Chief Superintendent
PD	Presidential Decree
PDEA	Philippine Drug Enforcement Agency
P/DG	Police Director General
P/DDG	Police Deputy Director General
PEM	Public Expenditure Management
PGF	Philippine Ground Force
PIB	Productivity Incentive Benefits/Productivity Improvement Bonus
PIO	Public Information Office
P/Insp	Police Inspector
PIT	Provincial Intelligence Team
PLEB	People's Law Enforcement Board
PMA	Philippine Military Academy
PMO	Project Management Office
PNCO	Police Non-Commissioned Officer
PNP	Philippine National Police

PNPA	Philippine National Police Academy
PNTI	Philippine National Training Institute
PO	Police Officer/Purchase order
POE	Program of Expenditures
POC	Peace and Order Council
POL	Petroleum Oil and Lubricants
POPB	Preliminary Operating Plan and Budget
POPBE	Preliminary Operating Plan and Budget Estimate
POPBG	Preliminary Operating Plan and Budget Guidance
PPA	Parole and Probation Administration
PPO	Police Provincial Office
PPSC	Philippine Public Safety College
PRA	Program Review and Analysis\
PRO	Police Regional Office
PS	Personal Services
PSBCC	Public Safety Basic Criminalistics Course
PSBRC	Public Safety Basic Recruit Course
PSCISC	Public Safety Criminal Investigation Supervisory Course
PSCRS	Police Security Containment Ring system
PSFPC	Public Safety Forensic Photography Course
PSJLC	Public Safety Junior Leadership Course
PSOAC	Public safety Officers Advance Course
PSOBC	Public Safety Officers Basic Course
PSOCC	Public Safety Officers Candidate Course
PSOSEC	Public Safety Officers Senior Executive Course
PSPO	Police Security and Protection Office
PSSLC	Public Safety Senior Leadership Course
PSSACIC	Public Safety substance Abuse Control and Identification Course
PSSPIC	Public Safety Scientific Personal Identification Course
P/Ssupt	Police Senior Superintendent
P/Supt	Police Superintendent
PTF-TSMA	Presidential Task Force on Transportation Strikes and/or Mass Actions
PTS	Police Traffic Service
RA	Republic Act

RAB	Regional Appellate Board
RBMES	Results-Based Monitoring and Evaluation System
RCIDU	Regional Criminal Investigation and Detective Unit
RCLO	Regional Crime Laboratory
R & D	Research and Development
RDHRDD	Regional Personnel and Human Resource Development Division
RFSO	Regional Finance Service Office
RIU	Regional Intelligence Unit
RMO	Regional Maritime Office
RPOC	Regional Peace and Order Council
RTS	Regional Training School
SAF	Special Action Force
SAGSD	Security Agency and Guards Special Division
SAL	Statement of Assets and Liabilities
SAO	Supply Accountable Officer
SBR	Special Bank Receipt
SC	Supreme Court of the Philippines
SILG	Secretary of Interior and Local Government
SLL	Seniority and Lineal List
SOCO	Scene of Crime Operations
SONA	State Of the Nation Address
SOPs	Standard Operating Procedures
SPF	Special Purpose Fund
SPO	Senior Police Officer
SPT	Security and Protection Team
SRDP	Self-Reliant Development Program
SSL	Salary Standardization Law
SWOT	Strengths, Weaknesses, Opportunities and Threats
TA	Technical Assistance
TCDS	The Chief Directorial Staff
T & E	Tests and Evaluation
TIG	Time-in-Grade
TMG	Traffic Management Group
TMT	Traffic Management Team
TMU	Traffic Management Unit

TPPD	Total Permanent Physical Disability
UN	United Nations
UNDP	United Nations Development Programme
UNICJRI	United Nations Interregional Crime and Justice Research Institute
UNODC	United Nations Office on Drugs and Crime
USAID	United States Agency for International Development
USAFE	U.S. Army in the Far East
UTP	Unshielded Twisted Pair
UXO	Unexploded Ordnance
VCD	Video Compact Disc
VIP	Very Important Person
WB	World Bank
WCD	Women's and Children's Desk
WO	Work Order

ANNEX 4.1

EXCERPTS FROM REPUBLIC ACT 6975

(as amended by RA 8551)

This law provides that the National Police Commission (NAPOLCOM), the Philippine Public Safety College, PNP, Bureau of Fire Protection, and the Bureau of Jail Management and Penology are under the Department of the Interior and Local Government (DILG).¹

THE DILG SECRETARY

The DILG Secretary has specific powers and functions:

- (1) Act as Chairman and Presiding Officer of the National Police Commission;
- (2) Prepare and submit periodic reports, including a quarterly Anti-crime Operations Report and such other reports as the President and Congress may require; and
- (3) Delegate authority to exercise any substantive or administrative function to the members of the National Police Commission or other officers of rank within the Department.²

NATIONAL POLICE COMMISSION

The National Police Commission is a collegial body composed of a Chairman and four (4) regular commissioners, one of whom shall be designated as the Vice-chairman by the President. The DILG Secretary is the ex-officio Chairman of the Commission while the Vice-Chairman acts as the executive officer of the Commission.³

1 Powers and Functions

The NAPOLCOM exercises the following powers and functions:

- “(a) Exercise administrative control and operational supervision over the Philippine National Police which shall mean the power to:
 - “1) Develop policies and promulgate a police manual prescribing rules and regulations for efficient organization, administration, and operation, including criteria for manpower allocation, distribution and deployment, recruitment, selection, promotion, and retirement of personnel and the conduct of qualifying entrance and promotional examinations for uniformed members;

¹ Rep. Act No. 6975 (1990), sec. 6.

² *Id.*, sec. 10.

³ *Id.*, sec. 13.

- “2) Examine and audit, and thereafter establish the standards for such purposes on a continuing basis, the performance, activities, and facilities of all police agencies throughout the country;
- “3) Establish a system of uniform crime reporting;
- “4) Conduct an annual self-report survey and compile statistical data for the accurate assessment of the crime situation and the proper evaluation of the efficiency and effectiveness of all police units in the country;
- “5) Approve or modify plans and programs on education and training, logistical requirements, communications, records, information systems, crime laboratory, crime prevention and crime reporting;
- “6) Affirm, reverse or modify, through the National Appellate Board, personnel disciplinary actions involving demotion or dismissal from the service imposed upon members of the Philippine National Police by the Chief of the Philippine National Police;
- “7) Exercise appellate jurisdiction through the regional appellate boards over administrative cases against policemen and over decisions on claims for police benefits;
- “8) Prescribe minimum standards for arms, equipment, and uniforms and, after consultation with the Philippine Heraldry Commission, for insignia of ranks, awards, and medals of honor. Within ninety (90) days from the effectivity of this Act, the standards of the uniformed personnel of the PNP must be revised which should be clearly distinct from the military and reflective of the civilian character of the police;
- “9) Issue *subpoena* and *subpoena duces tecum* in matters pertaining to the discharge of its own powers and duties, and designate who among its personnel can issue such processes and administer oaths in connection therewith;
- “10) Inspect and assess the compliance of the PNP on the established criteria for manpower allocation, distribution, and deployment and their impact on the community and the crime situation, and thereafter formulate appropriate guidelines for maximization of resources and effective utilization of the PNP personnel;
- “11) Monitor the performance of the local chief executives as deputies of the Commission; and
- “12) Monitor and investigate police anomalies and irregularities.

- “(b) Advise the President on all matters involving police functions and administration;
- “(c) Render to the President and to the Congress an annual report on its activities and accomplishments during the thirty (30) days after the end of the calendar year, which shall include an appraisal of the conditions obtaining in the organization and administration of police agencies in the municipalities, cities and provinces throughout the country, and recommendations for appropriate remedial legislation;
- “(d) Recommend to the President, through the Secretary, within sixty (60) days before the commencement of each calendar year, a crime prevention program; and
- “(e) Perform such other functions necessary to carry out the provisions of this Act and as the President may direct.”⁴

Under Section 32, as amended by RA 8551, the NAPOLCOM shall administer the entrance and promotional examinations for policemen on the basis of its set standards.

2 Staff Services

- (a) The Staff Services of the NAPOLCOM are as follows:
 - “(1) The Planning and Research Service, which shall provide technical services to the Commission in areas of overall policy formulation, strategic and operational planning, management systems or procedures, evaluation and monitoring of the Commission’s programs, projects and internal operations; and shall conduct thorough research and analysis on social and economic conditions affecting peace and order in the country;
 - “(2) The Legal Affairs Service, which shall provide the Commission with efficient and effective service as legal counsel of the Commission; draft or stud contracts affecting the Commission and submit appropriate recommendations pertaining thereto; and render legal opinions arising from the administration and operation of the Philippine National Police and the Commission;
 - “(3) The Crime Prevention and Coordination Service, which shall undertake criminological researches and studies; formulate a national crime prevention plan; develop a crime prevention and information program and provide editorial direction for all criminology research and crime prevention publications;
 - “(4) The Personnel and Administrative Service, which shall perform personnel functions for the Commission, administer the entrance and

⁴ *Id.*, sec. 14 as amended by Rep. Act No. 8551 (1998).

promotional examinations for policemen, provide the necessary services relating to records, correspondence, supplies, property and equipment, security and general services, and the maintenance and utilization of facilities, and provide services relating to manpower, career planning and development, personnel transactions and employee welfare;

- “(5) The Inspection, Monitoring and Investigation Service, which shall conduct continuous inspection and management audit of personnel, facilities and operations at all levels of command of the PNP, monitor the implementation of the Commission’s programs and projects relative to law enforcement; and monitor and investigate police anomalies and irregularities;
- “(6) The Installations and Logistics Service, which shall review the Commission’s plans and programs and formulate policies and procedures regarding acquisition, inventory, control, distribution, maintenance and disposal of supplies and shall oversee the implementation of programs on transportation facilities and installations and the procurement and maintenance of supplies and equipment; and
- “(7) The Financial Service, which shall provide the Commission with staff advice and assistance on budgetary and financial matters, including the overseeing of the processing and disbursement of funds pertaining to the scholarship program and surviving children of deceased and/or permanently incapacitated PNP personnel.
- “(b) The Commission shall establish a formal administrative disciplinary appellate machinery consisting of the National Appellate Board and the regional appellate boards.
- “(c) The National Appellate Board shall decide cases on appeal from decisions rendered by the PNP chief, while the regional appellate boards shall decide cases on appeal from decisions rendered by officers other than the PNP chief, the mayor, and the People’s Law Enforcement Board (PLEB).⁵

3 Regional Offices

The NAPOLCOM operates and maintains regional offices headed by regional directors to implement policies and programs of the Commission in their respective regions. Also, these offices adjudicate benefit claims.⁶

⁵ *Id.*, sec. 20, as amended by Rep. Act No. 9551 (1998).

⁶ *Id.*, sec. 21.

PHILIPPINE NATIONAL POLICE (PNP)

The Philippine National Police (PNP) has been established initially consisting of the following:

- (a) Members of the police force who were integrated into the Integrated National Police (INP) pursuant to PD 765;
- (b) Officers and enlisted personnel of the Philippine Constabulary (PC) which include:
 - Those assigned with the Narcotics Command (NARCOM);
 - Those assigned with the Criminal Investigation Service (CIS);
 - Those of the technical services of the AFP assigned with the PC.
 - Civilian operatives of the CIS.
- (c) Regular operatives of the abolished NAPOLCOM Inspection, Investigation and Intelligence Branch may also be absorbed by the PNP.⁷

In addition, the PNP shall absorb the Office of the National Action Committee on Anti-Hijacking (NACAH) of the DND, all the functions of the Philippine Air Force Security Command (PAFSECOM), as well as the police functions of the Coast Guard.⁸

1 The PNP Organization

The PNP shall be headed by a Chief who shall be assisted by two (2) deputy chief, one (1) for operations and one (1) for administration, both of whom shall be appointed by the President upon recommendation of the Commission from among the most senior and qualified officers in the service: *Provided, however,* That in no case shall any officer who has retired or is retirable within six (6) months from his compulsory retirement age be appointed as Chief of the PNP. The PNP shall be composed of a national office, regional offices, provincial offices, district offices, city or municipal stations.

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

At the regional level, the PNP shall have regional offices, including that of the National Capital Region, which may be divided into two (2) separate regions without prejudice to the pertinent provisions of the Organic Act for the Autonomous Regions of the Cordilleras and Muslim Mindanao relative to the creation of a regional office force in the area of autonomy. Each of these regional offices shall be headed by a regional director for peace and order.

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

⁷ *Id.*, sec. 23.

⁸ *Id.*, sec. 24, last par.

At the city or municipal level, there shall be a PNP station, each headed by a chief of police.⁹

2 Powers and Functions

The PNP shall have the following powers and functions:

- (a) Enforce all laws and ordinances relative to the protection of lives and properties;
- (b) Maintain peace and order and take all necessary steps to ensure public safety;
- (c) Investigate and prevent crimes, effect the arrest of criminal offenders, bring offenders to justice and assist in their prosecution;
- (d) Exercise the general powers to make arrest, search and seizure in accordance with the Constitution and pertinent laws;
- (e) Detain an arrested person for a period not beyond what is prescribed by law, informing the person so detained of all his rights under the Constitution;
- (f) Issue licenses for the possession of firearms and explosives in accordance with law;
- (g) Supervise and control the training and operations of security agencies and issue licenses to operate security agencies, and to security guards and private detectives, for the practice of their professions; and
- (h) Perform such other duties and exercise all other functions as may be provided by law.¹⁰

3 Powers and Functions of the PNP Chief

The command and direction of the PNP shall be vested in the Chief of the PNP with the following powers and functions:

- (a) Direct and control tactical as well a strategic movements, deployment, placement, utilization of the PNP or any of its units and personnel, including its equipment, facilities and other resources. Such command and direction may be delegated to subordinate officials with the respect to units under their respective commands in accordance with the prescribed NAPOLCOM rules and regulations.
- (b) Issue detained implementing policies and instructions regarding personnel, funds, properties, records, correspondence and such as other matters.¹¹

⁹ *Id.*, sec. 25.

¹⁰ *Id.*, sec. 24.

¹¹ *Id.*, sec. 26.

4 PNP Support Units

The PNP shall be supported by the following support units:

(a) Administrative Support Units.

- (1) *Crime Laboratory.* There shall be established a central Crime Laboratory to be headed by a Director with the rank of chief superintendent, which shall provides scientific and technical investigative aid and support to the PNP and other government investigative agencies. It shall also provide crime laboratory examination, evaluation and identification of physical evidences involved in crimes with primary emphasis on their medical, chemical, biological and physical nature.

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

- (2) *Logistic Unit.* Headed by a Director with the rank of chief superintendent, the Logistics Unit shall be responsible for the procurement, distributions and management of all the logistical requirements of the PNP including firearms and ammunition.
- (3) *Communications Unit.* Headed by a Director with the rank of chief superintendent, the Communications Unit shall be responsible for establishing an effective police communications network.
- (4) *Computer Center.* Headed by a Director with the rank of chief superintendent, the Computer Center shall be responsible for the design, implementation and maintenance of a database system for the PNP.
- (5) *Finance Center.* Headed by a Director with the rank of chief superintendent, the Finance Center shall be responsible for providing finance services to the PNP.
- (6) *Civil Security Unit.* Headed by a Director with the rank of chief superintendent, the Civil Security Unit shall provide administrative services and general supervision over organization, business operation and activities of all organized private detectives, watchmen, security guard agencies and company guard houses.

The unit shall likewise supervise the licensing and registration of firearms and explosives.

The approval applications for licenses to operate private security agencies, as well as the issuance of licenses to security guards and the licensing of firearms and explosives, shall be decentralized to the PNP regional offices.¹²

(b) Operational Support Units.

- (1) *Maritime Police Unit.* Headed by a Director with the rank of chief superintendent, the Maritime Police Unit shall perform all police functions over Philippine territorial waters and rivers.
- (2) *Police Intelligence Unit.* Headed by a Director with the rank of chief superintendent, the Police Intelligence Unit shall serve as the intelligence and counterintelligence operating unit of the PNP.
- (3) *Police Security Unit.* Headed by a Director with the rank of chief superintendent, Police Security Unit shall provide security for government officials, visiting dignitaries and private individuals authorized to be given protection.
- (4) *Criminal Investigation Unit.* Headed by a Director with the rank of chief superintendent, the Criminal Investigation Unit shall undertake the monitoring, investigation and prosecution of all crimes involving economic sabotage, and other crimes of such magnitude and extent as to indicate their commission by highly placed or professional criminal syndicates and organizations. This unit shall likewise investigate all major cases involving violations of the Revised Penal Code and operate against organized crime groups, unless the President assigns the case exclusively to the National Bureau of Investigation (NBI).
- (5) *Special Action Force.* Headed by a Director with the rank of chief superintendent, the Special Action Force shall function as a mobile strike force or reaction unit to augment regional, provincial, municipal and city police forces for civil disturbance control, counterinsurgency, hostage-taking rescue operations, and other special operations.
- (6) *Narcotics Unit.* Headed by a Director with the rank of chief superintendent, the Narcotics Unit shall enforce all laws relative to the protection of the citizenry against dangerous and other prohibited drugs and substances.
- (7) *Aviation Security Unit.* Headed by a Director with the rank of chief superintendent, the Aviation Security Unit, in coordination with airport authorities, shall secure all the country's airports against offensive and terroristic acts that threaten civil aviation, exercise operational control and supervision over all agencies involved in airport security operation, and enforce all laws and regulations relative to air travel protection and safety.

¹² *Id.*, sec.35(1)-(6).

- (8) *Traffic Management Unit.* Headed by a Director with the rank of chief superintendent, the Traffic Management Unit shall enforce traffic laws and regulations.
- (9) *Medical and Dental Centers.* Headed by a Director with the rank of chief superintendent, the Medical and Dental Centers shall be responsible for providing medical and dental services for the PNP.
- (10) *Civil Relations Units.* Headed with a Director with the rank of chief superintendent, the Civil Relations Unit shall implement plans and programs that will promote community and citizens' participation in the maintenance of peace and order and public safety.¹³

5 Status of PNP Members

The members of the PNP shall be considered employees of the National Government and shall draw their salaries therefrom: *Provided*, That PNP members assigned in Metropolitan Manila, chartered cities and first class municipalities may be paid in additional monthly allowance by the local government unit concerned.

6 Internal Affairs Service

An Internal Affairs Service (IAS) of the PNP has been created to have the following powers and functions:

- (a) Pro-actively conduct inspections and audits on PNP personnel and units;
- (b) Investigate complaints and gather evidence in support of an open investigation;
- (c) Conduct summary hearings on PNP members facing administrative charges;
- (d) Submit a periodic report on the assessment, analysis, and evaluation of the character and behavior of PNP personnel and units to the Chief PNP and the Commission;
- (e) File appropriate criminal cases against PNP members before the court as evidence warrants and assist in the prosecution of the case;
- (f) Provide assistance to the Office of the Ombudsman in cases involving the personnel of the PNP.

The IAS shall also conduct, *motu proprio*, automatic investigation of the following cases:

- (a) Incidents where a police personnel discharges a firearm;
- (b) Incidents where death, serious physical injury, or any violation of human rights occurred in the conduct of a police operation;

¹³ *Id.*, sec. 35(b)(1)-(10).

- (c) Incidents where evidence was compromised, tampered with, obliterated, or lost while in the custody of police personnel;
- (d) Incidents where a suspect in the custody of the police was seriously injured; and
- (e) Incidents where the established rules of engagement have been violated.

Finally, the IAS shall provide documents or recommendations as regards to the promotion of the members of the PNP or the assignment of PNP personnel to any key position.¹⁴

¹⁴ Rep. Act No. 8551 (1998), sec. 39.

ANNEX 4.2

POLICING AGENCIES AND THEIR FUNCTIONS

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Philippine National Police (RA 6975)	<ul style="list-style-type: none"> Enforce all laws and ordinances relative to the protection of lives and properties Maintain peace and order and take all necessary steps to ensure public safety Investigate and prevent crimes, effect the arrest of criminal offenders, bring offenders to justice and assist in their prosecution
National Bureau of Investigation (RA 157)	<ul style="list-style-type: none"> Undertake investigations of crime and other offenses against the laws of the Philippines, upon its own initiative and as public interest may require Render assistance, whenever properly requested in the investigation or defection of crimes and other offenses Act as a national clearinghouse of crimes and other information for the benefit and use of all prosecuting and law enforcement entities of the Philippines, identification of records of all persons without criminal convictions, records of identifying marks, characteristics and ownership of possession of all firearms as well as of test bullets fired therefrom
Philippine Drug Enforcement Agency (RA No. 9165 otherwise known as the Comprehensive Dangerous Drugs Act of 2002)	<ul style="list-style-type: none"> Conducts investigation and intelligence on cases in the commission of any crime relative to the use, abuse and trafficking of dangerous drugs and/or controlled precursor and essential chemical as provided under the Dangerous Drug Act and provisions of PD No. 1619. Arrests and apprehends as well as searches all violators and seizes or confiscates, the effects or proceeds of the crimes as provided by law and take custody thereof Take charge and custody of all dangerous drugs and/ or controlled precursors and essential chemicals seized, confiscated or surrendered to any national, provincial or local law enforcement agency, if no longer needed for purposes of evidence in court Establish forensic laboratories in each PNP office in every province and city in order to facilitate action or seize or confiscate drugs, thereby hastening its destruction without delay Initiate and undertake the formation of nationwide organization which shall coordinate and supervise all activities against drug abuse in every province, city, municipality and barangay with the active participation of local government units, NGOs, citizenry, subject to the provision of previously formulated programs of action against dangerous drugs Establish and maintain a national drug intelligence system in cooperation with law enforcement agencies and other government agencies Establish and maintain close coordination, cooperation and linkage with international drug control and administration agencies and organizations and implement the applicable provisions of international conventions and agreements related to dangerous drugs to which the Philippines is signatory Initiate and undertake national campaign for drug prevention and drug control program
Civil Relations Service, Armed Forces of the Philippines (Based on functions stated as part of the National Law Enforcement Coordinating Council)	<ul style="list-style-type: none"> Conduct community and civic action and other community-related activities; Assist government agencies concerned and non-governmental organizations (NGOs) in the anti-drug campaign; Facilitate the rehabilitation and development of rebel returnees/ surrenderees; Assists the PNP and other law enforcement agencies in maintaining peace and order
Philippine Coast Guard , Department of Transportation and Communication (from the DOTC website)	<ul style="list-style-type: none"> Enforce laws and regulations on the high seas and waters under Philippine jurisdiction, in cases such as intrusion/ poaching, piracy, smuggling, drugs, arms and explosive trafficking, illegal fishing and the like. It is the main government unit tasked to promote safety of life and property at sea, safeguard marine resources and environment, promote maritime security, and assist in the enforcement of laws on the high seas under jurisdiction of the Philippines. Conducts surveillance and enforcement activities in coordination with other concerned government agencies Operations of the PCG is supervised by an Office of the Commandant. The Commandant also heads the Board of Marine Inquiry (BMI) which investigate marine accidents in relation to the liability of the ship owners and officers as well as complaints against marine officers arising from the accidents
Airport Police Department (APD) of the Manila International Airport Authority (from NALECC website)	<ul style="list-style-type: none"> Maintain airport security, safety, and efficiency of the MIAA complex by controlling access in restricted areas

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Metro Manila Development Authority (RA 7924)	<ul style="list-style-type: none"> Implements the programs and projects concerning traffic management it has developed in pursuance of its set policies Collects fines and penalties for all kinds of violations of traffic rules and regulations, whether moving or non-moving in nature, and confiscate and suspend or revoke driver's licenses in the enforcement of such traffic laws and regulations, the provisions of RA 4136 and PD 1605 to the contrary notwithstanding. Enforces all traffic laws and regulations in Metro Manila, through its traffic operation center, and may deputize members of the PNP, traffic enforcers of local government units, duly licensed security guards, or members of non-governmental organization to whom may be delegated certain authority, subject to such conditions and requirements as the Authority may impose
Bureau of Customs (Department of Finance website)	<ul style="list-style-type: none"> Has supervisory and police authority over seas within the jurisdiction of the Philippines and all over the coasts, ports, airports, harbors, bays, rivers, and inland waters whether navigable or not, from the sea in prevention of smuggling and other frauds, control vessels/aircrafts doing foreign trade, enforcement of tariff and customs laws, control of the handling of foreign mails for revenues and prevention purposes, control of import Has jurisdiction over forfeiture and seizure cases
Bureau of Fisheries and Aquatic Resources (BFAR website)	<ul style="list-style-type: none"> Enforces all laws, rules and regulations governing the conservation and management of fishery resources, except in municipal waters, and to settle conflicts of resource use and allocations in consultation with the NFARMC, LGUs and local Farms
Bureau of Immigration (EO 292)	<ul style="list-style-type: none"> Investigate entry applications, and admissibility of aliens upon arrival Administratively determine citizenship status; Execute exclusion or deportation orders; Arrest and detain erring foreigners after due process of law. The Commissioner of Immigration is empowered to issue warrants of arrest against alien violators of Philippine Immigration Laws. Act as the primary enforcement arm of the Department of Justice and the President of the Philippines in ensuring that all foreigners within its territorial jurisdiction comply with existing laws.
Bureau of Internal Revenue (Sec. 2 of the National Internal Revenue Code of 1997)	<ul style="list-style-type: none"> Enforce all forfeitures, penalties and fines connected therewith, including the execution of judgements in all cases decided in its favor by the Court of Tax Appeals and the ordinary courts
Land Transportation Office (LTO website)	<ul style="list-style-type: none"> Enforces the Land Transportation rules and regulations and Traffic Code, the Public Service Act, supervises the activities of land transportation and traffic enforcement agencies Inspection and Registration of Motor Vehicles
Philippine Ports Authority (PD 857 as amended)	<ul style="list-style-type: none"> Exercises police authority in the areas of providing security to cargo, port equipment, structures, facilities, personnel and documents; of regulating movement of cargo and people in ports; and in maintaining peace and order within the port premises
Philippine Center on Transnational Crime (EO No. 62 dated January 15, 1999)	<ul style="list-style-type: none"> Establish, through the use of modern information and telecommunications technology, a shared central database and government agencies for information of criminals, methodologists, arrests and convictions on the following transnational crimes: <ul style="list-style-type: none"> illicit trafficking of narcotic drugs and psychotropic substances; money laundering; terrorism; arms smuggling; trafficking of persons; piracy; and other crimes that have an impact on the stability and security of the country Performs law enforcement coordination and operation against all forms of transnational crime in coordination with concerned law enforcement agencies Design programs and projects aimed at enhancing national capacity-building in combating transnational crime, as well as supporting the related programs and projects of other international centers

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Optical Media Board (RA 9236)	<ul style="list-style-type: none"> Conduct inspections, by itself or in coordination with other competence agencies of the government, at anytime, with or without prior notice, of establishments or entities including those within the economic zones engaged in the activities as provided in Section 13(a), (b) and (c) of this Act, and employ reasonable force in the event that the responsible person or persons of such establishment or entity evades, obstructs, or refuses such inspection. For this purpose, the agents of the OMB shall be considered agents in authority; Apply for or obtain search warrants from any court of law, or take into preventive custody any optical media and/or material or equipment, including parts, accessories and paraphernalia used for the mastering, manufacture or replication of optical media which are found in any premises if the OMB has reasonable ground to believe or suspect that these are evidence of violation of the provisions of this Act; Act as complainant in the criminal prosecution of violators of this Act; Call upon law enforcement agencies and the managing authorities in the economic zones for assistance in the implementation and enforcement of its decisions, orders, rules and regulations; To deputize, whenever necessary, provincial governors, city and municipal mayors, and representatives of the national government agencies, organizations representing copyright owners, neighboring rights owners and concerned sectors to help monitor compliance with and report to the OMB any violation of this Act;
Chief Executive, Local Barangay (Local Government Code, Sec. 389, Chapter 3)	<p>(b) For efficient, effective and economical governance, the purpose of which is the general welfare of the barangay and its inhabitants pursuant to Section 16 of this Code, the punong barangay shall:</p> <p>(1) Enforce all laws and ordinances which are applicable within the barangay;</p> <p>(3) Maintain public order in the barangay and, in pursuance thereof, assist the city or municipal mayor and the sanggunian members in the performance of their duties and functions;</p> <p>(6) Organize and lead an emergency group whenever the same may be necessary for the maintenance of peace and order or on occasions of emergency or calamity within the barangay;</p> <p>(9) Enforce laws and regulations relating to pollution control and protection of the environment;</p> <p>(10) Administer the operation of the Katarungang Pambarangay in accordance with the provisions of this Code;</p> <p>(12) Ensure the delivery of basic services as mandated under Section 17 of this Code;</p> <p>(b) In the performance of his peace and order functions, the punong barangay shall be entitled to possess and carry the necessary firearm within his territorial jurisdiction, subject to appropriate rules and regulations.</p>
Sangguniang Barangay Members (Local Government Code, Sec. 392, Chap. 4)	<p>(b) Act as peace officers in the maintenance of public order and safety;</p>
Municipal/ City Mayor (Local Government Code, Sec. 444, Chap. 3; Sec. 455, Chap.3)	<p>(1) (b) (vii) Carry out such emergency measures as may be necessary during and in the aftermath of man-made and natural disasters and calamities;</p> <p>(2) Enforce all laws and ordinances relative to the governance of the municipality and the exercise of its corporate powers provided for under Section 22 of this Code, implement all approved policies, programs, projects, services and activities of the municipality and, in addition to the foregoing, shall: Ensure that the acts of the municipality's component barangays and of its officials and employees are within the scope of their prescribed powers, functions, duties and responsibilities;</p> <p>(iv) Be entitled to carry the necessary firearm within his territorial jurisdiction;</p> <p>(vi) Call upon the appropriate law enforcement agencies to suppress disorder, riot, lawless violence, rebellion or sedition or to apprehend violators of the law when public interest so requires and the municipal police forces are inadequate to cope with the situation or the violators;</p>
Provincial Governor (Local Government Code, Sec 465, Chap.3)	<p>(2) Enforce all laws and ordinances relative to the governance of the municipality and the exercise of its corporate powers provided for under Section 22 of this Code, implement all approved policies, programs, projects, services and activities of the municipality and, in addition to the foregoing, shall: Ensure that the acts of the municipality's component barangays and of its officials and employees are within the scope of their prescribed powers, functions, duties and responsibilities;</p> <p>(iv) Be entitled to carry the necessary firearm within his territorial jurisdiction;</p> <p>(vi) Call upon the appropriate law enforcement agencies to suppress disorder, riot, lawless violence, rebellion or sedition or to apprehend violators of the law when public interest so requires and the municipal police forces are inadequate to cope with the situation or the violators;</p>
National Anti-Kidnapping Task Force (NAKTAF)	<ul style="list-style-type: none"> Enforce laws on and implement plans and measures to combat kidnapping

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Presidential Anti Organized Crime Commission (PAOCC) and Task Force (PAOC-TF) ¹	<ul style="list-style-type: none"> Conduct intelligence and counter - intelligence to identify government officials and employees crime syndicates and their cohorts who are involved in criminal activities; Cause or direct the immediate arrest, investigation and speedy prosecution of crime syndicates, government officials and employees and their cohorts, with due regard to constitutional processes; Refer the cases at hand, as the Commission or the Task Forces, may deem proper and necessary, to the Department of Justice, and /or other appropriate law enforcement agencies for investigation or prosecution, as the case may be; Follow - up the progress of on - going investigation and prosecution of cases taken cognizance of by the Task Forces; Select and recruit personnel from within the PNP, The AFP and other law enforcement agencies for assignment to the Task Forces subject to the conformity of the agency concerned; Coordinate with the Witness Protection Security and benefit Program Committee of the Department of Justice to evaluate and assess witnesses who may qualify under the provisions of Republic Act No 6981, otherwise known as the Witness Protection and Benefit Act; Subject to the approval of the President, authorized access to documents, installations and facilities and pursuit of specific crime investigation over government agencies and government - owned or controlled corporations; and Recruit civilian personnel and enlist their services for intelligence gathering efforts. <p><i>(The PAOCC oversees and creates Task Forces for anti crime initiative and implementation of plans and programs against crime, as directed by the President. One of the task Forces under it is the PAOC-TF)</i></p>
National Anti-Crime Commission (NACC) ²	<ul style="list-style-type: none"> Direct the conduct of anti-crime operations of law enforcement agencies as may be ordered by the President Cause or direct the immediate investigation and speedy prosecution of cases involving heinous offenses, or other cases that the President may refer to it from time to time and monitor the progress of such cases Prepare and implement fast-track anti-crime action agenda and adopt appropriate measures to ensure and efficient and effective anti-crime drive
Inter-Agency Council Against Trafficking (IAC-AT) ³	<ul style="list-style-type: none"> Pursue the detection and investigation of suspected or alleged trafficking activities at airports, seaports and/or harbors, and at land transportation, terminals and when appropriate, file the appropriate charges to the traffickers Formulate plans and programs for the prevention and/or reduction of trafficking in persons
Joint Task Force Against Trafficking in Persons (JTF-ATP) ⁴	<ul style="list-style-type: none"> Implement plans and programs for the prevention and/or reduction of trafficking in persons
Presidential Anti-Illegal Recruiters Task Force (PAIRTF) ⁵	<ul style="list-style-type: none"> Conduct surveillance and entrapment operations of persons alleged to be engaged in illegal recruitment including, but not limited to, "escort" services at international airports and other points of departure; Cause or direct the immediate investigation and speedy prosecution of cases involving illegal recruitment and monitor the progress of such cases; Coordinate with existing bodies, agencies and other instrumentalities currently involved in the campaign against illegal recruitment;

¹ Executive Order 8, January 22, 1998. The Task Force is composed of selected PNP/AFP members and representatives from other government agencies.

² Executive Order 23

³ RA 9208, 2003. The Secretary of Justice Chairs the Council with the Secretary of Social Welfare and Development as Co-Chairperson, with members including Secretary of Department of Foreign Affairs and Department of Labor and Employment, Administrator of Philippine Overseas Employment Agency, Commissioner of the Bureau of Immigration, Director General of Philippine National Police, Chairperson of the National Commission on the Role of Filipino Women, 1 representative of NGO from the women's sector, 1 representative of NGO from the children's sector, and 1 representative of NGO from the overseas foreign workers sector.

⁴ RA 9208, 2003. The Task Force is assigned at airports and composed of Prosecution, BI, PNP, and NBI personnel and another Task Force at land transportation terminals and local seaports and airports to be composed of Prosecution, PNP, BI, PPA and PCG personnel.

⁵ Executive Order 325, January 9, 2004; The PAIRTF is composed of a Chairman, appointed or designated by the President, and a sufficient number of members as may be determined by the Chairman, from the staff of the National Bureau of Investigation, the Philippine National Police and other relevant government agencies, who shall be detailed to the PAIRTF by their respective heads.

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Presidential Anti Smuggling Task Force (PASTF) ⁶	<ul style="list-style-type: none"> Combat smuggling, unlawful importations and other frauds upon customs committed in large scale or by organized and syndicated groups
National Council for Civil Aviation Security (NCCAS) ⁷	<ul style="list-style-type: none"> Formulate plans to direct, control, supervise and integrate all measures aimed at preventing and suppressing hijacking, other threats to civil aviation, and all other forms of terrorism with the end in view of protecting national interests Adopt measures to monitor the activities of suspected terrorists, and (develop the capability of local law enforcement agencies to contain the threats of terrorism
Presidential Task Force on Transportation Strikes and/or Mass Actions (PTF-TSMA) ⁸	<ul style="list-style-type: none"> Ensure responses and options to cover to cover transport strikes and/or mass actions within Metro Manila and its immediate environs Prepare a long range plan to prepare for similar incidents in the future, taking note of the need to balance transportation rates, wage levels, and other economic and social factors
Metro-Manila Land Transportation Coordinating Council (MMLTCC) ⁹	<ul style="list-style-type: none"> Responsible for the improvement of the enforcement of traffic laws, rules and regulations in Metropolitan Manila
Inter Agency Council on Anti-Violence Against Women and Their Children (IAC-AVAWC) ¹⁰	<ul style="list-style-type: none"> Formulate plans, programs and strategies on the prevention of crimes that deal with domestic/family violence, abuse of women in intimate relations, child abuse and juvenile delinquency, and other interrelated issues
National Drug Law Enforcement and Prevention Coordinating Center (NDLEPCC) ¹¹	<p>Orchestrate efforts of national government agencies, local government units, and non-government organizations for a more effective anti-drug campaign</p> <p>Prepare and fast track the implementation of an inter-agency anti-drug action plan, and prepare intelligence and counter-intelligence plans and programs to identify personalities and/or groups and their cohorts who are involved in the illegal drugs activities</p>
National Anti-Crime Commission (NACC) ¹²	<p>Direct the conduct of anti-crime operations of law enforcement agencies as may be ordered by the President</p> <p>Cause or direct the immediate investigation and speedy prosecution of cases involving heinous offenses, or other cases that the President may refer to it from time to time and monitor the progress of such cases</p> <p>Prepare and implement fast-track anti-crime action agenda and adopt appropriate measures to ensure and efficient and effective anti-crime drive</p>
GAB Illegal Gambling Unit of the Games and Amusement Board ¹³	<p>Enforce laws on anti-illegal gambling</p>

⁶ Executive Order 45b, December 3, 1998 The Task Force is composed of senior officials from the Office of the President, Departments of Finance and Justice, Bureau of Customs, Bureau of Internal Revenue, National Bureau of Investigation, Philippine National Police, and the Intelligence Service of the Armed Forces of the Philippines

⁷ Executive Order 336, January 5, 2001, amending Executive Order 246, dated May 18, 1995 and renaming and reconstituting the Action Committee on Anti-Hijacking and Anti-Terrorism into the National Council for Civil Aviation Security. The Committee is chaired by the DILG Secretary with the Secretary of the National Defense as Vice Chairman and the Secretaries of Foreign Affairs, Budget and Management, Finance, Justice, Transportation and Communications, and Press, together with the Director-General of the Air Transportation Office, National Security Adviser and the Director General of the National Intelligence Coordinating Council, Presidential Consultant on Police Affairs, and the Group Commander of the Presidential Security Group, Director of the Bureau of Immigration and Deportation, and the Chief of the Philippine National Police, as members

⁸ Executive Order 243, May 13, 2000. The Task Force is headed by the MMDA Chairman with the Secretaries of DILG, DOTC, DPWH, DECS, DOLE, DTI, the AFP Chief of Staff, the PNP Director-General, the LTFRB Chairman, the LTO Assistant Secretary, and the Commissioner on Higher Education, as members.

⁹ Reconstituted under Presidential Memorandum Order 397, September 23, 1991. The Council is composed of the Metropolitan Manila Authority as Chairman, and the Office of the President, Department of Transportation and Communications, Department of Public Works and Highways and the Philippine National Police, among others, as members.

¹⁰ RA 9262, 2004

¹¹ **Executive Order No. 61 (January 15, 1999. Created under the** Office of the President, the Center is headed by the Secretary of the Interior and Local Government as Chairman; with the Chief of the Philippine National Police as Vice-Chairman; and Task Force Chief of the Presidential Anti-Organized Crime Task Force; Chairman of the Dangerous Drugs Board; Director of the National Bureau of Investigations; Commissioner of the Bureau of Immigration; Chief of the National Prosecution Service; and Commissioner of the Bureau of Customs as members.

¹² Executive Order 23

¹³ Presidential Administrative Order 262, January 17, 1999

OFFICE/AGENCY	RESPONSIBILITY /AUTHORITY
Dangerous Drugs Board (DDB)	Formulate policies, programs and strategies on drug prevention and control Develop and adopt comprehensive, integrated, unified and balanced national drug abuse prevention and control strategy
National Intelligence Coordinating Agency (NICA)	Coordinate and integrate government activities involving national intelligence Prepare estimates of local and foreign situations for the formulation of national security policies
National Police Commission (NAPOLCOM) ¹⁴	Provide and prescribe policies, rules, regulation, guidelines and standards for efficient organization, administration and operation of the PNP, including criteria for manpower allocation, distribution and deployment, recruitment, selection, promotion, and retirement of personnel and the conduct of qualifying entrance and promotional examinations for uniformed members Examine and audit, and thereafter establish the standards for such purposes on a continuing basis, the performance, activities, and facilities of all police agencies throughout the country
People's Law Enforcement Board (PLEB) ¹⁵	Review and decide cases on appeal from decisions rendered by the PNP Regional Directors and equivalent police supervisors involving demotion or dismissal from service, as well as appeal from the decisions of the City/Municipal Mayors and the People's Law Enforcement Board
Peace and Order Councils (POC)	Screen recommended appointment of new PNP members to be assigned to police field units Recommend, through the Mayor as chairman of the POC, the recall or reassignment of Chief of Police
Philippine Public Safety College (PPSC), DILG	Provide the education and training requirements of PNP members and new recruits to the police force

¹⁴ Republic Act No. 157, as amended

¹⁵ Section 43 of RA 6975 requires for the creation by the Sangguniang Panlungsod/Bayan of a People's Law Enforcement Board (PLEB) in every city and municipality as may be necessary. NAPOLCOM has reported in its annual report that there were 1,554 PLEBs nationwide as of December 31, 2003.

ANNEX 4.3

FUNCTIONS OF MAJOR ORGANIZATIONAL UNITS, PNP

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
Executive/Top-level Supervisory Group	Office of the Chief, PNP	Provide overall supervision and control to the different units of the PNP	
	Office of the Deputy Director-General for Administration	Assist the Chief, PNP in the performance of his functions on administration matters	
	Office of the Deputy Director General for Operations	Assist the Chief, PNP in the performance of his functions on operations matters	
	Office of the Chief of Directorial Staff	Assist the Chief, PNP in supervising the directorial staff in their conduct of mandated responsibilities	<ul style="list-style-type: none"> ▪ Administrative Group ▪ Conference Management Group ▪ Management Information systems Group ▪ Special Requirements Group
Directorial Staff	Directorate for Personnel and Records Management (DPRM)	<p>Manage the recruitment and appointment of PNP personnel</p> <p>Plan for the transfer and assignment of personnel, as well as the adjustment of qualification standards</p> <p>Assess personnel fitness and performance</p> <p>Record, process and administer application leaves and other benefits</p>	<ul style="list-style-type: none"> ▪ Recruitment and Placement Division ▪ Personnel Transaction Division ▪ Personnel Plans & Policies Division ▪ Benefits and Pension Administration Division
	Directorate for Intelligence (DI)	<p>Formulate plans and policies and plan, coordinate and supervise the performance of intelligence activities of the PNP</p> <p>Evaluate and integrate all intelligence projects and efforts, and specifically provide intelligence information for the use of the command groups</p> <p>Determine foreign intelligence objectives and direct and control foreign intelligence assignments</p>	<ul style="list-style-type: none"> ▪ Intelligence Operations Division ▪ Counter-Intelligence Security Division ▪ Foreign Liaison Division ▪ Intelligence Research Division
	Directorate for Operations (DO)	<p>Exercise control, direction, coordination and monitoring of all PNP operations, including patrolling, conduct of search/arrests/seizures, aviation security, maritime security, civil disturbance management, civil security, and traffic management</p> <p>Prepare, coordinate and issue operational</p>	<ul style="list-style-type: none"> ▪ Internal Security Operations Division ▪ Statistics and Reporting Division ▪ Special Operations Division ▪ Law Enforcement Division ▪ Public Safety Division

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
		plans, orders and directives	
	Directorate for Logistics (DL)	Develop policies, rules and procedures for logistical activities like procurement, planning, maintenance, installation, and transportation	<ul style="list-style-type: none"> Logistics Plans and Programs Division Supply Management Division Real Property Management Division
	Directorate for Comptrollership (DC)	<p>Undertake financial management and internal auditing and management functions</p> <p>Prepare the PNP's annual budget and formulate policies, procedures and guidelines on auditing and accounting, reporting and general financial management</p> <p>Monitor the implementation of financial program of the PNP</p>	<ul style="list-style-type: none"> Budget Division Fiscal Division Accounting Division Management Division
	Directorate for Police Community Relations (DPCR)	Plan, direct, coordinate and supervise the performance of police community relations programs, projects and activities of the PNP	<ul style="list-style-type: none"> Plans and Programs Division Public Information Division Community Affairs Division Women and Children's Concerns Division
	Directorate for Investigation and Detective Management (DIDM)	<p>Formulate policies, rules, procedures and standards for the conduct of investigation, as well as research and development efforts for improving/strengthening the delivery of investigation services</p> <p>Direct, monitor and supervise all investigating units of the PNP</p>	<ul style="list-style-type: none"> Case Monitoring Division Research and Analysis Division Complaint and Legal Division Pre-charge Investigation Division
	Directorate for Human Resource and Doctrine (DHRDD)	<p>Formulate plans and policies on the career development of PNP members</p> <p>Formulate doctrines pertaining to organization, administration and operations of PNP</p> <p>Determine training requirements of PNP personnel and units, and formulate training programs and directives for the purpose</p>	<ul style="list-style-type: none"> Individual Training Program development Division Unit Training Program Division General Doctrine Development Division
	Directorate for Research and Development (DRD)	Review, study and develop standards for weapons, clothing, transportation, communication, criminalistics equipment and other materials for the use of PNP	<ul style="list-style-type: none"> Criminalistics Equipment Division Materiel Plans and Programs Division
	Directorate for Plans (DP)	<p>Develop plans for the PNP organizational and force development and for the conduct of research and development projects.</p> <p>Perform project management functions for inter-agency and international initiatives for the development of the PNP and for the performance of strategic programs and activities.</p>	<ul style="list-style-type: none"> Plans and Programs Division Organizational Development Division Special Projects and Research Division Legislative Affairs Division Inter-agency and

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
		Formulate the organization and manning, functions and functional delineation; and conduct studies and reviews on the organization, manning and functional delineation within the PNP, as well as develop and monitor the implementation of policies and regulations for the organizational structuring of units within the PNP	International Affairs Division ▪ Project Monitoring Division
Administrative Support Units	Financial Service (FS)	Responsible for the disbursement of all funds of the PNP and the accounting of the same Approve vouchers for payment of PNP obligations Coordinate with all PNP units concerned in the payment and distribution of pay and allowances of all PNP personnel	▪ Administrative Division ▪ Revenue and Collection Division ▪ Audit and Control Division ▪ Electronic Data Processing Division ▪ Disbursements Division
	Computer Service (CS)	Formulate and implement information technology (IT) policies, plans and programs of the PNP Develop, maintain and implement application systems and databases and provide data processing services	▪ Systems Management Division ▪ Computer Operations Division ▪ Data Management Division ▪ Network Management Division ▪ Training Division
	Engineering Service (ES)	Formulate policies, plans and procedures in the management of engineering resources, land utilization and on-base/off-base housing activities Directly plan, design, administer, supervise and construct PNP buildings, facilities and housing-related projects Supervise, monitor and evaluate all construction and major engineering maintenance and repair of PNP buildings/structures	▪ Administrative Division ▪ Construction and Repair Division ▪ Land Utilization Division ▪ Housing Division
	Logistics Support Service (LSS)	Provide support to the PNP units in terms of storage and effective distribution/issuance of stocks on hand, including the conduct of inventory and tests and evaluation Procure supplies, materials and equipment including firearms and ammunitions Undertake depot-level maintenance of vehicles, armaments and ammunitions, including communications equipment Provide transportation services in support of the PNP operations	▪ Procurement Division ▪ Supply, Storage and Distribution Division ▪ Supply Accounting and Monitoring Division ▪ Explosive Ordinance Disposal Division
	Headquarters Support Service	Provide support for the security, management of traffic flows, and	

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
	(HSS)	<p>maintenance of the national headquarters</p> <p>Patrol the entire vicinity, formulate plans and implements camp defense measures, including fire and disaster control</p>	
	Communication and Electronics Service (COMMEL)	Operate, maintain and ensure coordination between and among PNP units and offices in the acquisition, distribution and operation of communications and electronics facilities	<ul style="list-style-type: none"> Facilities Operations and Communication Center Division Installation and Maintenance Division COMMEL Development and Training Division
	Health Service (HS)	<p>Provide medical and dental services to PNP personnel and their direct dependents and other authorized civilians</p> <p>Operate and maintain hospitals nationwide</p>	<ul style="list-style-type: none"> Administrative and Personnel Affairs Division Logistics, Procurement and Supply Division Comptroller and Finance Division Plans, Training and Operations Division Medical Division Dental Division Nursing Division Allied Health Service Division
	Legal Service (LS)	<p>Serve as the PNP legal counsel as well as represent the PNP in all criminal and civil actions before the courts in coordination with the Office of the Solicitor General</p> <p>Serve as adjudicative unit in the processing of claims for benefits of retired and separated personnel</p>	<ul style="list-style-type: none"> Legal Assistance Division Policy and Research Division Personnel Action and Welfare Division Administrative Division
	Chaplain Service (CHS)	<p>Provide spiritual and counseling services for the moral growth of PNP personnel and their dependents</p> <p>Conduct worship and religious services, provide pastoral care and ministration, religious and moral education, guidance and counseling, and values orientation</p>	
Operational Support Units	Criminal Investigation and Detection Group (CIDG)	Has jurisdiction on the investigation of all crimes involving economic sabotage like bank frauds, large scale smuggling, estafa, dollar salting, hoarding, profiteering, among others, including cases involving violations of anti-graft and corruption practices, illegal recruitment, illegal trafficking, illegal possession of firearms and explosives, and atrocities committed by CCP/NPA/NDF	<ul style="list-style-type: none"> Criminal Investigation and Detection Division Detection and Special Operations Division Anti-Fraud and Commercial Crime Division Anti-Organized Crimes and Businessmen's Concerns Division Women and Children's Concerns Division Anti-Transnational Crime Division 16 Regional Criminal Investigation and

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
			Detective Units
	Crime Laboratory Group (CLG)	Undertake forensic examination and scene of the crime operations Provide expertise on medico-legal examination, chemistry, physical identification, firearms identification, fingerprint identification, questioned document analysis, and polygraph and forensic photography	<ul style="list-style-type: none"> Medico-Legal Division Chemistry Division Physical Identification Division Firearms Identification Division Questioned Document Division Fingerprint Identification Division Polygraph Division Forensic Photograph Division 15 Regional Criminal Crime Laboratories
	Maritime Group (MG)	Prevent and suppress violations of laws and ordinances committed within territorial waters and along coastal areas of the country, to include ports, harbors and small islands	<ul style="list-style-type: none"> Special Operations Office Fleet Operations Office Regional Maritime Offices Maritime Police Stations
	Aviation Security Group (ASCG)	Perform operation control and supervision in planning, directing, and enforcement within the airport complex of all security and policing units Conduct air operations for administrative missions such as courier of movement of personnel, supplies and equipment; for actual combat mission; and for special flight missions for civil relief and mercy operations, mountain operations, anti-kidnapping and anti-carnapping operations, and search/rescue/aerial photography	<ul style="list-style-type: none"> 10 Regional Police Centers for Aviation Security Special Operations Units K-9 Units MPSUs
	Traffic Management Group (TMG)	Promote safety along highways and secure main thoroughfares from all forms of lawlessness Perform police traffic safety engineering, police traffic safety education, and traffic law enforcement through periodic patrolling, monitoring and conduct of traffic direction and control	<ul style="list-style-type: none"> Special Operations Division Motor Vehicles Clearance Office Anti-Carnapping Unit 16 Satellite Units in NCR Traffic Management Units in all regions, provinces, and cities
	Special Action Force (SAF)	Provide the mobile strike forces or reaction units to augment regional, provincial, city and municipal police forces for civil disturbance, hostage-taking, rescue operations, hijacking, terrorism and terrorist acts, situations involving explosives, among others Organize and train organic personnel, conduct commando-type unconventional	<ul style="list-style-type: none"> Personnel and Human Resource Division Intelligence and Investigation Division Operations and Plans Division Police Community Relations Division Logistics, Research and Development

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
		warfare against lawless elements over extended period with minimal direction and control, conduct search and rescue operations, conduct civil disturbance management operations in times of civil disobedience on a national scale, and operate a rapid deployment force ready and capable to strike anytime	<ul style="list-style-type: none"> Division Comptrollership and Finance Division
	Intelligence Group (IG)	<p>Plan, direct and supervise the collection of pertinent information and subsequent conversion of such information into useful intelligence as input to decision-making</p> <p>Detect and investigate acts of graft and corruption, criminality, treason, sedition, espionage within PNP, among others</p>	<ul style="list-style-type: none"> Personnel and Human Resource Development Division Intelligence and Operations Division Logistics Division Comptrollership and Finance Division Legal Affairs Division Counter-Intelligence Office Technical Support Office Foreign Intelligence and Liaison Office Service Support Office
	Civil Security Group (CSG)	Direct, control and supervise the issuance of permits and licenses on firearms, ammunitions, explosives, firecrackers and pyrotechnic devices, private security agencies, company guard forces, and private security guards	<ul style="list-style-type: none"> Firearms and Explosives Division Security and Guards Supervision Division
	Police Security and Protection Office (PSPO)	Identify the employment and deployment of police personnel to be designated for security services of national personages, foreign dignitaries, ambassadors, embassies, vital installations, and authorize government officials and private individuals with serious threats to their lives	<ul style="list-style-type: none"> Administrative Division Operations Division 6 Regional Security and Protection Teams
	Police Community Relations Group (PCRG)	<p>Implement PNP's police community relations programs and provide assistance to the regional, provincial, district, and city/municipal police offices in their implementation of their respective police community relations activities</p> <p>Accredit volunteer NGOs supportive of PNP programs and relatedly assist, train, organize, direct and supervise such NGOs</p>	<ul style="list-style-type: none"> Community Relations Division Cultural Affairs Division Production and Media Affairs Division NHQ PNP Complaint Referral and Action Center
Field Operations Group	Regional Offices (17)	Undertake and be responsible for the command, control, supervision and direction of all units under the office in the enforcement of laws, prevention of crimes, maintenance of peace and order, safety and internal security within the area of responsibility	<ul style="list-style-type: none"> Regional Personnel and Human Resource Development Division Regional Intelligence and Investigation Division Regional Operations and Plans Division Regional Logistics Division Regional Police

FUNCTIONAL GROUPING	ORGANIZATIONAL UNIT	GENERAL DESCRIPTION OF FUNCTION	DIVISIONS
			<ul style="list-style-type: none"> Community Relations Comptrollership and Finance Division Regional Headquarters Support Group Regional Mobile Force Battalions
	Provincial Police Offices (79)	Provide supervision, intervention and direction in the enforcement and execution of the provisions of laws, general orders, instructions from headquarters, and rules and regulations of local application within territorial jurisdiction	No divisionalization; main subdivision are sections that attend to police community relations, operations, investigation, and intelligence
	District Offices in the National Capital Region (5)	Monitor, coordinate and evaluate the implementation of policies, directives, programs and projects	
	City Police Offices (16)	Process and recommend the issuance of appropriate licenses	<ul style="list-style-type: none"> City Mobile Force Company Mobile Patrol Group Traffic Group Police Precincts
	City/Municipal Police Stations	<p>Serve as the primary operating arms of the PNP for crime prevention, law enforcement and order maintenance</p> <p>Investigate and prevent crimes, effect the arrest of crime offenders, and bring offenders to justice assist in their prosecution</p>	<ul style="list-style-type: none"> Administrative Unit Operations Unit

ANNEX 5.1

EXCERPTS FROM RELEVANT STATUTES, PRESIDENTIAL ISSUANCES AND ADMINISTRATIVE REGULATIONS AFFECTING THE POLICE

1 CRIMINAL LAWS AND PROCEDURE

1.1 The 1987 Constitution

ARTICLE III – Bill of Rights:

SECTION 12. (1) Any person under investigation for the commission of an offense shall have the right to be informed of his right to remain silent and to have competent and independent counsel preferably of his own choice. If the person cannot afford the services of counsel, he must be provided with one. These rights cannot be waived except in writing and in the presence of counsel. (2) No torture, force, violence, threat, intimidation, or any other means which vitiate the free will shall be used against him. Secret detention places, solitary, incommunicado, or other similar forms of detention are prohibited. (3) Any confession or admission obtained in violation of this or Section 17 hereof shall be inadmissible in evidence against him. (4) The law shall provide for penal and civil sanctions for violations of this section as well as compensation to and rehabilitation of victims of torture or similar practices, and their families.

SECTION 13. All persons, except those charged with offenses punishable by reclusion perpetua when evidence of guilt is strong, shall, before conviction, be bailable by sufficient sureties, or be released on recognizance as may be provided by law. The right to bail shall not be impaired even when the privilege of the writ of habeas corpus is suspended. Excessive bail shall not be required.

SECTION 14. (1) No person shall be held to answer for a criminal offense without due process of law. (2) In all criminal prosecutions, the accused shall be presumed innocent until the contrary is proved, and shall enjoy the right to be heard by himself and counsel, to be informed of the nature and cause of the accusation against him, to have a speedy, impartial, and public trial, to meet the witnesses face to face, and to have compulsory process to secure the attendance of witnesses and the production of evidence in his behalf. However, after arraignment, trial may proceed notwithstanding the absence of the accused provided that he has been duly notified and his failure to appear is unjustifiable.

SECTION 15. The privilege of the writ of habeas corpus shall not be suspended except in cases of invasion or rebellion when the public safety requires it.

SECTION 16. All persons shall have the right to a speedy disposition of their cases before all judicial, quasi-judicial, or administrative bodies.

SECTION 17. No person shall be compelled to be a witness against himself.

SECTION 18. (1) No person shall be detained solely by reason of his political beliefs and aspirations. (2) No involuntary servitude in any form shall exist except as punishment for a crime whereof the party shall have been duly convicted.

SECTION 19. (1) Excessive fines shall not be imposed, nor cruel, degrading or inhuman punishment inflicted. Neither shall the death penalty be imposed, unless, for compelling reasons involving heinous crimes, the Congress hereafter provides for it. Any death penalty already imposed shall be reduced to reclusion perpetua. (2) The employment of physical, psychological, or degrading punishment against any prisoner or detainee or the use of substandard or inadequate penal facilities under subhuman conditions shall be dealt with by law.

SECTION 20. No person shall be imprisoned for debt or non-payment of a poll tax.

SECTION 21. No person shall be twice put in jeopardy of punishment for the same offense. If an act is punished by a law and an ordinance, conviction or acquittal under either shall constitute a bar to another prosecution for the same act.

SECTION 22. No ex post facto law or bill of attainder shall be enacted.

1.2 Act No. 3895 (1932), as amended – The Revised Penal Code

1.3 Year 2000 Revised Rules on Criminal Procedure

1.4 Republic Act No. 7438 (1992)

This is an act defining certain rights of person arrested, detained as under custodial investigation as well as the duties of the arresting, detaining and investigating officers, and providing penalties for violation thereof. It is the policy of the State to value the dignity of every human being and guarantee full respect for human rights.

Sec. 2. Rights of Person Arrested, Detained or Under Custodial Investigation; Duties of Public Officers

- (a) Any person arrested, detained or under custodial investigation shall at all times be assisted by counsel.
- (b) Any public officer or employee, or anyone acting under his order or his place, who arrests, detains or investigates any person for the commission of an offense shall inform the latter, in a language known to and understood by him, of his rights to remain silent and to have competent and independent counsel, preferably of his own choice, who shall at all times be allowed to confer privately with the person arrested, detained or under custodial investigation. If such person cannot afford the service of his own counsel, he must be provided with a competent and independent counsel by the investigating officer.
- (c) The custodial investigation report shall be reduced to writing by the investigating officer, provided that before such report is signed, or thumb

marked if the person arrested or detained does not know how to read and write, it shall be read and adequately explained to him by his counsel or by the assisting counsel provided by the investigating officer in the language or dialect known to such arrested or detained person, otherwise, such investigation report shall be null and void and of no effect whatsoever.

- (d) Any extrajudicial confession made by a person arrested, detained or under custodial investigation shall be in writing and signed by such person in the presence of his counsel or in the latter's absence, upon a valid waiver, and in the presence of any of the parents, elder brother and sisters, his spouse, the municipal mayor, the municipal judge, district school supervisor, or priest or minister of the gospel as chosen by him, otherwise, such extrajudicial confession shall be inadmissible as evidence in any proceeding.
- (e) Any waiver by a person arrested or detained under the provisions of Article 125 of the Revised Penal Code, or under custodial investigation, shall be in writing and signed by such person in the presence of his counsel; otherwise the waiver shall be null and void and of no effect.
- (f) Any person arrested or detained or under custodial investigation shall be allowed visit by or conferences with member of his immediate family, or any medical doctor or priest or religious minister chosen by him or by any member of his immediate family or by his counsel, or by any national non-government organization duly accredited by the Commission on Human Rights or by the Office of the President. The person's "immediate family" shall include his or her spouse, fiancé or fiancée, parent or child, brother or sister, grandparent or grandchild, uncle or aunt, nephew or niece, and guardian or ward.

As used in the Act, "custodial investigation" shall include the practice of issuing an "investigation" to a person who is investigated in connection with an offense he is suspected to have committed, without prejudice to the liability of the "inviting" officer for any violation of law.

Sec. 3. Assisting Counsel. Assisting counsel is any lawyer, except those directly affected by the case, those charged with conducting preliminary investigation or those charged with the prosecution of crimes.

The assisting counsel other than the government lawyers shall be entitled to the following fees:

- (a) The amount of one hundred fifty pesos (P150.00) if the suspected person is chargeable with light felonies;
- (b) The amount of two hundred fifty pesos (P250.00) if the suspected person is chargeable with less grave or grave felonies;
- (c) The amount of three hundred fifty pesos (P350.00) if the suspected person is chargeable with a capital offense.

The fee for the assisting counsel shall be paid by the city or municipality where the custodial investigation is conducted, provided that if the municipality or city cannot pay such fee, the province comprising such municipality or city shall pay the fee: *Provided*, That the Municipality or City Treasurer must certify that no funds are available to pay the fees of assisting counsel before the province pays said fees.

In the absence of any lawyer, no custodial investigation shall be conducted and the suspected person can only be detained by the investigating officer in accordance with the provisions of Article 125 of the Revised Penal Code.

Sec. 4. Penalty Clause

- (a) Any arresting public officer or employee, or any investigating officer, who fails to inform any person arrested, detained or under custodial investigation of his rights to remain silent and to have competent and independent counsel preferably of his own choice, shall suffer a fine of Six thousand pesos (P6,000.00) or a penalty of imprisonment of not less than eight (8) years but not more than ten (10) yeas, or both. The penalty of perpetual absolute disqualification shall also be imposed upon the investigating officer who has been previously convicted of a similar offense.

The same penalties shall be imposed upon an officer or employee or anyone upon orders of such investigating officer or in his place, who fails to provide a competent investigation for the commission of an offense if the latter cannot afford the services of his own counsel.

- (b) Any person who obstructs, persons or prohibits any lawyer, any member of the immediate family of a person arrested, detained or under custodial investigation, or any medical doctor or priest or religious minister chosen by him or by any member of his immediate family or by counsel, from visiting and conferring privately with him, or from examining and treating him, or from ministering to his spiritual needs, at any hour of the day or, in urgent cases, of the night shall suffer the penalty of imprisonment of not less than four (4) yeas nor more than six (6) years, and a fine of four thousand pesos (P4,000.00).

The provision of the above Section notwithstanding, any security officer with custodial responsibility over any detained or prisoner may under such reasonable measures as may be necessary to secure his safety and prevent his escape.

1.5 Republic Act No. 7659 (1993)

This is an act to impose the Death Penalty on certain heinous crimes, amending for that purpose the Revised Penal Code as amended, other Special Penal Laws and for other purposes.

Section 4 incorporates a new article to read: "Art. 211-A – *Qualified Bribery*. If any public officer is entrusted with law enforcement and he refrains from arresting or prosecuting an offender who has committed a crime punishable by *reclusion perpetua* and/or death in consideration of any offer, promise, gift or present, he shall suffer the penalty for the offense which was not prosecuted.

If it is the public officer who asks or demands such gift or present, he shall suffer the penalty of death.

Section 11, Article 335 of the same Code is hereby amended to read as follows:

"Sec. 335. When and how rape is committed.-

.....

The death penalty shall also be imposed if the crime of rape is committed with any of the following attendant circumstances:

.....

6. When committed by any member of the Armed Forces of the Philippines or the Philippine National Police or any law enforcement agency."

Section 11. Section 24 of RA 6425, as amended, is hereby amended to read as follows:

"Sec. 24. *Penalties for Government Official and Employees and Officers and Members of Police Agencies and the Armed Forces, 'Planting' of Evidence*.- The maximum penalties provided for Sections 3, 4(1), 5(1), 6-19, 11-13 of Article II and Sections 14, 14-A, 15(1), 16 and 19 of Article III shall be imposed on any of the said offenses are government officials, employees or officers, including members of police agencies and the armed forces.

Any such above government official, employee or officer who is found guilty of "planting" any dangerous drugs punished in Sections 3-4, 7-9 and 13 of Article II and Sections 14, 14-A, 15-16 of Article III of this act in the person or vicinity of another as evidence to implicate the latter, shall suffer the same penalty as therein provided."

2 LAWS AND ADMINISTRATIVE REGULATIONS ON INTERNAL SECURITY OPERATIONS

2.1 Proclamation No. 348 (March 25, 1994)

This law is entitled: "Granting Amnesty to Certain personnel of the Armed Forces of the Philippines and the Philippine National Police Who Have or May Have Committed Certain Acts or Omissions punishable under the Revised Penal Code, The Articles of

War or Other Special Laws, committed in Furtherance of, Incident or in Connection with the Counter-Insurgency Operations” contains the following relevant provisions:

SECTION 1. Grant of Amnesty. — Amnesty is hereby granted to all personnel of the AFP and the PNP who shall apply therefor and who have or may have committed, as of the date of this Proclamation, acts or omissions punishable under the Revised Penal Code, the Articles of War or other special laws, in furtherance of, incident to, or in connection with counter-insurgency operations; Provided, that such acts or omissions do not constitute acts of torture, arson, massacre, rape, other crimes against chastity, or robbery of any form; and Provided, That the acts were not committed for personnel ends.

SECTION 2. Where To Apply. — AFP and PNP personnel may apply for amnesty with the National Amnesty Commission, hereinafter referred to as the Commission, created under Proclamation No. 347, dated March 25, 1994, which is tasked with receiving and processing applications for amnesty and determining whether the applicants are covered by amnesty under said Proclamation and this Proclamation. Final decisions or determinations of the Commission shall be appealable to the Court of Appeals.

SECTION 3. Application Period. — Applications or the grant of amnesty under this Proclamation shall be filed under oath of the Commission within six (6) months of the effectivity of this Proclamation, and forthwith, the Commission shall act in the same pursuant to its authority under said Proclamation No. 347.

SECTION 4. Effects. — (a) Amnesty under this Proclamation shall extinguish any criminal liability for acts committed by the grantee, without prejudice to the grantee's civil liability for injuries or damages caused to private persons. The grant of amnesty shall also effect the restoration of civil or political rights suspended or lost by virtue of criminal conviction; (b) The amnesty herein proclaimed shall not ipso facto result in the reintegration or reinstatement into the service of former AFP and PNP personnel. Reintegration or reinstatement into the service shall continue to be governed by existing laws and regulations; Provided, however, that the amnesty shall reinstate the right of AFP and PNP personnel to retirement and separation benefits, if so qualified under existing laws, rules and regulations at the time of the commission of the acts for which amnesty is extended, unless they have forfeited such retirement and separation benefits for reasons other than the acts covered by this Proclamation.

2.2 Republic Act No. 7898 (1995) – Otherwise Known as “The AFP Modernization Act”

SECTION 3. *Objectives of the AFP Modernization Act.*- The AFP Modernization program shall be implemented with the following objectives:

x x x

- (e) to enhance its capability to assist the Philippine National Police in law enforcement and internal security operations;

SECTION 12. *Modernization of Government Arsenal.*- The modernization of the government arsenal is for the development of production capabilities to enhance self-sufficiently in defense requirements shall be part of the AFP modernization program.

The government arsenal shall be effectively utilized in production of basic weapons, ammunition, and other ammunitions for the use of the AFP and the Philippine National Police (PNP) and for the sale and export of products in excess of the AFP/PNP requirements.

2.3 Executive Order No. 110 (1999)

Executive Order No. 110, is entitled: "Directing The Philippine National Police To Support The Armed Forces Of The Philippines In Internal Security Operations For The Suppression Of Insurgency And Other Serious Threats To National Security." Pertinent provisions include:

SECTION 1. The PNP is hereby directed to support the AFP in internal security operations (ISO) for the suppression of insurgency and other serious threats to national security. For this purpose, the PNP is authorized to make appropriate adjustments in its organization subject to the approval of the National Police Commission.

SECTION 2. There shall be established a joint AFP-PNP system which shall provide the mechanism, structure and procedures for the integrated assessment of the security situation and for the integrated planning, coordinating, implementation and monitoring of necessary measures aimed at enhancing the internal security of the state and its institutions.

SECTION 3. The Department of National Defense and the Department of the Interior and Local Government shall jointly promulgate rules and regulations for the effective implementation of this Executive Order.

SECTION 4. The initial funding requirements of the PNP to carry out the provisions of this Executive Order shall be jointly determined and recommended by the PNP and AFP for the approval of the President. The amount shall be drawn from the Contingent Fund and from other available funds in the CY 1998 and 1999 General Appropriations Act. For the succeeding years, the amount required shall be incorporated in the budget of PNP and the annual General Appropriations Act.

2.4 Executive Order No. 21 (2001) as amended by Executive Order No. 138 (2002) Creating the Coordinative and Integrated System of Internal Security

There is a Cabinet Oversight Committee on Internal Security (COC-IS) with the Executive Secretary as Chairman and the Secretary/ as Chairman and the Secretary of National Defense as Vice-Chairman. One of the responsibilities is to formulate a National Internal Security Plan (NISP) to implement the "Strategy of Holistic Approach" taking into account the statutory mandates of the Departments and agencies and their pertinent plans and programs. On October 21, 2002, Executive Order No. 138 (2002) reorganized the Cabinet Oversight Committee on Internal Security which now included a Presidential Adviser of Police Affairs.

At the sub-national level, internal security committees (ISCs) maybe organized by the COC-ISs as deemed necessary based on the situation prevailing in a specific area which may consist of one or more regions or two or more regions or provinces. At

the local level, an ISC may be organized in each province or chartered city by the COC-IS and it is governor or mayor of the city as chief executive of the local government unit be its chairman who shall determine its composition. (Sec. 5)

3 LAWS ON PROTECTION AND PRESERVATION OF THE ENVIRONMENT

3.1 P.D. No. 705 (1975), as amended by P.D. No. 1775 (1981) and R.A. 7161 (1991), sec. 7

SECTION 88. *Arrest, Institution of Criminal Actions.* A forest officer or employee of the Bureau or any personnel of the Philippine Constabulary/Integrated National Police shall arrest even without a warrant any person who has committed or is committing in his presence any of the offense in this Chapter (Chap. IV, Criminal Offenses and Penalties). He shall also seize and confiscate, in favor of the government, the tools and equipment used in committing offense and the forest products, gathered or taken by the offender in the process of committing the offense. The arresting officer or employee shall thereafter deliver within six (6) hours from the time of the arrest and seizure the offender and confiscated forest products, tools and equipment and file the proper complaint with the appropriate official designated by law to conduct preliminary investigation and file information in Court.

X X X

Reports and complaints regarding the commission of any of the offenses, not committed in the presence of any forest officer or employee, or any personnel of the Philippine Constabulary/Integrated National Police or any of the designated officers or employees, shall immediately be investigated by the forest officer assigned to the area or any personnel of the PC/INP where the offense was allegedly committed, who shall thereupon receive the evidence supporting the report or complaint.

If there is a *prima facie* evidence to support the complaint or report, the investigating forest official and/or members of the PC/INP shall file the necessary complaint with the appropriate official authorized by law to conduct a preliminary investigation of criminal case and file an information in court.

3.2 R.A. No. 8048 (1995) – Coconut Preservation Act of 1995

SECTION 7, par. 2. - The Philippine Coconut Authority may deputize the Philippine National Police or other law enforcement agencies to investigate and apprehend those caught violating the provisions of this act.

3.3 R.A. No. 8550 on the Philippine Fisheries Code of 1996

SECTION 124. *Persons and Deputies Authorized to Enforce This Code and Other Fishery Laws, Rules and Regulations.*- The law enforcement officers of the Department, the Philippine Navy, Philippine Coast Guard, Philippine National Police (PNP), PNP-Maritime Command, law enforcement officers of the LGUs and other government enforcement agencies, are hereby authorized to enforce this Code and other fishery laws, rules and regulations.

3.4 Implementing Certain Provisions of R.A. No. 8550

SECTION 32. *Law Enforcement.*- The Technical Committee shall initiate the formulation of law enforcement program in the Laguna de Bay and crater lakes including but not limited to activities such as training, regular monitoring and surveillance, information campaign through proper coordination and team efforts for review by the Technical Committee. Aside from the LLDA, the Technical Committee shall ensure involvement of other agencies concerned in the Laguna de Bay Region such as the Local Government Units (LGUs), Department of Agriculture (DA), Department of Justice (DOJ), Department of the Interior and Local Government (DILG) and the Commission on Human Rights (CHR), the Philippine Coast Guard and MARICOM for the effective enforcement of fishery related laws. Likewise, the Technical Committee shall ensure the availment of privileges of deputized FARMC members and access for free legal services in protecting their rights while carrying out their functions.

3.5 Rules and Regulation on the Establishment, Safeguarding and Maintenance of Fish Sanctuaries within Laguna de Bay (June 29, 2000)

SECTION 6. *Law Enforcement.*- The LLDA shall coordinate with the Philippine National Police-Maritime Command (PNP-MariCom) and the Philippine Coast Guard (PCG) which shall take the lead in the enforcement of fishery law for the sustainable management of fish sanctuaries in collaboration with the concerned LGUs. Other law enforcement agencies shall provide support and assistance to the PNP-MariCom and the PCG for the effective enforcement of fisheries laws in Laguna de Bay.

3.6 Republic Act No. 8749 (Philippine Clean Air Act of 1999)

SECTION 46(c) par. 3 provides that "All law enforcement officials and deputized agents accredited to conduct vehicle emissions testing and apprehensions shall undergo a mandatory training on emission standards and regulations. For this purpose, the Department, together with the DOTC, DILG, DOST, Philippine National Police (PNP) and other concerned agencies and private entities shall design a training program."

3.7 Republic Act No. 9147 (2001) or the Wildlife Resources Conservation and Protection Act

SECTION 30.... The Philippine National Police (PNP), the Armed Forces of the Philippines (AFP) and the National Bureau of Investigation (NBI) shall designate the wildlife enforcement officers. As such, the wildlife enforcement officers shall have the full authority to seize illegally traded wildlife and to arrest violators of this Act subject to existing laws, rules and regulations on arrest and detention.

3.8 Republic Act No. 9072 (2001) – National Caves and Cave Resources Management and Protection Act

SECTION 5. *Powers and Function of the DENR.* In the implementation of this Act, the DENR shall exercise the following powers and functions:

X X X

- (a) Exercise other powers and performs other functions as may be necessary to implement the provisions of this Act.

3.9 DENR Administrative Order No. 29-03 (July 7, 2003) – Implementing Rules and Regulations of RA 9072

Pursuant to Section 11 of Republic Act No. 9072 otherwise known as the “National Caves and Cave Resources Management and Protection Act”, this Administrative Order setting forth rules and regulations governing the implementation of this Act hereby promulgated.

SECTION 1. *Basic Policy.* – It is the policy of the State to conserve protect, and manage national wealth and heritage which include caves and cave resources. Toward this end, the State shall strengthen the cooperation and exchange of information between government authorities and users of caves and cave resources for scientific, educational, recreational, eco-tourism and other purposes.

SECTION 6. *Caves within Private Lands.* — Caves and cave resources are owned by the State. As such, landowners with caves inside their private lands shall secure the necessary permit from the DENR for the use, collection or removal of any cave resource found therein.

All resource utilization outside caves within private lands, including the harvesting of planted trees, shall be regulated by the DENR in accordance with existing laws, rules and regulations to preserve the integrity of the cave.

The private landowner may enter into a Tripartite MOA or Memorandum of Understanding (MOU) with the DENR and LGUs in the conservation, management and protection of caves and cave resources found therein.

SECTION 16. *Deputation of Cave Protection Enforcement Officers (CPEO)* – The RED shall deputize Cave Protection Enforcement Officers from locally based non-government organizations, community organizations, indigenous people and other volunteers who have undergone necessary training for the purpose. The Philippine National Police, the Armed Forces of the Philippines, the National Bureau of Investigation and other law enforcement agencies may be designated as cave protection enforcement officers.

The existing procedure for deputation shall be followed. The CPEOs shall be deputized for a period of one year and renewable thereafter depending on their performance.

The deputized cave protection enforcement officers shall have the full authority to seize and arrest violators of the Act subject to existing laws, rules and regulations on arrest and detention.

4 LAWS ON PROTECTION OF WOMEN AND CHILDREN

4.1 R.A. 7610 (1992) - Special Protection Against Child Abuse, Exploitation And Discrimination Act Of 1992

SECTION 5. *Child Prostitution and Other Sexual Abuse.* — Children, whether male or female, who for money, profit, or any other consideration or due to the coercion or influence of any adult, syndicate or group, indulge in sexual intercourse or lascivious conduct, are deemed to be children exploited in prostitution and other sexual abuse.

The penalty of reclusion temporal in its medium period to *reclusion perpetua* shall be imposed upon the following:

- (a) Those who engage in or promote, facilitate or induce child prostitution which include, but are not limited to, the following:
 - (1) Acting as a procurer of a child prostitute;
 - (2) Inducing a person to be a client of a child prostitute by means of written or oral advertisements or other similar means;
 - (3) Taking advantage of influence or relationship to procure a child as prostitute;
 - (4) Threatening or using violence towards a child to engage him as a prostitute; or
 - (5) Giving monetary consideration goods or other pecuniary benefit to a child with intent to engage such child in prostitution.
- (b) Those who commit the act of sexual intercourse or lascivious conduct with a child exploited in prostitution or subject to other sexual abuse; Provided, That when the victims is under twelve (12) years of age, the perpetrators shall be prosecuted under Article 335, paragraph 3, for rape and Article 336 of Act No. 3815, as amended, the Revised Penal Code, for rape or lascivious conduct, as the case may be: Provided, That the penalty for lascivious conduct when the victim is under twelve (12) years of age shall be reclusion temporal in its medium period; and
- (c) Those who derive profit or advantage therefrom, whether as manager or owner of the establishment where the prostitution takes place, or of the sauna, disco, bar, resort, place of entertainment or establishment serving as a cover or which engages in prostitution in addition to the activity for which the license has been issued to said establishment.

SECTION 6. *Attempt To Commit Child Prostitution.* — There is an attempt to commit child prostitution under Section 5, paragraph (a) hereof when any person who, not being a relative of a child, is found alone with the said child inside the room or cubicle of a house, an inn, hotel, motel, pension house, apartelle or other similar establishments, vessel, vehicle or any other hidden or secluded area under circumstances which would lead a reasonable person to believe that the child is about to be exploited in prostitution and other sexual abuse.

There is also an attempt to commit child prostitution, under paragraph (b) of Section 5 hereof when any person is receiving services from a child in a sauna parlor or bath, massage clinic, health club and other similar establishments. A penalty lower by two (2) degrees than that prescribed for the consummated felony under Section 5 hereof shall be imposed upon the principals of the attempt to commit the crime of child prostitution under this Act, or, in the proper case, under the Revised Penal Code.

x x x

SECTION 25. *Rights of Children Arrested for Reasons Related to Armed Conflict.* — Any child who has been arrested for reasons related to armed conflict, either as combatant, courier, guide or spy is entitled to the following rights;

- (a) Separate detention from adults except where families are accommodated as family units;
- (b) Immediate free legal assistance;
- (c) Immediate notice of such arrest to the parents or guardians of the child; and
- (d) Release of the child on recognizance within twenty-four (24) hours to the custody of the Department of Social Welfare and Development or any responsible member of the community as determined by the court.

4.2 Rules and Regulations on the Reporting and Investigation of Child Abuse Cases Pursuant to RA 7610 (1993)

SECTION 3. *Reporting.*— A person who learns of facts or circumstances that give rise to the belief that a child has suffered abuse may report the same, either orally or in writing, to the Department, to the police or other law enforcement agency or to a Barangay Council for the Protection of Children.

x x x

SECTION 5. *Duty of Government Workers to Report.*— It shall be the duty of all teachers and administrators in public schools, probation officers, government lawyers, law enforcement officers, barangay officials, corrections officers and other government officials and employees whose work involves dealing with children to report all incidents of possible child abuse to the Department.

SECTION 10. *Immunity of Officer Taking the Child Under Protective Custody.*— The duly authorized officer or social worker of the Department and the assisting police officer or barangay official, if any, who shall take a child under protective custody shall be exempt from any civil, criminal and administrative liability therefore.

SECTION 11. *Notification of Police.*- The Department shall inform the police or other law enforcement agency whenever a child victim is placed under protective custody;

SECTION 17. *Filing of Criminal Case.*- The investigation report of the Department and/or of the police or other law enforcement agency on the abuse of a child, together with the results of the physical/mental examination and/or medical treatment and other relevant evidence, shall be immediately forwarded to the provincial or city prosecutor concerned for the preparation and filing of the appropriate criminal charge against the person who allegedly committed the abuse.

SECTION 22. *Protection of Victim From Undue Publicity.*- The prosecutor in a child abuse case shall, taking into consideration the age, psychological maturity and understanding of the child victim, the nature of the unlawful acts committed, the desire of the victim and the interests of the child's family, take the necessary steps to exclude the public during the giving of testimony of the child victim; to limit the publication of information, photographs or artistic renderings that may identify the victim; and to prevent the undue and sensationalized publicity of the case.

SECTION 23. *Confidentiality of Records.*- All records pertaining to cases of sexual abuse shall be strictly confidential and no information relating thereto shall be disclosed except in connection with any court or official proceedings based thereon. The unauthorized disclosure of the aforementioned records shall be punishable by a fine of not more than two thousand four hundred pesos (P2,400.00) or by imprisonment of not more than one (1) year or such fine and imprisonment.

4.3 R.A. 8353 (Anti-Rape Law of 1997)

The crime of rape is classified as a crime against persons under Title 8 of Act No. 3815 and incorporates a new Chapter 3 on Rape.

Art. 266-B. Rape under paragraph 1 of Article 266-A shall be punished by *reclusion perpetua*.

X X X.....

The death penalty shall also be imposed if the crime of rape is committed with any of the following aggravating/qualifying circumstances.

X X X

“(2) When the victim is under the custody of the police or military authorities or any law enforcement or penal institution.

X X X

(7) When committed by any member of the AFP or para-military units thereof or the Philippine National Police or any law enforcement agency or penal institution, when he offender took advantage of his position to facilitate the commission of the crime.”

4.4 R.A. 8505 (Rape Victim Assistance and Protection Act of 1998)

SECTION 4. *Duty of the Police Officer.*- Upon receipt by the police of the complaint for rape, it shall be the duty of the police officer to:

- a) Immediately refer the case to the prosecutor for inquest/investigation if the accused is detained; otherwise, the rules of court shall apply;
- b) Arrange for counseling and medical services for the offended party; and
- c) Immediately make a report on the action taken.

It shall be the duty of the police officer or the examining physician, who must be of the same gender as the offended party, to ensure that only persons expressly authorized by the offended party shall be allowed inside the room where the investigation or medical or physical examination is being conducted.

For this purpose, a women's desk must be established in every police precinct throughout the country to provide a police woman to conduct investigation of complaints of women rape victims. In the same manner, the preliminary investigation proper or inquest of women rape victims must be assigned to female prosecutor or prosecutors after the police shall have endorsed all the pertinent papers thereof to the same office.

4.5 Implementing Rules and Regulations of R.A 8505

SECTION 7. Common Duties and Responsibilities of the Investigating Police Officer, Examining Physician, Prosecutor Social Workers or Crisis Workers

- a) respect the rights and dignity of the survivors as a person;
- b) arrange for psychological counseling of rape victims and survivors by a trained and qualified counselor;
- c) arrange for the medical examination of the offended party by a trained and qualified physician and further medical services;
- d) refer the case to the Women's and Children's Desk of a precinct or agency;
- e) refer the survivor for legal services if he or she decides to file a case;
- f) inform the survivor of the range of his or her options;
- g) ensure the information regarding the survivor and his/her circumstances are kept confidential; and
- h) undergo training and other capacity development programs on, but not limited to, the following: trainings on gender sensitivity, gender sensitive counseling, human rights and women and children rights and legal management of rape cases.

SECTION 8. Specific Duties and Responsibilities of the Investigating Police Officer.

- a) immediately refer the case to Women's and Children's Desk of the precinct, or any other concerned agency such as Local DSWD, DOJ and NGO handling the cases;
- b) immediately refer the case to a prosecutor for inquest, if the accused is detained or for preliminary investigation, if the accused is at large;

- c) provide security to the survivors of rape, witnesses and service providers;
and
- d) ensure that the evidence gathered on the case are safeguarded.

4.6 R.A. 9208 (2003) – Anti-Trafficking in Person Act

SECTION 16. *Programs That Address Trafficking in Person.*- Philippine National Police (PNP) shall be the primary law enforcement agency to undertake surveillance, investigate and arrest of individuals or persons suspected to be engaged in trafficking. It shall closely coordinate with various law enforcement agencies to secure concerted efforts for effective investigation and apprehension of suspected traffickers. It shall also establish a system to receive complaints and calls to assist trafficked persons and conduct rescue operation.

SECTION 20. *Inter-Agency Council Against Trafficking.*- There is hereby established an Inter-Agency Council Against Trafficking, to be composed of the Secretary of Justice as Chairperson and the Secretary of the Department of Social Welfare and Development as Co-Chairperson and shall have the following as members:

x x x

- (e) Director-General, Philippine National Police

4.7 Implementing Rules and Regulations of R.A. 9208, Otherwise Known as the Anti-Trafficking in Persons Act of 2003

ARTICLE V, Rules and Responsibilities

SECTION 17. *Specific Rules and Responsibilities of National Government Agencies Which Are Members of the Council.*- The following national government agencies, which are member agencies of the council, shall have, but not limited to, the following roles and responsibilities in the prevention and suppression of trafficking in persons:

x x x

- (g) Philippine National Police (PNP);
 - (i) Undertake surveillance, investigation, and arrest of individuals or persons suspected to be engaged in trafficking;
 - (ii) Coordinate closely with various law enforcement agencies to secure concerted efforts for effective investigation and apprehension of suspected traffickers. For this purpose, it shall also:
 - a. Pursue the detection and investigation of suspected or alleged trafficking activities at airports through its Aviation Security Group, at seaports and/or harbors through its Maritime Group, and at land transportation, terminals through its police station and when appropriate, file the appropriate charges to the traffickers;
 - b. Coordinate with local and barangay officials with respect to the apprehension and/or arrest of traffickers.

- (iii) Establish a system for receiving complaints and calls to assist trafficked persons, and the conduct of rescue operators;
- (iv) Direct and supervise the enforcement of its mandate under the Act and its rules and regulations;
- (v) Supervise the conduct of investigations relating to apprehension occurring at land transportation terminals, domestic seaports and airports and monitor the filing of appropriate cases against the traffickers;
- (vi) Formulate plans and programs for the prevention and/or reduction of trafficking in persons;
- (vii) Integrate in the program of instruction comprehensive, gender sensitive and child-friendly investigation and handling of cases of trafficking in persons in the Philippine National Police Academy (PNPA), Philippine Public Safety College (PPSC) and other training schools operated and managed by the PNP;
- (viii) Establish Anti-Trafficking Section under the Women and Children Complaint Desks (WCCD) in all city and municipal police stations.

ARTICLE VI. Reporting of Suspected/Alleged Trafficking Incident

SECTION 22. *Who May and To Whom To Report.*- Any person who has any knowledge or learns of facts or circumstances that give rise to a reasonable belief that a person will be, or may be, or has been trafficked, shall immediately report the same, either orally, in writing or through other means, to any member of the Council, the barangay authorities, the nearest police or other law enforcement agency, the local social welfare and development office or the local Council for the protection of children.

ARTICLE VII. *Interception, Arrest and Investigation of Traffickers in Persons at Local Airport, Seaport and Land Transportation Terminals.*- In cases where the violation is committed at local seaport, airport or in land transportation terminals, the members of the law enforcement agency shall immediately cause the interception and/or arrest of the suspected traffickers, thereafter, an investigation shall be conducted by the law enforcement on the person/s intercepted/arrested, and refer the case to the Prosecutor's Office of the place where the offense was committed or to the DOJ Task Force Against Trafficking in Persons or Task Force on Passport Irregularities or Municipal Trial Court of the place where the crime was committed in case of municipalities and non-chartered cities for purposes of inquest or preliminary investigation as the case may be.

SECTION 26. *Creation of a Joint Task Force Against Trafficking in Persons.*- For the purpose of the above provisions, there shall be created a Joint Task Force Against Trafficking in Persons to be assigned at airports composed of Prosecution, BI, PNP, and NBI personnel and another Task Force at land transportation terminals and local seaports and airports to be composed of Prosecution, PNP, BI, PPA and PCG personnel. The DOJ National Task Force Against Trafficking in Persons shall issue the necessary operational guidelines for the effective coordination,

apprehension, investigation and prosecution of violations of the Act. The DOJ task Force assigned at local seaports, airports and land transportation terminals shall cooperate or coordinate with the local authorities, local social welfare and development officers or active NGOs concerned with trafficking in persons in the locality.

ARTICLE VIII. Rescue/Recovery and Repatriation of Victims

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SECTION 31. *Procedure for Repatriation.-*

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Should the victim request the assistance of DFA, OUMWA shall interview the victim and make recommendations for investigation with law enforcement agencies such as the PNP and the NBI. . . .

The victim may be referred to the DSWD/Local Social Welfare and Development Office or to the NBI/PNP One-Stop Shop for psycho-social interventions, psychological and medical examination and follow-throughs therapy sessions. Protective custody and emergency shelter shall also be provided to the victim, in appropriate cases.

SECTION 32. *Rescue Within the Country.-* Rescue operations within the country shall be primarily undertaken by the law enforcement agencies in coordination with LGUs, DOLE, DSWD and DOH. Upon receipt of a report of a suspected or alleged trafficking incident or activity, the law enforcement agency to which the report is made that conduct rescue operations of trafficked persons. At the minimum, rescue operations shall be guided by the following:

- (a) Conduct of rescue operation of trafficked persons shall be appropriately coordinated with the concerned agencies particularly DSWD/local social welfare and development officer;
- (b) The rescue team shall ensure full protection of the rights of the trafficked person as well as the traffickers while under its custody and control;
- (c) After the rescue operation, the investigation of the case shall be referred to the Women and Children Complaint Desk (WCCD) desk of the PNP, the Violence Against Women and Children Division (VAWCD) of the NBI or other similar units or desks;
- (d) After the completion of the necessary documents for the filing of cases, the rescue team shall effect the appropriate and immediate turn-over of the trafficked person to DSWD/local social welfare and development officer; and
- (e) In the course of investigation of the trafficked person, the investigator handling the case shall ensure that the victim shall be accorded with proper treatment and investigated in a child-friendly and gender-sensitive environment. In the conduct of investigative interviews on children, the law enforcers shall likewise be guided by the Rule on the Examination of a Child Witness promulgated by Supreme Court, as may be applicable. For this purpose, the investigators shall be properly trained in the handling of cases of trafficked persons.

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SECTION 52. *Confidentiality.*- At any stage of the investigation, prosecution and trial of an offense under the Act, law enforcement officers, prosecutors, judges, court personnel and medical practitioners, as well as parties to the case, shall recognize the right to privacy of the trafficked person and the accused. Towards this end, law enforcement officers, prosecutors and judges to whom the complaint has been referred may, whenever necessary to ensure a fair and impartial proceeding, and after considering all circumstances for the best interest of the parties, order a closed-door investigation, prosecution or trial. The name and personal circumstances of the trafficked person or of the accused, or any other information tending to establish their identities and such circumstances or information shall not be disclosed to the public. In cases when the prosecution or trial is conducted behind closed-doors, it shall be unlawful for any editor, publisher, reporter or columnist in case of printed materials, announcer or producer in case of television and radio, producer and director of a film in case of the movie industry, or any person utilizing tri-media or information technology to cause publicity of any case of trafficking persons.

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SECTION 55. *Qualified Trafficking in Persons.*- The following are considered as qualified trafficking and shall be penalized with the penalty of life imprisonment and a fine of not less than Two million pesos (2,000,000.00) but not more than Five million pesos (5,000,000.00):

xxx

- (f) When the offender is a member of the military or law enforcement agencies; and

4.8 R.A. 9262 (2004) Anti-Violence Against Women and Their Children Act

IMPLEMENTING RULES AND REGULATIONS OF R.A. 9262

Rule IX – Inter Agency Council on Anti-Violence Against Women and Their Children

x x x

SECTION 61. *Specific Duties and responsibilities of National Government Agencies which are Members of the Council.*

x x x

- (j) Philippine National Police (PNP)
 - a) Ensure the gender-responsiveness of the PNP protocols and procedures in handling VAWC cases;
 - b) Establish an education and training program for police officers to enable the proper handling of cases of violence against women and their children;
 - c) Develop and implement Police Protocol on Handling VAWC Cases under the Act and other related laws;
 - d) Collaborate with barangay officials, government and non-government organizations, church and civic organizations in preventing VAWC;
 - e) Revise its administrative disciplinary measures for police personnel who are administratively or criminally charged with committing acts under the Act;

- f) Develop and implement a nationwide community-based crime prevention program that deals with the issues of domestic/family violence, abuse of women in intimate relations, child abuse and juvenile delinquency, among other interrelated issues
- g) Establish consciousness-raising and skills-enhancement training programs in the form of seminars or short courses to be used for tap training of all police personnel, including barangay officials and organized communities in coordination with the DILG, regarding the implementation of the Act, as well as related laws and international human rights conventions for the protection of women and children from various forms of violence and abuse; ,
- h) Formulate and provide regular issuances on institutional policies relevant to the improvement of law enforcement responses to cases under the Act as well as the development of the PNP as gender sensitive law enforcement institution;
- i) Coordinate with other government agencies and NGOs on the enhancement of programs and services for the protection of women and their children from various forms of violence cited under the Act; and
- j) Monitor the established mechanisms for compliance and commitment of the police personnel on the implementation of the Act.

4 LAWS ON CAMPAIGN AGAINST ILLEGAL DRUGS

4.1 Executive Order No. 61 (January 15, 1999)

This EO created the National Drug Law Enforcement and Prevention Coordinating Center to Orchestrate Efforts of National Government Agencies, Local Government Units, and Non-Government Organizations for a more Effective Anti-Drug Campaign.

SECTION 1. Creation and Composition. — There is hereby created a National Drug Law Enforcement and Prevention Coordinating Center under the Office of the President. The Center shall be headed by the Secretary of the Interior and Local Government as Chairman; with the Chief of the Philippine National Police as Vice-Chairman; and Task Force Chief of the Presidential Anti-Organized Crime Task Force; Chairman of the Dangerous Drugs Board; Director of the National Bureau of Investigations; Commissioner of the Bureau of Immigration; Chief of the National Prosecution Service; and Commissioner of the Bureau of Customs as members.

The Coordinating Center shall be manned by a Secretariat headed by an Executive Director to be appointed by the Chairman. The Executive Director shall possess adequate training and experience in the field of dangerous drugs, or in law enforcement, law, medicine, criminology, psychology or social work. He shall be assisted by a Functional Staff composed of Administrative/Logistics Division, Intelligence and Investigation Division, Plans and Operations Division, Community Involvement Division, Prosecution and Legal Division and International Cooperation Division. Selected personnel and representatives from the different participating agencies shall be assigned to the Center.

The Chairman may call upon any government agency to render assistance in the accomplishment of the Center's mandated tasks and functions.

SECTION 2. Powers and Functions of the National Drug Law Enforcement and Prevention Coordinating Center (NDLEPCC). —

- a) Prepare and fast track the implementation of the inter-agency anti-drug action plan;
- b) Prepare intelligence and counter-intelligence plans and programs to identify personalities and/or groups and their cohorts who are involved in the illegal drugs activities. In this regard, the Center may, in coordination with the DDB, and subject to existing laws, grant monetary rewards or incentives to informants who have given vital information leading to the successful prosecution of illegal drug personalities;
- c) As the Center may deem proper, coordinate and collaborate with any government and non-government organizations with regard to intelligence, investigation and speedy prosecution of all illegal drug related cases. Towards this end, the Center may enlist the assistance of any department, bureau, office, agency or instrumentality of the Government, including government-owned and/or controlled corporations, in the anti-illegal drugs drive, which may include the use of their respective personnel, facilities, and resources for a more resolute detection and investigation of drug-related crimes and prosecution of the drug traffickers;
- d) Coordinate with the Department of Justice Witness Protection Security and Benefits Program Committee to evaluate and assess witnesses who may qualify under the provisions of RA 6981, otherwise known as the Witness Protection and Benefits Act;
- e) Formulate and implement plans and programs for international cooperation on intelligence and investigation relative to drug trafficking and prevention.
- f) Coordinate and orchestrate the support and participation of Local Government Units (LGUs) and Non-Governmental Organizations (NGOs) in the anti-drugs campaign down to the barangay level;
- g) Recommend the enactment of appropriate anti-illegal drugs laws and issuances;
- h) Perform such other tasks and functions as the President of the Republic of the Philippines may direct; and
- i) Coordinate and collaborate with the DDB with regard to demand reduction, rehabilitation, education and information programs.

SECTION 3. Participating Agencies. — The designated representatives of the following Government Agencies and instrumentalities shall participate and assist the Center:

x x x

- j. Philippine National Police

4.2 Letter of Instructions (July 4, 2001)

This implements the National Anti-Drug Program of Action (NADPA) by all NGAs, LGUs, GOCCs and participating NGOs.

- 1) That NGAs, LGUs, GOCCs and participating NGOs shall implement the attached National Anti-Drug Program of Action which forms as an integral part of this issuance and hereinafter referred to as NADPA, for the attainment of a drug-free Philippines in 2010;
- 2) That the roles of the offices of primary responsibility (OPRs) are as follows:

x x x

- (c) Philippine National Police (PNP) is the premier and overall drug law enforcement and prevention operating arm of the government nationwide.
- 3) That the different NGAs, LGUs, GOCCs and participating NGOs shall be clustered into Special Task Groups to formulate and execute implementing plans to the NADPA as follows:

- a) PNP to lead in the prevention and control of the production of marijuana, ophepha, coca, opium poppy, etc. with the support of other NGAs, LGUs, GOCCs and participating NGAs;
 - b) PNP shall lead in the prevention and control of processing dangerous drugs, precursors and the like; with the support of other NGAs, LGUs, GOCCs and participating NGAs;

xxx

- g) PNP shall lead in the prevention and control of Retailing link of the drug chain with the support of other NGAs, LGUs, GOCCs and participating NGOs;

xxx

- p) NAPOLCOM Technical Committee on CPCJS shall formulate policies under the Enhancement/Capability Build up of CJS to be implemented by Institutions/NGAs/LGUs/GOCCs concerned;

4.3 Republic Act No. 9165 on the Comprehensive Dangerous Drugs Act of 2002.

SECTION 27. *Criminal Liability of a Public Officer or Employee for Misappropriation, Misapplication or Failure to Account for the Confiscated, Seized and/or Surrendered Dangerous Drugs, Plant Sources of Dangerous Drugs, Controlled Precursors and Essential Chemicals, Instruments/Paraphernalia and/or Laboratory Equipment Including the Proceeds or Properties Obtained from the Unlawful Act Committed.* — The penalty of life imprisonment to death and a fine ranging from Five hundred

thousand pesos (P500,000.00) to Ten million pesos (P10,000,000.00), in addition to absolute perpetual disqualification from any public office, shall be imposed upon any public officer or employee who misappropriates, misapplies or fails to account for confiscated, seized or surrendered dangerous drugs, plant sources of dangerous drugs, controlled precursors and essential chemicals, instruments/paraphernalia and/or laboratory equipment including the proceeds or properties obtained from the unlawful acts as provided for in this Act.

Any elective local or national official found to have benefited from the proceeds of the trafficking of dangerous drugs as prescribed in this Act, or have received any financial or material contributions or donations from natural or juridical persons found guilty of trafficking dangerous drugs as prescribed in this Act, shall be removed from office and perpetually disqualified from holding any elective or appointive positions in the government, its divisions, subdivisions, and intermediaries, including government-owned or -controlled corporations.

SECTION 28. *Criminal Liability of Government Officials and Employees.* — The maximum penalties of the unlawful acts provided for in this Act shall be imposed, in addition to absolute perpetual disqualification from any public office, if those found guilty of such unlawful acts are government officials and employees.

SECTION 29. *Criminal Liability for Planting of Evidence.* — Any person who is found guilty of "planting" any dangerous drug and/or controlled precursor and essential chemical, regardless of quantity and purity, shall suffer the penalty of death.

x x x

SECTION 77. *The Dangerous Drugs Board.* — The Board shall be the policy-making and strategy-formulating body in the planning and formulation of policies and programs on drug prevention and control. It shall develop and adopt a comprehensive, integrated, unified and balanced national drug abuse prevention and control strategy. It shall be under the Office of the President.

SECTION 78. *Composition of the Board.* — The Board shall be composed of seventeen (17) members wherein three (3) of which are permanent members, the other twelve (12) members shall be in an ex officio capacity and the two (2) shall be regular members.

x x x

SECTION 84. *Powers and Duties of the PDEA.* — The PDEA shall:

- (a) Implement or cause the efficient and effective implementation of the national drug control strategy formulated by the Board thereby carrying out a national drug campaign program which shall include drug law enforcement, control and prevention campaign with the assistance of concerned government agencies;

x x x

- (d) Arrest and apprehend as well as search all violators and seize or confiscate, the effects or proceeds of the crimes as provided by law and take custody thereof, for this purpose the prosecutors and enforcement agents are authorized to possess firearms, in accordance with existing laws;

- (e) Take charge and have custody of all dangerous drugs and/or controlled precursors and essential chemicals seized, confiscated or surrendered to any national, provincial or local law enforcement agency, if no longer needed for purposes of evidence in court;
- (f) Establish forensic laboratories in each PNP office in every province and city in order to facilitate action on seized or confiscated drugs, thereby hastening its destruction without delay;

X X X

- (l) Establish and maintain a national drug intelligence system in cooperation with law enforcement agencies, other government agencies/offices and local government units that will assist in its apprehension of big-time drug lords;

X X X

SECTION 86. *Transfer, Absorption, and Integration of All Operating Units on Illegal Drugs into the PDEA and Transitory Provisions.* — The Narcotics Group of the PNP, the Narcotics Division of the NBI and the Customs Narcotics Interdiction Unit are hereby abolished; however they shall continue with the performance of their task as detail service with the PDEA, subject to screening, until such time that the organizational structure of the Agency is fully operational and the number of graduates of the PDEA Academy is sufficient to do the task themselves: Provided, That such personnel who are affected shall have the option of either being integrated into the PDEA or remain with their original mother agencies and shall, thereafter, be immediately reassigned to other units therein by the head of such agencies. Such personnel who are transferred, absorbed and integrated in the PDEA shall be extended appointments to positions similar in rank, salary, and other emoluments and privileges granted to their respective positions in their original mother agencies.

X X X

Nothing in this Act shall mean a diminution of the investigative powers of the NBI and the PNP on all other crimes as provided for in their respective organic laws: Provided, however, That when the investigation being conducted by the NBI, PNP or any ad hoc anti-drug task force is found to be a violation of any of the provisions of this Act, the PDEA shall be the lead agency. The NBI, PNP or any of the task force shall immediately transfer the same to the PDEA: Provided, further, That the NBI, PNP and the Bureau of Customs shall maintain close coordination with the PDEA on all drug related matters.

SECTION 87. *Appropriations.* — The amount necessary for the operation of the Board and the PDEA shall be charged against the current year's appropriations of the Board, the National Drug Law Enforcement and Prevention Coordinating Center, the Narcotics Group of the PNP, the Narcotics Division of the NBI and other drug abuse units of the different law enforcement agencies integrated into the PDEA in order to carry out the provisions of this Act. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

All receipts derived from fines, fees and other income authorized and imposed in this Act, including ten percent (10%) of all unclaimed and forfeited sweepstakes and lotto prizes but not less than twelve million-pesos (P12,000,000.00) per year from the Philippine Charity Sweepstakes Office (PCSO), are hereby constituted as a special account in the general fund for the implementation of this Act: Provided, That no amount shall be disbursed to cover the operating expenses of the Board and other concerned agencies: Provided, further, That at least fifty percent (50%) of all the funds shall be reserved for assistance to government-owned and/or operated rehabilitation centers.

The fines shall be remitted to the Board by the court imposing such fines within thirty (30) days from the finality of its decisions or orders. The unclaimed and forfeited prizes shall be turned over to the Board by the PCSO within thirty (30) days after these are collected and declared forfeited.

A portion of the funds generated by the Philippine Amusement and Gaming Corporation (PAGCOR) in the amount of Five million pesos (P5,000,000.00) a month shall be set aside for the purpose of establishing adequate drug rehabilitation centers in the country and also for the maintenance and operations of such centers: Provided, That the said amount shall be taken from the fifty percent (50%) share of the National Government in the income of PAGCOR: Provided, further, That the said amount shall automatically be remitted by PAGCOR to the Board. The amount shall, in turn, be disbursed by the Dangerous Drugs Board, subject to the rules and regulations of the Commission on Audit (COA).

The fund may be augmented by grants, donations, and endowment from various sources, domestic or foreign, for purposes related to their functions, subject to the existing guidelines set by the government.

X X X

SECTION 91. *Responsibility and Liability of Law Enforcement Agencies and other Government Officials and Employees in Testing as Prosecution Witnesses in Dangerous Drugs Cases.* — Any member of law enforcement agencies or any other government official and employee who, after due notice, fails or refuses intentionally or negligently, to appear as a witness for the prosecution in any proceedings, involving violations of this Act, without any valid reason, shall be punished with imprisonment of not less than twelve (12) years and one (1) day to twenty (20) years and a fine of not less than Five hundred thousand pesos (P500,000.00), in addition to the administrative liability he/she may be meted out by his/her immediate superior and/or appropriate body.

5 PNP PARTICIPATION IN SPECIAL EVENTS/MASS ACTIONS

5.1 Republic Act No. 7166 (1991), An Act Providing for Synchronized National and Local Elections and for Electoral Reforms

SECTION 32.

X X X

Only members or officers of the Philippine National Police, the Armed Forces of the Philippines and other law enforcement agencies of the government who as duly deputized in writing by the Commission on election day may be authorized to carry and possess firearms during the election period; *Provided, That*, when in possession of firearms, the deputized law enforcement officer must be (a) in full uniform showing clearly and legibly his name, rank and serial number which must remain visible at all times; and (b) in the actual performance of his election duty in the specific area designated by the Commission.

SECTION 33. *Security and Bodyguards.*- during the election period, no candidate for public office, including incumbent public officers seeking election to any public office, shall enjoy himself or engage the services of security personnel or bodyguards, whether or not such bodyguards are regular members or officers of the Philippine National Police (PNP), the Armed Forces of the Philippines (AFP) or other law enforcement agency of the government; *Provided, That*, when circumstances warrant, including but not limited to threats to life and security of a candidate, he may be assigned by the Commission, upon due application, regular members of the PNP, the AFP or other law enforcement agency who shall provide his security for the duration of the election period. The officers assigned for security duty to a candidate to the wearing of uniforms prescribed in the preceding section unless exempted in writing by the Commission.

5.2 Presidential Memorandum No. 113 (Aug. 11, 2003) Expressing Concurrence in the Commission on Elections Resolution No. 6257 dated July 17, 2003

Pursuant to Article IX (C), Section 2(4), of the 1987 Constitution, I, GLORIA MACAPAGAL-ARROYO, President of the Philippines, do hereby concur in the Resolution of the Commission on Elections deputizing the Armed Forces of the Philippines, the Department of the Interior and Local Government and the Philippine National Police, in connection with the registration of voters on July 25–30, 2003 in the provinces of Basilan, Sulu, Tawi-Tawi, Lanao del Sur and Maguindanao (excluding Cotabato City), (ARMM).

National and local officials and employees, law enforcement agencies, and other instrumentalities, including the Armed Forces of the Philippines, the Department of the Interior and Local Government and the Philippine National Police, are hereby directed to coordinate and cooperate with the Commission on Elections in the performance of its duties and functions.

5.3 R.A. 7279 Urban Development & Housing Act of 1992

SECTION 28. *Eviction or Demolition as a Practice Shall Be Discouraged.*- Eviction or demolition, however, may be allowed under the following situations:

x x x

- a. when there is a court order for eviction or demolition

x x x

- (7) Proper uniform for members of the Philippine National Police (PNP) who shall occupy the first line of law enforcement and observe proper disturbance control procedure....

5.4 Executive Order No. 243 (May 13, 2000) – Presidential Task Force on Transportation Strikes and/or Mass Actions

SECTION 1. An Inter-Agency Group is hereby created to be known as the Presidential Task Force on Transport Strike and Mass Action or TRASMA, to ensure a hierarchical level of responses/options to cover any contingency to cover transport strikes and/or mass actions within Metro Manila and its immediate environs taking note of the need to balance oil prices, transport rates, wage levels, and other economic and social factors.

SECTION 2. The Task Force shall be headed by the MMDA Chairman with the Secretaries of DILG, DOTC, DPWH, DECS, DOLE, DTI, the AFP Chief of Staff, the PNP Director-General, the LTFRB Chairman, the LTO Assistant Secretary, and the Commissioner on Higher Education, as members.

SECTION 3. The Task Force shall take charge of government actions and responses for transport strikes and similar incidents and further prepare a long range plan to prepare for similar incidents in the future, taking note of the need to balance transportation rates, wage levels, and other economic and social factors.

SECTION 4. An Inter-Agency Technical Working Group (TWG) is hereby created to provide technical assistance to the Task Force, chaired by the MMDA, consisting of the following members, namely: PMS, AFP, TMG, LTO, LTFRB, PIA and others as may be determined by the Task Force.

6 PNP PARTICIPATION IN TASK FORCES

6.1 Executive Order No. 246 (May 18, 1995) National Action Committee on Anti-Hijacking and Anti-Terrorism

WHEREAS, it is imperative that further appropriate and forceful measures be undertaken to develop the capability of our law enforcement agencies to fight terrorism by reconstituting the National Action Committee on Anti-Hijacking (NACAH).

SECTION 1. The National Action Committee on Anti-Hijacking (NACAH) is hereby reconstituted and renamed as the National Action Committee on Anti-Hijacking and Anti-Terrorism (NACAHT).

SECTION 2. The composition of NACAHT shall be the following:

Secretary of the Interior and Local Government	- Chairman
Secretary of National Defense	- Vice Chairman
Secretary of Foreign Affairs	- Member
Secretary of Finance	- Member
Secretary of Justice	- Member
Secretary of Transportation and Communications	- Member
Press Secretary	- Member
National Secretary Adviser	- Member

Director General, National Intelligence Coordinating Agency	- Member
Presidential Consultant on Police Affairs	- Member
Group Commander, Presidential Security Group	- Member

SECTION 3. In addition to the provisions of Letter of Instruction No. 399 dated 28 April 1976 and Sections 2 and 3 of Executive Order No. 393 dated 24 January 1990, NACAHT shall (a) formulate plans to direct, control, supervise and integrate all measures aimed at preventing and suppressing hijacking, other threats to civil aviation, and all other forms of terrorism with the end in view of protecting national interests, and (b) adopt measures geared towards the implementation of the following main objectives: (1) to effectively monitor the activities of suspected terrorists, and (2) to develop the capability of local law enforcement agencies to contain the threats of terrorism. These measures shall include a provision for an adequate organization for planning and implementation at all levels as well as guidelines for a clear delineation of authority and functions among committee members.

SECTION 4. NACAHT shall establish close coordination and cooperation with concerned agencies of countries which are vigorously opposing international terrorism to enable our government to actively participate in the united fight against the global threat to universal peace and security, NACAHT shall further enhance the intelligence and operational functions of concerned entities and authorities in dealing with crimes perpetrated by terrorist.

SECTION 5. NACAHT is hereby authorized to call upon other departments, bureaus, offices, agencies and instrumentalities of the government to provide assistance in the effective implementation of this Executive Order.

6.2 Executive Order No. 336 (January 5, 2001) – Reconstituting the National Action Committee on Anti-Hijacking and Anti-Terrorism (NACAHT) as the National Council for Civil Aviation Security (NCCAs)

SECTION 1. National Action Committee on Anti-Hijacking and Anti-Terrorism (NACAHT) is hereby reconstituted and renamed as the National Council for Civil Aviation Security (NCCAS).

SECTION 2. The composition of the NCCAS shall be the following:

Chairman	- Secretary of the Interior and Local Government
Vice Chairman	- Secretary of National Defense
Member	- Secretary of Budget and Management
Member	- Secretary of Finance
Member	- Secretary of Foreign Affairs
Member	- Secretary of Justice
Member	- Secretary of Transportation and Communications
Member	- Press Secretary
Member	- Director-General, Air Transportation Office

Member	- National Security Adviser
Member	- Presidential Consultant on Police Affairs
Member	- Group Commander, Presidential Security Group
Member	- Director-General, National Intelligence Coordinating Agency
Member	- Bureau of Immigration and Deportation
Member	- Chief, Philippine National Police

SECTION 3. In addition to the provisions of Letter of Instructions No. 399 dated 28 April 1976, Sections 2 and 3 of Executive Order No. 393 dated 24 January 1990, and Section 3 of Executive Order No. 246 dated 18 May 1995, the NCCAS shall:

- (a) Formulate plans to direct, control, supervise and integrate all measures aimed at preventing and suppressing all terrorist threats to civil aviation especially hijacking, commandeering, sabotage of plane and airport facilities, violence directed against civil aviation personnel as well as the plane riding public and/or the citizens-at-large, and all other forms of terrorism with the end in view of protecting Philippine national interests, and
- (b) To develop and continue enhancing the level of operational effectiveness of local law enforcement agencies under jurisdiction and immediate supervision of the NCCAS.

SECTION 4. The NCCAS shall establish close coordination and cooperation with concerned agencies of countries which are vigorously opposed to international terrorism to enable the Philippine government to actively participate in the concerned effort to secure civil aviation industry in general and the air transportation facilities together with all personnel situated therein. The NCCAS shall further enhance the intelligence and operational functions of concerned entities and authorities in dealing with activities of both terrorists and suspected terroristic cells and organizations.

SECTION 5. The NCCAS is hereby authorized to call upon and involve the other departments, bureaus, agencies, offices and other instrumentalities of the government to provide assistance in the effective implementation of this Executive Order

6.3 Executive Order No. 45b (December 3, 1998) Presidential Anti-Smuggling Task Force

SECTION 1. Creation Of Task Force. — There is hereby created a Presidential Anti-Smuggling Task Force, hereinafter called the "Task Force," under the control and supervision of the Office of the President principally to combat smuggling, unlawful importations and other frauds upon customs committed in large scale or by organized and syndicated groups.

SECTION 2. Composition. — The Task Force shall be composed of senior officials from the following agencies: The Office of the President, the Department of Finance, the Department of Justice, the Bureau of Customs, the Bureau of Internal Revenue, the Economic Intelligence and Investigation Bureau, the National Bureau of

Investigation, the Philippine National Police and the Intelligence Service of the Armed Forces of the Philippines.

The Task Force shall be headed by a qualified senior law enforcement officer to be designated by the President. He shall be assisted by a deputy who shall likewise be designated by the President.

SECTION 3. Powers and Functions. — The Task Force shall have the following powers and functions:

- a) To prepare and implement appropriate and effective measures to prevent and suppress large-scale smuggling and other prohibited and unlawful importations;
- b) To effect searches and seizures conformably with the provisions of the Tariff and Customs Code, as amended, and to cause or direct the immediate arrest, investigation and speedy prosecution of smugglers and illegal importers;
- c) To conduct intelligence and counter-intelligence on smuggling and other unlawful importations, including the monitoring of situations, circumstances, activities of individuals, groups and entities who are involved or who are reasonably believed to be involved in smuggling activities;
- d) To select and recruit personnel from within the PNP and other law enforcement agencies for assignment to the Task Force with the conformity of the office or agency concerned;
- e) To enlist the assistance of any department, bureau, office or agency or instrumentality of the government, including government-owned or controlled corporations to carry out its functions, including the use of their respective personnel, facilities and resources;
- f) To perform such functions and carry out such activities as may be directed by the President.

SECTION 4. Offenses Covered. — The Task Force shall have the authority to take cognizance of the following crimes:

- a) Smuggling and customs frauds committed by organized or syndicated groups or criminal enterprises.
- b) Smuggling and other false and fraudulent importations or violations of customs laws committed in large scale.
- c) Such other cases of violations of the Tariff and Customs Code, as amended, as the President may determine from time to time.

Smuggling and other customs frauds and violations of customs laws shall be deemed committed by a syndicate if carried out by a group of three or more persons conspiring or confederating with or mutually helping one another in carrying out the criminal acts. They shall be deemed committed in large scale if committed in

connivance with officials and employees of the Bureau of Customs or where the determinable value of importations exceeds P1 Million.

6.4 Executive Order No. 196 (January 12, 2000) Creating The Presidential Anti-Smuggling Task Force "Aduana" To Investigate And Prosecute Crimes Involving Large-Scale Smuggling And Other Frauds Upon Customs, Other Economic Crimes And Providing Measures To Expedite Seizure Proceedings

SECTION 12. *Coordinating Instructions.* — The objective of this issuance is to focus and maximize the impact on organized and large-scale smuggling and related crimes to be addressed solely by the Presidential Anti-Smuggling Task Force "Aduana" operating directly under the Office of the President, while the Philippine National Police shall continue to be the primary general law enforcement agency of the country pursuant to Republic Act No. 6875, as amended and shall not interfere with any anti-smuggling operations. Accordingly, close coordination and cooperation shall be undertaken by the Head of the Task Force, The Chief of the PNP and other heads of customs law enforcement agencies, to insure effective and efficient prosecution of the anti-smuggling campaign, and to avoid overlapping of functions.

6.5 Executive Order No. 325 (January 9, 2004) creating the Presidential Anti-Illegal Recruiters Task Force

SECTION 1. *Creation and Function of Presidential Anti-Illegal Recruitment Task Force.* — There is hereby created a Presidential Anti-Illegal Recruitment Task Force (PAIRTF), tasked to; a) develop and execute strategies and schemes against the modus operandi of illegal recruiters such as, but not limited to, "escort" services within our international airports and other points of departure, b) develop and execute strategies and schemes against syndicates responsible for tampering and sale of spurious passports and travel documents; and c) ensure the prosecution of illegal recruiters, syndicates and protectors.

SECTION 2. *Composition.* — The PAIRTF shall be composed of a Chairman, who shall be appointed or designated by the President, and a sufficient number of members as may be determined by the Chairman, from the staff of the National Bureau of Investigation, the Philippine National Police and other relevant government agencies, who shall be detailed to the PAIRTF by their respective heads.

x x x

SECTION 4. *Powers of the PAIRTF.* — In pursuit of its functions as defined in Section 1 hereof, the PAIRTF shall have the responsibility and authority to:

- a) conduct surveillance and entrapment operations of persons alleged to be engaged in illegal recruitment including, but not limited to, "escort" services at international airports and other points of departure;
- b) cause or direct the immediate investigation and speedy prosecution of cases involving illegal recruitment and monitor the progress of such cases;
- c) coordinate with existing bodies, agencies and other instrumentalities currently involved in the campaign against illegal recruitment;

- d) perform other powers and function as may be necessary for the effective discharge of its function or as may be directed by the Oversight Committee or the President.

SECTION 5. Oversight Committee. — There is hereby created an Oversight Committee, chaired by the Secretary of Labor and Employment, to ensure the active participation and cooperation of government agencies and instrumentalities involved in anti-illegal recruitment efforts. The members of the Committee shall be composed of the following:

x x x
Chief, Philippine National Police
x x x

6.6 Executive Order No. 8 (July 22, 1998) creating the Presidential Anti-Organized Crime Commission and a Presidential Anti-Organized Crime Task Force

SECTION 2. Composition and Leadership. — The Task Force shall be composed of selected PNP/AFP members and representatives from other branches of the government. It shall be headed by a qualified senior law enforcement officer to be appointed by the President. He shall be assisted by a Deputy Chief for Operations, a Deputy Chief for Administration and a Functional Staff in the implementation of policies within their respective functional areas. The Functional Staff shall be composed of the Administrative/Logistics Division, Operations Division, Technical Division and the Legal and Investigation Division.

SECTION 3. Powers and Functions. — The Task Force shall have the following powers and functions:

- a) Prepare and implement a fast track anti-crime and anti-graft and corruption action agenda and adopt appropriate measures to ensure an effective and efficient anti-crime drive;
- b) Conduct intelligence and counter-intelligence operations to identify government officials and employees, crime syndicates and their cohorts who are involved in criminal activities;
- c) Cause or direct the immediate arrest, investigation and speedy prosecution of crime syndicates, government officials and employees and their cohorts, with due regard to constitutional processes;
- d) Refer the case/s at hand, as the Task Force may deem proper and necessary, to the Department of Justice, and/or other appropriate law enforcement agencies for investigation or prosecution, as the case may be;
- e) Follow up the progress of on-going investigation and prosecution of cases taken cognizance of by the Task Force;
- f) Recommend the passage of appropriate anti-crime issuances and legislations;

- g) Select and recruit personnel from within the PNP, the AFP and other law enforcement agencies for assignment to the Task Force subject to the conformity of the agency concerned;
- h) Enlist the assistance of any department, bureau, office, agency or instrumentality of the Government, including government-owned and/or controlled corporations, in the anti-crime and anti-graft and corruption drive, which may include the use of their respective personnel, facilities and resources for a more resolute prevention, detection and investigation of crimes and prosecution of their perpetrators;
- i) Subject to existing laws, grant monetary rewards or incentives to informants giving vital information leading to the successful prosecution of criminal offenders and corrupt government officials;
- j) Coordinate with the Witness Protection Security and Benefits Program Committee of the Department of Justice to evaluate and assess witnesses who may qualify under the provisions of Republic Act No. 6981, otherwise known as the Witness Protection and Benefit Act;
- k) Subject to the approval of the President, authorized access to documents, installations and facilities in pursuit of specific crime investigation over government agencies and government owned or controlled corporations; and
- l) Recruit civilian personnel and enlist their services for intelligence gathering efforts.

SECTION 4. Offenses Covered. — The Task Force shall have the authority to take cognizance of the following crimes:

- a) Those committed by the organized/syndicated crime groups, including but not limited to gunrunning, illegal logging, robbery/hold-up, kidnapping for ransom, white slavery, illegal recruitment, carjacking, smuggling, piracy, drug trafficking, falsification of land titles and other government forms, large scale swindling, film piracy, counterfeiting and bank frauds;
- b) Those considered and punished as heinous crimes under Republic Act No. 7659 (Heinous Crime Law);
- c) Those committed by the members of the Philippine National Police and/or the Armed Forces of the Philippines;
- d) Those committed by officials and employees of government agencies including government-owned and controlled corporations;
- e) Such other criminal offenses as the President may determine from time to time.

An organized/syndicated crime group for purposes of this Executive Order means a group of two or more persons collaborating, confederating or mutually helping one another in the commission of any crime and sometimes enjoying the protection of people in the government and public service.

SECTION 5. The Commission herein created shall be composed of the following:

The President	- Chairman
The Secretary of Justice	- Member
The National Security Adviser	- Member
The Undersecretary of Interior and Local Government	- Member
The Chief of Staff, Armed Forces of the Philippines	- Member
Director-General, Philippine National Police	- Member
Four (4) representatives from the Private Sector to be appointed by the President	- Member

The Commission shall exercise general control and supervision over the Task Force. It shall enlist the assistance of civic and other similar associations and provide a forum for continuing consultation among concerned sectors with our society leading to the formulation of policies to be recommended to the President in the form of issuances and legislation.

SECTION 6. Agencies Assistance — .All government agencies and instrumentalities, including but not limited to the:

- a) Philippine National Police (PNP)
- b) National Bureau of Investigation (NBI)
- c) National Prosecution Service (NPS)
- d) Bureau of Immigration and Deportation (BID)
- e) Bureau of Internal Revenue (BIR)
- f) Economic Intelligence and Investigation Bureau (EIIB)
- g) Bureau of Customs (BOC)
- h) National Intelligence and Coordinating Agency (NICA)
- i) Armed Forces of the Philippines (AFP)
- j) Land Transportation Office (LTO)
- k) Forest Management Bureau (FMB)
- l) National Telecommunications Commission (NTC)
- m) National Statistics and Census Office (NCSO)
- n) Land Registration Authority (LRA)
- o) Philippine Overseas Employment Authority (POEA)
- p) Other government agencies which the force may find necessary to implement its mandate.

SECTION 7. Command and Control. — The flow of command and control of the Task Force shall be as follows:

- a) The Force Chief shall report and be directly responsible to the President;
- b) The Force Chief shall have immediate supervision and control over all units of the Task Force. He is authorized to designate duties and functions of personnel under him;
- c) The component units from the PNP, AFP, DOJ and selected/chosen representatives of other government agencies shall be attached to the Force Chief by their respective mother units. The Force Chief shall have direct operational and supervisory authority over these personnel.

6.7 Executive Order No. 295 (Sept. 28, 2000) Amending Executive Order No. 8 Creating the PAOCTF

SECTION 1. Organization. — There is hereby created a Presidential Anti-Organized Crime Commission (PAOCC), hereinafter referred to as the Commission, under the Office of the President.

The existing task forces against organized crimes shall be under the control and supervision of the Commission.

The President may create or abolish task forces or special project groups as the need arises.

SECTION 2. Composition. — The Presidential Anti-Organized Crime Commission shall be composed of the following:

The President	- Chairman
The National Security Adviser	- Vice-Chairman
The Secretary of Justice	- Member
The Secretary of the Interior and Local Government	- Member
The Secretary of National Defense	- Member
The Chief of Staff, Armed Forces of the Philippines	- Member
Director-General, Philippine National Police	- Member
Four (4) representatives from the Private Sector to be appointed by the President	- Member

The Chairman of the Commission may create an Executive Committee, define its functions and designate its members from among the members of the Commission.

The Commission shall exercise general control and supervision over the Task Forces or Special Project Groups. It shall enlist the assistance of civic and other similar associations and provide a forum for continuing consultation among concerned sectors of our society leading to the formulation of policies to be recommended to the President in the form of issuances and legislation.

SECTION 4. *Offenses Covered.* — The Presidential Anti-Organized Crime Commission shall have the authority to take cognizance of the following crimes:

- a) Those committed by organized/syndicated crime groups, including but not limited to gunrunning, illegal logging, robbery/hold-up, kidnapping for ransom, white slavery, illegal recruitment, carjacking, smuggling, piracy, drug trafficking, falsification of land titles and other government forms, large scale swindling, film piracy, counterfeiting and bank frauds;
- b) Those considered and punished as heinous crimes under Republic Act No. 7659 (Heinous Crime Law);
- c) Those committed by the members of the Philippine National Police and/or the Armed Forces of the Philippines;
- d) Those committed by officials and employees of government agencies including government agencies including government-owned and controlled corporations;
- e) Such other criminal offenses as the President may determine from time to time.

An organized/syndicated crime group for purposes of this Executive Order means a group of two or more persons collaborating, confederating or mutually helping one another in the commission of any crime and sometimes enjoying the protection of people in the government and public service.

The President of the Philippines shall delineate and identify the specific offenses or crimes that will be handled by the Task Forces or Special Project Groups.

SECTION 5. *Agencies Assistance.* — In the performance of its functions, the Commission and its Task Forces or Special Project Groups may call for assistance from any government agencies and instrumentalities including local governments.

SECTION 6. *Composition and Leadership of Task Forces.* — The Task Forces or Special Project Groups shall be composed of selected PNP/AFP members and representatives from other government agencies. The Head of the Task Forces/Special Project Groups shall be appointed or designated by the President.

SECTION 7. *Command and Control.* — The flow of command and control of the Task Forces shall be as follows:

- a) The Task Force Chief shall report and be directly responsible to the President;

- b) The Task Force Chief shall have immediate supervision and control over all units of the Task Forces. He is authorized to designate duties and functions of personnel under him;
- c) The component units from the PNP, AFP, DOJ and selected/chosen representatives of other government agencies shall be attached to the Task Forces by their respective mother units. The Task Forces shall have direct operational and supervisory authority over these personnel.

6.8 Executive Order No. 120 (April 16, 2001) Abolishing the PAOCTF

SECTION 1. *Abolition of PAOCTF*. — The PAOCTF created under Executive Order No. 8 dated July 22, 1998 (EO No. 8) as amended by Executive Order No. 295 dated September 28, 2000 (EO No. 295) is hereby abolished and EO No. 8 and EO No. 295 are hereby amended accordingly.

SECTION 2. *Pending Cases*. — All criminal cases instituted by the PAOCTF pending before the Department of Justice or the courts, and other cases undergoing investigation shall be handled and monitored by the Deputy Chief for Administration (DCA) of the Philippine National Police.

7 PNP ROLE IN DISASTER PREPAREDNESS

7.1 Presidential Decree No. 1566 (1978) Strengthening the Philippine Disaster Control, Capability and Establishing the National Program on Community Disaster Preparedness

SECTION 4. *Organization of the Local Government Level*. — The organization for coordination or disaster and/or emergency operations in all local political and administrative subdivisions are hereby prescribed as follows:

x x x

- c. At the City or Municipal level, there shall be constituted the City/Municipal Disaster Coordinating Councils, with the City/Municipal Mayor as Chairman. The Station Commander of the Integrated National Police shall be the Vice-Chairman and Action Officer of the Council. The Council shall be further composed of organic City/Municipal officials as well as National Officials assigned to the City/Municipality.

8 OTHER RELEVANT PRESIDENTIAL ISSUANCES

8.1 Presidential Memorandum Order No. 397 (Sept. 23, 1991) Reconstituting and Strengthening the Metro Manila Land Transportation Coordinating Council and for Others

SECTION 1. the Metro Manila Land Transportation Coordinating Council, hereinafter referred to as the Council, is hereby reconstituted, as follows:

Chairman:-- Metropolitan Manila Authority

Members:-- Office of the President, Department of Transportation and Communications, Department of Public Works and Highways, Philippine National Police

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SECTION 4. The Council shall have three (3) Task Forces. The Task Forces shall be composed of the heads of the agencies responsible for the enforcement, engineering and education and planning aspects of traffic management. These Task Forces are:

- (a) The Task Force on Enforcement which shall be headed by the Philippine National Police, with the Metro Manila Authority and the Department of Transportation and Communications as members.

It shall be responsible for the improvement of the enforcement of traffic laws, rules and regulations.

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SECTION 5. A Traffic and Transportation Secretariat, hereinafter referred to as the TTRANSEC, is hereby organized to provide technical and secretariat support to the Council. The TTRANSEC shall be composed of the following:

Chairman	Metropolitan Manila Authority
Co-Chairman	Department of Transportation and Communications
Members	Department of Public Works and Highways
	Department of Education, Culture & Sports
	Philippine National Police
	Traffic Engineering Center
	Transport Training Center
	Land Transportation Office
	Land Transportation Franchise & Regulatory Board
	DOTC Action Center
	Representatives from the Public Service or
	Utility Companies (<i>i.e.</i> , PLDT, MERALCO, MWSS and Manila Gas Corp.)

SECTION 7. The Philippine National Police shall have full operational direction, control and supervision over all traffic commands/authorities/aides designated/deputized/assigned/hired employed by the Department of Transportation and Communications, the Metro Manila Authority, the Local Government Units or by the other agencies involved. However, administrative supervision over the personnel shall remain with their respective mother agencies.

8.2 Presidential Administrative Order No. 262 (Jan. 17, 1992) Creating the GAB Illegal Gambling Unit of the Games and Amusement Board

3. The GAB Anti-Illegal Gambling Unit shall be composed of organic and detailed personnel. The organic personnel shall be appointed by the Chairman of the Games and Amusements Board according to the staffing pattern authorized by the Games and Amusements Board and approved by the Department of Budget and Management. The detailed personnel shall be drawn on detail from the Philippine National Police, National Bureau of Investigation and other law-enforcement agencies of the Government.

8.3 Executive Order No. 145 (Aug. 22, 1999) Amending Executive Order No. 386 dated 19 December 1989.

SECTION 1. The Chairman of the National Police Commission, the Director of the National Bureau of Investigation, the Chief and Director-General of the Philippine National Police and the Secretary-General of the National Statistical Coordination Board shall comprise the NCIS Advisory Board. The Advisory Board shall be the policy-making body of the National Crime Information System (NCIS).

SECTION 2. The establishment of the NCIS shall include the application development, acquisition of hardware and networking equipment installation of telecommunication facilities, database build-up, manning and manpower training and all the other necessary components. This shall be implemented in the following phases:

Phase I. Establishment of the NCIS at the National Capital Region and its nationwide expansion. This phase shall be completed within the next two years. The Offices that shall be primarily involved under this phase are those that operate under the four pillars of the Criminal Justice System:

- (a) The Law Enforcement – Philippine National Police, National Bureau of Investigation and National Police Commission;
- (b) The Prosecution – National Prosecution Service;
- (c) The Courts – Supreme Court, Court of Appeals, Sandiganbayan, Regional Trial Courts, Metropolitan and Municipal Courts;
- (d) The Corrections – Bureau of Corrections, Parole and Probation Administration, Bureau of Jail Management and Penology and the Board of Pardon and Parole.

Phase II. This phase shall include activities concerning the development of Crime Information System related to other offices not covered under Phase I. It shall include computer upgrading, systems development and manpower training for technical personnel of other offices concerned as systems link-up or networking is reported to ensure an effective and efficient data communication between and among participating agencies. This phase shall be completed within the next five (5) years.

SECTION 6. The Department of Budget and Management shall transfer all funds related to the NCIS Project from the different participating agencies to the NCC. The NCC shall have control and supervision over the disbursement of NCIS funds, including all future appropriations for the NCIS Project.

The agencies involved in the completion of Phase I of the NCIS Project, as defined in Section 2 above, shall be the following:

- (a) The Law Enforcement – Philippine National Police, National Bureau of Investigation and National Police Commission;
- (b) The Prosecution – National Prosecution Service;
- (c) The Courts – Supreme Court, Court of Appeals, Sandiganbayan, Regional Trial Courts, Metropolitan and Municipal Courts;
- (d) The Corrections – Bureau of Corrections, Parole and Probation Administration, Bureau of Jail Management and Penology and the Board of Pardon and Parole.

ANNEX 5.2

EXCERPTS FROM THE ORIGINAL POLICE MANUAL

RULE II – ADMINISTRATION

SECTION 1. *Duties of Peace Officers.* - All members of the local police agency shall be peace officers. It shall be their duty to preserve peace and order, prevent the commission of crimes, protect life, liberty and property and arrest all violators of laws and ordinances within their jurisdiction. They shall exercise the general powers to make arrest, searches and seizures in accordance with law. They shall detain arrested persons only within the period prescribed by law. (Sec. 7, Id.)

SECTION 5. *Duties and Responsibilities of a Patrolman.* - A patrolman in the police force shall have the following duties and responsibilities:

- a) He shall be ready at all times to perform his duties and obey the lawful orders of his superior officers or higher authority.
- b) He shall be responsible for the efficient performance of his duties and adequate coverage of his beat or post.
- c) He shall cooperate and coordinate with the other members of his relief, district or other division segments so that their teamwork may insure continuity of purpose and maximum achievement of the objectives of the department.
- d) He shall be available for duty at all times in case of special needs or emergencies.
- e) He shall respond readily and report punctually to all assignments.
- f) He shall familiarize himself with administrative and operational policies of the department.
- g) He shall execute the service program within his area of responsibility providing for prevention of crime, protection of life and property, apprehension and prosecution of offenders, preservation of peace and enforcement of regulatory measure.
- h) He shall be in the prescribed attire and have the required equipment when he reports for duty.
- i) He shall be attentive to instruction and record information given during the briefing or roll call training and shall likewise record his activities during his tour of duty in the prescribed manner.
- j) He shall, unless otherwise ordered, report to his superior for inspection and instruction at the conclusion of his tour of duty.

- k) He shall supervise and inspect all public and licensed places within his area of responsibility.
- l) When on patrol, he shall be constantly alert, observing everything that takes place within his sight or hearing. He shall not hold long conversations with anyone except in the discharge of his duty.
- m) At nighttime, he shall exercise close vigilance by watching and frequently examining and trying accessible doors or entrances and windows of commercial or public buildings, including vacant or unoccupied houses on his beat. He shall promptly investigate all suspicious circumstances he may encounter. In like manner, he shall check all uninhabited buildings or dwelling places in the daytime.
- n) As far as practicable, he shall exert efforts to know the identities and other circumstances of permanent residents of the area assigned to him and shall keep track of movements of the newcomers or strangers transferring to or merely loitering in the place. He shall report his findings without delay.
- o) He shall take notice of vehicles parked by day or staying overnight in the different streets of his beat, recording their plate numbers, make and, whenever possible, the owners thereof and/or drivers or operators.
- p) He shall undertake close surveillance over the movements of suspicious persons and vehicles and keep a record of his observations for ready use when the need arises.
- q) He shall take note and report all known suspected places of vice, such as gambling dens, houses of ill-repute, opium dives, hideouts of persons of doubtful conduct, and places frequented by vagrants.
- r) He shall keep himself informed of the places in his area where violations are known or reputed to exist, and he shall plan and take the necessary action, duly advising his superior officer as to the steps being taken.
- s) He shall at all times, whenever in uniform, keep his official badge properly displayed; and courteously give his name and badge number when duly requested to identify himself.
- t) He shall, in the event of any disturbance of the peace within his beat or in its immediate vicinity, proceed to the particular spot and exert efforts to restore order. If a crime has been committed and the offender can be placed under custody, he shall take immediate steps to bring him to the police state. He shall endeavor to save life and protect or preserve the crime scene until the arrival of the investigator.
- u) He shall not leave his beat until properly relieved, except when required by the exigencies of the service and for unavoidable reasons. He shall keep record of

the same in his memorandum book indicating the time he left his beat, the reason for leaving and the time he returned and resumed his patrol of duty.

- v) He shall take care of lost children by taking them to the residence of their parents, if located within or near the vicinity of his beat, and shall promptly notify his station of such action. If the residence is not known or at some distant location, he shall take such necessary action as may be required by the circumstances. He shall be observant of school children who are not in classes during the proper hours, and after making inquiries as to the reasons therefore shall take appropriate action on any case of truancy which may come to his notice.
- w) He shall take note of all obstructions in the streets or sidewalks from which accidents may occur, removing them when practicable. He shall also take appropriate action on all nuisances and other matters affecting the safety and convenience of the public or the interest of the city or municipality.
- x) He shall exercise vigilance in order to prevent fire or avoid waste of water; take note of all garbage, dead animals or other offensive matters thrown into the streets and shall take appropriate action thereon.
- y) He shall in order to summon aid, give three blasts with the whistle and in extreme emergency, he may discharge his firearm in the air.
- z) He shall familiarize himself with the location of street traffic signs and if he sees them misplaced or tampered with in any manner, he shall rectify the same. If such signs are missing from their proper location, he shall make proper report of such fact to his superior.
- aa) While on patrol duty, he shall not enter any bar, nightclub, theater or any other place of amusement or business except with the strict discharge of his duty.
- bb) He shall have an official note book in which he will enter the names of persons taken into custody by him and such important particulars in each case as may be necessary as well as other pertinent information and matters relative to the discharge of his official duties. Such memorandum book shall be subject to inspection by his superior officers at any time.
- cc) He shall endeavor to be familiar with the bus lines, the location of streets, public buildings and offices, hospitals, courts, transportation offices and depots, industrial plants, highways and boundaries thereof and of the national, provincial and municipal officials and such other matters pertaining to the government of the city or municipality, as will enable him to render intelligent and helpful information and assistance when requested.
- dd) He shall perform such other duties and responsibilities that may be assigned to him by his superior officer or higher authority.

SECTION 6. *Duties of Patrolman Assigned to Traffic Duty.* - A patrolman assigned to a traffic post shall have the following duties:

- a) He shall enforce all pertinent traffic laws, ordinances or regulations and shall take appropriate action on any violation of law that may come to his attention.
- b) He shall maintain the orderly movement of all vehicles at his post, with due regard for the safety of pedestrians, and exact compliance of the drivers thereof with the laws and regulations pertaining to traffic.
- c) He shall, when directing traffic, take station nearest to the center of the street intersection as conditions will permit, and shall execute all movements of hand signals visible to motorists with uniformity and precision.
- d) When a whistle is used in the regulation of traffic, it shall be in conjunction with the hand signal. One blast of the whistle shall mean that traffic shall stop and two blasts shall mean the traffic shall proceed.
- e) He shall give his whole attention to his duties at all times. He shall not engage in conversation with anyone except when necessary in line of police duty and such conversation shall be brief.
- f) He shall not leave his post during his tours of duty without permission, except when properly relieved by another officer. In case of personal necessity, or when necessary in any police emergency, he shall notify his station, if possible, before leaving.
- g) He shall respond immediately to emergency calls for police service within a reasonable distance of his post, and if it cannot be done, he shall promptly notify his station accordingly.
- h) He must keep calm and control his temper even under trying and provoking circumstances. In warning or correcting a person for a slight infraction of the traffic regulations, he shall do so in a firm but brief and civil manner, and without obstructing the flow of traffic, or creating congestion. When it is necessary to arrest a driver for a violation of the traffic regulations, he shall if possible order the offender out of the traffic flow to the street curb, and make such arrest without unnecessary loss of time or the obstruction of traffic.
- i) He shall, if assigned to mounted vehicles, have charge of the duty of suppressing speeding and reckless driving.

SECTION 7. *Duties of Patrolman Assigned to Patrol Car.* - A patrolman assigned to a police car for patrol duty shall have the following duties:

- a) He shall operate the patrol car at a moderate rate of speed and in such a manner as will enable him to observe any condition or occurrence in his patrol beat which may require police attention. He shall adhere to the method prescribed for foot patrolmen, except as may be otherwise directed.

- b) Unless otherwise directed, he shall report for roll call at his station at the prescribed time. He shall report hourly to the base control operator or at such time as may be designated by his superior officer.
- c) He shall patrol his assigned beat regularly, paying particular attention to critical areas.
- d) He shall exercise judgment and care with due regard to the safety of life and property, when responding to an emergency call.
- e) He shall be in property uniform when on duty, unless otherwise directed by the chief of police.
- f) He shall perform such other duties that may be assigned to him by his superior officers or higher authority.

SECTION 8. *Duties of Patrolman Assigned to Detective Work.* - A patrolman assigned to detective work shall have the following duties:

- a) He shall acquire a thorough knowledge of the penal laws and ordinances and the elements that constitute criminal acts in violation of the various sections thereof and shall acquaint himself with the fundamental rules of evidence.
- b) He shall have a thorough knowledge of the functions of the detective force which is charged with the investigation of criminal offenses, the detection and apprehension of criminal offenders, the locating of missing persons, the recovery of lost and stolen property, the proper cooperation with other authorities, and other similar responsibilities.
- c) He shall familiarize himself with the various types of criminals, and acquaint himself with their various methods and practices, haunts, and associations.
- d) He shall follow up each case assigned to him until there is a final official disposition of such case.
- e) He shall render a written report on all assignments given to him.
- f) He shall have such regular hours of duty as may be prescribed by the chief of police.
- g) He shall use scientific methods and procedures in the in investigations of suspects and witnesses and shall not resort to violence of "third degree" in extracting confessions.
- h) He shall keep his immediate superior officer regularly informed of the progress and development of cases assigned to him.
- i) He shall not leave the city or municipality to conduct any investigation or to perform any act within the purview of his duties, without the express permission

of his immediate superior officer or the chief of police, except when in immediately pursuit of a fugitive.

- j) He shall have with him an official notebook in which he will enter the names of persons taken into custody by him and such particulars in each case, and also all information and matter relative to the discharge of his official duties.
- k) He shall perform such other duties as may be assigned to him by his superior officer or higher authority.

SECTION 9. *Duties of Other Members of the Police Force.* - All members and employees of the police force whose duties are not specifically enumerated in these rules and regulations shall be assigned to such duties and have such hours of work as may be directed by the chief of police.

They shall perform their respective duties thoroughly and efficiently and shall at all times be discreet, courteous, diligent and attentive, and shall call the attention of their immediate superiors to any matter which requires their special consideration.

They shall at all times be as neat and clean in appearance as their work will permit, and keep in good order any desk, book, locker, tool and other equipment and property that may be used by them or entrusted in their care.

ANNEX 6.1

COMPRESSED PUBLIC SAFETY BASIC RECRUIT (PSBR) COURSE

Program of Instruction

SUBJECT	NUMBER OF HOURS		
	LECTURE	PHYSICAL EXERCISES	TOTAL
PHASE I – SKILLS ENHANCEMENT AND ATTITUDE BUILDING (204 HOURS)			
Module I – Foundation Subjects	52	152	204
▪ Orientation (PNTI/RTS Rules and Regulations)	2	-	2
▪ Police Customs and Traditions	2	2	4
▪ Protocol and Social Amenities in the Service	2	2	4
▪ Courtesy and Discipline	2	2	4
▪ Introduction to Public Safety Service <ul style="list-style-type: none"> ○ Public Safety Definition and Concept ○ Concerns of Public Safety ○ Organization, Mission and Relationship (PNP, BFP, BJMP, NAPOLCOM and PPSC) ○ Vision and Mission of the PNP ○ PNP and its Relationship to the PNP Support Units 	4	-	4
▪ Understanding the Philippine Police System <ul style="list-style-type: none"> ○ Police Act of 1966 ○ Integration Law PD 765 ○ RA 6975 ○ RA 8551 	4	-	4
▪ Moral and Spiritual Enrichment (SOC Seminar)	12	-	12
▪ Filipino Values and Culture (<i>Maka-Diyos, Maka-Bayan, Maka-Tao, Maka-Kalikasan</i>)	4	-	4
▪ Gender and Development	4	-	4
▪ Drills and Ceremonies	4	26	30
▪ Civil Disturbance Management	4	8	12
▪ Physical Fitness Test	-	16	16
▪ Defense Skills <ul style="list-style-type: none"> ○ Self-Defense (Armed/Unarmed: Akido, Arnis de Mano) ○ Practical Shooting(gun safety and responsible ownership; practical shooting) ○ Police Baton Techniques ○ Special Skills: Typing and Basic Computer Literacy ○ : Defensive Driving ○ Operational Training: Searching ○ : Handcuffing Techniques 	4 4 4 2 2 2	24 12 20 14 6 6 12	28 16 24 16 8 8 14
▪ Examination/Critique	-	2	2
PHASE II – ACADEMICS (330 hours)			
Module II – Legal Module	66	8	74
▪ Philippine Constitution (Article III, Article IX, Article XIII)	12	-	12
▪ Criminal Law I <ul style="list-style-type: none"> ○ Fallacies and Circumstances which Affect Criminal Liability ○ Justifying Circumstances Which Exempt from Criminal Liability ○ Circumstances Which Mitigate Criminal Liability 	12	-	12

SUBJECT	NUMBER OF HOURS		
	LECTURE	PHYSICAL EXERCISES	TOTAL
<ul style="list-style-type: none"> ○ Circumstances Which Aggravate Criminal Liability ○ Alternative Circumstance ○ Persons Criminally Liable for Felonies 			
<ul style="list-style-type: none"> ▪ Criminal law II (Index Crimes) <ul style="list-style-type: none"> ○ Elements of Murder with Decided Cases ○ Elements of Rape with Decided Cases ○ Elements of Theft with Decided Cases ○ Elements of Physical Injury with Decided Cases ○ Elements of Acts of Lasciviousness with Decided Cases ○ Elements of Murder with Decided Cases ○ Elements of Swindling and Estafa with Decided Cases ○ Elements of Arbitrary Detention with Decided Cases 	12	-	12
<ul style="list-style-type: none"> ▪ Criminal Procedures <ul style="list-style-type: none"> ○ Rule 112 ○ Rule 113 ○ Rule 114, as amended ○ Rule 115 with emphasis on the Miranda Doctrine 	6	-	6
▪ Rules of Evidence (Rule 128) – Sections 1, 2, 3, 4	6	-	6
▪ Administrative Proceedings	2	-	2
▪ Legal Forms	2	6	8
<ul style="list-style-type: none"> ▪ Special Laws <ul style="list-style-type: none"> ○ Anti-Fencing ○ Gambling ○ Carnapping ○ BP22 ○ Illegal Drugs ○ Illegal Recruitment ○ Firearm Law ○ RA 7610 (Child Abuse) 	14	-	14
▪ Examination/Critique	-	2	2
Module III – Police Operations	36	28	64
<ul style="list-style-type: none"> ▪ Police Patrol Operations <ul style="list-style-type: none"> ○ Introduction to Patrol ○ Types and Methods of Patrol ○ Introduction to COPS ○ Introduction to Patrol 117 	4 4 2 2	- - 4 4	4 4 6 6
<ul style="list-style-type: none"> ▪ Police Traffic Operations <ul style="list-style-type: none"> ○ Traffic Laws, Rules and Regulations and Other Traffic Ordinances ○ Five Es of Traffic ○ Traffic Control and Directions ○ Introduction to Traffic Investigation 	2 2 2	- - 4	2 2 6
<ul style="list-style-type: none"> ▪ Police Services/Competencies <ul style="list-style-type: none"> ○ Arrests, Raids, Search and Seizure ○ Rules of Engagement ○ Hostage Negotiations ○ Blotter Entry and Booking Procedures ○ Property and Equipment Maintenance and Control ○ Disaster Preparedness and Rescue Operations ○ VIP Security 	2 2 2 2 2 2 2	4 4 4 2 - - -	6 6 6 4 2 2 2
▪ Examination/Critique	-	2	2

SUBJECT	NUMBER OF HOURS		
	LECTURE	PHYSICAL EXERCISES	TOTAL
Module IV – Investigation	32	30	62
▪ Fundamentals of Criminal Investigation	2	-	2
▪ Crime Scene Search/Crime Scene Management	4	-	4
▪ Collection and Presentation of Evidence	4	-	4
▪ Notes Taking and Sketching	4	-	4
▪ Investigative Report Writing	2	4	6
▪ Interview and Interrogation	4	-	4
▪ Sworn Statement Taking	2	4	6
▪ Homicide/Murder Investigation	2	4	6
▪ Robbery/Theft Investigation	2	4	6
▪ Narcotics Investigation	2	4	6
▪ Women and Child Abuse Investigations	2	4	6
▪ Court Demeanor	2	4	6
▪ Examination/Critique	-	2	2
Module V – Intelligence	14	12	26
▪ Introduction to Intelligence (The Cycle)	2	-	2
▪ Physical Security	2	-	2
▪ Document/Information Security	2	-	2
▪ Surveillance and Undercover	2	6	8
▪ Personnel Security	2	-	2
▪ Sources of Information	2	-	2
▪ Intelligence Report Writing	2	4	6
▪ Examination/Critique	-	2	2
Module VI – Criminalistics	16	22	38
▪ Introduction to Forensic Sciences	2	-	2
▪ Questioned Documents	2	4	6
▪ Dactyloscopy	2	4	6
▪ Polygraphy	2	4	6
▪ Ballistics	2	4	6
▪ Forensic Photography	2	4	6
▪ Forensic Psychology	2	-	2
▪ Examination/Critique	-	2	2
Module VII – Communication Skills	12	14	26
Basic Grammar and Composition	4	-	4
Police correspondence (Forms and Contents; Memos and Circulars)	2	4	6
Policed Media Relations	2		2
Public speaking	2	6	8
Radio Voice/Electronic Communications	2	2	4
Examination/Critique	-	2	2

SUBJECT	NUMBER OF HOURS		
	LECTURE	PHYSICAL EXERCISES	TOTAL
Module VIII – community Immersion Program	-	40	40
PHASE III - POLICE TACTICS PHASE (106 HOURS)			
Module IX – Police Tactical Responses	24	54	82
▪ Basic Weaponry	2	4	6
▪ Field Craft Survival	2	2	4
▪ Harboring	2	2	4
▪ Street Survival	2	4	6
▪ Marksmanship	2	8	10
▪ Ambuscade	2	4	6
▪ Escape and Evasion	2	4	6
▪ Rope Courses	2	4	6
▪ First Aid and Swimming/Water Safety	2	4	6
▪ Troop Leading Procedure	2	4	6
▪ Infiltration	2	4	6
▪ Perimeter Area Security and Posting of Personnel	2	2	4
▪ Ground Navigation	2	4	6
▪ Room Entry and Clearing Techniques (closed quarter battle)	2	4	6
▪ Examination/Critique	-	2	2
Module X – Field Training Exercises	-	24	24
Summary			
PAHSE I – SKILLS ENHANCEMENT AND ATTITUDE BUILDING	52	152	204
Module I – Foundation Subjects	52	152	204
PHASE II – ACADEMICS	176	154	330
Module II – Legal	66	8	74
Module III – Police Operations	36	28	64
Module IV – Investigation	32	30	62
Module V – Intelligence	14	12	26
Module VI – Criminalistics	16	22	38
Module VII – Communication Skills	12	14	26
Module VIII – Community Immersion Program	-	40	40
PHASE III – POLICE TACTICS	28	78	106
Module IX – Police Tactical Responses	26	54	82
Module X – Field Training Exercises	-	24	24
TOTAL	256	384	640
Duration of Training Hours = 640 hours = 16 weeks = 4 months			
Total Number of Academic Hours = 466 hours			
Total Number of Non-Academic Hours = 174 hours			
▪ Orientation	14		
▪ Drills and Ceremonies	30		
▪ Sports Development/Reveille	16		
▪ Defense Skills	114		

Source: PPSC, 2002

PUBLIC SAFETY OFFICERS BASIC COURSE

Program of Instruction

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
ACADEMICS (576 HOURS)			
Module I – General Subjects	20	2	22
<ul style="list-style-type: none"> ▪ Introduction to Public Safety <ul style="list-style-type: none"> ○ Concept of Public Safety ○ Areas of Concern of Public Safety 	4	-	4
<ul style="list-style-type: none"> ▪ Ecology and Environmental Protection 	4	-	4
<ul style="list-style-type: none"> ▪ Code of Conduct and Ethical Standards <ul style="list-style-type: none"> ○ RA 6713 ○ PNP Green Book ○ Protocol and Social Amenities 	4	-	4
<ul style="list-style-type: none"> ▪ The Philippine Criminal Justice System (CJS) <ul style="list-style-type: none"> ○ The Philosophy of CJS ○ Dynamics of CJS ○ Issues and Concerns of the Community Pillar 	8	-	8
<ul style="list-style-type: none"> ▪ Examination/Critique 	-	2	2
Module II – Communication	24	38	62
<ul style="list-style-type: none"> ▪ Communication and Communication Process <ul style="list-style-type: none"> ○ Introduction to Communication (The Communication Process, Barriers to Communication, Overcoming Process) ○ Report Writing ○ Public Speaking (Interpersonal Communication, Organizational Communication,, Extemporaneous Speaking, and Prepared Speech) 	12	16	28
<ul style="list-style-type: none"> ▪ Briefing/Conference Techniques I 	4	4	8
<ul style="list-style-type: none"> ▪ Computer Proficiency 	4	8	12
<ul style="list-style-type: none"> ▪ The Art of Negotiation 	4	8	12
<ul style="list-style-type: none"> ▪ Examination/Critique 	-	2	2
Module III – Human Rights	24	-	24
<ul style="list-style-type: none"> ▪ Human Rights in the Philippine Constitution (Bill of Rights) 			
<ul style="list-style-type: none"> ▪ Human Rights Conscientization 			
<ul style="list-style-type: none"> ▪ International Humanitarian Law 			
<ul style="list-style-type: none"> ▪ Children's Rights (CEDC and CSAC) 			
<ul style="list-style-type: none"> ▪ Forms and Types of Human Rights Violations and Consequences 			
<ul style="list-style-type: none"> ▪ Women's Rights (Gender Sensitivity) 			
<ul style="list-style-type: none"> ▪ Examination/Critique 			
Module IV – Law	68	12	80
<ul style="list-style-type: none"> ▪ Review of the Philippine Constitution 	4	-	4
<ul style="list-style-type: none"> ▪ Persons and Family Relations 	4	-	4
<ul style="list-style-type: none"> ▪ Criminal Law I 	8	-	8
<ul style="list-style-type: none"> ▪ Criminal Law 2 	8	-	8

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
▪ Law of Evidence	8	-	8
▪ Criminal Procedure and Moot Court	4	8	12
▪ Legal Forms	4	-	4
▪ Special Laws <ul style="list-style-type: none"> ○ Legal Procedures Against Drug Trafficking/Syndicated Crime ○ Katarungang Pambarangay (RA 7160) ○ Labor Laws ○ Civil Service Law ○ DILG Act of 1990 ○ RA 8551 	28	-	28
▪ Examination/Critique	-	4	4
Module V – Basic Administration/Management	46	10	56
▪ Management Function	4	-	4
▪ Principles of Organization	4	-	4
▪ Organizational Behavior	4	-	4
▪ Maintaining Quality and Quantity in Management	4	-	4
▪ Supervisory Performance Evaluation	2	-	2
▪ The Supervisor's Job (the Major Tasks) <ul style="list-style-type: none"> ○ Coordinating ○ Controlling ○ Improving ○ Planning ○ Communicating ○ Developing Good Attitudes ○ Motivation ○ Delegating 	6	-	6
▪ Qualities of Supervisor	2	-	2
▪ Basic Principles of Learning	4	-	4
▪ Basic Principles of Teaching	4	-	4
▪ Basic Counseling	4	4	8
▪ Leadership Management II	4	-	4
▪ Problem-Solving and Decision-Making	4	4	8
▪ Examination/Critique	-	2	2
Module VI – Police Administration	36	28	64
▪ Human Resource Management	4	4	8
▪ Police Records management	4	4	8
▪ Logistics Management	4	-	4
▪ Fiscal management	4	-	4
▪ Internal Discipline Management	4	-	4
▪ Traffic Management	4	4	8
▪ Disaster Control Management	4	4	8
▪ Patrol Management	4	4	8
▪ Police Statistics	4	4	8
▪ Examination/Critique	-	4	4

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
Module VII – Police Operations	50	24	74
<ul style="list-style-type: none"> ▪ Understanding Crime Index Crimes <ul style="list-style-type: none"> ○ The Nature of Crime ○ General Types of Crime ○ Index Crimes 	4	-	4
<ul style="list-style-type: none"> ▪ Organized Crimes: Prevention and Control <ul style="list-style-type: none"> ○ Carnapping ○ Bank Robbery ○ Terrorism ○ Drug Trafficking ○ Kidnapping ○ White Slavery Trade ○ Offenses Against Women and Minors 	12	-	12
▪ Civil Disturbance: Prevention and Control	4	4	8
▪ National Strategic Action Plan (NSAP)	4	-	4
▪ Closed Quarter Battle (CQB)	4	4	8
▪ Firearms Proficiency	4	8	12
▪ Troop Leading Procedures/Security Patrol Operations/Camp Defense	4	4	8
▪ Duties and Responsibilities of the Chief of Police	2	-	2
▪ The Integrated Functions and Operations of the PNP, BJMP, and BFP	4	-	4
▪ Basic Jail Management	4	-	4
▪ Basic Fire management	4	-	4
▪ Examination/Critique	-	4	4
Module VIII – Intelligence	36	20	56
▪ Police Intelligence : Organization and Operations	8	4	12
▪ National Security: Current Threats	4	4	8
<ul style="list-style-type: none"> ▪ Police Intelligence and Security Management <ul style="list-style-type: none"> ○ Counter-Intelligence Operation ○ The Wanted List/Watch List ○ Intelligence Information Collection Technique ○ Document Security ○ Physical Security ○ Personnel Security ○ Intelligence Report Writing 	24	8	32
▪ Examination/Critique	-	4	4
Module IX – Scientific Criminal Investigation	28	30	58
▪ Fundamentals of Investigation	4	4	8
▪ Scene of the Crime Operation	4	4	8
▪ Evidence Handling	4	4	8
<ul style="list-style-type: none"> ▪ Forensic Science <ul style="list-style-type: none"> ○ Dactyloscopy ○ Forensic Ballistics ○ Questioned Documents ○ Forensic Photography 	16	16	32
▪ Examination/Critique	-	2	2

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
Module X – Community-Oriented Policing System	24	58	82
▪ The Psycho-Social Behavior of the Community	4	4	8
▪ The Sociology of Poverty	4	-	4
▪ Politics in the Community	4	4	8
▪ Capability-Building	4	4	8
▪ Mobilization of Community in Police Work	4	4	8
▪ Community Leadership Skills	4	-	4
▪ Police-Community Partnership (Practicum)	-	40	40
▪ Examination/Critique	-	2	2
TOTAL	356	222	578
Summary			
Total Number of Academic Hours = 514 hours			
Total Number of Non-Academic Hours = 64 hours <ul style="list-style-type: none"> ○ Drills and Ceremonies = 12 hours ○ Physical Fitness Program (Reveille) = 12 hours ○ Sports Development/Unarmed Self-Defense = 16 hours ○ Self-Defense Techniques = 12 hours ○ SOC/MRP (Values Enhancement) = 12 hours 			

PUBLIC SAFETY OFFICERS SENIOR EXECUTIVE COURSE (PSOSEC) Program of Instruction

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
ACADEMICS (1,152 HOURS)			
Module I – Filipino Values and Culture	52	4	56
▪ Professional and Ethical Standards in Public Safety	8	-	8
▪ Customs and Tradition of the Service	4	-	4
▪ Policeman and His Social Life	8	-	8
▪ Moral Recovery Program (MRP)	8	-	8
▪ Human Rights	24	-	24
▪ Grade Program analysis	-	4	4
Module II – Research and Doctrine Development	64	244	308
▪ Research Methodologies <ul style="list-style-type: none"> ○ The Research Process (8 hours) ○ Research problem Identification and Statement (4 hrs) ○ Conceptual Framework (2 hrs) ○ Research Design (2 hrs) ○ Qualitative Research (4 hrs) ○ Quantitative Research (4 hrs) ○ Forms and Styles in Research Writing (4 hrs) ○ Doctrine Applications (8 hrs) ○ The Research Proposal (4hrs) 	40	-	40
▪ Statistics (Treatment, Analysis and Interpretation of Data)	24	-	24
▪ Writing of Research Proposal and Presentation	-	40	40
▪ Data Gathering/Collection and Research Writing (4-week students' activity outside the classroom)	-	120	120
▪ Oral Presentation/Defense and Final Revision	-	80	80
▪ Examination/Critique (Research Methodologies)	-	4	4
Module III – Communication Skills	64	96	160
▪ Communication Dynamics <ul style="list-style-type: none"> ○ Organizational Communication ○ Administrative Correspondence ○ Public speaking ○ Conference/Briefing Leadership 	32	40	72
▪ The Art of Negotiation	8	8	16
▪ Media Relations and Practices	8	8	16
▪ Training Management	8	12	20
▪ Management Information system	8	24	32
▪ National Problem Analysis	-	4	4
Module IV – Law and Criminalistics System	80	16	96
▪ Current Trends and Issues in the PCJS (with case studies)	8	12	20
▪ Criminal Procedure (Update)	8	-	8
▪ Criminal Evidence (Update)	8	-	8

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
▪ Criminal Law (Update)	8	-	8
▪ Administrative Law (Update)	8	-	8
▪ Local Government Code (Update)	8	-	8
▪ Special Laws <ul style="list-style-type: none"> ○ Police Related Law: Family Code; RA 6425; Witness protection Program; Gender Awareness Development; RA 7610; Others) ○ Fire Related Laws: Building Code; Fire Code ○ Jail Related Laws 	32	-	32
▪ Graded Problem Analysis	-	4	4
Module V – Development Administration	36	16	52
▪ The Framework of Governance for the People	12	-	12
▪ Development Administration: Thrust, Concerns and Goals <ul style="list-style-type: none"> ○ Organizational Development: Principles and Concepts ○ Sustainable Development: Principles and Concepts 	12	-	12
▪ The Goal of Public Safety and Development (Issues and Problems in Public Safety Development with case studies)	4	8	12
▪ Regional Development Strategies and Special Autonomous Region	4	-	4
▪ National Program for Unification and Development (NPUD)	4	-	4
▪ Graded problem Analysis	-	8	8
Module VI - Leadership and Management	104	48	152
▪ The General Concept of Management (Management Evaluation Review Integrated)	4	-	4
▪ Decision Models for Management (with case analysis)	8	12	20
▪ Executive Leadership and Organization <ul style="list-style-type: none"> ○ Leadership at the Senior Level ○ Leadership and the Environment ○ Organizational effectiveness/Efficiency ○ Transformational Leadership 	16	-	16
▪ International Management Development <ul style="list-style-type: none"> ○ Human Resource Development (Recruitment and Training) ○ Records management ○ Logistics Management ○ Fiscal and Budget Management ○ Internal Discipline ○ Policy Formulation and Analysis 	24	-	24
▪ Staff Functions, Principles and Procedures	8	-	8
▪ Staff Planning and Decision-Making <ul style="list-style-type: none"> ○ Problem-Solving Techniques and Analysis ○ Preparation of Plans and Orders ○ Operational Decision Making ○ Staff Study ○ Staff Estimate ○ Strategic Planning 	28	20	48
▪ Peace Building and Conflict management	16	8	24
▪ Graded Problem Analysis	-	8	8

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
Module VII – Law Enforcement and Public Safety Operation	76	56	132
▪ Public Safety Administration and Operations: Components, Administration, Operations and Relationship with LGAs, POCs and LECC	16	-	16
▪ Special Police Operations <ul style="list-style-type: none"> ○ Rules engagement Tactics and Strategies ○ Terrorism and Counter-Terrorism (The Legal Aspect of Counter-Terrorism and Its Global Implications; Terrorism and Criminality: Comparison) ○ Criminality and its Implications (political, economic and psycho-social) ○ Crisis Management ○ Disaster Control management 	40	24	64
▪ The Community-Oriented Policing System (COPS) <ul style="list-style-type: none"> ○ The COPS Program: Global Comparison ○ COPS Organization and Mobilization Phases ○ Current Trend and Issues in the Implementation of COPS ○ Group Dynamics (Actual field observation) 	20	24	44
▪ Graded problem Analysis	-	8	8
Module VIII – Internal Security Operation	72	8	80
▪ Defense Planning <ul style="list-style-type: none"> ○ Preparation of an Integrated DP vs. Subversion/Terrorism, Criminality ○ Kidnapping/Bank Robbery/Hostage Taking 	24	-	24
▪ The PNP Force Employment/Deployment System	8	-	8
▪ Offensive/Defensive Operations	8	-	8
▪ Counter-Insurgency <ul style="list-style-type: none"> ○ An Overview of Insurgency Problem in the Philippines: History/Evolution/Root Cause and Contributing Factors and the Level of Threats ○ Current Trends on Insurgency Problem in the Philippines ○ AFP Operations and PNP Master Plan Sandugo: An assessment ○ Strategic Plans/Measures to Address Insurgency Problem (Submission and Presentation of Papers) 	32	-	32
▪ Graded Problem Analysis	-	8	8
Module IX – Public Safety Administration	32	12	44
▪ Public Safety Administration: An Introduction	4	-	4
▪ Dimensions of Public Safety (political, economic, techno-scientific, and psycho-social dimensions)	16	-	16
▪ Public Safety Strategies and Practices	4	-	4
▪ International Issues and Conflicts on Public Safety and International policing	4	-	4
▪ Oral Presentation of Case Study Paper on Strategic Analysis on Public Safety problem	4	8	12
▪ Graded Problem Analysis	-	4	4

Subject	Number of Hours		
	Lecture	Physical Exercises	Total
Module X – Environmental and Other Related Studies	12	20	32
▪ Ecology and Other Environmental Protection (Pertinent Laws)	4	-	4
▪ Regional Environmental Issues and Studies	4	8	12
▪ Issues and Problems in Public Safety (with case studies)	4	8	12
▪ Graded Problem Analysis	-	4	4
Module XI – Local Tours (with after tour report)	-	40	40
TOTAL	592	560	1,152
Summary			
Total Number of Academic Hours = 1,152 hours			
Total Number of Non-Academic Hours = 128 hours			
○ Sports Development	= 32 hours		
○ Unarmed Self-Defense	= 32 hours		
○ Physical Fitness Test	= 32 hours		
○ Firearm Proficiency (9mm and Cal 45)	= 32 hours		

Source: PPSC, 2002

REVISED BACHELOR OF SCIENCE IN PUBLIC SAFETY (BSPS) CURRICULUM

Year	Subject	Days /Units
First Year, Summer	Review Classes (Mathematics and English)	
	Orientation	3 days
	Customs and Traditions of the Service	5 days
	Introduction to Cadet System	15 days
	Courtesy and Discipline	5 days
	Academic Orientation	7 days
	Drills and Ceremonies	7 days
	Conduct I	
	Total	45 days
First Year, First Semester	Communication Arts I (English Grammar and Sentence Construction)	3 units
	Filipino (Wika at Panitikang Filipino)	3 units
	Mathematics I (Algebra)	3 units
	Philosophy I (Logic)	3 units
	Psychology I (General Psychology)	3 units
	Philippine History and Culture	3 units
	Introduction to Public Safety and Social Defense	3 units
	Information Systems and Technology I	3 units
	P.E. I	(1.5) unit
	Organizational Leadership 1	(1.5) unit
	Conduct 2	(1) unit
	Aptitude for the Service	(1) unit
	Drills and Ceremonies	
	Total	24 units/(5) units
First Year, Semestral Break	Remedial Classes	
	Human Rights Advocacy Seminar	5 days
	Gender and Development Seminar	5 days
	Spiritual and Moral Enhancement Program (SMEP)	2 days
	Total	12 days
First Year, Second Semester	Communication Arts 2 (Composition and Literary Forms)	3 units
	Philippine Government and Constitution	3 units
	Philosophy 2 (Ethics)	3 units
	Mathematics 2 (Trigonometry)	3 units
	Psychology 2 (Forensic Psychology)	3 units
	Economics and Taxation	3 units
	Criminal Justice System	3 units
	Information Systems and Technology 2	3 units

Year	Subject	Days /Units
	P.E. 2	(1.5) unit
	Organizational Leadership	(1.5) unit
	Conduct 3	(1) unit
	Aptitude for the Service	(1) unit
	Drills and Ceremonies	-
	Total	24 units/(5) units
Second Year Summer	Remedial Classes	
	Seminar on Public Safety Services and Orientation	10 days
	Weapons Qualifications Training	8 days
	Communication Skills Enhancement Seminar	10 days
	Stress Management	3 days
	Seminar on Media Relations	3 days
	Public Service Ethics and Accountability	3 days
	S-Leadership Seminar	2 days
	Educational Trip	3 days
	SEMP-Police Renewal Experience (POREX)	3 days
	Conduct 4	
	Total	45 days
Second Year, First Semester	Communication Arts 3 (Philippine and World Literature)	3 units
	Life, Works and Writings of Dr. JP Rizal	3 units
	Mathematics 3 (Different Calculus)	3 units
	Statistics 1 (Descriptive Statistics)	3 units
	Management 1 (Fundamentals of Management)	3 units
	Law 1 (Criminal Law 1)	3 units
	World History and Geography	3 units
	General Chemistry	3 units
	P.E. 3	(1.5) unit
	Organizational Leadership 3	(1.5) unit
	Conduct 5	(1.5) unit
	Aptitude for the Service 3	(1) unit
	Markmanship/Tactics 1	(1) unit
	Drills and Ceremonies	
	Total	24/(6) units
Semestral Break	Remedial Classes	
	Disaster Preparedness and Management	3 days
	Local Government Administration	3 days
	Seminar on Art of Negotiation	2 days
	Seminar on International Relations	3 days
	SMEP/Life in the Spirit Seminar	2 days
	Total	13 days

Year	Subject	Days /Units
Second Year, Second Semester	Communication Arts 4 (Public Speaking, Argumentation and Debate)	3 units
	Law 2 (Criminal Law 2)	3 units
	Mathematics 4 (Integral Calculus)	3 units
	Statistics 2 (Inferential Statistics)	3 units
	Management 2 (Organizational Management)	3 units
	Ecology and Environment Protection	3 units
	Physics	3 units
	Juvenile Delinquency	3 units
	P.E. 4	(1.5) unit
	Organizational Leadership 4	(1.5) unit
	Conduct 6	(1) unit
	Aptitude for the Service 4	(1) unit
	Markmanship/Tactics 2	(1) unit
	Drills and Ceremonies	
	Total	24/(6) units
Third Year, Summer	Remedial Classes	
	Weapons Proficiency Training	
	Special Action Force Operation Orientation Course	45 days
	Conduct 7	
Third Year, First Semester	Communication Arts 5 (Investigative Report Writing)	3 units
	Law 3 (Criminal Procedure)	3 units
	Criminalistics 1 (Dactyloscopy, Forensic Photo, QD, Forensic Ballistics)	6 units
	Police Operations 1 (Patrol Management)	3 units
	Social Anthropology	3 units
	Criminal Investigation 1(Fundamentals of Criminal Investigation)	3 units
	Research 1 (Fundamentals)	3 units
	P.E. 5	(1.5) unit
	Organizational Leadership 5	(1.5) unit
	Conduct 8	(1) unit
	Aptitude for the Service 5	(1) unit
	Markmanship/Tactics 3	(1) unit
	Drills and Ceremonies	
	Total	24/(6) units
Third Year, Semestral Break	Thesis Proposal Defense	5 days
	Gathering of Data for Research (Research Survey)	10 days
	Total	15 days

Year	Subject	Days /Units
Third year, Second Semester	Communication Arts 6 (Technical Writing)	3 units
	Law 4 (Criminal Evidence)	3 units
	Criminalistics 2 (Forensic Med, Forensic Chem, Toxicology/DNA, Polygraphy)	6 units
	Police Operations 2 (Traffic Management)	3 units
	Criminal Investigation 2 (SOCO)	3 units
	Research 1 (Fundamentals)	3 units
	Penal Management, Correction and Rehabilitation	3 units
	P.E. 6	(1.5) unit
	Organizational Leadership 6	(1.5) unit
	Conduct 9	(1) unit
	Aptitude for the Service 6	(1) unit
	Markmanship/Tactics 4	(1) unit
	Drills and Ceremonies	
	Total	24/(6) units
Fourth Year, Summer	Remedial Classes	
	Thesis Defense	15 days
	New Cadets Battalion Detail (Shifting Schedule by Group)	15 days
	Weapons Proficiency Training (CQB)	15 days
	Conduct 10	45 days
	Total	
Fourth Year, First Semester	Police Operations 3 (Special Police Operations)	3 units
	Fire and Arson Investigation, Detection and Rescue Operations	3 units
	Law 5 (Special Laws)	3 units
	Electives (Police Cadets) - Crisis Management (3 units) - International Police Operations (3 units) - Civil Disturbance Management (3 units) - Police Community Relations (3 units)	12 units
	P.E. 7	(1.5) unit
	Organizational Leadership 7	(1.5) unit
	Conduct 11	(1) unit
	Aptitude for the Service 7	(1) unit
	Markmanship/Tactics 5	(1) unit
	Drills and Ceremonies	
	Total	21/(6) units
Fourth Year, Second Semester	Cadet Attachment Program (CAP) - Phase 1: Seminars and Practical Exercises (1 month) - Phase 2: On the Job Training-Urban and Rural (2 months)	6 units
	Conduct 12	(1) unit
	Aptitude for the Service 8	(1) unit
	Total	6/(2) units

ANNEX 7.1

STATUS OF SHORT & LONG FIREARMS

(as of 2nd Quarter 2004)

Units	Per Strength	Standard Short FAS				Standard Long FAS				Grand Total
		Pist 9MM	Rev 38	Pist 45	Sub-Total	12 GA	Rifle 5.56	Rifle 7.62	Sub-Total	
NCRPO	15,010	13,070	464	1,019	14,553	783	2,822	68	3,673	18,226
PRO CAR	3,217	1,197	1,100	102	2,399	35	1,967	558	2,560	4,959
PRO 1	4,818	1,689	1,241	460	3,390	230	2,170	290	2,690	6,080
PRO 2	3,972	1,269	1,238	305	2,812	40	2,707	474	3,221	6,033
PRO 3	7,357	2,499	2,054	292	4,845	165	4,739	590	5,494	10,339
PRO 4 A (calabarzon)	6,958	2,248	2,068	239	4,555	210	3,748	437	4,395	8,950
PRO 4 B (mimaropa)	3,135	934	562	117	1,613	70	1,581	192	1,843	3,456
PRO 5	4,913	1,483	2,037	338	3,858	152	3,421	599	4,172	8,030
PRO 6	6,475	1,730	1,945	618	4,293	160	3,935	610	4,705	8,998
PRO 7	5,710	1,345	2,707	680	4,732	252	3,011	212	3,475	8,207
PRO 8	4,911	1,515	1,723	420	3,658	112	3,742	254	4,108	7,766
PRO 9	4,356	858	1,463	1,072	3,393	160	2,571	217	2,948	6,341
PRO 10	4,575	999	1,354	601	2,954	214	2,951	186	3,351	6,305
PRO 11	4,685	1,282	1,609	187	3,078	260	2,794	274	3,328	6,406
PRO 12	3,736	1,659	830	120	2,609	182	2,548	327	3,057	5,666
PRO 13	2,855	1,027	624	165	1,816	46	1,978	179	2,203	4,019
ARRM	6,228	2,425	1,193	433	4,051	110	3,962	400	4,472	8,523
ADMINISTRATIVE SUPPORT UNIT										
Logistics SPT SVC	174	29	10	73	112	5	20		25	137
Computer SVC	156	23	3	3	29	-	-		-	29
Finance SVC	240	14	3	6	23	-	3		3	26
Health SVC	1,104	17	12	5	34	3	11		14	48
Commel SVC	775	39	31	111	181	68	52		120	301
Chaplain SVC	82	15	-	-	15	-	-		-	15
Legal SVC	57	10	6	18	34	-	-		-	34
Engineering SVC	102	30	3	2	35	-	-		-	35
HS 9	828	96	105	54	255	13	518		531	786
AHC	2,475				-	-	-	148	148	148
					-				-	-
OPERATIONAL SUPPORT UNIT										
Crime Lab Grp.	776	194	103	50	347	70	66		136	483
Maritime Grp	1,290	161	43	43	247	117	338	19	474	721
Aviation Grp	1,181	628	228	245	1,101	198	268	12	478	1,579
Spl Action Grp	3,495	1,330	46	41	1,417	81	1,193	495	1,769	3,186
Traffic Mgmt Grp	1,493	343	148	783	1,274	220	415	2	637	1,911
PCRG	43	32	1	-	33	9	-	-	9	42
Criminal Inv Grp	1,706	704	108	167	979	99	590	16	705	1,684
Pol Scty Pro Grp	1,505	879	47	200	1,126	44	150	-	194	1,320
Intel Grp	793	577	15	83	675	56	275	-	331	1,006
CSG	276	63	6	7	76	19	27	-	46	122
HPNP	1,657	1,670	97	125	1,892	4	99	-	103	1,995
					-	-			-	-
OTHER UNITS										
PACER		291	-	-	291	9	63	20	92	383
PTU		50	-	-	50	-	30	-	30	80
PDEA		298	137	21	456	110	325	18	453	909
PNPA Cadets		-	-	-	-	20	-		20	20
LSS PERM Issuances		3,303	-	9,321	12,624	-	61		61	12,685
					-				-	-
TOTAL	113,119	48,025	25,364	18,526	91,915	4,326	55,151	6,597	66,074	157,989

Source: Directorate for Logistics, PNP

ANNEX 7.2

LIST OF CIRCULARS AND ORDERS ON PNP PHYSICAL ASSETS MANAGEMENT

POLICY/RESOLUTION NO.	DATE	PROVISION
Circular No. 2000-013	25 September 2000	Procedures and Guidelines to be followed by PNP Officials in the conduct of inventory and turn-over of PNP Assets and other government properties during relinquishment and assumption of PNP units at all levels.
Memorandum	20 July 2000	-Termination of SAO to SAO transfer of property accountability (re immediate recovery of firearms) -implement strictly the Unit Property Clearance System (for RDS PROs 1to 14, CAR, ARM, NCRPO, NSUs)
SOP No. 08	11 September 1997	Establishment, Administration and Management of Services and Supply Agreement (SSA)
OM DL1-001-95	15 December 1995	Delegation of Authority - DL, DDL, Ex-O, DLDC
Prosecution of PNP Personnel	22 November 1995	1) Unit Commanders to enforce property accountability and clearance system 2) Units commanders to immediate arrest of personnel who refuses to return issued equipment/firearm with charges for violation of Articles 315 and 217 of Revised Penal Code
Circular No. 17	27 August 1993	Relief of Property Accountability
FIREPOWER		
Memo	24 October 2000	Policy Directive on the Storage and Withdrawal of Ammo
Memo Circular No. _	September 2000	Amending Sections 1 and 2 of Memo Circular 93-015 dated September 23, 1993, entitled "Prescribing the Rules and Regulations on the Issuance of Sidearms to PNP Members"
Memo	22 November 1995	Proper Care, Handling and Maintenance of Explosives and Ammunition
SOP No. 6	12 October 1995	PNP Procurement
Memo	20 October 1994	Firearms Accountability
Memo	27 June 1994	Clearance System on Firearms Accountability
Memo	27 April 1993	Equipment/Firearms Accountability
DL2/ODAA Memo Circular No. 01	5 February 1993	Ammunition Basic Load
Memo	09 December 1992	Replenishment of Ammo Basic Load
MOBILITY		
Memorandum	8 May 2000	POL Support to Subordinate Units
SOP No. 7	10 September 1996	Issuance and Control of POL Products
Memo	22 November 1995	Guidelines on the Use/Maintenance of PNP Vehicles
P.D. No. 1911		Unclaimed Motor Vehicle
R.A. No. 6539		Unclaimed Motor Vehicle

POLICY/RESOLUTION NO.	DATE	PROVISION
Logistic Letter Directive No. 92-01	20 October 1992	Authorized POL Issuance to PNP Vehicles
GENERAL SUPPORT SERVICE		
Memorandum	10 September 2001	SOP on EOD
EOD Procedure No.		Operations, Render-safe procedures, access, recovery and disposal of conventional, non-military (commercial), homemade and/or improvised explosive devices (IED), transportation procedure of IED and blast-in-place operation
Memorandum	22 August 2000	SOP on EOD
SOP 2000-1	8 August 2000	Operations, Render-safe procedures, access, recovery and disposal of conventional non-military (commercial) homemade and/or improvised explosive devices (IED), transportation procedures of IED and blast in place operation
Memorandum	4 July 2000	Recommendation on EOD SOP and Equipment
REAL PROPERTY MANAGEMENT DIVISION		
DPL Memo	6 September 2001	NAPOLCOM Memo Circular No. 2001-004 – Amending NAPOLCOM Memo Circular No. 99-013 “ Clarifying the scope and extent of the NAPOLCOM’s power of administrative control and operational supervision over the PNP on Financial and Logistical Matters”
Memorandum	8 August 2000	Reclama on PER FEARS
Memorandum	3 August 2000	Findings/Observations in the submission of prepared accomplishment report on Fixed Expenditures (FEARS)
Memorandum	17 February 1998	Unauthorized Construction and repair projects
DB, Circular Letter	2 January 1998	Obligational Authority for CY 1998 Budget
Memorandum	22 November 1995	Accounts on Light and Water and Telephone
Memorandum	22 November 1995	Unauthorized Construction and Repair Projects of PNP Command/Units
E.O. 226	17 February 1995	Command Responsibility
NG-DBM Budget Circular No. 438	11 January 1995	Prescribing the guidelines on the purchase of equipment
Memorandum	19 December 1994	Policy on Construction and R & U Activities
Memorandum	9 December 1994	Construction and R & U Activities
Fiscal Directive 94-013	22 August 1994	Designation of the Chief, PNPEO as project administrator
Memorandum	29 March 1993	Guidelines on the proper use of commercial telephone
Memorandum	29 September 1992	Unauthorized Construction and Repair Projects of PNP Command/Units
LOGISTICS PLANS AND PROGRAMS DIVISION		
Circular No. 2002-05	25 March 2002	Acquisition and Management of PNP Real Estate Properties and Reservations

POLICY/RESOLUTION NO.	DATE	PROVISION
		Procedural Flowchart for Donation of Property
		Procedural Flowchart for Lease of Private Property
		Procedural Flowchart for Purchase of Private Property
Memo Circular 95-012	29 June 1995	Guidelines in the Conduct of Inventory of PNP Supplies, Equipment and Facilities
Memo Circular No. CT-95.4/02	17 April 1995	Inclusion of Countertrade undertaking of foreign suppliers in bidden or negotiated contracts covered by E.O. 120 (S.1993) and its implementing rules and regulations
SOP No. 03	26 July 1994	PNP Equipment Standardization
Memo Circular 94-015	2 May 1994	Providing the Guidelines Governing Property Accountability/Responsibility of PNP Supply Accountable Officers (SAOs) and Personnel
Circular No. 17	27 August 1993	Relief of Property Accountability
Circular No. 14	25 May 1993	Disposal of PNP Properties and Disposition of the Income Derived therefrom
SOP No. 22	24 September 1992	Turn-over of Command Property Inventory

Source: PNP Directorate for Logistics, Logistics Plans and Programs Division

ANNEX 8.1

MAJOR APPLICATION SYSTEMS, PNP

#	IS NAME	DESCRIPTION	PROCESSES SUPPORTED / MAJOR DATASETS	STATUS
1	Financial Management Information System	Automate financial processes within PNP; include the CFC Funds Reconciliation System	Administrative / Budget, accounting data	CFC Funds Recon. System developed in 2004
2	Logistics Support Management Information System	Automate logistics processes within PNP; includes the Consumable Supply Accounting System. In support of procurement and managing inventory of supplies and materials	Administrative / Supplies inventory, costing	Consumable Supply Accounting developed in 2004
3	Firearms and Explosives Management Information System	Database for monitoring firearms and explosives confiscated, captured, surrendered and deposited. Modules included are: Registered Firearms Licensing Management Information System (FLMIS), Order of Payment Information System (OPIS), Lost/Wanted Firearms Information System (LWFIS), Firearms Ballistics Storage Information System (FBSIS), Permit to Carry Firearms Outside Residence Outside Residence Information System (PCFORIS), Storage Control and Inventory Information System (SCIIS), Investigation and Inspection Information System (IIS) and the Confiscated, Captured, Seized and Deposited Information System (CCSD)	Operations/ Firearms and explosives inventory data, incident reports resulting in capture, surrender and/or confiscation of firearms	Operational, for further enhancement; Periodical Report added in 2004
4	PNP Accreditation System	Provides information to manage suppliers and dealers. Supports the accreditation process and provides product specifications data	Administrative / Suppliers, dealers, product specifications	Developed in 2004
5	PNPCS Library Online Access Catalogue System	Computerization of internal and incoming administrative issuances of the PNP including Admin. Orders, office orders, memoranda, official publications, statistics, etc.	Administrative	Developed as of 2004
6	Human Resource Management Information System / PNPCS Personnel Information System	Automates processes for personnel management, including basic personnel profile, payroll, attendance & leave, compensation, other benefits and pension processing	Administrative / Personnel profile, attendance and leave, PS-related accounting and budget data	Operational, for further enhancement
6	PNP Salary System	Monthly processing and printing of CFCs for pay and allowances of PNP personnel in the active service and PNP personnel allottees on a bi-monthly and monthly basis.	Administrative / Personnel information, PS-related financial information (budget, accounting, cashier)	Operational, for further enhancement
7	Training Information Systems	Composed of Training Registration Information System and Training Education Information System, with the latter providing a record of training profiles of uniformed personnel with the objective of identifying personnel with additional schooling and training. Also provide information on licensure and eligibility, scholarships, awards and commendations	Administrative / Training opportunities, personnel training profile	Operational, for further enhancement

#	IS NAME	DESCRIPTION	PROCESSES SUPPORTED / MAJOR DATASETS	STATUS
8	Anti-Illegal Drug Monitoring System	Monitors all illegal drug activities of local and international traffickers. It also provides for statistical data and reports pertaining to drug law enforcement.	Operations	Operational, for further enhancement
9	Security Agencies and Guards Information Systems (SAGIS)	Operational IS which automates the licensing and monitoring of security guards security agencies. Provides data entry, inquiry, issuance of security guard licenses and updating of security agencies and guards master files	Operations	Operational, for further enhancement
	PNP Crime Information System	Provide a centralized repository of crime information. Includes the following subsystems:	Operations	
10	Wanted Persons Information System	The <i>Wanted Persons Information System (WPIS)</i> which has working modules such as the Notorious Personalities Information System (NPIS), the Watch List Information System (WLIS), the National Warrant of Arrest Registry (NWAR) and the PNP Arrests Information Systems. Interfaces with the ASEANAPOL Database System for information sharing.	Operations / Database of notorious persons, arrest warrants, arrests made	Operational, for further enhancement
11	The <i>Incident Management System (IMS)</i>	With the Incident Monitoring System (IMS) developed and presently being utilized and the E-Blotter System (EBS), which is under development	Operations	Operational, for further enhancement
12	PNP Clearance System	Processing of applications for PNP clearance; involves validation against criminal databases	Operations / Clearance applications, clearance issuances	Operational, for further enhancement
13	Evidence Management System (EMS)	Where the Automated Finger-print Information System (AFIS) was initially installed at the Crime Laboratory Unit aimed to be deployed to all CL Units all over the archipelago	Operations	Operational, for further enhancement
14	Traffic Management Information System (TMIS)	Where the Vehicle Information Management System (VIMS) was developed and operationalized and Automatic Vehicle Location System (AVLS) – which allows monitoring of the PNP mobile assets using the Global Positioning System (GPS) and presently running on stand-alone systems.	Operations	Operational, for further enhancement
15	PNP Official Web Site and Portal	PNP-related information/services can be electronically viewed and accessed by its clientele and the general public. It also provides links to related government law enforcement instrumentalities, as well as other key international law enforcement websites.	Operations	Operational, for continuing enhancement
16	Complaints, Referral, Action And Verification Information System (CRAIVIS)	An internet and LAN-based information system wherein the public could air their complaints and/or referrals through phone, walk-in, mail, Short Message Sending (SMS) or text) and through the PNP website (www.pnp.gov.ph)	Operations	Operational
17	Geographic Information and Crime Mapping System (see note below)	Map-based system that plots exact information on prevalent crimes all over the city	Operations	Operational in selected police units

#	IS NAME	DESCRIPTION	PROCESSES SUPPORTED / MAJOR DATASETS	STATUS
18	PNP Crime Monitoring Center	To record all crime incidents and terror attacks, beginning with Metro Manila. To serve as a database of methods and patterns used by crime syndicates and terrorists.	Operations	Operational , beginning at NCRPO
	External Systems			
19	National Crime Information System (NCIS)	Aims to serve offices/units under the four pillars of the criminal justice system.	Operations	Not operational
20	ASEANOPOL Database System (ADS)	Monitors trans-national related crime incidents	Operations	Under development
21	Philippine Drug and Law Enforcement Information System (PDLEIS)		Operations	Under development

NOTES ON SELECTED INFORMATION SYSTEMS

Geographic Information and Crime Mapping System
Crime-mapping for Munti cops
by Edu Punay, The Philippine Star 10/03/2004

- The Muntinlupa City police has launched the Geographical Information and Crime Mapping System (GICMS), the country's first ever crime-clock analysis program that would prevent street crimes through faster and more systematic police response.
- City Police Chief Senior Superintendent Erasto Lim Sanchez said the P7.5-million project of Muntinlupa City Rep. Raffy Biazon has a database software system that plots exact information on prevalent crimes all over the city.
- "It shows what crime had just happened at a specific area at exactly what time. Information on the fleeing suspects would also be registered in the database," Sanchez explained in an interview with The STAR.
- Computer units have been distributed to all four precincts in the city and would be operated by a 10-man specially-trained team.
- Apart from crimes being reported to the station's tactical operation center through phone calls, they would also be immediately registered to the database map, which would be printed.
- The database map would be fed to neighboring stations, the Southern Police District, National Capital Region Police Office and national police headquarters at Camp Crame in Quezon City.
- Sanchez said the system lets them do away with hassles under the conventional system, such as busy phone lines and long dictation of information, which usually hinder pursuit operations.
- "This will go well with our Oplan Dragnet because through the map, we can easily determine where criminals are going and coordinate with appropriate stations to intercept them," he explained.
- However, Sanchez said their conventional system would not be totally thrown away "because it could still be our last resort in times of blackouts."
- The new system, he added, would also expand their current Management Information System, which is the database of criminals and records.
- Citing a sample case, Sanchez said a suspected robber under the Alabang viaduct was arrested a few minutes after the crime. Police recovered the P7,000 stolen cash and the suspect's caliber .38 revolver.
- "We are expecting more accomplishments through this new and better system," the city police chief said.
- The city has been one of the favorite working areas for criminal syndicates because its location makes it convenient for them to easily flee to neighboring cities and provinces.
- Local police officials have been demanding for additional deployment of operatives to help them prevent crime through police visibility and faster response.

PNP Crime Monitoring Center

Metro Police Force Sets Up Crime Monitoring Center
by Non Alquitran, The Philippine Star 01/11/2005

- To further enhance its arsenal in the war against criminality and terrorism, the National Capital Region Police Office (NCRPO) established yesterday a Crime Monitoring Center (CMC) to record all crime incidents and terror attacks in Metro Manila.
- NCRPO chief Director Avelino Razon Jr. said the CMC would serve as a database of methods and patterns used by crime syndicates and terrorists.
- Razon is hoping that the implementation of suitable plans and programs like the CMC at the NCRPO's Tactical Operations Center (TOC) would enhance further police capability in solving crimes and thwarting terrorist attacks.
- "We are establishing a number of innovations at the NCRPO to enhance our crime and terror fighting capabilities. We are hoping this would contribute significantly to the maintenance of peace and order in the metropolis," Razon said.
- He said the NCRPO will focus on the implementation of the reforms and guidelines at the district, station and precinct levels with crime prevention and high solution efficiency as priorities.
- Apart from the CMC, the NCRPO will also utilize the Geographical Information System (GIS) for crime mapping.
- He said the NCRPO will use the application of computer statistics (COMPSTAT) as its main anti-crime device for timely and accurate intelligence reports, effective strategies and tactics, rapid deployment of personnel and resources and relentless follow-up operations and assessment.
- From now on, the NCRPO will be conducting regular meetings with its intelligence units to consolidate all crime reports in one central database.
- Razon said he would revive and strengthen the Barangay Information Network (BIN), wherein volunteers would serve as the eyes and ears of the NCRPO in its war against criminal groups, terrorist organizations and other domestic and internal threats to peace and order.

ANNEX 8.2

SUMMARY OF IT INFRASTRUCTURE, PNP

IT RESOURCE	UNDER PNP COMPUTER SERVICE	OTHERS	TOTAL
Servers	13	33	46
Desktop computers	68	2508	2,576
Mobile computers	4	28	32
Operating systems	Windows NT Server		
Network	Campus area network initially within the National Headquarters at Camp Crame running Windows NT server	Standalone PC's, local area networks and dial-up internet access in selected offices	
Database Management Systems	Microsoft SQL-Server 6.5 and 7.0, MS-Access for application development, MySQL for web server (see Technologies Used below for complete list)		
Development Software	Visual Foxpro, Magic Rapid Application Development		
Software	Microsoft Office 2000 and Office 97 (see list below for complete listing)		

TECHNOLOGIES USED

- A. *Development Web Server*
Microsoft Windows 2003 Server and Red Hat Linux 9.0
PHP and MYSQL
Dynamic HTML
Cascading Stylesheet
Extensible Markup Language
- B. *Software Tools and System Capabilities*
HTML and PHP Editing:
Macromedia Dreamweaver
- C. Image Editing: Fireworks and Adobe Photoshop
Animation: Flash
- D. Others:
Web Razor for graphics file optimization, downloaded trial version of HTML optimization softwares, some open source javascripts modified to suit the site

- E. Database:
MS Access - for development purpose
- F. MYSQL - in the webserver used in the online public forum.
- G. *Design (Interface design accessibility, usability)* html, Javascript and Vbscript scripting languages were used in the development and flash for the navigation designs.

ANNEX 8.3 PNP IT MANPOWER¹

The Computer Service is manned by 359 personnel, 162 of who are uniformed (54 PCOs and 108 PNCOs) while 197 are non-uniformed. Of this total, one hundred twenty-eight (132) are detailed with the different PNP offices/units performing programming, research, encoding and micro-computer operation work.

PERSONNEL	ACTUAL
UNIFORMED PERSONNEL	162
PCO	54
Organic (Hqs)	20
On Mission	30
Schooling	4
PNCO	108
Organic (Hqs)	61
On Mission	47
Schooling	0
NON-UNIFORMED PERSONNEL	197
In-House	142
On Mission	54
Non-Organic	1
TOTAL	359

¹ Source: Accomplishment Highlights, 23 August 2004, Computer Service, National Police Commission, National Headquarters, Philippine National PC

DEPLOYMENT OF DETAILED PERSONNEL (UNIFORMED & NUP)

OFFICE	PCO	PNCO	NUP	TOTAL
1. COMMAND GROUP				
OC, PNP		1		1
DCA		1		1
2. DIRECTORIAL STAFF				
DPRM	2	29	11	42
DRD	1			1
DIDM	2		8	10
DO	3	8	3	14
DHRDD	1	2		3
DC	1	2	1	4
DL	2		1	3
DI	1	1		2
SDS	1			1
PCRG	1			1
3. NASU				
HSS			1	1
PNPGH			1	1
4. NOSU				
TMG			1	1
CSG				
FED	1		1	2
SAGSD	1		3	4
CIDG	1	2	6	9
5. NCRPO				
NPD	1			1
CPD	1			1

OFFICE	PCO	PNCO	NUP	TOTAL
6. REGIONAL OFFICE				
PRO-CAR	1			1
PRO-3	2			2
PRO-4A	2			2
PRO-5			1	1
PRO-7	2			2
PRO-9			1	1
PRO-12			1	1
7. OTHER OFFICES				
OPASC*			1	1
PDEA			3	3
PCTC	2	1	7	10
PACER			1	1
AIDSOTF		2		
TOTAL	28	48	56	132

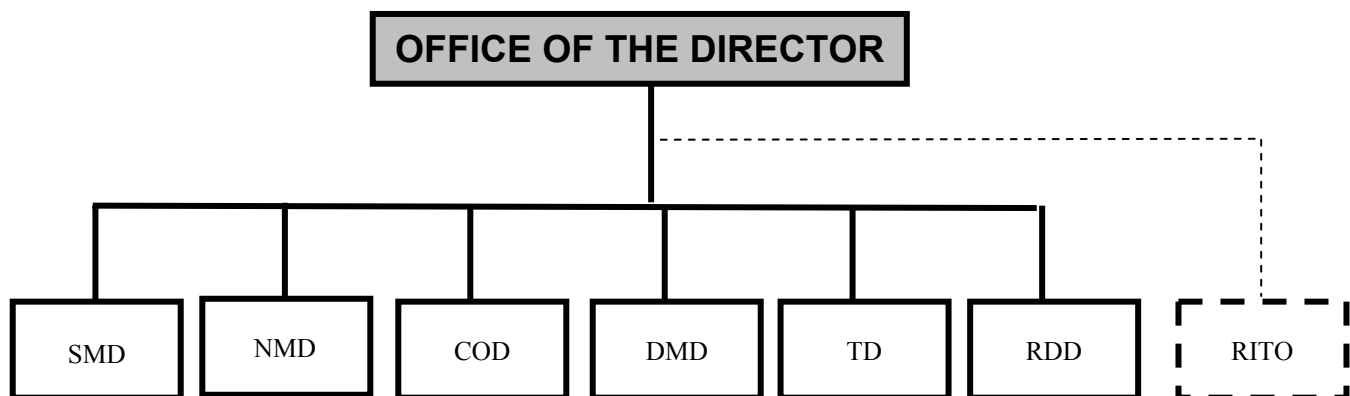
- Office of the Presidential Assistant for Special Concerns

ANNEX 8.4

PNP COMPUTER SERVICE ORGANIZATIONAL STRUCTURE

The organizational structure of the PNPCS is distinct and defined by the different functional areas of Information Technology (I.T.) These divisions with the different areas of concern are the following:

1. *Systems Management Division (SMD)* – Develops IT Plans for the different PNP units/offices that constitute the total PNP Information Systems Plan (ISP). It shall also implements, maintains, and enhances all developed Information Systems.
2. *Network Management Division (NMD)* - Operationalizes and manages the PNP Computer Network and supports the operation and maintenance of all PNP Information Systems
3. *Computer Operations Division (COD)* – Generates and releases the financial and management reports of the information systems maintained by the PNPCS as well as the upkeep of machine/equipment used.
4. *Data Management Division (DMD)* - Develops, manages, and maintains shareable, transferable, secure accurate, timely & relevant PNP Data / Databases and provides data preparation support and services to other PNP units / offices.
5. *Training Division (TD)* – Conducts of training courses in Information Technology (IT) necessary in the attainment of the PNP Vision and Objectives.
8. *RDD (Research and Development Division)* - Assists the concerned PNP units in the prevention and control of Cyber Crimes. Evaluates existing Information systems, Computer Resources, Network Security & approved IT courses.



LEGEND:
SMD - SYSTEMS MANAGEMENT DIVISION
NMD - NETWORK MANAGEMENT DIVISION
COD - COMPUTER OPERATIONS DIVISION
DMD - DATA MANAGEMENT DIVISION
TD - TRAINING DIVISION
RDD - RESEARCH & DEVELOPMENT DIVISION
RITO - REGIONAL I.T. OFFICES

ANNEX 9

PNP ISSUES/COMMENTS AND RESPONSES

1 COMMENTS DURING THE VALIDATION WORKSHOP, 12 APRIL 2005

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
OVERALL INTERNAL ADMINISTRATIVE MANAGEMENT OF THE PNP	The provided term for any police officer is already enough, there is no need to lengthen it, because there are enough measures that can be taken when there is a perceived need to lengthen an official's office.	
INSTITUTIONAL FRAMEWORK	The reform should pursue a self-administering PNP.	This is precisely what the study recommends.
POLICE OPERATIONS	The consultants may not have used the right manuals/ current manuals in their assessment.	The consultants definitely used the right manuals. All data from PNP on the study were provided by PNP.
	<p>There is a need to improve and integrate PNP operational manuals</p> <ul style="list-style-type: none"> ▪ No topics on PCR operations ▪ No topics on patrol operations <p>The following are recommended :</p> <ul style="list-style-type: none"> ▪ Codify the operational manuals ▪ Revise manual to suit present day operations ▪ Translate manuals to local dialects ▪ Prepare two manuals – one for police operations; and another for administrative functions ▪ Update PNP manuals in coordination with LGUs, NAPOLCOM, and the PNP ▪ Include in PNPO Manual the management of WCCD ▪ Develop operations manual for crime prevention, investigation and public safety activities ▪ Review the training procedures and subjects taught ▪ Design/implement training programs to immediately address changes in operations environment <p>The manual should be made by officers and men who are really in the actual field of operations.</p>	<p>These are very well taken and should be inputted and should guide the subsequent phase of the Transformation program which is detail designing and implementation.</p> <p>Yes, the manuals should extensively use expertise of policemen who are really in the actual field of operations.</p>
	<p>Need to strengthen investigation capacities, especially in :</p> <ul style="list-style-type: none"> ▪ Autopsy ▪ Custody of evidence ▪ Preservation of crime scenes ▪ Collection of fingerprints 	This are very well taken and included in the revised report

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>The following are recommended to address political and media interventions in police operations:</p> <ul style="list-style-type: none"> ▪ Make prior arrangements between PNP and media ▪ Amendment of PNP law on power of LGUs to choose COPS and Provincial Directors. ▪ PNP political and media modules to be integrated in training programs <p>There is need to strengthen cooperation and collaboration with community/ public; and develop mechanisms to uphold mandate in protecting the rights of women, children, and youth.</p> <p>There is a need to strengthen cooperation with NGO and for the rightful accordance of due recognition to their projects and efforts to support and strengthen the police force.</p> <p>The following recommendations will address above issues:</p> <ul style="list-style-type: none"> ▪ Revival of female matters office (Directorate for women and children) ▪ Increase capacity for cooperation with public/ community to include the conduct of dialogues with the barangay officials and citizens to address grievances; and developing police friendly generations ▪ Study the revisions of the two-tiered police system – national and local police 	<p>This are very well taken and should be considered as very specific actions to be included in the detail designing and eventual implementation of the transformation initiatives.</p> <p>These recommendations are imbedded in the safer cities project initiatives which have very strong community and civil society collaboration and partnership mechanisms with the police at the local level. The recommendations are very useful in fleshing out the subsequent detail designing of the safer cities project.</p>
POLICE RESEARCH AND DEVELOPMENT	<p>Need to strengthen crime research and development capacity and formulation of research agenda through the following measures:</p> <ul style="list-style-type: none"> ▪ Letting DRD concentrate on crime research and development and translate results to field ▪ Estimating a standard crime data processing 	<p>This is very well taken and is already contained in the study report. This recommendation should also be inputted in the subsequent detail design and implementation phase of the transformation program.</p>
INFORMATION SYSTEMS AND TECHNOLOGY	<p>There are currently no information systems and technologies that support administrative and financial management of the PNP.</p>	<p>Yes, this will be addressed in the report. The computerization program will now address both mission-critical and administrative as well as financial systems.</p>
RESULTS BASED MONITORING AND EVALUATION SYSTEM	<p>There is a need for post operations feedback mechanism for "lessons learned".</p> <p>DHRDD should fully implement its doctrine development function especially for lessons learned in operations. Feedback mechanisms must be put to place.</p>	<p>This idea is very useful indeed and will be incorporated in the report.</p>

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	Merge DRD and DHRDD to handle feedback mechanisms to synthesize research and exploit lessons learned.	
FINANCIAL MANAGEMENT	Police operations are not given adequate fund support/ no support at all. This issue could be addressed by: <ul style="list-style-type: none"> ▪ Providing support per activity required ▪ Strengthening the station in terms of manpower, firepower, financial support ▪ Ensuring transparency in the management of finances from the headquarter level to the station level ▪ Encouraging a culture of honor 	This comment is very well taken. Our assessment of the financial management system also noticed the same deficiencies and inadequacies. The reengineering of the budgeting system as indicated in the reform program formulation section of the report should very well address this issues and take this considerations in mind.
	On the perceived corruption in the PNP, the following are recommended: <ul style="list-style-type: none"> ▪ Policy support ▪ Implementation of the PNP Anti-Corruption Plan (AO 70) ▪ Increasing transparency in management of funds 	Very well taken. A reengineered financial management system, from strategic planning, to budgeting and accounting shall be able to address all these issues. Detail design of systems will have strong integrity features imbedded in the structure of processes, reporting systems, internal controls, and information access/transparency mechanisms.
	Reforms should address issues on how financial management will operate at the station level.	Very well taken. A reengineered financial management system, from strategic planning, to budgeting and accounting shall be able to address all these issues.
LOGISTIC REQUIREMENTS	The strengthening at the station level should address basic police logistics requirements to enable them to respond adequately.	The reform on Program C - Facilities Development which aims to update the standards of police equipment and accelerate the equipping of all the delivery units of the PNP through an effective resource mobilization strategy can very well address this issue.
HUMAN RESOURCE MANAGEMENT	On the authority of CSC, NAPOLCOM and PNP CSC should not intervene in personnel administration of the PNP NAPOLCOM should be the civilian agency that will perform administrative functions over the PNP	This suggestion that NAPOLCOM be given exclusive authority for personnel administration over the PNP, leaving out in effect the CSC and the other agencies currently involved in HRM matters, is totally a deviation from the feedbacks that the consultants received during the data gathering phase of the project from PNP key informants who prefer to be rather outside of the NAPOLCOM's administrative supervision, which the study supports. The CSC, being the central personnel agency of the government (see EO 292, otherwise known as the Administrative Code of 1987), has jurisdiction over personnel of national government agencies and local government units, including the PNP which is a civilian agency, as clearly indicated in RA 6975. If the PNP is to operate as a civilian agency, it must comply with common oversight/macro HR rules and regulations across the government being prescribed by CSC. The involvement of the CSC as an independent oversight personnel agency provides safeguard against undue political interference, discrimination and arbitrary action in the PNP personnel administration. It is also consistent with

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
		<p>international practices to have an agency that oversees the enforcement of the government merit system. As what is presently being done, the PNP and the CSC, as well as the NAPOLCOM, must continually coordinate to address certain issues that may require special consideration, and simplify personnel transaction and processes.</p> <p>The study on the other hand supports the idea that personnel administration for the police be given fully/completely to the PNP. This would require transfer of certain personnel functions presently being done by NAPOLCOM for the police to the PNP. NAPOLCOM must strengthen its role as a civilian oversight agency, whose primary function should be to ensure PNP's compliance to laws, rules and regulations, and policies. Related to this, undue political interference of local government executive in personnel administration must moreover be done away with, to evolve a genuine merit system in the police. The overall idea is to enable the PNP to exercise all personnel administration functions and authorities over the police, consistent with laws, rules and regulations.</p>
	<p>On recruitment</p> <p>Recruitment of police officers and non officers follow different procedures. Set the standards and process (sic) of the recruitment first.</p>	<p>The terms "police officers" and "non-officers" are taken to mean "police commissioned officers" (PCOs) and "police non-commissioned officers" (PNCOs), respectively, following current PNP position nomenclatures. On the other hand, "recruitment" is the process of inviting and encouraging prospective applicants to apply in the agency and so that their qualifications could be evaluated to determine if such matched the agency requirements. This process more aptly describes recruitment from the outside of the agency, and thus applies to new possible recruits. As such, we concur to the PNP comment that the recruitment process for PNCOs is quite different from that of the PCOs. Recruitment of PNCOs, is basically through the regular hiring process where new recruits are placed at lowest PO 1 position. For PCOs, specifically for positions of Inspector and Senior Inspector, recruitment is through lateral entry. We agree that policies and criteria as well as procedures for recruitment to specific position levels should be clearly established and communicated.</p>
	<p>Recruitment is a responsibility of the agency, the PNP. It is already integrated within the PNP so there is no longer a need for the recommendation on "integrating within the PNP of the police recruitment system."</p> <p>Clarify the difference between "integrate within the PNP the police recruitment system" and the "creation of an independent assessment institution for police recruitment</p>	<p>As clarified during the validation workshop, the use of the word "integration" in the presentation of findings and recommendations does not literally mean nor imply that PNP is not doing recruitment and selection functions. The perspective being emphasized on the use of the term is the fact that PNP's authority in hiring uniformed personnel is being diluted or weakened by the presence of many "players" in the police recruitment system. Recruitment is an internal administrative process, and no other than the PNP itself must have exclusive jurisdiction over it. "Integration" within the context of the study thus means placing in PNP full authority and final decision in recruiting and</p>

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
		<p>selecting individuals that will comprise the police force and the removal of external stakeholders in the recruitment process.</p> <p>The independent assessment institution (an idea of General Virtus Gil) in effect creates an organization outside of the PNP to screen for the PNP all applicants to the police force, using more objective assessment of qualifications, and selection procedures. This is seen to reduce current politicization of the police recruitment process.</p>
	<p>In recruitment, there should be an assessment center that applies or uses instruments in reviewing the applications. On the other hand, another group member indicates that the CSC and the NAPOLCOM should not create another assessment body, as they are involved in the assessment already.</p>	<p>The study suggests that the feasibility and practicability of outsourcing and/or tapping the services of assessment centers for the recruitment and selection of police officers be looked into. The use of private assessment centers has its advantages because these organizations are among other reasons far less subjective and non-discriminatory.</p> <p>The consultants do not agree with the idea that CSC and NAPOLCOM should be involved in recruitment. Their proper role should be to provide the policies, and standards that will ensure quality recruitment and to prevent corruption in the process.</p>
	<p>Need to re-define/ clarify the definitions used for recruitment, appointment and promotion. President is not involved in the recruitment. Recruitment and promotion of police officers is done by DILG, not the PNP</p>	<p>The study does not deviate from the standard definitions of recruitment, appointment and promotion in HRM.</p> <p>The president's appointment of police officers is a form of recruitment (by appointment) in the strict sense of the recruitment concept. The president recruits the most senior officers and then appoints the one she finally chooses. Recruitment here may be via promotion or getting a person outside of the PNP.</p>
	<p>The issue is not "politicized" recruitment, but weak recruitment system. Rather than review and improve/ streamline the recruitment process, this can be rephrased as "strengthen the recruitment process" in view of the opinion that these recommendations exist already in the current PNP set-up.</p> <p>The recommendations on recruitment should also address the vulnerabilities of the people undertaking the recruitment, rather than blaming politics for it.</p> <p>Demonopolize and improve the process of recruitment by involving the recruits themselves.</p>	<p>The consultants are of the view that the recruitment issue is both politicization and system weaknesses. The observations and suggestions have been well considered. But more than accepting what have been recommended a more detailed systems review will be required before a logical identification of the strengthening measures can be made. System weaknesses are like human sicknesses. There is a need to treat not just the symptoms but the root causes of these symptoms. Thus the recommendation to detail review and detail design is maintained.</p> <p>A systems review and reengineering approach considers people and not just process vulnerability. Thus the suggestion to look at people weaknesses is very important.</p>

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	All of the recommendations on recruitment are part of the recommendation "Review and improve/streamline recruitment processes and methodologies". Thus there could just be one recommendation for recruitment but this has to be rephrased in a manner that summarizes all of the recommendations under it.	The suggestion to involve the recruits in the recruitment process is an innovative approach that will potentially improve the integrity of the entire recruitment system and is very well taken, but the proper place for this idea is in the detail designing of the reforms.
	On placement and promotion Placement and promotion was not covered under the study	The whole discussion in the report on personnel hiring, basically through the processes of recruitment, selection and appointment, has its ultimate objective of placing and installing "newly procured" individuals in intended organizational units and capacitate and build them into a productive police force. The study likewise covers deployment and transfer as personnel movements. Promotion is another topic areas thoroughly discussed.
	On career progression Horizontal progression is not applicable to the police and therefore the recommendation to provide equal and wider opportunities for both horizontal and vertical career progression is partly applicable. Need to define the terms used, specifically the meaning of horizontal career progression	Horizontal and vertical career progression has been discussed in pages 6-44 to 6-45, Para 5.3.1 to 5.3.4 of the report, including the advantages of having such two-track career pathing scheme and a general description on how each would work. Simply speaking the vertical career path allows policemen who want to be police administrators to rise along the managerial hierarchy. The horizontal path allows policemen who want to pursue higher level expertise in specialized fields can progress along the horizontal path. The horizontal path is, in other words, the specialist/scientist path. These approaches are intended to distinguish and design a separate career path for the police managers from that of the police specialists, both to be ultimately providing the means to achieve a police officer's fullest career objective in the organization. A police officer whose competencies are in the field of specialized or thematic police expertise (such as ballistics, crime scene investigation, forensics, etc) could instead advance his career as a Specialist with corresponding salary adjustments as he moves further the horizontal path as first level specialist, second level specialist, third level, fourth level, and so on.
	On appointment system There is a need for an extensive review of the appointment system and its effects on the internal management of the PNP.	This is a welcome suggestion to improve the HRM police system. The issues that affect the police HRM and the different dysfunctions presented in the study on each component of the system are expected to be addressed under the succeeding efforts of designing a seamlessly integrated and streamlined human resource management system for the police.

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>On police pension and insurance</p> <p>Reforms for the pension and insurance of the police officers are already being undertaken by the PNP.</p>	<p>This information has been well noted and inserted in page 6-107 as a footnote 125.</p>
	<p>On rights and service requirements of police officers</p> <p>There is a need to protect the rights of police officers as well.</p> <p>Need to support police in terms of legal assistance especially when they incur cases as a result of the conduct of police operations</p> <p>Inadequate medical assistance to wounded PNP personnel</p>	<p>The study supports the recommended measures on the rights of police officers and their needs for assistance, especially legal and medical services. The whole Section 3, Chapter 6 of the report actually deals with factors that will motivate the police, including the need for appropriate compensation package, benefits, retirement pay, incentives and rewards, as well as the need to address police stress. Police officers interviewed under the project are one in forwarding their concerns primarily on the need for legal services as most of them have to shoulder the cost for attorney's fees and other incidental expenses like documentation requirements and fare cost.</p>
	<p>On police training</p> <p>The training functions for police personnel should not be integrated to the PPSC.</p> <ul style="list-style-type: none"> ○ It runs contrary to the recommendations set in the pending bill to Congress, which proposes the training function should be returned to the PNP ○ PPSC is working on a tight budget, and can only train a given number of police officers. Thus there is a need to farm out the training function to other institutions of PNP ○ PNP's operational requirements is not addressed by the PPSC ○ The PPSC's budget constraints adds to the backlog on training ○ Training is a function of command, and hence it would be best for PNP to train its own people ○ The PPSC is accountable for training the students, however should there be a foul up, the PNP is blamed for this. ○ The PPSC handles preparatory or basic courses, the PNP still handles most specialized courses. <p>It is also argued on the other hand by some members of the group that PPSC just needs the corresponding institutional strengthening and adequate resources, but should, as its legally mandated to, carry out all training functions for the police.</p>	<p>Training and education is one area where the validation participants were divided in opinion and position on the suggested reform directions.</p> <p>On one hand, there are those who were not in favor of integrating all training functions for police officers in PPSC. On the other hand, there are participants that recommended the strengthening of the PPSC as a training institution for the police. While the study supports the latter, the position and justifications on the non-integration of all police training programs in PPSC have been significantly taken into consideration.</p> <p>But the training function of the police is not within the mandate of the PNP. It is clearly within the mandate of NAPOLCOM (to provide policies and define requirements) and the PPSC. The argument for integration stands and is anchored on specific perspectives such as achieving coherence in the entire program, improving efficiency, and improving administration.</p>

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>On police image and credibility</p> <p>The positive image of the police should be projected more, and the police must live to this positive image.</p> <p>The focus of the study is more on attaining effectiveness and capacity, but less on improving the credibility of the police.</p> <p>Reforms should focus on increasing public participation and credibility building for the police.</p>	<p>The study tackles the issues on police image (page 6-27, Para. 5.1.1.-5.1.6). Both good and bad image are projected by media, although there are general sentiments from most of key police informants that the media seems to downplay police good work and report more on poor performance.</p> <p>The study posits that good work, integrity and quality performance that can be seen and appreciated by the public will help in projecting a good police image. People's feedback generally serves as an indicator on the quality of police services. The need at this point is to transform the biases of certain sectors in the society against the police into positive impressions, that is, projecting them as well-dependable and reliable police force. Institutional strengthening and individual police capacity enhancement are among the positive measures in attaining such necessary credibility of the police.</p>
REFORM PROGRAM MANAGEMENT AND IMPLEMENTATION	<p>Some recommendations are beyond the PNP, and would require legislation.</p> <p>Consultants should segregate the doable recommendations from those that will require Congressional interventions</p>	<p>The programs are organized in accordance with major reform areas. The Instrumentation of implementation (whether by legislation or other enabling instruments) will not be guiding factors logically organizing the reforms, but are useful considerations in the programming of the reforms. These will be the concern of the detail design process.</p>
CLARIFICATIONS	<p>There is a need to define "internal security" before recommendations on the development of internal security can be developed.</p>	<p>This is well taken. Internal security here is considered to comprise of issues that are non-defense (concern of DND) in nature.</p>
	<p>The reform recommendation on "contractual relationship" between the PNP and the local governments needs to be clarified by the Consulting Team.</p>	<p>This is well taken and is inputted accordingly.</p>
	<p>Issues on the statements, need to rephrase the following statements:</p> <ul style="list-style-type: none"> ▪ Inequity in resource distribution ▪ No tracking of resources-financial and physical ▪ No strategic planning activity <p>The recommendation on the rephrasing of above statements is as follows:</p> <ul style="list-style-type: none"> ▪ Inequity in the distribution of <i>some</i> resources ▪ <i>Less</i> tracking of resources – financial and physical ▪ <i>Lack of</i> strategic planning activity 	<p>This are all very well taken and are inputted accordingly.</p>

2. PNP COMMENTS THROUGH VARIOUS COMMUNICATIONS ENDORSED BY DPRM TO CPRM ON 02 MAY 2005

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
INSTITUTIONAL FRAMEWORK AND PNP'S INTERNAL MANAGEMENT AND STRUCTURE	<p>DHRDD: On the issue of duplication of functions</p> <p>DPRM is in-charge of personnel placement and records management—that alone is a gargantuan task that needs its full attention. DPL and DRD are in-charge of long term development for the PNP as a whole – they adjust their concerns when policy initiatives in the National Government changes or shifts. DHRDD is concerned with providing the country with the PNP's best resource, the ideal Filipino Officer. Each directorate complements each other; they could never assume each other's functions without resulting in bediam.</p> <p>Even the CSC has its say on the importance of HRD and the need to separate it from other divisions, as stated in Sec. 6 Rule VII Career and Personnel Development Omnibus Rules Implementing Book V of EO 292: "Each department or agency shall have a human resource development created or a staff assigned solely for the purpose of attending to the agency's human resource development functions, activities and requirements" XXX "It shall have a training staff, which shall be supported by all supervisors in establishing a continuing program for the development of the agency's personnel"</p> <p>Based on the definition of HRD in the Philippine Labor Code, it did not include personnel placement, promotion, and record keeping as part of HRD functions. It says that "HRD refers to the process by which the actual and potential labor is made to systematically acquire greater knowledge, skills, or capabilities for the nation's sustained economic and social growth."</p> <p>The CPRM has repeatedly stressed the existence of duplicating functions or role between PNP Directorates and support units. Notable mention are the DC and the FS, the DL and LSS, and the DHRDD and DPRM. While in fairness to CPRM, it did not overtly mention the abolition/merging of these offices in their recommendations, still, their repeated mention of "reorganization" and "reconstruction" bodes that major changes may be forthcoming . The</p>	<p>These comments are all very well taken but does not change the perspective and recommendations of the consulting team. An analysis of the institutional framework for human resources development which supports the recommended organization changes are presented extensively in the report.</p>

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>DHRDD is further disturbed by the fact that CPRM have floated the idea of a merged DHRDD and DPRM during the several consultants conducted with this Directorate.</p> <p>They based their assumptions on management theory that HRD functions, doctrine development, and personnel administration can be placed under a single Department, so more policemen will be available for "actual" police work. The same experts deplore the alleged duplication of functions of several key PNP units which leads to bureaucratic red tape. The key therefore, is to downsize the administrative aspect of the PNP organization and increase its operational capabilities.</p> <p>The DHRDD contends that this is a flawed argument and does not apply in this particular situation. Merging two directorates will not decrease red tape; it will create a massive centralization of functions and convergence of power which all notable government institutions are trying to avoid. The proposed "super directorate" known as the Directorate for Human Resource Management will be inundated with all the tasks and responsibilities of the 2 directorates resulting in massive decrease in efficiency, manpower exhaustion and loss of focus/ orientation.</p> <p>One must realize that the PNP is not a profit oriented organization wherein the fewer departments, the better cost to service ratio. Likewise, history has demonstrated time and again that the concentration of too many powers in a single entity tends to lead to graft and corruption. The DHRDD and DPRM complement each other by providing check and balance to their functions.</p> <p>It is acknowledged that response ability or operational readiness is defined by the organization's level of training and proficiency – the mandate of the DHRDD. By abolishing the DHRDD, you lose a mechanism which can affect a PNP member's performance in real time, and that could ever yield real significant results of our personnel are not provided with the necessary training to accomplish the mission. Failures in police training and education naturally result in failed police operational objectives, and dissatisfied public expectations.</p>	

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>DHRDD: CPRM contents that graft and corruption exists in the PNP because (a) it is organized and (b) its is rationalized. It is hard to comment on organized corruption since it is Catch 22 situation – whatever statement the PNP will make will be deemed as self-serving, biased, and unsubstantiated.</p> <p>However, when the CPRM insists that corruption is rationalized by the organization – a sort of “force majeure” situation because PNP personnel are underpaid and underprivileged – then it becomes debatable. First, they based their assumptions again on a number of interviews, which is second-rate information. Second, their analysis clearly delineates the rank and file as major source of corruption, while extolling the virtues of the managerial and supervisorial policemen.</p> <p>While the DHRDD is thankful for this analysis, still the question is: What was their basis for this assumption? Second, it conflicts with their initial assessment that PNP corruption is organized.</p>	
	<p>DO: The PNP is burdened by so much supporting role in the enforcement of special laws, like traffic management – the MMDA have their traffic enforcement groups, plus the traffic personnel of the LGUs</p> <p>There must be a clear delineation of functions and responsibilities between the police and the other government agencies.</p>	This is one of the major issues discussed in the PNP. This is very well taken indeed.
	<p>DO: As the draft implies weaknesses on internal PNP structure which finds that Task Forces on Terrorism and other Task Forces are well so oil funded, which prejudices the other PNP operational units.</p> <p>Strengthening the police station in terms of manpower, logistical and other resources, because it is the local police unit which is best able to prepare for and implement strategies specific to the needs and concerns of the localities, and a principal implementing arm of the PNP campaigns; strengthen crime research and investigative techniques down to the public stations; establishment of COMPACTs at all barangay levels nationwide; PNP reorganization</p>	

SUBJECT	PNP COMMENTS/RECOMMENDATIONS	CONSULTANTS' RESPONSE
	<p>DO: Other issues and concerns include:</p> <ul style="list-style-type: none"> ▪ Political and media intervention ▪ Training design of PCOs/ PNCOs adaptable to present environment ▪ Publication of lesson learned to all PNP units. <p>DPRM: (Referring to p.4-23, paragraph 4.3.3)</p> <p>"Since the directorial staff offices undertake management of delivery functions it has created an informal command structure that duplicates with the regular line of authority of the PNP") The C,PNP exercise the principle of management called delegation of authority. Thus, the need of Directorial Staff. (PNP is 120,000 strong police force) So with Regional Directors – regional staff functions are delegated functions.</p>	
POLICE OPERATIONS	<p>DIDM: The draft final report's assessment that "only minor importance is given to women's and children's rights and protection," that "the PNP has not substantially operationalized the legislative mandate of upholding the rights of women and children" and that there is "no training for women officers manning women's and children's desk should be reviewed in the light of the following humble accomplishments of the WCCD of DIDM:</p> <ul style="list-style-type: none"> ▪ 1,782 women's and children's desks are already established ▪ 2,462 women police officers are presently assigned to the different women's and children's desk ▪ 108 participants benefited from the series of UNICEF funded training on the investigation of crimes involving women and children from February to September in 2004 gaining them not only knew knowledge but also greater appreciation of the important work of the women's and children's desk officers ▪ 231 participants benefited from the series of UNICEF re-echo training conducted in different areas from July to October 2004 ▪ 607 participants benefited from the 5 day module on the investigation of crimes involving women and children integrated in the Criminal Investigation and Detective Development Course (CIDDC) offered by the PNP Detective School from March to December 2004 ▪ WCCD through DIDM also maintains vital partnerships with other entities yielding the following positive results: 	<p>This is very well taken. The report will be toned down to reflect specific rather than generic problem pertaining to the issue on women and children.</p>

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	<p>training for medico legal officers on the examination of victims of sexual abuse conducted in collaboration with UP and the Child Protection Unit Networks, Inc.; and a training on investigative techniques for the PNP through the DOJ-UK Plan of Safeguarding Children from Commercial Exploitation and Sexual Abuse.</p> <ul style="list-style-type: none"> ▪ A Training Manual on the Investigation of Crimes Involving Women and Children was launched in 22 November 2004 ▪ A Manual on Taking the Sworn Statement of Children, promoting a child friendly investigative interview, was launched 8 November 2004 ▪ WCCD of DIDM also directed all PROs to install separate investigation rooms and to take an active role and cooperation with their DSWD counterparts in the regions for the establishment of the present 196 Rape Crises Center in every city and provincial hospital as mandated under RA 8505 or the "Rape Victims Assistance and Protection Act of 1998" ▪ The Chief WCCD, DIDM represented the PNP in international forums such as International Police Executive Symposium; Regional Workshop on Professional Police Training, ; Asia Pacific Policy Forum in Human Trafficking and Exploitation of Women and Children in the Philippines; International Law Enforcement Academy ▪ A Fil-Am offender was arrested in California on 4 November 2004 for possession of 3 memory stick of computer containing pornographic materials suspected to be perpetrated in the Philippines. 	
	<p>DIDM: The draft final report's assessment that "there is little appreciation of the importance of warrants of arrest" should likewise be reconsidered in the light of the recent DIDM reminder to all lower police officers to observe the (mentioned) categories in their validation of warrants of arrest.</p>	<p>The report refers to the application of the rule by policemen in police stations rather than the aspect of policy and rule formulation.</p>
	<p>DPRM: p.7-13:</p> <p>The Philippines has the lowest recorded crimes per 100,000 population "COPs are not reporting some crimes for fear of being relieved from service"</p>	

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	<p>DHRDD: On Chap.5, Sec.5.1.13:</p> <p>"The Handbook and all rules and procedures that will be used by the policemen in the field should be translated into major dialects" – It has been proven that the bilingual policy in the Philippine education has been one of the major causes of the deteriorating academic standards and performances of our youth. Furthermore, poor English language proficiency have prevented numerous individuals from acquiring new knowledge and technology transfer since most modern books and manuals are written in English</p> <p>The PNP should be spared from this bilingual circle of ineptitude by insisting that all manuals should be written in English. The CPRM should realize that most PNP personnel are college graduates and thus are expected to have a modicum of English skills – lowering the standards to benefit the few is not a good policy.</p>	
	<p>DO: The draft does not contain extensive discussion on Patrol Operations, which is the backbone and the most important component in any Police Organization, because, Patrol is the direct contact with the public. Topics such as police beat, walking the beat, patrol strategies, neighborhood watch, police plans and operations, ethics in law enforcement, basic concept of patrol, handling calls for service and others.</p> <p>Lift some points or topics about police patrol operations on the book of Mark and Miller, and also the manual <i>Police Operations and Basic Police Responsibilities in the Philippine Society</i> by Prof. Basilio G. Cael. They are available at the PPSC library</p>	
	<p>DO: The proposed reformulation of some Master Plan like SANGBANAT – as this was transferred and implemented by PDEA. That out of the PNPs six masterplans: SANDIGAN, SANGINGAT and SANDUGO, which are primarily refers to PNP mission and functions, the others SANGBANAT, SANGYAMAN, and SAKLOLO are only supportive roles.</p> <p>The Masterplans must give emphasis to PNP operational plans and programs as crime prevention and suppression, maintenance of peace and order, and enforcement of laws, at which the functions and strategies of the PNP are defined, categorized and prioritized; and</p>	

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	<p>improvement on updating of Masterplans, LOIs and other PNP Operational Manual.</p> <p>DO: There is no discussion or topic about police community relations, which is also very important. Topics such as PCR in C.O.P.S., PCR in CJS, PCR in Quad concept of police operations, conceptual framework of PCR Masterplan, Crisis Public Relations, PNP Transformation Program and others.</p> <p>Recommendation: Coordinate with TDPCR and PCRG</p>	
HUMAN RESOURCE MANAGEMENT	<p>DPL: On career development of NUP</p> <p>The concerns of NUP on the lack of career development program, equitable dispensation of benefits and privileges, etc. were not discussed in the report. (DPL)</p>	<p>We concur with the observation that the concerns for the career development of non-uniformed personnel (NUP) have not been covered in details in the report, inasmuch as the focus of the study is on the 95% of the total PNP personnel, who are the police officers, considering the relatively complex and significant issues that affect their performance and productivity of the total police force.</p> <p>The regular CSC rules and regulations and policies on HRM are strictly applied to NUPs, and thus their problems are most likely those that are commonly/similarly shared by the rests of government employees that require bureaucracy wide responses. The internal personnel-related problems of the 5,900 NUPs assigned nationwide (5% of total PNP personnel) may be well assessed as part of the day-to-day supervisory responsibilities of the heads of the units where they are assigned.</p>
	<p>DIDM: On lateral entry</p> <p>The report that lateral entry is a source of demoralization among PNCO ranks should be reviewed vis-à-vis an appreciation of the statutory mandate for the PNP to provide "legal assistance to any member of the PNP before the Prosecutors Office, the court, or any competent body, a charge or charges arising from any incident which is related to the performance of his official duty" (Sec. 49, RA 6975; Sec. 56, RA 8556).</p> <p>The lateral entry of lawyers into the PNP should, in fact, be encouraged in order that adequate legal assistance may be extended especially to those PNP members facing mere harassments cases.</p>	<p>The study supports the continuance of lateral entry. In fact, it suggests the possible expansion of the system to include even the PNCO levels. Please page 6-64, Para 6.6.5 to 6.6.9 on discussions and inclusion of the DIDM comments.</p>

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	<p>DI: On education and training</p> <p>It is observed that the report focused on recruitment, selection, appointment and disciplinary mechanisms to include training, its quality compared to quantity. Its suggested reforms need amendment of the law and require a development plan and target-setting for the purpose.</p> <p>CPRM's review of the institutional framework for education and training, assessment of the quality, relevance and performance of the police education program in supporting the core competency and continuing competency development are well discussed.</p> <p><u>Page 6-40, Para 5.1.5 (DPRM)</u> Training and education opportunities should be properly distributed and perceived "elitism" by some units/offices should be eliminated.</p>	<p>These comments on the training and education component of the study are well noted and accordingly considered in the reform directions.</p>
	<p>DPRM: On competency framework</p> <p><u>Page 6-40, Para 5.1.3</u> Competency framework should further be explored as to the type of functions of units (specialization) and overall police work (general). Basic police competency required must be, as follows:</p> <ul style="list-style-type: none"> ▪ Must know how to conduct police patrol ▪ Investigate ▪ Know some interventions techniques like how to arrest, shoot, fill up forms like investigation, complaints, etc ▪ Communicate <p>As he goes up the ladder, he should be able to write reports, supervise, plan, etc.</p>	<p>These specific comments and suggestions of the DPRM have been included on page 6-40 of the final report as 5.1.4. Thus, the corresponding number of succeeding paragraphs was adjusted accordingly.</p>
	<p>DHRDD: On retirement age</p> <p>Increasing the mandatory age from 56 to 65 might not be applicable to PNP.</p> <p>Will a 65 year old officer will be able to still cope with the physical, mental and emotional requirements of his job? Will extending mandatory retirement age enhance organizational productivity or will it prevent the infusion of "fresh blood" into the system"</p>	<p>This is indeed a sensitive matter as far as the police is concerned especially since they did not approve a proposed bill introduced during the 12th Congress related to the extension of the retirement age of police officers.</p> <p>On the other hand, the study finds the age extension proposal technically meritorious. The recommendation to extend the retirement age for police officers is related to the dual career progression system which is also being proposed as a reform direction for the police. The age extension for retirement is however applicable only to the police managers who will follow the vertical managerial career path and the police scientist positions that will not be involved in physical engagement.</p>

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		Considering the need for physical agility and strength for policing work, police officers who would not make it to the managerial path or the specialization path, a study can be further made on retiring such police officers even at age earlier than 56 so that they would have opportunity to find work outside of the police system.
	<p>DPRM: On approving authority of NAPOLCOM</p> <p><u>Para 8.2.3</u> Revise totally – promotional examination by NAPOLCOM – please refer to qualification standards</p> <p><u>Page 6-68</u> Promotional approval by NAPOLCOM not required except on special promotion</p>	<p>Section 21 of RA 8551 which amends Sec. 32 of RA 6975 provides that the"National Police Commission shall administer the entrance and promotional examinations for policemen on the basis of the standards set by the Commission".</p> <p>NAPOLCOM Memorandum No. 2001-2005, Amending NAPOLCOM Memorandum Circular No. 99-013 dated December 15,1999, entitled "Clarifying the Scope and Extent of the National Police Commission's (NAPOLCOM's) Power of Administrative Control and Operational Supervision Over the Philippine National Police (PNP) Under Section 14 of RA 6975, As Amended", on Personnel matters, is moreover explicit on its provisions on the approving authority of the NAPOLCOM on the <u>list of appointees for both recruitment and promotion</u> to the rank of PO1 to Deputy Director General prior to the issuance by PNP and attestation by CSC of their appointments. Such approving authority specifically includes the following: (a) annual recruitment and promotional quota; (b) composition of the screening committees; (c) list of projected appointees to PO1 to SPO4 positions; and (d) list of lateral entry and promotional appointees to the rank of Police Inspector to Deputy Director General. As stated above, the approving authority of NAPOLCOM is not limited to special promotion, but even to the regular promotion of police officers.</p>
	<p>DPRM: On pension fund</p> <p>RSBS or Pension Fund to be created – there will come a time that government could no longer support the retirement benefits/pension of PNP which is being included in the GAA; the retirement/pension system of PNP is non-contributory .</p>	<p>This comment, which the study shares with the DPRM, is indeed a matter of urgent concern for the PNP. (Please refer to the discussions on separation and retirement on pages 6-102 to 6-108 that tackles the issues on the matters.)</p>
	<p>DPRM: On additional inputs and recommendations</p> <p><u>Page 6-40 to 6-43</u> Proper job classification and designation. P/Supt to PO1 can be designated as Chief of Police (PO1 in ARMM) resulting to non-distinction of position. (Also observed in technical units in CL where PO1 to P/Supt are performing functions</p>	<p>These relevant additional comments from DPRM are reflected in the final report on page 6-42, Para 5.2.3 and 5.2.4.</p>

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	<p>of forensic examiners due to minimum requirements of court as to passing the required board exams and training). Gender issues – only fourteen (14) female PCOs or 2% are designated as Chief of Police in all offices where policewomen are relegated to clerical duties and those considered “women” jobs.</p> <p><u>Page 6-60, Para 6.5</u> Outsourcing services for recruitment and selection as an alternative. – Could be possible or strengthen our screening process. Psychological and neurological/psychiatric findings not optimized or not being used to determine the potentials, character, traits and aptitude of applicants. This information is not reflected in the report from the Health Service (HS). The PNP can provide this data from applicants and database could be established.</p>	<p>These important additional inputs are reflected in the final report on page 6-62, Para 6.5.3</p>
FINANCING THE PNP AND FINANCIAL MANAGEMENT	<p>DPRM: p.7-63: (45% - distributed by collecting units)</p> <p>No discussion; such scheme is not effective. The expenditure must be need-driven and not unit-focused. This is the reform we need!</p>	<p>This comment is very well taken. Page 7-63 refers to the policy of the PNP on Trust Receipts collection. While we agree to the fact that the expenditure must not be unit-focused, we also firmly believe that the collection of Trust Receipts of the PNP shall be included in the overall financial resources of the PNP that must be budgeted and expended properly using reengineered budgeting system.</p>
	<p>DPRM: p.7-70 (“There is a lack of transparency...”) – Then how do we go about this? How do we address the issue on “conversion” as raised in the four FGDs in Phase 1 of the project.</p>	<p>The transparency issue on the financial management of the PNP will be addressed in the reengineering of financial management system which is part of the Medium-term Public Investment Program.</p>
	<p>DRD: Under paragraph F-2.1.15 also stated in Project E.2 (23) on the “Deficiency of the PNP Budget System” mentioned is about disjointed budget process particularly deficiency in the function of and competency of support system for police stations.</p> <p>Our lowest PNP units particularly PCPs are ill-equipped, and at times lack the much needed administrative, operational and investigative equipment for their use. This renders our station prone to corruption by sourcing funds even from illegal sources to augment the needed material and logistical requirements.</p> <p>The budget process on the OPB which is prepared at the regional level must be prepared by the lowest police unit on how it should allocate its operational fund.</p>	<p>This comment is very well taken. Our diagnostics study has also pointed out the same issues. Thus, we recommend for a reengineering of the budgeting system of the PNP. The reform recommendation of DRD shall be taken into consideration when the design of the reengineered budgeting system will be conducted.</p>

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	<p>Planning particularly the preparation of the budget plan must be a bottoms-up process that should emanate from the lowest to the highest level of command to attain a realistic presentation. Police stations should also prepare strategic plan in the acquisition of its equipment not only from the national headquarters to dictate and police stations to wait for any mercy.</p> <p>LGUs support for acquisition of required equipment of a police station would actually lessen the burden of the national PNP budget that can be diverted to support other impoverished units. This strategy, can, in the long run help attain to strengthen our police stations.</p>	
	<p>DRD: Lacking among the reform measures listed is the issue about the PNP Self Reliance Development Program (SRDP).</p> <p>This program is highly essential in the development and production of local interventions of police equipment and materiel to save the much needed foreign currency and a cost-effective approach to the medium-term public investment program in the PNP.</p>	
	<p>DPRM: Page 3-14, par. 5.1.13 ("several possibilities can be explored. First, the contribution of the LGUs to police stations in their respective localities must be rationalized"). In reality (on the ground), LGUs are supporting police stations. Even Governors are providing financial support to Provincial Directors.</p> <p>However, in many instances, police stations in PNP Provincial Offices are used as clearing house of these LGUs. The much needed money needed for public safety go to corruption.</p>	<p>Our reform recommendation includes the Development And Implementation of a PNP Revenue and Resource Mobilization Strategy. This reform recommendation aims to improve the resources of the PNP without undermining mechanisms for integrity and insulation against politicization as well as to strengthen the PNP's capacity for entrepreneurial governance.</p>
REFORM PROGRAM MANAGEMENT AND IMPLEMENTATION	<p>DPL: The report stated that the transformation program will require a seamlessly integrated approach, ensuring that all reforms are identified and sequenced properly, at the same time guarding against reform gaps that undermine erstwhile good reform components.</p> <p>While the approach could address various problems besetting the PNP, a change in leadership could hinder the implementation of the program.</p>	<p>We agree that changes in leadership could derail program implementation.</p>

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	DPL: The GOP counterpart amounting to P415.7 million could also affect the program. This counterpart has to be approved and included in the PNP's annual budget through congressional action/ legislation.	The counterpart is not in the form of fresh budgetary provision but in the form of the money value of counterpart resources and services provided such as office space, use of equipment, staff and officials' time.
OTHER ISSUES	<p>DHRDD: However, a careful evaluation of the submitted Draft Final Report by this Directorate has revealed some inconsistencies which may affect the reliability and accurateness of the data within. Most glaring is the tendency of CPRM to rely on second-hand information (i.e. interviews with unnamed PNP personnel) instead of going after primary sources. This practice has relegated some of their conclusions as mere heresay and will not pass academic scrutiny.</p> <p>DHRDD: On Chap.5, Sec. 3.2.15 stating "Rule 11 does not provide for the giving of Miranda warnings to persons arrested pursuant to a warrant of arrest"</p> <p>On the contrary, there has been a supreme effort among all PNP units to emphasize the need to issue Miranda warning before arrests. It has become standard procedure for PNP personnel to "memorize" the Miranda warning since it has become public knowledge that cases can be dismissed on the mere failure to inform a suspect of his rights – a legal technicality.</p>	<p>The issues and comments on the HRM component of the diagnostics study and recommended transformation directions under the PNP study have been well taken and considered in the finalization of the report. It may be noted that some of the issues and comments made on the report are consistent with the key findings and recommendations contained in the study. However, there are also a number of divergent ideas, which are either seeking clarifications or suggesting alternative courses of actions for which brief responses are presented in this document and in the final report, in the form of clarification and supplemental information.</p> <p>Human resource management (HRM) is a touchy area in the PNP where substantial divergence of opinions/views is expected. The sheer size of the PNP organization in terms of personnel, its historical development, the impact of personnel policies, processes, resources and institutional arrangements on the performance of the police, and the interplay of the police with their external environment, result in such large divergence of opinion</p> <p>The approach we adopted under the project is not to eliminate such divergence, but basically to (a) present, capture, pinpoint and document the different concerns and issues on HRM highlighted during consultations with key informants from the PNP and other point persons and from review of official PNP documents and researches; (b) study various approaches, strategies and tactics that may be adopted to address the identified issues and concerns, and present their positive and negative implications in reforming the PNP; and (c) formulate a set of core reform directions that the PNP may pursue to improve its HRM system, among others</p> <p>The report here does not question the rule but has reported on the practice in the field which points to issues in rule implementation. The report is not meant to be critical. It is meant to present perspectives and information that will hopefully enable the discovery of issues that need to be addressed.</p>

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	<p>Finally if CPRM bothered to read carefully Rule 11 of the same PNP Operational Procedures, they would have realized that the Miranda warning is incorporated in Sec. 6, which details the "Duties of Arresting Officer in Case Without Warrant."</p> <p>Granted that there was an oversight in the drafting of the PNP Operational Procedures when it comes to proper procedures during arrest made with warrants, it does not mean the practice of giving Miranda warnings is not institutionalized in police procedures.</p> <p>It is also highly irresponsible and nitpicky for CPRM to assume that PNP operations are below par simply because of a typographical error, a misprint, or a deletion. The bottom line is" PNP personnel are aware of the importance of the Miranda warning.</p> <p>On Chap. 5, Sec. 3.2.3: "Some police stations indicated that their reports were changed at the Central Office to depict a better peace and order situation" – This is a sweeping and reckless generalization. The CPRM must be required to present solid evidence to back up these claims, since this constitutes a major criminal activity.</p> <p>On Chap.5, Sec. 4.2.17: "According to one station commander, there are no specific guidelines for police operations, and he noted, in Tagalog ' Kung meron man, nakatago lang yon sa library ng PNP'" -</p> <p>The PNP Command Library has a complete and detailed list of all manuals and handbooks it has disseminated over the years to all police stations in the country.</p>	
	<p>It is unfortunate that the CPRM accepted the above quoted observation from an unnamed station commander as factual without even bothering with Command Library's records. Worse, CPRM even managed to use this statement as basis for their hypothesis that police operations are "inadequate" and "non-existent." The manuals and training programs.</p>	
	<p>DPRM: Presentation of the SC PMO more comprehensive (analysis limited – served only as another input to the study)</p>	

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	DPRM: Crime statistics was not properly explained/ analyzed for good anti-crime campaign/ measures	The crime statistics was not presented for the purpose of anti-crime measures but for the purpose of providing a context within which the institutional review and program identification were made. Specific anti-crime measures relating to statistics will be the concern of the next phase of the transformation program.
	DPRM: 34 agencies identified to perform police functions or functions relative to police functions were not identified.	The agencies are in fact enumerated in the report.