

**Republic of the Philippines**  
**HOUSE OF REPRESENTATIVES**  
Quezon City

FIFTEENTH CONGRESS  
First Regular Session  
HOUSE BILL NO. 1996

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**Introduced by HON. AURORA ENERIO-CERILLES**

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**EXPLANATORY NOTE**

It is stated in the Constitution that the state shall pursue the maintenance of peace and order, the protection of life, liberty and property, and the promotion of the general welfare or the common good. Only when peace and order, security, and a life of dignity are established and maintained, will political stability and economic prosperity become attainable and the people truly enjoy the "blessings of independence and democracy". The state shall establish and maintain one police force which shall be national in scope and civilian in character, to be administered and controlled by a national police commission.

Following the mandate of the Constitution, a National Police force was organized in December 1990. The Philippine National Police was envisioned to be a community and service-oriented agency. Their mission is to enforce law, prevent and control crimes, maintain peace and order and ensure public safety. They vowed to serve and protect the nation through professional, dynamic and highly motivated working partnership with a responsive community towards the attainment of a safe place to live, work, invest, and do business with.

The important role of the Police force starts in recruitment. Unfortunately, it was discovered that there was massive cheating in the entrance examination and promotional exams that took place just recently. It is disheartening to know that even those who aspire to protect life, liberty, and property are the ones involved in a fraudulent act just to enter the Police force.

A strict selection process must be done to ensure that only the best, good and honorable ones be part of the force. With the recent scandal in the recruitment process, it is high time that the pre-qualifying exams to the PNP which is civilian in character shall be professionalized.

Through this process, the people are assured that all Police officers are competent enforcers of the law deserving of the respect and admiration of the Filipino people. Hence, this bill seeks to modify the recruitment and selection process by amending certain provisions of RA 8551 or the Philippine National Police Reform and Reorganization Act of 1998.

The enactment of this bill is earnestly sought.

  
**AURORA ENERIO-CERILLES**

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**AN ACT PROFESSIONALIZING THE RECRUITMENT AND SELECTION  
PROCESS AND THE PROMOTION SYSTEM IN THE PHILIPPINE NATIONAL  
POLICE, AMENDING CERTAIN PROVISIONS OF R.A. 8551, AND FOR  
OTHER PURPOSES**

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

**SECTION 1.** Section 14 of Republic Act No. 8551 is hereby amended to read as follows:

“SEC. 30. General Qualifications for Appointment. – No person shall be appointed as officer or member of the PNP unless he or she possesses the following minimum qualifications:

“a) A citizen of the Philippines;

“b) A person of good moral **CHARACTER**;

“c) **MUST BE A GRADUATE OF BACHELOR OF SCIENCE IN  
CRIMINOLOGY**;

“d) **MUST HAVE PASSED THE LICENSURE EXAMINATION FOR  
CRIMINOLOGY**;

“e) Must be eligible in accordance with the standards set by the Commission;

“f) Must not have been dishonorably discharged from military employment or dismissed for cause from any civilian position in the Government;

“g) Must not have been convicted by final judgment of an offense or crime involving moral turpitude;

“h) Must be at least one meter and sixty-two centimeters (1.62 m.) **OR FIVE FEET AND FOUR INCHES (5 ft. 4inches)** in height for male and one meter and fifty-seven centimeters (1.57 m.) **OR FIVE FEET AND TWO INCHES (5 ft. 2inches)** for female; and

“i) For a new applicant, must not be less than **EIGHTEEN (18)** nor more than thirty (30) years of age: except for the last qualification, the above-enumerated qualifications shall be continuing in character and an absence of any one of them at any given time shall be a ground for separation or retirement from the service: **PROVIDED, THAT PNP MEMBERS WHO ARE ALREADY IN THE SERVICE UPON THE EFFECTIVITY OF THIS ACT SHALL BE EXEMPTED FROM THE EDUCATIONAL AND LICENSURE REQUIREMENTS.**

“For the purpose of determining compliance with the requirements on physical and mental health, as well as the non-use of prohibited drugs, the PNP by itself or through a NAPOLCOM accredited government hospital shall conduct regular psychiatric, psychological drug and physical tests randomly and without notice.

“After the lapse of the time period for the satisfaction of a specific requirement, current members of the PNP who will fail to satisfy any of the requirements enumerated under this Section shall be separated from the service if they are below fifty (50) years of age and have served in Government for less than twenty (20) years or retired if they are from the age of fifty (50) and above and have served the Government for at least twenty (20) years without prejudice in either case to the payment of benefits they may be entitled to under existing laws.”

**SECTION 2.** Section 15 of Republic Act No. 8551 is hereby amended to read as follows:

“Section 15. Waivers for Initial Appointments to the PNP. - The age, height, and weight requirements for initial appointment to the PNP may be waived only when the number of qualified applicants fall below the minimum annual quota: *Provided*, That an applicant shall not be below **EIGHTEEN (18)** nor over thirty-five (35) years of age: *Provided, further*, That any applicant not meeting the weight requirement shall be given reasonable time but not exceeding six (6) months within which to comply with the said requirement: *Provided, finally*, That a waiver for height requirement shall be automatically granted to applicants belonging to the cultural communities **AS ATTESTED BY THE NATIONAL COMMISSION ON INDIGENOUS PEOPLES.**”

**SECTION 3.** Section 38 of Republic Act No. 8551 is hereby amended to read as follows:

“Section 38. Promotions. – (a) A uniformed member of the PNP shall not be eligible for promotion to a higher position or rank unless he has successfully passed the corresponding promotional examination given by the Commission, or the Bar, or the corresponding board examinations for technical services and other professions, has satisfactorily completed the appropriate and accredited course in the PNPA or equivalent training institutions, and has satisfactorily passed the required psychiatric/psychological and drug tests. In addition, no uniformed member of the PNP shall be eligible for promotion during the pendency of his or her administrative and/or criminal case or unless he or she has been cleared by the People's Law Enforcement Board (PLEB), and the Office of the Ombudsman of any complaints proffered against him or her, if any, **AND MUST HAVE RECEIVED A SATISFACTORY PERFORMANCE RATING DURING THE LAST TWO SUCCESSIVE ANNUAL RATING PERIODS IN THE FIELD OR AREA WHERE HE WAS LAST ASSIGNED. FINALLY, THE MINIMUM YEARS OF SERVICE REQUIRED FOR A UNIFORMED MEMBER OF THE PNP TO BE ELIGIBLE FOR PROMOTION TO THE NEXT HIGHER RANK IS HEREBY PRESCRIBED AS FOLLOWS:**

| Rank                         | Years of Service |
|------------------------------|------------------|
| Police Officer 1             | Three (3) years  |
| Police Officer 2             | Two (2) years    |
| Police Officer 3             | Two (2) years    |
| Supervising Police Officer 1 | Three (3) years  |
| Supervising Police Officer 2 | Three (3) years  |
| Supervising Police Officer 3 | Three (3) years  |
| Supervising Police Officer 4 | Three (3) years  |
| Inspector                    |                  |

(b) Any uniformed member of the PNP who has exhibited acts of conspicuous courage and gallantry at the risk of his/her life above and beyond the call of duty, shall be promoted to the next higher rank: *Provided*, That such acts shall be validated by the Commission based on established criteria.”

**SECTION 4.** Separability Clause. – If for any reason any provision of this act is declared to be unconstitutional or invalid, the other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 5.** Repealing Clause – All laws, decrees, executive orders, rules and regulations in other issuances or parts thereof which are inconsistent with this Act are hereby repealed or amended accordingly.

**SECTION 6.** Effectivity Clause. – This Act shall take effect after its complete publication in at least two (2) newspapers of general circulation.

Approved.