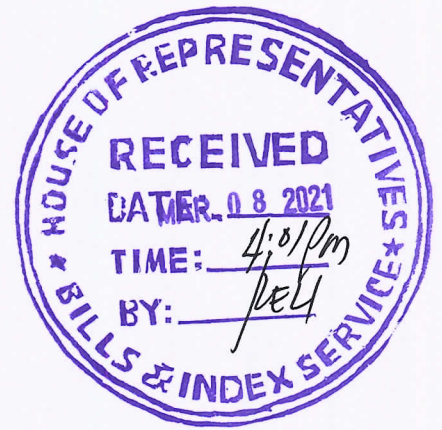


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Eighteenth Congress
Second Regular Session

HOUSE BILL NO. 8929



Introduced by: HON. JOSEPH "JOJO" L. LARA

EXPLANATORY NOTE

Section 35 of Republic Act (RA) No. 6975 (An Act Establishing the Philippine National Police under a Reorganized Department of the Interior and Local Government, and for other Purposes) provides that:

"The PNP shall be supported by administrative and operational support units. The administrative support units shall consist of the Crime Laboratory, Logistic Unit, Communications Unit, Computer Center, Finance Center and Civil Security Unit. The operational support units shall be composed of the Maritime Police Unit, Police Intelligence Unit, Police Security Unit, Criminal Investigation Unit, Special Action Force, Narcotics units, Aviation Security Unit, Traffic Management Unit, the Medical and Dental Centers and the Civil Relations Unit. To enhance police operational efficiency and effectiveness, the Chief of the PNP may constitute such other support units as may be necessary subject to the approval of the Commission: Provided, That no support unit headed by a chief superintendent or a higher rank can be created unless provided by law."

For several years, the PNP Recruitment Program is being implemented by the Recruitment and Selection Division (now Police Non-Commissioned Division) under the Directorate for Personnel and Records Management (DPRM). As such, pursuant to NAPOLCOM Resolution No. 2019-1030 dated December 27, 2019, the PNP Recruitment and Selection Service (PRSS) was activated as a National Administrative Support Unit, under the functional supervision and control of the DPRM, in order to institutionalize the standard implementation of the PNP Recruitment and Selection Program to ensure the entry of qualified and competent uniformed personnel in the PNP.

The recruitment, selection and appointment process in the PNP needs to be separately enacted into law in order to specifically provide measures to safeguard the recruitment system and to prevent various forms of corruption, including, but not limited to, "Padrino", "Bata-Bata System" and "Kamag-Anak Incorporation" which can cause the recruitment and appointment of "scalawags", "Ninja Cops" and relatives involved in illegal drugs or illegal activities.

Further, a separate law on PNP recruitment shall define the qualification standards for Patrolman/woman, technical and line officers, PNP Cadets and other mode of entry in PNP as uniformed personnel. This proposed bill will clearly pave the way for a paperless and modernized recruitment process that will facilitate and drastically shorten the length of the entire recruitment process from six months to one month. This will surely stop any attempt of corrupting the recruitment process and prevent the appointment of disqualified applicants for Patrolman/woman, Technical and Line Officer and PNPA Cadet.

Moreover, this bill will allow the recruitment and appointment of Pilots as Police Captains to make PNP competitively attractive to all commercial pilots as well as recruitment and appointment of Aeronautical Engineers and Aviation Professionals to strengthen the air unit of the PNP. This bill also provides for the recruitment and appointment of Psychologists/Psychometricians, Medical Technologists, Chemists, and other medical professionals to complete the needs of the Health Service and Crime Laboratory, to support the establishment of molecular laboratories nationwide. Likewise, this bill includes recruitment and appointment of Veterinary Doctors for the welfare of the EOD/K9 units who patrol public places and airports.

Lastly, with the increasing population, the PNP strength also increases and there is a need to provide legal and juridical personality for PNP Recruitment and Selection Service (PRSS), as one of the National Administrative Support Units, solely for purposes of recruitment, selection and appointment processing in order to facilitate the entry in PNP, avoid corruption and to streamline the appointment similar with the system during PC/INP days or the Armed Forces of the Philippines.

This proposed measure seeks to amend specific provisions of RA 6975 as amended by RA 8551 and RA 9708 in order to guarantee the implementation of the PNP Recruitment and Selection Program for Patrolman/Patrolwoman, PNPA Cadets and Lateral Entry for Line and Technical Officers that will uphold a professional workforce to improve the quality of law enforcement in the country.

This bill will surely provide prompt identification of accountability to specific person/s responsible for any irregularities and anomalies during recruitment, selection and appointment processing as uniformed personnel for PNP.

In view thereof, the immediate passage of this proposed legislative measure is earnestly sought.



HON. JOSEPH "JOJO" L. LARA

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2 HOUSE OF REPRESENTATIVES
3 Quezon City, Metro Manila

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12 Introduced by: HON. JOSEPH "JOJO" L. LARA
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14
15 AN ACT
16 PROVIDING FOR THE STRENGTHENING OF THE RECRUITMENT,
17 SELECTION, AND APPOINTMENT PROCESS OF UNIFORMED PERSONNEL OF
18 THE PHILIPPINE NATIONAL POLICE (PNP): AMENDING FOR THE PURPOSE
19 SPECIFIC PROVISIONS OF REPUBLIC ACT NO. 6975, AS AMENDED BY
20 REPUBLIC ACT NO. 8551 AND REPUBLIC ACT NO. 9708, AND FOR OTHER
21 PURPOSES
22

23 *Be it enacted by the Senate and the House of Representatives of the Philippines*
24 *in Congress assembled:*
25

26 **SECTION 1. *Short Title.*** - This Act shall be known as the "*PNP Recruitment*
27 *and Selection Act.*"
28

29 **SECTION 2. *Declaration of Policy.*** - It is the policy of the State to establish
30 a highly efficient, effective and competent police force, which is national in scope,
31 civilian in character, and administered and controlled by the National Police
32 Commission.
33

34 **SECTION 3. *Objectives.*** - The PNP shall establish a specific unit responsible
35 for the recruitment and selection of all applicants for Patrolman/Patrolwoman, PNPA
36 Cadets and Lateral Entry for Line and Technical Officers in order to improve the quality
37 of police services in the country with the following objectives:
38

- 39 1. To enhance the capability of the PNP through institutionalization of standard
40 recruitment processing for Police Patrolman/Patrolwoman, PNPA Cadets and
41 Lateral Entry for Line and Technical Officers by establishing the PNP
42 Recruitment and Selection Service as a separate unit devoted only for the
43 purpose;
44
45 2. To establish a one-stop shop recruitment process for
46 Patrolman/Patrolwoman in every region in order to prioritize and encourage
47 graduates in the provinces and remote areas to join the PNP service;

- 1
- 2 3. To establish qualification standards for Aircraft/Aeronautical Engineers,
- 3 other related aviation professionals, Chemists, Psychologists/
- 4 Psychometricians, Medical Technologists, other medical allied professionals,
- 5 Veterinary Medicine, and Information Technology professionals to the Rank
- 6 of Police Lieutenant as well as Lawyers and Aircraft Pilots to the rank of
- 7 Police Captain;
- 8
- 9 4. To entice above named professionals both civilian and in-service to serve
- 10 exclusively to the PNP technical offices/units to support police operations
- 11 and public services to the general public; and
- 12
- 13 5. To simplify and streamline the attestation process.
- 14

15 **SECTION 4.** Section 27 of RA No. 6975 is hereby amended to read as follows:

16

17 **Section 27. *Manning Levels.*** - On the average nationwide, the manning

18 levels of the PNP shall be approximately in accordance with a police-to-

19 population ratio of one (1) policeman for every five hundred (500) persons.

20 The actual determination of police-to-population ratio shall only include the

21 actual strength of police deployed in Provincial Police Offices, City Police Offices,

22 and Municipal Police Stations. The actual strength by cities and municipalities

23 shall depend on the state of peace and order, population density and actual

24 demands of the service in the particular area.

25

26 **SECTION 5.** Section 30 of RA No. 6975, as amended by Section 14 of RA 8551

27 and Section 1 of RA 9708 is hereby further amended to read as follows:

28

29 **Section 30. *General Qualifications of Appointment.*** – No person shall

30 be appointed as officer or member of the PNP unless he possesses the following

31 minimum qualifications:

32

33 x x x

34

- 35 (h) Must be at least one (1) meter and fifty-seven (57) centimeters in height
- 36 for male and one (1) meter and fifty-two (52) centimeters for female.
- 37 For Technical Officers and members of Indigenous Peoples (IP), height
- 38 requirement shall be at least one (1) meter and fifty-two (52)
- 39 centimeters for male and one (1) meter and forty-seven (47) centimeters
- 40 for female, provided that a certification be issued by National Police
- 41 Commission or the National Commission for Indigenous Peoples (NCIP)
- 42 as to their lineage/ancestry.
- 43

44 x x x

45

46 [~~For the purpose of determining compliance with the requirements on physical and~~

47 ~~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~~

1 ~~psychiatric, psychological drug and physical tests randomly and without notice.”]~~
2

3 The physical, mental and medical screening process, as well as the testing for
4 the non-use of prohibited drugs shall be conducted by any government tertiary
5 hospital accredited by the Department of Health through the supervision of medical
6 doctors from the PNP Health Service. Random physical, mental and drug testing
7 without any notice shall also be done as to ascertain compliance with the
8 requirements.
9

10 x x x
11

12 **SECTION 6.** Section 31 of RA No. 6975 is hereby amended to read as follows:
13

14 **Section 31. *Appointment of PNP Officers and Members.*** - The
15 PNP Recruitment and Selection Service shall be the sole office responsible for
16 the recruitment process of all applicants. The appointment shall be effected in
17 the following manner:
18

- 19 a. The appointment cadet for Philippine National Police Academy shall be
20 signed by the Chief, PNP starting from salary grade of eighteen (18) for
21 fourth class, salary grade nineteen (19) for third class, salary grade twenty
22 (20) for second class, salary grade twenty-one (21) for first class and to
23 salary grade twenty-two (22) for Police Lieutenant after graduation;
24
25 b. The appointment of Police Non-Commissioned Officers shall be signed by
26 concerned Regional Directors or Directors of National Support Units;
27
28 c. The appointment of Police Commissioned Officers shall be signed by the
29 Chief, PNP; and
30
31 d. The appointment of Third Level Officers and members shall be signed by
32 the President of the Philippines.
33

34 The attestation of appointment of all uniformed personnel, except for Third
35 Level, shall be attested by the Civil Service Commission.
36

37 **SECTION 7.** Section 33 of Republic Act No. 6975 is hereby amended to read as
38 follows:
39

40 **Section 33. *Lateral Entry of Officers into the PNP.*** - In general,
41 the appointments of commissioned officers in the PNP through lateral entry is
42 considered as original and not promotional appointment. The original
43 appointment shall commence with the rank of Police Lieutenant, to include all
44 those with highly technical qualifications applying for the PNP technical
45 services, such as Chemist, Medical Technologist, Dentist, Nurse,
46 Psychologist/Psychometrician, Veterinary Medicine, Information Technology
47 Professionals, Aeronautical Engineer/Aviation Professional, and other related
48 technical professions. The Aircraft Pilot, Doctor of Medicine, Member of the

1 Integrated Bar of the Philippines, and Chaplain shall be appointed to the rank
2 of Police Captain in their particular technical service. The qualification standard
3 shall be in accordance with the Index Occupational Standards or the laws
4 governing the practice of the respective profession.

5
6 Graduates of the Philippine National Police Academy (PNPA) shall be
7 automatically appointed to the initial rank of Police Lieutenant.

8
9 Licensed Criminologists shall be appointed to the rank of Police
10 Lieutenant as Line Officers to fill up any vacancy after promotions from the
11 ranks are completed.

12
13 The PNP personnel are given priority to join the Lateral Entry Program.
14 The in-service years of experience shall be considered equivalent to years of
15 experience required for appointment. In-service Licensed Criminologists of PNP
16 regardless of rank may join the PNP Lateral Entry Program for line officers
17 provided that the present rank of appointment is permanent in status with no
18 derogatory record or pending criminal and administrative complaint/case and
19 physically, mentally and medically fit.

20
21 **SECTION 8. Section 35 of RA No. 6975 is hereby amended to read as**
22 **follows:**

23 **Section 35. *Support Units.*** – The PNP shall be supported by
24 administrative and operational support units. The administrative support units
25 shall consist of the Crime Laboratory, Logistic Unit, Communications Unit,
26 Computer Center, Finance Center, Civil Security Unit and the Recruitment and
27 Selection Service. The operational support units shall be composed of the
28 Maritime Police Unit, Police Intelligence Unit, Police Security Unit, Criminal
29 Investigation Unit, Special Action Force, Narcotics units, Aviation Security Unit,
30 Traffic Management Unit, the Medical and Dental Centers and the Civil Relations
31 Unit. To enhance police operational efficiency and effectiveness, the Chief of
32 the PNP may constitute such other support units as may be necessary subject
33 to the approval of the Commission: Provided, That no support unit headed by
34 a chief superintendent or a higher rank can be created unless provided by law.

35
36
37 x x x

38
39
40 (7) The Recruitment and Selection Service shall be headed by a Police
41 Brigadier General who shall be responsible in the recruitment and
42 selection of applicants for Patrolman/Patrolwoman, PNPA Cadets and
43 Lateral Entry for line and technical officers nationwide. The functions
44 shall include but not limited to the following such as:

45
46 a. Determining recruitment quota, distribution of recruitment quota,
47 qualification standards;

- 1
- 2 b. Conduct of one-month recruitment through establishing a one-stop
- 3 shop facilities/venues for the recruitment processing composed of
- 4 Doctors, Nurses, Dentists, and other Medical Professions detailed
- 5 from the PNP Health Service and other medical practitioners from
- 6 government tertiary hospitals accredited by the Department of
- 7 Health under the supervision of medical doctors from the PNP Health
- 8 Service;
- 9
- 10 c. Design electronic programs and gadgets for the online registration of
- 11 application of applicants, conduct of Assessment Test/Written
- 12 Competitive Examinations, Psychological/Psychiatric Evaluation and
- 13 utilized electronic machines for Physical/Medical and Dental
- 14 Examinations for establishment of database of applicants;
- 15
- 16 d. Strengthen the coordination with Academe and other Government
- 17 Agencies for data sharing and improvement on the quality of
- 18 graduates who will be the future Police Officers; and
- 19
- 20 e. Spearhead amendment of laws, policies, and circulars on recruitment
- 21 of Police Officers and Members.
- 22
- 23

24 x x x

25

26

27 **SECTION 9. *Permanency and Termination of Appointment of***

28 ***Uniformed Personnel.*** - All uniformed personnel appointed as

29 Patrolman/Patrolwoman and Lateral Entry Line and Technical Officers shall be

30 appointed in a temporary status. Permanent appointment shall be issued after

31 completion of required basic training and Field Training Program for twelve months.

32 Extension of temporary status is prohibited except for compelling reasons, provided

33 the same is beyond the control and not attributable to the appointee, provided further

34 the extension is only for twelve months.

35

36 All uniformed personnel who failed to comply with the above provision shall be

37 terminated without prejudice for reappointment provided that they still meet the

38 minimum qualification standards as set by RA No. 6975 as amended by RA No. 8551

39 and RA No. 9708, respectively.

40

41 All uniformed personnel in temporary status who committed infractions,

42 violations, and offenses shall, after due process, be terminated with prejudice to re-

43 entry or reappointment. The termination proceeding shall be conducted by Training

44 Institution with strict observance of due process wherein the recommendation for

45 termination shall be approved by the appointing authority within thirty (30) days from

46 date of occurrence of compelling reasons or the commission of the infractions,

47 violations, and offenses.

48

1 **SECTION 10. *Appointment of Non-Uniformed Personnel.***

2
3 a. The PNP Recruitment and Selection Services (PRS) shall have eighty-eight
4 (88) Non-Uniformed plantilla positions which shall be created for the
5 following purposes:

6
7 1. The Non-Uniformed Personnel with salary grade twenty-two (22) shall
8 be the Deputy Chief for Planning Management Division;

9
10 2. Salary Grade eighteen (18) be given to Section Chief for Attestation; and

11
12 3. Salary Grade fifteen (15), eleven (11), Nine (9), eight (8), six (6), four
13 (4), and two (2) shall be given to Assistant Section Chief, Admin,
14 Computer Operators, Proof Readers, Encoders, Messenger, Driver, and
15 Utility to be distributed to all Division/Units of PRS.

16
17 b. The Chief, PNP may appoint Doctors, Nurses, Dentists, Chemists, Medical
18 Technologists, and Admin and Utility personnel in Health Service, Crime
19 Laboratory, and Training Institutions with salary grade commensurate in
20 accordance with Index Occupational Standards.

21
22 The above plantilla shall be sourced from the existing unfilled Non-Uniformed
23 Personnel which can be realigned accordingly.

24
25 **SECTION 11. *Funding.*** – The funding for the recruitment process shall be
26 specifically provided in the annual General Appropriations Act (GAA) of the PNP. The
27 Initial Clothing Allowance of Php25,000.00 per capita shall also be included therein
28 subject to the prevailing inflation rate per annum.

29
30 **SECTION 12. *Repealing Clause.*** - All other provisions of Republic Act No.
31 6975, as amended by Republic Act No. 8551 and Republic Act No. 9708, and all other
32 laws, executive orders, rules and regulations, inconsistent with the provisions of this
33 Act shall be deemed modified or repealed accordingly.

34
35 **SECTION 13. *Separability Clause.*** - If any provision of this Act or the
36 application of such provision is declared unconstitutional or invalid, the provisions not
37 affected thereby shall remain in full force and effect.

38
39 **SECTION 14. *Effectivity.*** - This Act shall take effect fifteen (15) days after
40 its complete publication in the Official Gazette or in a newspaper of general circulation.

41
42 ***Approved,***