

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Third Regular Session
House Bill No. **11024**



Introduced by: Congressman **BIENVENIDO M. ABANTE, JR.**

AN ACT
AMENDING FURTHER REPUBLIC ACT NO. 6975, OTHERWISE KNOWN AS THE
“DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT ACT OF 1990” AND
REPUBLIC ACT NO. 8551, OTHERWISE KNOWN AS THE “PHILIPPINE NATIONAL
POLICE REFORM AND REORGANIZATION ACT OF 1998”

EXPLANATORY NOTE

The pieces of evidence, both testimonial and documentary, so far presented in the course of the investigations being conducted by the QUAD COM of this Congress have revealed a chilling truth about criminal activities involving some civilian officials in government as well as members of the Philippine National Police (PNP) as principal actors, either by direct participation, indispensable cooperation, or by inducement, thus the relevance of effective, honest and efficient law enforcers and law enforcement.

These startling revelations should be sufficient to convince us of the urgent need to adopt legislative measures at least to draw and encourage our PNP personnel to truly value honesty, loyalty, integrity, and efficiency in the service of our nation and our people.

This Bill is in line with the State Principles that the maintenance of peace and order, the protection of life, liberty, and property, and the promotion of the general welfare are essential for the enjoyment by all the people of the blessings of democracy (*Sec. 5, Art. II, Constitution*), and that the State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all (*Sec. 9, Art. II*).

We cannot put a price tag on the sacrifices of our selfless and patriotic police force, putting their lives in the line of fire as they perform their duty, even depriving them of the physical touch of their families. Yet, many of our brave, honest, and patriotic officers in the PNP and the men and women within the institution who continue to stand by the core values of honesty, loyalty, and integrity are oftentimes neglected if not forgotten in terms of recognition of their dedication and sacrifices, hence, the relevance of revisiting the existing promotion system in the PNP in the spirit of justice and equity.

As the PNP force continues to respond to its primary mission of law enforcement and maintenance of peace and order, as well as protecting life, limb, and property, yet with the passing of time that carries with it inevitable changes in almost all areas and aspects of society and environment, especially with the increasing boldness of criminal elements in pursuing their illegal and immoral trades, there is an urgent need to inspire our police force to stand firm on the grounds of honesty, integrity and moral values despite the clear and present danger in carrying out their sworn duty.

This bill, therefore, seeks to recognize and compensate for the hard work and the critical and sacrificial role of the men and women in the PNP in their primary responsibility of law enforcement and maintenance of peace and order.

However, while promotion is a positive recognition of one's exceptional performance, yet, in the light of the truth being unearthed during the House' QUAD COM investigations on Illegal Drugs, Extra-judicial killings, Human Rights Violations, Human Trafficking and Offshore Gaming Operations, love of country, respect of human rights, ethical and spiritual values, moral character, honesty, integrity, and personal discipline should be considered in such promotions.

In view hereof, the early approval of this bill is earnestly requested.



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

SECTION 1. *Title.* – This Act shall be known as the “*Philippine National Police System of Promotion Act of 2024.*”

SEC. 2. *Declaration of Policy*– It is hereby declared the policy of the State to establish a highly efficient and truly professional police force bound by love of country, respect for human rights, ethical and spiritual values, moral character, honesty, integrity, and personal discipline, a police force that is community and service-oriented agency responsible for the maintenance of peace and order, and public safety, an institution so organized to ensure accountability, observance of the rule of law, and respect and protection of human rights.

SEC. 3. Section 37 of Republic Act No. 6975 is hereby amended to read as follows:

“Sec. 37. Performance Evaluation System. - There shall be established a performance evaluation system which shall be administered in accordance with the rules, regulations, and standards, and a code of conduct **THAT MUST INCLUDE MORAL VALUES, SPIRITUAL PRINCIPLES AND BIBLICAL STANDARDS OF DISCIPLINE** promulgated by the Commission for members of the PNP. Such performance evaluation system **SHALL** be administered in such a way as to foster the improvement of individual efficiency and **behavioral discipline as well as the promotion of organizational effectiveness, INDIVIDUAL HONESTY, INTEGRITY, LOYALTY TO THE CONSTITUTION AND RESPECT TO THE RULE OF LAW,** and **OF** the constitutional and human rights of citizens, democratic principles and ideals and the supremacy of civilian authority over the military.

The rating system as contemplated herein shall be based on standards **AND CODE OF CONDUCT AS REFERRED TO IN THE FIRST PARAGRAPH HEREOF**

prescribed by the Commission and shall consider results of annual physical, psychological, and neuropsychiatric examinations, **AND VALUES FORMATION** conducted on the PNP officer or member concerned.”

SEC. 4. Section 14 of Republic Act No. 6975 as amended by R.A. No. 8551 is hereby further amended to read as follows:

“**Sec. 14. Powers and Functions of the Commission.** – The Commission shall exercise 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;

(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, **AND CONDUCT MOTU PROPRIO AN INVESTIGATION ON ANY POLICE UNIT FOUND INEFFICIENT OR INEFFECTIVE, AND IMPOSE THE CORRESPONDING SANCTION/S AS MAY BE WARRANTED IN ORDER TO ENSURE THE EFFICIENCY AND EFFECTIVENESS OF ALL POLICE UNITS;**

(5) Approve or modify plans and programs on education and training, logistical requirements, communications, records, information systems, crime laboratory, crime prevention, and crime reporting. **THE PROGRAMS ON EDUCATION AND TRAINING SHALL INCLUDE VALUES FORMATION, AS WELL AS MORAL AND SPIRITUAL DISCIPLINE;**

(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 REPORT SUCH PERFORMANCE TO THE SECRETARY OF THE DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT AND TO THE OFFICE OF THE PRESIDENT;** and

(12) Monitor and investigate **MOTU PROPRIO OR UPON COMPLAINT** police anomalies and irregularities **WHICH SHALL INCLUDE CRIMINAL ACTIVITIES,**

(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. **SUCH ANNUAL REPORT SHALL INCLUDE THE NAMES OF ALL POLICEMEN OR PNP EMPLOYEES OR PERSONNEL WHO HAVE PENDING ADMINISTRATIVE CASES OR CRIMINAL CASES WHETHER UNDER PRELIMINARY INVESTIGATION OR TRIAL, WITH THEIR STATIONS, DESIGNATIONS OR ASSIGNMENTS, AND THE NATURE OF THEIR CASES. FAILURE TO RENDER SUCH REPORT SHALL BE TREATED AS A CRIMINAL OFFENSE UNDER THE REVISED PENAL CODE;**

(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."

SEC. 5. Section 30 of Republic Act No. 6975 as amended by R.A. No. 8551 is hereby further amended to read as follows:

“Sec. 30. General Qualifications for Appointment. – No person shall be appointed as an 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 conduct;
- (c) Must have passed the psychiatric/psychological, drug, and physical tests to be administered by the PNP or by any NAPOLCOM-accredited government hospital for the purpose of determining physical and mental health, **AND MUST HAVE ATTENDED AT LEAST A COMMULATIVE TWENTY-FOUR (24) HOURS VALUES FORMATION PROGRAM CONDUCTED BY THE PNP OR PNP-ACCREDITED RELIGIOUS INSTITUTION OR THEIR DULY-ACCREDITED OR AUTHORIZED REPRESENTATIVES FOR THEIR MORAL AND SPIRITUAL FITNESS;**
- (d) Must possess a formal baccalaureate degree from a recognized institution of learning;
- (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 **OR IN A PRIVATE EMPLOYMENT;**
- (g) Must not have **ANY CASE PENDING PRELIMINARY INVESTIGATION OR TRIAL OR 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.) in height for males and one meter and fifty-seven centimeters (1.57 m.) for females;
- (i) Must weigh not more or less than five kilograms (5 kgs.) from the standard weight corresponding to his or her height, age, and sex; and
- (j) For a new applicant, must not be less than twenty-one (21) 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 given at least two (2) more years to obtain the minimum educational qualification and one (1) year to satisfy the weight requirement.

For the purpose of determining compliance with the requirements on physical, mental, **AND SPIRITUAL** 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.

SEC. 6. Sec. 31 of Republic Act No. 8551 is hereby amended to read as follows:

“Sec. 31. Rationalized Promotion System. - Within six (6) months after the effectivity of this Act, the Commission shall establish a system of promotion for uniformed and non-uniformed personnel of the PNP which shall be based on merits **OR PERFORMANCE, SENIORITY, MORAL FITNESS,** and on the availability of vacant positions in the PNP staffing pattern. Such system shall be gender fair and shall ensure that women members of the PNP shall enjoy equal opportunity for promotion as that of men.”

SEC. 7. Sec. 32 of Republic Act No. 8551 is hereby amended to read as follows:

“Sec. 32. Promotion by Virtue of Position. - Any PNP personnel designated to any key position whose rank is lower than that which is required for such position shall, after six (6) months of occupying the same, be entitled to a rank adjustment corresponding to the position: Provided, That the personnel shall not be reassigned to a position calling for a higher rank until after two (2) years from the date of such rank adjustment:

Provided, further, That any personnel designated to the position who does not possess the established minimum qualifications therefor shall occupy the same temporarily for not more than six (6) months without reappointment or extension. **NO PNP OFFICER OR PERSONNEL SHALL BE DESIGNATED TO A KEY POSITION WHO HAS QUESTIONABLE MORAL VALUES, CHARACTER, LOYALTY, HONESTY, OR INTEGRITY BASED ON HIS PERFORMANCE, SOCIAL OR FAMILY RELATIONS, REPUTATION, OR ACTIVITIES, NEITHER SHALL ANY PNP OFFICER OR PERSONNEL BE DESIGNATED TO A KEY POSITION WHO IS THE SUBJECT OF AN INVESTIGATION BY ANY GOVERNMENT AGENCY BY REASON OF HIS OFFICE.**

SEC. 8. Section 38 (a) and (b) of Republic Act No. 6975 as amended by R.A. No. 8551 is hereby further amended as follows:

“Sec. 38. Promotions. -

(a) A uniformed member of the PNP shall not be eligible for promotion to a higher position or rank unless he or she has successfully passed the corresponding promotional examination given by the Commission, 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. **FURTHER, NO UNIFORMED MEMBER OF THE PNP SHALL BE ELIGIBLE FOR PROMOTION TO THE NEXT HIGHER RANK WHO HAS QUESTIONABLE MORAL VALUES, CHARACTER, LOYALTY, HONESTY OR INTEGRITY BASED ON HIS PERFORMANCE, SOCIAL OR FAMILY RELATIONS, REPUTATION OR ACTIVITIES.**

AN ADMINISTRATIVE CASE IS CONSIDERED PENDING FROM THE TIME IT IS FILED WITH OR RECEIVED BY THE OFFICE, BOARD, OR BODY THAT HAS JURISDICTION TO DECIDE THE SAME ON THE MERIT UNTIL THE DECISION BECOMES FINAL OR UNTIL THE CASE IS DISMISSED. A CRIMINAL CASE IS CONSIDERED PENDING FROM THE TIME IT IS FILED WITH THE COURT THAT HAS JURISDICTION TO DECIDE THE SAME ON THE MERIT UNTIL THE DECISION BECOMES FINAL OR UNTIL THE CASE IS DISMISSED.

(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."

SEC. 9. *Field Training.* - All uniformed members of the PNP shall undergo a field training program involving actual experience and assignment in patrol, traffic, and investigation as a requirement for the permanency of their appointment. The program shall be at least for twelve (12) months inclusive of the Basic Recruit Training Course for non-officers and the Officer Orientation Course or Officer Basic Course for officers.

SEC. 10. *Nature and Implementation of Field Training.* - Field training is that process by which an individual police officer who is recruited into the service receives formal instruction on the job for special and defined purposes and performs actual job functions, with periodic appraisal of his or her performance and progress.

The PNP shall formulate a field training program, including a field training manual, which shall be submitted to the Commission for approval before its implementation. The field training program shall promote the internalization of core values in the police service, especially moral values and character, honesty, integrity, loyalty, respect for human rights, and the rule of law, all aimed at instilling pride in the spirit of humility in the organization.

The PNP shall coordinate with the Philippine Public Safety College for the formulation of the program of instruction and the conduct of the Field Training Officers Course for the purpose of creating a pool of field training officers.

SEC. 11. *Separability Clause.* - If any portion or provision of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 12. *Repealing Clause.* – All laws, decrees, executive orders, rules and regulations, and other issuances or parts thereof that are inconsistent with this Act are hereby repealed, amended or modified accordingly.

SEC. 13. *Effectivity.* – This Act shall take effect after fifteen (15) days following its publication in the Official Gazette or in two (2) national newspapers of general circulation.

Approved