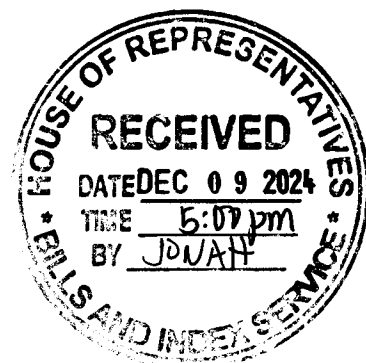


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. **11182**



Introduced by Representatives Ferdinand Martin G. Romualdez,
Aurelio "Dong" D. Gonzales, Jr., Manuel Jose "Mannix" M. Dalipe,
Ferdinand Alexander A. Marcos, Yedda Marie K. Romualdez and Jude A. Acidre

EXPLANATORY NOTE

"Lessons from history and current events teach us that peace and order is an essential ingredient of genuine prosperity and social development."

-- President Ferdinand R. Marcos Jr.
2024 State of the Nation Address

Article XVI, Section 6 of the 1987 Constitution provides that 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 the National Police Commission. Local executives' authority over the police units in their jurisdiction shall be provided by law.

The Philippine National Police (PNP) was created under Republic Act No. 6975, otherwise known as the "*Department of the Interior and Local Government Act of 1990*." Its mandate is to enforce laws and ordinances relative to the protection of lives and properties, and to maintain peace and order to ensure public safety.

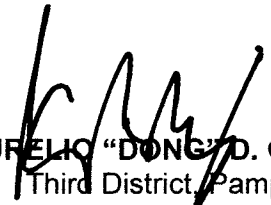
The proposed measure will revitalize the police organization by further empowering it so that it can effectively perform its duties and live up to its mandates. Almost thirty years after its establishment, the needed reforms in the organizational structure of the PNP have come to their rightful time.

Further, the proposed PNP Organizational Reforms Act aims to amplify the role of PNP in responding to the current challenges of law enforcement public safety concerns, as well as emerging threats to peace and order. It seeks to implement the necessary organizational structure and rank distribution to sustain the efficient and optimized delivery of police service and enable the organization to pursue its expanded mandate.

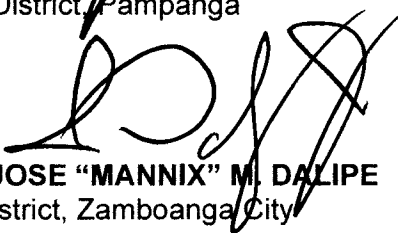
Hence, the support of the esteemed Members of Congress for the passage of this proposed measure is earnestly requested.



REP. FERDINAND MARTIN G. ROMUALDEZ
First District, Leyte



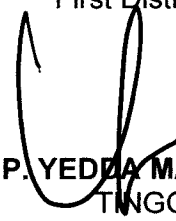
REP. AURELIO "DONG" D. GONZALES, JR.
Third District, Pampanga



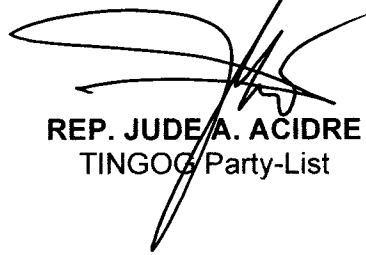
REP. MANUEL JOSE "MANNIX" M. DALIPE
Second District, Zamboanga City



REP. FERDINAND ALEXANDER A. MARCOS
First District, Ilocos Norte



REP. YEDDA MARIE K. ROMUALDEZ
TINGOG Party-List



REP. JUDE A. ACIDRE
TINGOG Party-List

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AN ACT PROVIDING FOR ORGANIZATIONAL REFORMS IN THE PHILIPPINE NATIONAL POLICE, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 6975, OTHERWISE KNOWN AS THE "DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT ACT OF 1990", AS AMENDED, AND REPUBLIC ACT NO. 8551, OTHERWISE KNOWN AS "PHILIPPINE NATIONAL POLICE REFORM AND REORGANIZATION ACT OF 1998

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

1 SECTION 1. This Act shall be known as the "PNP Organizational Reforms Act".

2 SEC. 2. Section 25 of Republic Act No. 6975, as amended, is hereby further
3 amended to read as follows:

4 "SEC. 25. *Organization.* – The PNP shall be composed of a national
5 office, regional offices, provincial offices, district offices, city offices and
6 city or municipal stations.

7 At the national level, the PNP shall have a Command Group
8 composed of the Offices of the Chief of the PNP, Deputy Chief of the
9 PNP for Administration, the Deputy Chief of the PNP for Operations, and
10 the Chief of the Directorial Staff. The national office shall have a

1 directorial staff, national administrative and operational support units, and
2 special police offices.

3 At the regional level, the PNP shall have Police Regional Offices
4 headed by Regional Directors.

5 At the metropolitan level, there shall be a Police District Office,
6 headed by a District Director.

7 At the provincial level, there shall be a Police Provincial Office,
8 headed by a Provincial Director.

9 At the highly urbanized and independent component city level, there
10 shall be a City Police Office, headed by a City Director.

11 At the component city or municipal level, there shall be a Police
12 Station, headed by a Chief of Police.

13 The Chief of the PNP shall, within sixty (60) days from the effectivity
14 of this Act and in accordance with the broad guidelines set forth herein,
15 recommend the organizational structure and staffing pattern including
16 plantilla positions for the non-uniformed personnel of the PNP to the
17 Commission.

18 SEC. 3. A new Section 25-A is hereby inserted in R. A. No. 6975, as amended, to
19 read as follows:

20 "SEC. 25-A. *PNP Directorial Staff.* – The Directorial Staff System shall
21 be implemented to enhance the span of control being exercised by the
22 chief of the PNP in the administration, operation, and control of the PNP
23 and to further strengthen the efficient and effective working relationship
24 of all PNP offices. The following Directorates shall continue to perform

1 their specific functions under the supervision and authority of the Chief of
2 the Directorial Staff:

3 (a) The Directorate for Personnel and Records Management shall
4 assist and advise the Chief of the PNP in the management of PNP
5 uniformed and non-uniformed personnel; manpower recruitment and
6 control; promotion and placement; morale and welfare; discipline, law
7 and order; personnel records and reports; and the miscellaneous
8 functions assigned by the Chief of the PNP;

9 (b) The Directorate for Intelligence shall assist and advise the chief
10 of the PNP in attaining intelligence objectives through effective
11 management of all intelligence and counterintelligence activities of the
12 PNP;

13 (c) The Directorate for Operations shall assist and advise the Chief
14 of the PNP in the exercise of the command, control, direction,
15 coordination, and supervision of all activities concerning operations,
16 employment, and deployment of the PNP;

17 (d) The Directorate for Logistics shall assist and advise the Chief
18 of the PNP in the administration and management of logistics and its
19 functional areas;

20 (e) The Directorate for Plans shall assist and advise the Chief of
21 the PNP in the areas of plans and programs that are beyond the
22 immediate operational and tactical range. This includes organizational
23 and force development, strategic management, futures and foresight
24 studies, project management, inter-agency and international affairs,
25 legislative and other requirements that are needed for the effective and
26 efficient administration and operation of the PNP;

1 (f) The Directorate for Comptrollership shall assist and advise the
2 Chief of the PNP on the management and administration of the financial
3 resources of the PNP, implementation of accounting, and internal audit
4 matters;

5 (g) The Directorate for Police Community Relations shall assist and
6 advise the Chief of the PNP in planning, directing, coordinating, and
7 supervising the implementation of the sustainable programs for
8 institutional image building; citizens' participation in the maintenance of
9 public order including peace policy for socio-economic development;
10 value orientation and continuing education; gender awareness and
11 development; and auxiliary force multiplier development;

12 (h) The Directorate for Investigation and Detective Management
13 shall assist and advise the Chief of the PNP in the investigation and case
14 management activities of the PNP;

15 (i) The Directorate for Training, Education, and Doctrine
16 Development shall assist and advise the Chief of the PNP in the
17 formulation of policies and in the planning, coordination, and supervision
18 of all matters pertaining to training, education, human and doctrine
19 development;

20 (j) The Directorate for Research and Development shall assist and
21 advise the Chief of the PNP in the conduct of research and development;
22 test and evaluation of PNP uniforms, materiel, vehicles, and equipment
23 required by the PNP for effective and efficient maintenance of law and
24 order and public safety; and in the formulation and implementation of the
25 PNP's Self-Reliant Development Posture Programs; and

1 (k) The Directorate for Information and Communications
2 Technology (ICT) Management shall assist and advise the Chief of the
3 PNP in the formulation of policy and managing information, electronics,
4 and communications technology resources to promote, develop and
5 regulate integrated strategic ICT systems and reliable and efficient
6 communications infrastructure.”

7 SEC. 4. A new Section 25-B is hereby inserted in R. A. No. 6975, as amended, to
8 read as follows:

9 “SEC. 25-B. *Special Police Offices*. – The PNP shall be supported by
10 special police offices which shall continue to perform their specific
11 functions as follows:

12 (a) Philippine National Police Academy (PNPA). – Headed by a
13 Director with the rank of Police Major General, the PNPA, under the
14 Office of the CPNP, shall serve as the premier institution for police
15 education, and the primary source for commissioning of Police
16 Lieutenants. The Director shall be assisted by a Deputy Director and
17 Chief of Staff, both with the rank of Police Brigadier General. The Director
18 shall supervise the academics group and tactics group which shall be
19 headed by a Dean of Academics and Commandant of Cadets,
20 respectively, both with the rank of Police Brigadier General.

21 The PNPA, shall maintain and enhance its training and academic
22 standards in the performance of its functions of instruction, research and
23 extension, public safety, social defense, and internal security. It shall
24 recommend its plans, policies, programs, curricula, and standards of
25 teaching and training to the Chief of the PNP for approval of the

1 commission. Relative thereto, it shall enjoy autonomy as an implementing
2 unit of the PNP. Its approved annual appropriation will be automatically
3 and regularly released to build infrastructure, acquire necessary
4 equipment, provide for the necessary personnel complement, establish
5 its corps of professors and instructors, and recommend its annual budget
6 to the Chief of the PNP.

7 There shall be a Corps of Professors and Instructors in the PNPA.
8 The PNP and the Commission, in consultation with the Civil Service
9 Commission and other relevant agencies shall create, develop and
10 implement a system of faculty, placement, promotion and development
11 in view of educating, training, and preparing the future police
12 commissioned officers with the highest standard of personal integrity and
13 professional competence. Uniformed and non-uniformed personnel may
14 be appointed to the Corps of Professors and Instructors upon their
15 application or upon the direction of the Chief of the PNP. Likewise, civilian
16 professors may be admitted to the Corps of Professors and Instructors:
17 *Provided*, That the salaries, grants and benefits, human resource
18 development programs, other incentives, and terms and conditions of
19 work of the Corps of Professors and Instructors shall be provided for in
20 the guidelines promulgated in accordance with the provisions of this act.

21 The student body of the PNPA shall be known as the Cadet Corps of
22 the Philippine National Police (CCPNP). The PNPA shall conduct the
23 admission program and selection of cadets: *Provided*, that the admission
24 requirements and qualifications for admission to the cadetship program
25 as well as the annual quota thereof shall be recommended by the Chief
26 of the PNP for approval of the Commission. *Provided, further*, That

1 insofar as practicable, the PNP shall recruit cadets representing all
2 provinces in the country.

3 (b) Integrity Monitoring and Enforcement Group. – Headed by a
4 Director with the rank of Police Brigadier General, the Group, under the
5 Office of the PNP, shall be responsible for information gathering and
6 conduct of offensive operations against erring PNP personnel.

7 Specifically, the Group shall conduct intelligence build-up and law
8 enforcement operations against PNP personnel and their cohorts who
9 are reported to be involved or protecting illegal activities such as, but not
10 limited to, drug trafficking, human trafficking, financial crimes,
11 cybercrime, malversation, pilferage, graft and corrupt practices, and
12 security violations.

13 The Group shall also conduct law enforcement operations against
14 PNP personnel who were dismissed, absent without official leave, or
15 otherwise separated from the service who commit illegal activities that
16 tarnished the integrity of the PNP an organization.

17 In the conduct of its law enforcement functions, the Group shall
18 ensure that proper criminal and administrative cases are filed against
19 PNP personnel involved in illicit activities.

20 The Director shall be assisted by a Deputy Director for
21 Administration, Deputy Director for Operations, and Chief of Staff, all with
22 the rank of Police Colonel.

23 (c) Center for Police Strategy Management – Headed by a Police
24 Brigadier General, the Center, under the Directorate for Plans, shall serve
25 as the central facility of the organization in coordinating and integrating
26 all strategy management processes, sustaining its strategy execution

1 and management, and instilling in the organization a culture of strategic
2 focus.

3 (d) Human Rights Affairs Office – Headed by a Police Brigadier
4 General, the Office, under the Directorate for Investigation and Detective
5 Management, shall serve as a management facility that will oversee the
6 implementation of PNP guidelines and policies on human rights laws. It
7 shall coordinate and enhance PNP human rights programs, oversee
8 policy development and implementation, monitor investigations of human
9 rights violations, conduct public information campaigns, liaise with
10 relevant agencies, ensure that the rights of persons under PNP custody
11 are upheld and protected in strict compliance with international human
12 rights standards, and fulfill additional tasks as may be provided by law.

13 (e) Peace Process and Development Center – Headed by a Police
14 Brigadier General, the Center, under the Directorate for Operations, shall
15 be the office primarily responsible in the monitoring of the development
16 and implementation of peace agreements and pertinent laws.

17 (f) Command Center – Headed by a Police Brigadier General, the
18 Center, under the Directorate for Operations, shall be the main
19 monitoring facility of the PNP of all events affecting the peace and order
20 situation nationwide. It shall serve as the main coordinating center for all
21 operating and support units in pursuance of PNP law enforcement,
22 internal security, special operations, and records/statistics compilation
23 functions.

24 (g) Public Information Office – Headed by a Police Brigadier
25 General, the Office, under the Directorate for Police Community
26 Relations, shall supervise, evaluate, and monitor the provision of relevant

1 information on ongoing PNP programs, projects and activities to enhance
2 the understanding of the general public and ultimately gain community
3 support and active participation.

4 (h) Legislative Affairs Center – Headed by a Police Brigadier
5 General, the Center, under the Directorate for Plans, shall act as the
6 permanent PNP representative during congressional hearings and
7 deliberations as well as undertake necessary actions to pursue the
8 passage of PNP priority bills and related legislative measures in the
9 Congress of the Philippines.

10 (i) Strategic Foresight and Futures Thinking Office. – Headed by a
11 Police Brigadier General, the Office, under the Directorate for Plans, shall
12 have a multidisciplinary team with expertise in areas such as futures
13 thinking, criminology, technology, foresight methodologies, and strategic
14 planning.

15 The Office shall strategically anticipate, prepare, and train PNP
16 personnel for emerging challenges, technological advancements, and
17 evolving criminal patterns, and other future scenarios that will enhance
18 public order and safety, and law enforcement effectiveness.”

19 (j) Police Attaché Office – The office, under the Directorate for
20 Intelligence, shall be composed of Police Attachés with the following
21 functions:

22 (1) Represent the PNP and the DILG before police and law
23 enforcement agencies in foreign jurisdictions;

24 (2) Network with police counterparts and law enforcement agencies
25 of the host government;

(3) Intelligence exchange with local and foreign counterparts to combat terrorism and transnational crimes;

(4) Social interaction with the diplomatic community, as well as members of the international organization;

(5) Intelligence and counterintelligence initiatives; and

(6) Provide technical advice to the head of post on matters pertaining to law enforcement and security.

Police attachés shall be assigned to the United States of America, China, France, Indonesia, Malaysia, Saudi Arabia, Pakistan, Thailand, and in such foreign jurisdictions with which the Philippines is in cooperation with on law enforcement, exchange of information, and on preventing and combating crimes: *Provided*, That these countries will be subject to periodic reviews every three (3) years unless there would be a supervening event that would necessitate an earlier review.

Police attachés occupying the position of police officer and diplomat shall have the rank of Police Colonel: *Provided*, that the police attaché in Washington, District of Columbia, United States of America shall have the rank of Police Brigadier General: *Provided, further*, That police attachés shall have a maximum term of three (3) years per post.

SEC. 5. Section 26 of R. A. No. 6975, as amended by R. A. No. 11200, is hereby further amended to read as follows:

"SEC. 26. Powers, Functions and Term of Office of the PNP Chief.

– The command and direction of the PNP shall be vested in the Chief of the PNP who shall have the power to designate and assign PNP officers to key positions as provided in this Act: *Provided*, That the members of

1 the Command Group shall be selected from among the most senior and
2 qualified officers in the service.

3 The Chief of the PNP shall have the power to direct and control
4 tactical as well as strategic movements, deployment, placement,
5 utilization of the PNP or any of its units and personnel, including its
6 equipment, facilities and other resources. Such command and direction
7 of the Chief of the PNP may be delegated to subordinate officials with
8 respect to the units under their respective commands, in accordance with
9 the rules and regulations prescribed by the Commission. The Chief of the
10 PNP shall also have the power to issue detailed implementing policies
11 and instructions regarding personnel, funds, properties, records,
12 correspondence and such other matters as may be necessary to
13 effectively carry out the functions, powers and duties of the Bureau.

14 To enhance police operational efficiency and effectiveness, sustain
15 the attainment of increased police visibility, and optimized delivery of
16 police services, the Chief of the PNP may constitute, abolish, modify, or
17 merge PNP units and offices or otherwise implement necessary
18 adjustments in the organizational structure, staffing, functions, and
19 functional relationships including the corresponding changes in the
20 number and distribution of ranks upon approval of the Commission:
21 *Provided, That no office headed by a Police Brigadier General or higher*
22 *shall be created unless provided by law.*

23 The Chief of the PNP shall be appointed by the President from
24 among the senior officers down to the rank of Police Brigadier General:
25 *Provided, That the Chief of the PNP shall serve a fixed term of office of*
26 *two (2) years and shall be compulsorily retired at the maximum tenure in*

1 position herein prescribed or is otherwise relieved from office by the
2 president: *Provided, further,* That in times of war or other national
3 emergency declared by Congress, the President may extend such term
4 of office.”

5 SEC. 6. Section 29 of R. A. No. 6975, as amended by R. A. No. 11200, is hereby
6 further amended to read as follows:

7 “SEC. 29. Key Positions. – The head of the PNP with the rank of
8 Police General shall have the position title of Chief of the PNP and shall
9 be assisted by a Senior Executive Assistant with the rank of Police
10 Brigadier General.

11 The second in command of the PNP with the rank of Police
12 Lieutenant General shall have the position title of Deputy Chief of the
13 PNP for Administration. The third in command with the rank also of Police
14 Lieutenant General shall have the position title of Deputy Chief of the
15 PNP for Operations.

16 At the national office, the head of the directorial staff with the rank
17 of Police Lieutenant General shall have the position title of Chief of the
18 Directorial Staff of the PNP and shall be assisted by a Secretary to the
19 Directorial Staff with the rank of Police Brigadier General.

20 The heads of the various directorial staff shall have the rank of
21 Police Major General with the position title of Director of the Directorial
22 Staff of their respective functional divisions. They shall be assisted by a
23 Deputy Director and Executive Officer, both with the rank of Police
24 Brigadier General.

1 The heads and command groups of national administrative and
2 operational support units shall have the rank and position title as provided
3 in this Act.

4 The head of special police offices with the rank of Police Brigadier
5 General shall have the position title of Chief of their respective office and
6 shall be assisted by an Assistant Chief with the rank of Police Colonel,
7 unless otherwise provided in this Act.

8 The head of the NCRPO with the rank of Police Major General shall
9 assume the position title of NCRPO Regional Director and shall be
10 assisted by a Deputy Regional Director for Administration, with the rank
11 of Police Brigadier General, the Deputy Regional Director for Operations,
12 and Chief of Regional Staff, both with the rank of Police Brigadier
13 General.

14 The heads of other police regional offices with the rank of Police
15 Brigadier General shall assume the position title of Regional Director and
16 shall be assisted by a Deputy Regional Director for Administration with
17 the rank of Police Brigadier General, and Deputy Regional Director for
18 Operations and Chief of Regional Staff, both with the rank of Police
19 Colonel.

20 The heads of the police districts established in the NCR and in other
21 metropolitan areas with the rank of Police Brigadier General shall have
22 the position title of District Director and shall be assisted by a Deputy
23 District Director for Administration, Deputy District Director for
24 Operations, and Chief of Staff, all with the rank of Police Colonel.

25 The heads of police provincial offices with the rank of Police Colonel
26 shall be known as Provincial Director.

1 The heads of city police offices with the rank of Police Colonel shall
2 have the position title of City Director.

3 The heads of the police stations in the city level with the rank of at
4 least Police Lieutenant Colonel or in the municipal level with the rank of
5 at least Police Major shall be known as chief of police.”

6 SEC. 7. A new Section 30-A is hereby inserted in R. A. No. 6975, as amended, to
7 read as follows:

8 “SEC. 30-A. *Philippine National Police Academy Cadets.* – All cadets
9 of the PNPA shall be appointed by the Chief of the PNP, or upon his
10 authority, by the PNPA director. They shall hold the position of police
11 cadet, in temporary status, which shall be renewed every year until their
12 graduation or separation from the academy for just cause in accordance
13 with existing laws, rules and regulations, whichever comes first. Police
14 cadets shall be entitled to all salaries, benefits, and other emolument
15 given to a Police Executive Master Sergeant, unless otherwise provided
16 for by Congress.”

17 SEC. 8. Section 31 of R. A. No. 6975, as amended by R. A. No. 11200, is hereby
18 further amended to read as follows:

19 “SEC. 31. *Appointment of Uniformed PNP Personnel.* – The
20 appointment of the uniformed personnel of the PNP shall be effected in
21 the following manner:

22 (a) Patrolman/Patrolwoman to Police Executive Master Sergeant. –
23 Appointed by the PNP regional director for regional personnel, national
24 support unit directors for national support unit personnel, or by the Chief

1 of the PNP for the national headquarters personnel and attested by the
2 Civil Service Commission (CSC);

3 (b) Police Lieutenant to Police Lieutenant Colonel. – Appointed by
4 the Chief of the PNP, as recommended by their immediate superiors, and
5 attested by the CSC;

6 (c) Police Colonel to Police Lieutenant General. – Appointed by the
7 President upon recommendation of the Chief of the PNP, with proper
8 endorsement by the Commission; and

9 (d) Police General. – Appointed by the President to the position of
10 Chief of the PNP.”

11 SEC. 9. Section 32 of R. A. No. 8551, is hereby amended to read as follows:

12 “SEC. 32. *Promotion by Virtue of Position.* – Any PNP personnel
13 designated to any key position whose rank is lower than that which is
14 required for such position shall, upon recommendation by the
15 Commission, be entitled to a rank adjustment corresponding to the
16 position: *Provided,* That any personnel designated to the position who
17 does not possess the established minimum qualifications therefor shall
18 occupy the same temporarily for not more than six (6) months without
19 reappointment or extension.”

20 SEC. 10. Section 33 of R. A. No. 6975, as amended by R. A. No. 11200, is hereby
21 further amended to read as follows:

22 “SEC. 33. *Lateral Entry of Officers into the PNP.* – In general, all
23 original appointments of commissioned officers in the PNP shall
24 commence with the rank of Police Lieutenant, to include all those with
25 highly technical qualifications applying for the PNP technical services:

1 *provided*, that Doctors of Medicine, members of the Philippine Bar, and
2 licensed aircraft pilots shall be appointed to the rank of Police Captain in
3 their particular technical service: *Provided, further*, that the police
4 commissioned officers who are recruited via the lateral entry for technical
5 officers program shall serve the office/unit where they were accepted and
6 must acquire or pursue training related to their field of expertise in pursuit
7 of excellence: *Provided, finally*, That technical officers shall be authorized
8 to be assigned to positions germane their technical expertise in the
9 attainment of the primary law enforcement functions of the PNP.

10 In the lateral entry for line officers program, licensed criminologists,
11 other professionals who have licenses issued by the Professional
12 Regulation Commission, Civil Service Commission, or those with
13 eligibility issued by the Commission may be appointed to the rank of
14 Police Lieutenant to fill up vacancies in the PNP line units: *Provided*, that
15 those who are applying in the lateral entry for line officers, are already
16 members of the PNP and have served the organization for at least five
17 (5) years: *Provided, further*, that these Police Lieutenants in the line
18 services shall serve at least five (5) years in the line offices/units they
19 opted to join before they can seek reassignment to other line offices/units.

20 Graduates of the PNPA shall be automatically appointed to the initial
21 rank of Police Lieutenant.”

22 SEC. 11. Section 35 of R. A. 6975, as amended, is hereby further amended to read
23 as follows:

24 “SEC. 35. *National Support Units*. – The National Administrative and
25 Operational Support Units shall initially consist of the following:

1 (A) National Administrative Support Units. –

2 (1) National Police Training Institute. – Headed by a director with the
3 rank of Police Major General, the Institute shall be responsible for the
4 mandatory and leadership trainings of all police non-commissioned
5 officers. The Director shall be assisted by a Deputy Director with the rank
6 of Police Brigadier General and Chief of Staff with the rank of Police
7 Colonel.

8 (2) Logistics Support Service. – Headed by a Director with the rank
9 of Police Brigadier General, the Service shall be responsible for the
10 procurement, distributions, and management of all the logistical
11 requirements of the PNP including firearms and ammunition. The Director
12 shall be assisted by a Deputy Director and Chief of Staff, both with the
13 rank of Police Colonel.

14 (3) Communications and Electronics Service. – Headed by a
15 Director with the rank of Police Brigadier General, the Service shall be
16 responsible for establishing an effective police communications network.
17 The Director shall be assisted by a Deputy Director and Chief of Staff,
18 both with the rank of Police Colonel.

19 (4) Information Technology Management and Cybersecurity Service.
20 – Headed by a Director with the rank of Police Brigadier General, the
21 Service shall be responsible for the acceptance, design, implementation,
22 and maintenance of all database systems for the PNP. It shall also be
23 responsible for establishing, maintaining, and upgrading the internal
24 cybersecurity measures of the PNP. The Director shall be assisted by a
25 Deputy Director for Administration with the rank of Police Colonel, Deputy
26 Director for Information Technology Matters who is a non-uniformed

1 personnel with at least a Salary Grade 25, and Chief of Staff with the rank
2 of Police Colonel.

3 (5) Finance Service. – Headed by a director with the rank of Police
4 Brigadier General, the Service shall be responsible for providing finance
5 services to the PNP. The Director shall be assisted by a Deputy Director
6 for administration with the rank of Police Colonel, Deputy Director for
7 Financial Management who is a non-uniformed personnel with at least
8 Salary Grade 25, and Chief of Staff with the rank of Police Colonel.

9 (6) Health Service. – A Non-Uniformed Service headed by a Director
10 with Salary Grade 26, it shall be responsible for providing medical and
11 dental services for the PNP. The Director shall be assisted by a Deputy
12 Director and Chief of Staff with appropriate Salary Grades.

13 (7) Training Service. – Headed by a Director with the rank of Police
14 Brigadier General, the Service shall be responsible for the unit and
15 individual proficiency training programs geared towards skills
16 enhancement, professional advancement, and moral transformation of
17 PNP personnel. The Director shall be assisted by a Deputy Director and
18 Chief of Staff, both with the rank of Police Colonel.

19 (8) Retirement and Benefits Administration Service. – Headed by a
20 Director with the rank of Police Brigadier General, the Service shall be
21 responsible for administering the retirement, total physical permanent
22 disability, separation, and death benefits of PNP personnel as well as the
23 implementation of plans and programs to uplift the morale and welfare of
24 the PNP retirees and their beneficiaries. The Director shall be assisted
25 by a Deputy Director and Chief of Staff, both with the rank of Police
26 Colonel.

1 (9) Headquarters Support Service. – Headed by a Director with the
2 rank of Police Brigadier General, the Service shall be responsible for
3 providing general housekeeping and camp security services to the
4 national headquarters of the PNP. The Director shall be assisted by a
5 Deputy Director for Administration, Deputy Director for Operations, and
6 Chief of Staff, all with the rank of Police Colonel.

7 (10) Chaplain Service. – A Non-Uniformed Service headed by a
8 Director with salary grade 26, it shall be responsible for providing spiritual
9 and other counseling services for the moral growth and enhancement of
10 PNP personnel and dependents. The Director shall be assisted by a
11 Deputy Director and Chief of Staff with appropriate salary grades.

12 (11) Engineering Service. – A Non-Uniformed Service, headed by a
13 Director with Salary Grade 26, it shall be responsible for the overall
14 planning, implementation, supervision, and evaluation of all PNP
15 engineering programs, such as construction and repair projects, land
16 utilization projects, housing and quartering projects, and other related
17 activities. The Director shall be assisted by a Deputy Director and Chief
18 of Staff with appropriate salary grades.

19 (12) Legal Service. – Headed by a Director with the rank of Police
20 Brigadier General, the Office shall serve as the legal arm of the PNP,
21 assist in criminal investigation and prosecution, act as legal counsel of
22 the Chief of the PNP, represent subordinate police offices and heads
23 thereof in civil, criminal and administrative proceedings arising from
24 service-connected cases, and render legal opinion on police operations
25 and administration. The Director shall be assisted by a Deputy Director
26 and Chief of Staff, both with the rank of Police Colonel.

1 There shall likewise be established regional, district, provincial, and
2 city legal units in all regions of the country. Provided, that lawyers
3 assigned with the Office, in addition to other allowances authorized under
4 existing laws, shall be granted occupational specialty pay of not more
5 than fifty percent (50%) of their basic pay. This shall not be considered a
6 forfeiture of other remuneration and allowances which are allowed under
7 existing laws.

8 (b) National Operational Support Units. –

9 (1) Criminal Investigation and Detection Group. – Headed by a
10 Director with the rank of Police Major General, the Group shall undertake
11 the monitoring, investigation and prosecution of all crimes involving
12 economic sabotage, and other crimes of such magnitude and extent as
13 to indicate their commission by highly placed or professional criminal
14 syndicates and organizations.

15 The Group shall likewise investigate all major cases involving
16 violations of the revised penal code and operate against organized crime
17 groups, unless the President assigns the case exclusively to the National
18 Bureau of Investigation (NBI).

19 The Director shall be assisted by a Deputy Director for Administration
20 with the rank of Police Brigadier General, and a Deputy Director for
21 Operations and Chief of Staff, both with the rank of Police Colonel.

22 (2) Civil Security Group. – Headed by a Director with the rank of
23 Police Major General, the Group shall provide administrative services
24 and general supervision over the licensing, organization, business
25 operation, training, and other related activities in the private security
26 services industry as well as the licensing, acquisition, ownership, and

possession of firearms and its parts, ammunition and its components,
and explosives and its ingredients.

The Director shall be assisted by a Deputy Director with the rank of
Police Brigadier General and Chief of Staff with the rank of Police
Colonel.

The Group shall supervise the Firearms and Explosives Office, which
is headed by a Chief with the rank of Police Brigadier General who shall
be assisted by a Deputy Chief and Chief of Staff, both with the rank of
Police Colonel.

The Group shall likewise supervise the Supervisory Office for
Security and Investigation Agencies, which is headed by a Chief with the
rank of Police Brigadier General who shall be assisted by a Deputy Chief
and Chief of Staff, both with the rank of Police Colonel.

(3) Special Action Force. – Headed by a Director with the rank of
Police Major General, the Force shall function as a mobile strike force or
reaction unit to augment regional, provincial, municipal and city police
forces in civil disturbance control, counterinsurgency, hostage-taking
rescue operations, and other special operations.

The Director shall be assisted by a Deputy Director with the rank of
Police Brigadier General and Chief of Staff with the rank of Police
Colonel.

(4) Anti-Cybercrime Group. – Headed by a Director with the rank of
Police Major General, the Group shall be responsible for the
implementation of pertinent laws on cybercrimes and anti-cybercrime
campaigns as well as the development of the anti-cybercrime capabilities
of the PNP. The Director shall be assisted by a Deputy Director for

Administration with the rank of Police Brigadier General, Deputy Director for Operations and Chief of Staff, both with the rank of Police Colonel.

(5) Maritime Group. – Headed by a Director with the rank of Police Brigadier General, the Group shall perform all police functions, over Philippine territorial waters and rivers. The Director shall be assisted by a Deputy Director for Administration, Deputy Director for Operations, and Chief of Staff, all with the rank of Police Colonel.

(6) Intelligence Group. – Headed by a Director with the rank of Police Brigadier General, the Group shall serve as the intelligence and counterintelligence operating unit of the PNP. The Director shall be assisted by a Deputy Director for Administration, Deputy Director for Operations, and Chief of Staff, all with the rank of Police Colonel.

(7) Aviation Security Group. – Headed by a Director with the rank of Police Brigadier General, the Group, 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: *Provided*, that the Group shall have concurrent jurisdiction and authority with all airport police or security group over airport premises in the country. The Director shall be assisted by a Deputy Director for Administration, Deputy Director for Operations, and Chief of Staff, all with the rank of Police Colonel.

(8) Highway Patrol Group. – Headed by a Director with the rank of Police Brigadier General, the Group shall enforce traffic laws and regulations. The Director shall be assisted by a Deputy Director for

Administration, Deputy Director for Operations, and Chief of Staff, all with the rank of Police Colonel.

(9) Forensic Group. – Headed by a Director with the rank of Police Brigadier General, the Group shall provide scientific and technical investigative aid and support to the PNP and other government investigative agencies.

It shall also provide forensic examination, evaluation, and identification of physical evidence involved in crimes with primary emphasis on their medical, chemical, biological and physical nature.

There shall likewise be established regional, district, provincial, and city forensic units as may be necessary in all regions and cities of the country.

The Director shall be assisted by a Deputy Director for Administration, a Deputy Director for Operations, both with the rank of Police Colonel, a Deputy Director for Forensic Research and Development who is a non-uniformed personnel with at least Salary Grade 25, and a Chief of Staff with the rank of Police Colonel: *Provided*, That, notwithstanding any law or rule to the contrary, there shall be a sufficient number of personnel at the Regional Forensic Unit-National Capital Region, adjusted as needed to the duties and responsibilities of the unit and to the demand for forensic services in the region as determined by the Chief of the PNP.

(10) Drug Enforcement Group. – Headed by a Director with the rank of Police Brigadier General, the Group shall enforce all laws relative to the protection of the citizenry against dangerous and other prohibited drugs and substances. The Director shall be assisted by a Deputy

1 Director for Administration and Deputy Director for Operations and Chief
2 of Staff, all with the rank of Police Colonel.

3 (11) Police Security And Protection Group. – Headed by a Director
4 with the rank of Police Brigadier General, the Group shall provide security
5 for government officials, visiting dignitaries and private individuals
6 authorized to be given protection, and vital installations. The Director
7 shall be assisted by a Deputy Director and Chief of Staff, both with the
8 rank of Police Colonel.

9 (12) Police Community Affairs And Development Group. – Headed
10 by a Director with the rank of Police Brigadier General, the Group shall
11 implement plans and programs that promote community and citizens'
12 participation in the maintenance of peace and order and public safety.
13 The Director shall be assisted by a Deputy Director for Administration,
14 Deputy Director for Operations, and Chief of Staff, all with the rank of
15 Police Colonel.

16 (13) Anti-Kidnapping Group. – Headed by a Director with the rank of
17 Police Brigadier General, the Group shall be responsible in addressing
18 kidnapping menace in the country and in handling hostage situations.
19 The Director shall be assisted by a Deputy Director for Administration,
20 Deputy Director for Operations, and Chief of Staff, all with the rank of
21 Police Colonel.

22 (14) Explosive Ordnance Disposal And Canine Group. – Headed by
23 a Director with the rank of Police Brigadier General, the Group shall be
24 responsible for the management, deployment, utilization, and
25 development of EOD and canine units of the PNP. The Director shall be

1 assisted by a Deputy Director for Administration, Deputy Director for
2 Operations, and Chief of Staff, all with the rank of Police Colonel.

3 (15) Women and Children Protection Group. – Headed by a female
4 Director with the rank of Police Brigadier General, except in cases where
5 there are no qualified female officers, the Group shall be responsible for
6 the implementation of pertinent laws on violations against women and
7 children, and trafficking in persons.

8 The Director shall be assisted by a Deputy Director for
9 Administration, Deputy Director for Operations, and Chief of Staff, all with
10 the rank of Police Colonel.”

11 SEC. 12. Section 36 of R. A. No. 6975, as amended by R. A. No. 8551 is hereby
12 further amended to read as follows:

13 “SEC. 36. *Status of Members of the Philippine National Police.* – The
14 uniformed members of the PNP including police cadets shall be
15 considered employees of the National Government and shall draw their
16 salaries therefrom. They shall have salary grade levels provided under
17 Executive Order No. 107 series of 1999: *Provided, That* PNP members
18 may be paid financial incentive by the local government unit concerned
19 subject to the availability of funds.”

20 SEC. 13. Section 39 of R. A. No. 6975, as amended by R. A. 11200, is hereby further
21 amended to read as follows:

22 “SEC. 39. *Compulsory Retirement.* – Compulsory retirement, for
23 uniformed personnel, shall be upon the attainment of age fifty seven (57):
24 *Provided, That* uniformed personnel who have less than one (1) year in

1 the service upon the effectivity of this Act shall have the option to retire
2 at the age of fifty-six (56), and shall be considered compulsorily retired.”

3 SEC. 15. Section 39 of Republic Act No. 8551 is hereby amended to read as follows:

4 “SEC. 39. *Creation, Powers, and Functions.* – An Internal Affairs
5 Service (IAS) of the PNP is hereby created under the Commission which
6 shall:

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

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

11 c) Conduct summary hearings on PNP members facing
12 administrative charges;

13 d) Submit a periodic report on the assessment, analysis, and
14 evaluation of the character and behavior of PNP personnel and units to
15 the Chief PNP and the Commission;

16 e) Closely coordinate with the Integrity and Monitoring Enforcement
17 Group, file the proper criminal cases against erring PNP members as the
18 evidence warrants, and assist in the prosecution of the case; and

19 f) Provide assistance to the Office of the Ombudsman in cases
20 involving the personnel of the PNP.

21 The IAS shall also conduct, motu proprio, automatic investigations
22 of the following cases:

23 a) incidents where a police personnel discharges a firearm;

1 b) incidents where death, serious physical injury, or any violation of
2 human rights occurred during, in connection with, or as a result of the
3 conduct of a police operation;

4 c) incidents where evidence was compromised, tampered with,
5 obliterated, or lost while in the custody of police personnel;

6 d) incidents where a suspect in the custody of the police dies or is
7 seriously injured; and

8 e) incidents where the established PNP operational procedures
9 have been violated.

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

13 SEC. 14. Section 40 of Republic Act No. 8551 is hereby amended to read as follows:

14 “SEC. 40. *Organization.* – National, regional, metropolitan district,
15 provincial and highly urbanized or independent component city offices of
16 the Internal Affairs shall be established. The Internal Affairs Service shall
17 be headed by an Inspector General who shall be an ex-officio member of
18 the Commission and assisted by a Deputy Inspector General. The
19 regional internal affairs offices shall be headed by a regional director,
20 while the metropolitan district, provincial and highly urbanized or
21 independent component city offices shall be headed by directors of their
22 respective offices: *Provided*, That the head of the Internal Affairs Service
23 shall be a civilian who shall meet the qualification requirements provided
24 herein.

1 The Commission shall establish a rationalized staffing pattern in the
2 Reorganization Plan as provided for in Section 13 hereof.”

3 SEC. 15. Section 41 of Republic Act No. 8551 is hereby amended to read as follows:

4 “SEC. 41. *Appointments.* – The Inspector General shall be appointed
5 by the President upon the recommendation of the Commission and shall
6 be coterminous with the appointing authority without reappointment or
7 extension unless earlier removed from office for just cause.

8 Appointments of personnel who shall occupy various positions shall
9 be made by the Inspector General and shall be based on an established
10 career pattern and criteria to be promulgated by the Commission.”

11 SEC. 16. *Transitory Provisions.* – The uniformed personnel of the Internal Affairs
12 Service, Health Service, Chaplain Service, and Engineering Service shall continue to
13 serve their respective unit until their retirement or separation from the service: *Provided,*
14 That upon the effectivity of this Act uniformed personnel shall not be appointed or
15 designated to positions in the aforesaid Services except for those presently serving
16 therein: *Provided, Finally,* That the PNP shall review and recommend the OSSP of the
17 Health Service, Chaplain Service, and Engineering Service to the NAPOLCOM annually
18 until the full transition thereof from uniformed to non-uniformed services.

19 SEC. 17. *Applicability.* – Notwithstanding the provisions of (a) Sections 25 and 26 of
20 Republic Act No. 6975, on the organization and the power to reorganize the Philippine
21 National Police (PNP); (b) Section 39 of Republic Act No. 6975, on compulsory retirement
22 of officers and nonofficers; (c) Section 36 of Republic Act No. 6975, on the status of
23 uniformed members of the PNP; and, (d) Section 75 of Republic Act No. 6975, on
24 retirement benefits: Nothing in this Act shall prejudice the security of tenure or the

1 previous promotions of uniformed personnel of the PNP, nor shall this Act diminish any
2 benefit received by uniformed or retired PNP personnel, at the time of the effectivity
3 hereof. Unless otherwise declared invalid by competent authority, on the ground of
4 disqualification or lack of necessary eligibility, all prior appointments, or promotions of
5 PNP personnel, including consequential government expenses disbursed in good faith,
6 are hereby ratified.

7 SEC. 18. *Congressional Oversight Committee.* – There is hereby created a
8 Congressional Oversight Committee to monitor and oversee the implementation of the
9 provisions of this Act. The committee shall be composed of five (5) members from the
10 Senate Committee on Public Order and Dangerous Drugs and five (5) members from
11 the House Committee on Public Order and Safety, with the respective Chairpersons as
12 Joint Chairpersons. The four (4) other members from each Chamber shall be designated
13 by the Senate President and the Speaker of the House of Representatives, respectively:
14 *provided*, that at least one (1) member from the Minority shall come from each chamber.

15 SEC. 19. *Appropriations.* – The initial amount necessary to implement the provisions
16 of this Act shall be charged against the current appropriations of the Philippine National
17 Police. Thereafter, such sums as may be necessary for the continued implementation of
18 this Act shall be included in the succeeding General Appropriations Act.

19 SEC. 20. *Implementing Rules and Regulations.* – The Civil Service Commission,
20 Department of the Interior and Local Government (DILG), the National Police
21 Commission (NAPOLCOM), Department of Budget and Management (DBM), the PNP,
22 and other concerned government agencies, shall, within ninety (90) days from the
23 effectivity of this Act, promulgate the rules and regulations to effectively implement the
24 provisions of this Act.

1 SEC. 21. *Separability Clause.* – If any portion of this Act is declared
2 unconstitutional, the remainder of this Act or any provisions not affected thereby, shall
3 remain in force and effect.

4 SEC. 22. *Repealing Clause.* – Sections 35-A and 67-A of R. A. No. 6975, as
5 amended by R. A. No. 11279, and Section 13 of R. A. No. 11708 on the Creation of the
6 Metro Davao Police District, are hereby repealed. All laws, executive orders, rules and
7 regulations, inconsistent with the provisions of this Act are hereby modified, amended or
8 repealed accordingly.

9 SEC. 23. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication
10 in the Official Gazette or in a newspaper of general circulation.

Approved,