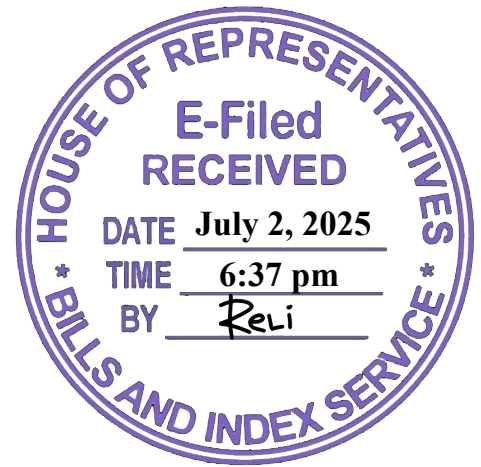


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1184



Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

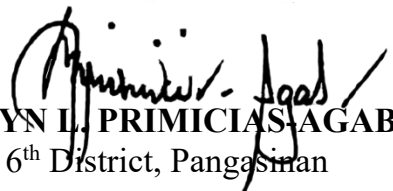
EXPLANATORY NOTE

The proposed bill endeavors to strengthen the recruitment, selection, and appointment processes of the Philippine National Police (PNP) by amending for the purpose Sections 27, 30, 31, 33, and 35 of Republic Act No. 6975, otherwise known as "*Department of the Interior and Local Government Act of 1990*," as amended by Republic Act No. 8551, entitled "*Philippine National Police Reform and Reorganization Act of 1998*," and Republic Act No. 9708. It repeals or modifies, as the case may be, all provisions of these laws as well as "all other laws, executive orders, rules and regulations, inconsistent with provisions" of proposed measure.

Among the bill's salient features is the establishment of a *Recruitment and Selection Service* to serve as a national support unit of the PNP which shall be "responsible for the determination of quota, recruitment and selection of all applicants for Patrolman/Patrolwoman, PNPA Cadets and Lateral Entry for Line and Technical Officers" with the end-view of improving "the quality of police services in the country."

The proposed amendments are so designed to create more stringent recruitment, selection, and appointment processes, but without sacrificing an acceptable degree of flexibility, and map out a comprehensive, community-friendly, and holistic training experience for the PNP's newly-appointed commissioned and non-commissioned officers. Given the additional training requirements for recruitment and appointment purposes, the introduced amendments are strategically laid out to achieve a fined-tuned and standardized recruitment, selection, and appointment system. In this regard, the proposed bill achieves its declared objectives under Section 3 thereof.

Given the foregoing, the passage of the proposed bill is earnestly sought.


MARLYN L. PRIMICIAS-AGABAS
6th District, Pangasinan

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1184

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

**AN ACT PROVIDING FOR THE STRENGTHENING OF THE RECRUITMENT,
SELECTION, AND APPOINTMENT PROCESS OF UNIFORMED PERSONNEL OF
THE PHILIPPINE NATIONAL POLICE (PNP), AMENDING FOR THE PURPOSE
SPECIFIC PROVISIONS OF REPUBLIC ACT NO. 6975, AS AMENDED BY
REPUBLIC ACT NO. 8551 AND REPUBLIC ACT NO. 9708, AND FOR OTHER
PURPOSES**

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

SECTION 1. Short Title. - This Act shall be known as the “PNP Recruitment and Selection Act.”

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

SECTION 3. Objective. - The PNP shall establish the Recruitment and Selection Service as a National Support Unit responsible for the determination of quota, recruitment and selection of all applicants for Patrolman/Patrolwoman, PNPA Cadets and Lateral Entry for Line and Technical Officers in order to improve the quality of police services in the country with the following objectives:

1. To enhance the capability of the PNP through institutionalization of standard recruitment processing for Police Patrolman/Patrolwoman, PNPA Cadets and Lateral Entry for Line and Technical Officers by establishing the PNP Recruitment and Selection Service as a separate unit devoted only for the purpose;
2. To establish a one-stop shop recruitment process for Patrolman/Patrolwoman in every region in order to prioritize and encourage graduates in the provinces and remote areas to join the PNP service;
3. To establish qualification standards for line and technical officers for Lateral Entry.
4. To entice both civilian and in-service to serve exclusively to the PNP technical offices/units to support police operations and public services to the general public; and

5. To simplify and streamline the attestation process of PNP personnel.

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

Section 27. Manning Levels. — On the average nationwide, the manning levels of the PNP shall be approximately in accordance with a police-to-population ratio of one (1) policeman for every five hundred (500) persons. The actual determination of police-to-population ratio shall only include the actual strength of police deployed in Provincial Police Offices, City Police Offices, and Municipal Police Stations. The actual strength by cities and municipalities shall depend on the stage of peace and order, population density and actual demands of the service in the particular area.

Section 5. Section 30 of RA No. 6975, as amended by Section 14 of RA 8551 and Section 1 of RA 9708 is hereby further amended to read as follows:

Section 30. General Qualifications of Appointment. - No person shall be appointed as officer or member of the PNP unless he possesses the following minimum qualifications:

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[“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.”]

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

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

Section 31. Appointment of PNP Officers and Members. - The PNP Recruitment and Selection Service shall be the sole office responsible for the recruitment process of all applicants. The appointment shall be affected in the following manner:

- a. The appointment cadet for Philippine National Police Academy shall be signed by the Chief, PNP starting from salary grade of eighteen (18) for fourth class, salary grade nineteen (19) for third class, salary grade twenty (20) for second class, salary grade twenty-one (21) for first class and to salary grade twenty-two (22) for Police Lieutenant after graduation;
- b. The appointment of Police Non-Commissioned Officers shall be signed by concerned Regional Directors or Directors of National Support Units;
- c. The appointment of Police Commissioned Officers shall be signed by the Chief, PNP; and

d. The appointment of Third Level Officers and members shall be signed by the President of the Philippines.

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

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

Lateral Entry for Technical Officers. - Section 33 of Republic Act No. 6975 is amended to read as follows: “Section 33. Lateral Entry of Officers into the PNP. In general, all original appointments of commissioned officers in the PNP shall commence with the rank of Police Lieutenant, to include all those with highly technical qualifications applying for the PNP technical services, such as:

Aeronautical Engineers	Naval Architects
Computer Engineers	Nuclear Physicists
Chemical Engineers	Nurses
Chemists	Nutritionists and Dieticians
Civil Engineers	Optometrists
Criminologists	Physical Therapists
Dentists	Psychologists
Electrical Engineers	Psychometricians
Electronics Engineers	Sports Medicine
Guidance and Counseling	Social Workers
Mechanical Engineers	Veterinary Medicines
Medical Technologists	Graduates of Forensic Sciences
Metallurgical Engineers	Information Technology Professionals
Molecular Biologists	Other Technical Professions

Abovementioned professionals shall be accommodated to the PNP service to fill up vacancies in any of the PNP offices/units for technical services, provided, they possess an appropriate PRC license or CSP eligibility.

Doctors of Medicine, Members of the Bar, Priests/Pastors/Imams, and Licensed Aircraft Pilots shall be appointed to the rank of Police Captain in their particular technical service. Provided, that the Police Commissioned Officers who are recruited via the Lateral Entry Technical Officers Program shall exclusively serve the office/unit where he/she was accepted and must acquire or pursue training related to his/her field of expertise in pursuit of excellence.”

Lateral Entry for Line Officers. - Section 33 of RA No. 6975 shall further be amended to read as follows:

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

“In the Lateral Entry for Line Officers Program, licensed criminologists, other professionals who have licenses issued by the Professional Regulation Commission and those who

are Career Service Professionals may be appointed to the rank of Police Lieutenant to fill up vacancies in the PNP Line Units.

Provided, that Licensed Criminologists and other PRC licensed professionals, to include Career Service Professionals who are applying for lateral entry line officer ship, are already members of the PNP with a rank of at least Police Staff Sergeant for Uniformed Personnel or at least Salary Grade 14 for NUP and have served the organization for at least 5 years.

Provided further, that these Police Lieutenants in the line services shall serve at least 5 years in the line offices/units they opted to join before they can seek reassignment to other line offices/units.”

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

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

- a. Determining recruitment quota, distribution of recruitment quota, qualification standards;
- b. Conduct one-month recruitment through establishing a one-stop shop facilities/venues for the recruitment processing composed of Doctors, Nurses, Dentists and other Medical Professions detailed from the PNP Health Service and other Medical practitioners from government tertiary hospitals accredited by the Department of Health under the supervision of medical doctors from the PNP Health Service;
- c. Design electronic programs and gadgets for the online registration of application of applicants, conduct of Assessment Test/Written Competitive Examinations, Psychological/Psychiatric Evaluation and utilized electronic machines for Physical/Medical and Dental Examinations for establishment of database of applicants;
- d. Strengthen the coordination with Academe and other Government Agencies for data sharing and improvement on the quality of es who will be the future Police Officers; and
- e. Spearhead amendment of laws, policies, and circulars on recruitment of Police Officers and Members.

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SECTION 9. Permanency and Termination of Appointment of Uniformed Lateral Personnel. - All uniformed personnel appointed as Patrolman/Patrolwoman and Permanent Entry Line and technical Officers shall be appointed in a temporary status. Permanent appointment shall be issued after completion of required basic training and Field Training Program for twelve months. Extension of temporary status is prohibited except for compelling reasons, provided the

same is beyond the control and not attributable to the appointee, provided further the extension is only for twelve months.

All uniformed personnel who failed to comply with the above provision shall be terminated without prejudice for reappointment provided that they still meet the minimum qualification standards as set by RA No. 6975 as amended by RA No. 8551 and RA No. 9708, respectively.

All uniformed personnel in temporary status who committed infractions, violations, and offenses shall, after due process, be terminated with prejudice to re-entry or reappointment. The termination proceeding shall be conducted by Training Institution with strict observance of due process wherein the recommendation for termination shall be approved by the appointing authority within thirty (30) days from date of occurrence or compelling reasons or the commission of the infractions, violations, and offenses.

SECTION 10 Funding. - The funding for the recruitment process shall be provided in the annual General Appropriations Act (GAA) of the PNP. Inefficient Allowance per capita shall also be included therein subject to the prevailing inflation rate per annum.

SECTION 11 Repealing Clause. - All other provisions of Republic Act No. 6975, as amended by Republic Act NO. 8551 and Republic Act No. 9708, and all other laws, executive orders, rules and regulations, inconsistent with provisions of this Act shall be deemed modified or repealed accordingly.

SECTION 12 Separability Clause. – If any provision of this Act or the application of such provision is declared unconstitutional or invalid, the provisions not affected thereby shall remain in full force and effect.

SECTION 13 Effectivity. – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette in a newspaper or general circulation.

Approved,