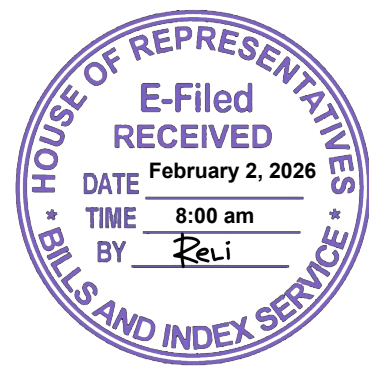


TWENTIETH CONGRESS)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

*Introduced by Representative Rufus B. Rodriguez and
Representative Maximo B. Rodriguez, Jr.*

House Bill No. 7509

EXPLANATORY NOTE

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.

In order to strengthen and further professionalize the recruitment, selection, and appointment process in the PNP and to provide measures to safeguard the recruitment system and to prevent various forms of corruption, the same needs to have separately legislation.

This bill seeks to define the qualification standards for Patrolman/woman, technical and line officers, PNP Cadets and other mode of entry in PNP as uniformed personnel. This bill, among others, will also 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.

In view of the foregoing, immediate approval of this measure is earnestly requested.


RUFUS B. RODRIGUEZ


MAXIMO B. RODRIGUEZ, JR.

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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. *Objectives.* – The PNP shall establish a specific unit responsible for the 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 Aircraft/Aeronautical Engineers, other related aviation professionals, Chemists, Psychologists/ Psychometricians, Medical Technologists, other medical allied professionals, Veterinary Medicine, and Information Technology professionals to the Rank of Police Lieutenant as well as Lawyers and Aircraft Pilots to the rank of Police Captain;
4. To entice above named professionals 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.

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 state 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:

x x x

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

x x x

~~["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.

x x x

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 effected 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:

Section 33. *Lateral Entry of Officers into the PNP.* - In general, the appointments of commissioned officers in the PNP through lateral entry is considered as original and not promotional appointment. The original appointment shall commence with the rank of Police Lieutenant, to include all those with highly technical qualifications applying for the PNP technical services, such as Chemist, Medical Technologist, Dentist, Nurse, Psychologist/Psychometrician, Veterinary Medicine, Information Technology Professionals, Aeronautical Engineer/Aviation Professional, and other related technical professions. The Aircraft Pilot, Doctor of Medicine, Member of the Integrated Bar of the Philippines, and Chaplain shall be appointed to the rank of Police Captain in their particular technical service. The qualification standard shall be in accordance with the Index Occupational Standards or the laws governing the practice of the respective profession.

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

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

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

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

Section 35. *Support Units.* – 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, Civil Security Unit and the Recruitment and Selection Service. 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.

x x x

(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 of 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 graduates who will be the future Police Officers; and
- e. Spearhead amendment of laws, policies, and circulars on recruitment of Police Officers and Members.

x x x

SECTION 9. *Permanency and Termination of Appointment of Uniformed Personnel.* -

All uniformed personnel appointed as Patrolman/Patrolwoman and Lateral 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 of compelling reasons or the commission of the infractions, violations, and offenses.

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

- a. The PNP Recruitment and Selection Services (PRS) shall have eighty-eight (88) Non-Uniformed plantilla positions which shall be created for the following purposes:
 - 1. The Non-Uniformed Personnel with salary grade twenty-two (22) shall be the Deputy Chief for Planning Management Division;
 - 2. Salary Grade eighteen (18) be given to Section Chief for Attestation; and
 - 3. Salary Grade fifteen (15), eleven (11), Nine (9), eight (8), six (6), four (4), and two (2) shall be given to Assistant Section Chief, Admin, Computer Operators, Proof Readers, Encoders, Messenger, Driver, and Utility to be distributed to all Division/Units of PRS.
- b. The Chief, PNP may appoint Doctors, Nurses, Dentists, Chemists, Medical Technologists, and Admin and Utility personnel in Health Service, Crime

Laboratory, and Training Institutions with salary grade commensurate in accordance with Index Occupational Standards.

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

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

SECTION 12. *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 the provisions of this Act shall be deemed modified or repealed accordingly.

SECTION 13. *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 14. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,