

**An Act Uplifting the PNP Morale and Welfare
and for Other Purposes, Further Amending
Certain Provisions of Republic Act Numbered
Sixty-Nine and Seventy-Five Entitled: “An Act
Establishing the Philippine National Police
Under a Reorganized Department of the
Interior and Local Government, and for Other
Purposes”, as Amended**

Presented by:

NATIONAL POLICE COMMISSION (NAPOLCOM)

1. Expanded Disability Benefits

Existing	Proposed Amendments
<p data-bbox="54 179 948 251">“Sec. 35. Section 73 of the same Act is hereby amended to read as follows:</p> <p data-bbox="123 282 948 768">‘Sec. 73. <i>Permanent Physical Disability.</i> - An officer or non-officer who is permanently and totally disabled as a result of injuries suffered or sickness contracted in the performance of his duty as duly certified by the National Police Commission, upon finding and certification by the appropriate medical officer, that the extent of the disability or sickness renders such member unfit or unable to further perform the duties of his position, shall be entitled to one year's salary and to lifetime pension equivalent to eighty percent (80%) of his last salary, in addition to other benefits as provided under existing laws. . . .</p>	<p data-bbox="981 179 1875 289">Section _____. Section 73 of Republic Act No. 6975, as amended, is hereby further amended to read as follows:</p> <p data-bbox="1074 321 1875 846">“Sec. 73. <i>Permanent Total Disability.</i> – A commissioner officer (PCO), non-commissioned officer (PNCO), NON-UNIFORMED PERSONNEL AND OFFICERS or POLICE CADET who suffers permanent total disability as a result of injuries suffered, or sickness contracted or AGGRAVATED, while in the performance of his/her duty, shall be entitled to one year's salary and to lifetime pension equivalent to eighty percent (80%) of his/her last salary, WHICH SHALL BE SUBJECT TO ADJUSTMENT BASED ON THE PREVAILING SCALE OF BASE PAY OF POLICE PERSONNEL IN THE ACTIVE SERVICE, in addition to other benefits as provided under existing laws.</p> <p data-bbox="1074 878 1875 1396">“One is deemed to be suffering from permanent total disability upon finding and certification by the National Police Commission that the extent of the disability or sickness renders such member unfit or unable to further perform the duties of his/her position. PERMANENT TOTAL DISABILITY DOES NOT MEAN A STATE OF ABSOLUTE HELPLESSNESS, BUT MEANS DISABLEMENT OF AN EMPLOYEE TO EARN WAGES IN THE SAME KIND OF WORK, OR WORK OF SIMILAR NATURE, THAT HE WAS TRAINED FOR, OR ANY WORK WHICH A PERSON OF SIMILAR MENTALITY AND ATTAINMENT COULD DO. . . .</p>

1. Expanded Disability Benefits (continuation)

Existing	Proposed Amendments
<p>‘Should such member who has been retired under permanent total disability under this section die within five (5) years from his retirement, his surviving legal spouse or if there be none, the surviving dependent legitimate children shall be entitled to the pension for the remainder of the five (5) years guaranteed period.’ [RA 8551]</p>	<p>“Should such member who has been retired under this section die, his/her surviving legal spouse, or in their absence, his/her dependent children, shall be entitled to the permanent total disability pension. AS USED IN THIS SECTION, THE TERM <i>DEPENDENT CHILDREN</i> REFERS TO BOTH LEGITIMATE AND ILLEGITIMATE CHILDREN, OR LEGALLY ADOPTED CHILDREN, WHO ARE CHIEFLY DEPENDENT ON THE DECEASED MEMBER OF THE PNP, ARE NOT OVER 21 YEARS OF AGE, UNMARRIED AND NOT GAINFULLY EMPLOYED OR IF THEY ARE INCAPABLE OF SELF-SUPPORT BECAUSE OF MENTAL OR PHYSICAL DEFECT.”</p>

2. Philippine National Police Academy Cadet

Existing	Proposed Amendments
<p data-bbox="40 291 962 382">“Sec. 14. Section 30 of Republic Act No. 6975 is hereby amended to read as follows:</p> <p data-bbox="40 415 962 604">‘Sec. 30. <i>General Qualifications for Appointment.</i> - No person shall be appointed as officer or member of the PNP unless he or she possesses the following minimum qualifications:</p> <p data-bbox="40 636 962 676">x x x.’” [RA 8551]</p>	<p data-bbox="967 291 1889 382">Section _____. A new Section 30-A is hereby inserted in the same Act, to read as follows:</p> <p data-bbox="967 415 1889 1329">“Sec. 30-A. <i>Philippine National Police Academy Cadets.</i> ALL CADETS OF THE PHILIPPINE NATIONAL POLICE ACADEMY (PNPA) SHALL BE APPOINTED BY THE CHIEF, PNP, OR UPON HIS AUTHORITY, BY THE PNPA DIRECTOR. THEY SHALL HOLD THE RANK OF POLICE CADET, IN TEMPORARY STATUS, WHICH SHALL BE RENEWED EVERY YEAR UNTIL THEIR GRADUATION OR SEPARATION FROM THE ACADEMY FOR JUST CAUSE IN ACCORDANCE WITH EXISTING LAWS, RULES AND REGULATIONS, WHICHEVER COMES FIRST. POLICE CADETS SHALL BE ENTITLED TO ALL SALARIES, BENEFITS AND OTHER EMOLUMENTS GIVEN TO A POLICE EXECUTIVE MASTER SERGEANT, IN ACCORDANCE WITH THE IRR OF REPUBLIC ACT (R.A.) NO. 6975, AS AMENDED.”</p>

3. Appointed to the Position by the President

Existing	Proposed Amendments
<p data-bbox="54 208 948 382">“Sec. 31. <i>Appointment of PNP Officers and Members.</i> — The appointment of the officers and members of the PNP shall be effected in the following manner:</p> <p data-bbox="54 582 948 801">(a) <i>Police Officer I to Senior Police Officer IV.</i> — Appointed by the PNP regional director for regional personnel or by the Chief of the PNP for the national headquarters personnel and attested by the Civil Service Commission.</p> <p data-bbox="54 1001 948 1176">(b) <i>Inspector to Superintendent.</i> — Appointed by the Chief of the PNP, as recommended by their immediate superiors, attested by the Civil Service Commission; . . .</p>	<p data-bbox="981 208 1875 291">Section _____. Section 31 of Republic Act No. 6975 is hereby amended to read as follows:</p> <p data-bbox="1097 329 1875 548">“Sec. 31. <i>Appointment of PNP Officers and Members to Position and Rank.</i> — The appointment of the officers and members of the PNP shall be effected in the following manner:</p> <p data-bbox="1097 586 1875 948">(a) The PNP Regional Director for regional personnel, or by the Chief of the PNP for the national headquarters personnel, SHALL APPOINT POLICE OFFICERS TO THE RANK OF PATROLMAN/ PATROLWOMAN UP TO THE RANK OF POLICE EXECUTIVE MASTER SERGEANT, to be attested by the Civil Service Commission (CSC);</p> <p data-bbox="1097 1001 1875 1362">(b) The Chief of the PNP shall appoint, as recommended by their immediate superiors, TO THE POSITION IN ACCORDANCE WITH THE APPROVED STAFFING PATTERN, AND TO THE CORRESPONDING RANKS OF POLICE LIEUTENANT TO POLICE LIEUTENANT COLONEL to be attested by the Civil Service Commission; . . .</p>

3. Appointed to the Position by the President (continuation)

Existing	Proposed Amendments
<p>(c) Senior Superintendent to Deputy Director General. — Appointed by the President upon recommendation of the chief of the PNP, with proper endorsement by the Chairman of the Civil Service Commission and subject to confirmation by the Commission on Appointments; and</p> <p>(d) Director General. — Appointed by the President from among the senior officers down to the rank of chief superintendent in the service, subject to confirmation by the Commission on Appointments: Provided, That the Chief of the PNP shall serve a tour of duty not to exceed four (4) years: Provided, further, That, in times of war or other national emergency declared by Congress, the President may extend such tour of duty.” [RA 6975]</p>	<p>(c) The President shall appoint upon recommendation BY THE COMMISSION police commissioned officers TO KEY POSITIONS, AND TO CORRESPONDING RANKS OF POLICE COLONEL TO POLICE LIEUTENANT GENERAL; and</p> <p>(d) THE PRESIDENT SHALL APPOINT UPON RECOMMENDATION OF THE COMMISSION THE CHIEF OF THE PNP, AND TO THE RANK OF POLICE GENERAL from among the senior officers in the service down to the rank of Police Brigadier General: Provided, that the Chief of the PNP shall serve a tour of duty not to exceed four (4) years: Provided, further, that, in times of war or other national emergency declared by Congress, the President may extend such tour of duty.”</p>

3. Appointed to the Position by the President

3.1. Appointment

“SEC. 16. *Power of Appointment.* — The **President** shall exercise the power to appoint such officials as provided for in the **Constitution and laws.**” (emphasis supplied) [Chapter 5, Title I, Book III, Executive Order (EO) No. 292, the “Administrative Code of 1987”, 25 July 1987, as amended]

3. Appointed to the Position by the President

3.2. Designation

“SEC. 17. *Power to Issue Temporary Designation.*
— (1) The **President** may temporarily **designate** an officer already in the government service or any other competent person **to perform the functions of an office** in the executive branch, appointment to which **is vested in him** by law, X X X;” (emphasis supplied) [Chapter 5, Title I, Book III, Executive Order (EO) No. 292, the “Administrative Code of 1987”, 25 July 1987, as amended]

3. Appointed to the Position by the President

3.3. 1987 Philippine Constitution

“SEC. 16. The **President** shall nominate and, with the consent of the Commission on Appointments, appoint x x x whose **appointments are vested in him** in this Constitution. He shall also appoint all other officers of the Government whose **appointments are not otherwise provided for by law**, and those whom he may be **authorized by law to appoint X X X.**” (emphasis supplied) [Article VII (Executive Department), 1987 Philippine Constitution]

3. Appointed to the Position by the President

3.4. Sec 29, RA 6975 as amended by RA 11200

“SEC. 29. *Key Positions.* — The head of the PNP with the rank of **Police General shall have the **position title of Chief of the PNP**. The second in command of the PNP with the rank of **Police Lieutenant General** shall be the **Deputy Chief of the PNP for Administration**. The third in command with the rank also of **Police Lieutenant General** shall be the **Deputy Chief of the PNP for Operations**.**

“At the national office, the head of the directorial staff with the rank of **Police Lieutenant General** shall be known as **Chief of the Directorial Staff** of the PNP. . . .

3. Appointed to the Position by the President

3.4. Sec 29, RA 6975 as amended by RA 11200 (continuation)

“The heads of the various staff divisions in the directorial staff shall have the **rank of Police Major General** with the **position title of Director of the Directorial Staff** of their respective functional divisions. The head of the Inspectorate Division with the **rank of Police Brigadier General** shall assume the **position title of Inspector General**. The heads of the **administrative and operational support divisions** shall have the **rank of Police Brigadier General**.

. . .

3. Appointed to the Position by the President

3.4. Sec 29, RA 6975 as amended by RA 11200 (continuation)

“The head of the NCR with the **rank of Police Major General** shall assume the **position title of NCR Director**.

“The heads of the regional offices with the **rank of Police Brigadier General** shall assume the **position title of Regional Director**.

“The heads of the NCR district offices with the **rank of Police Brigadier General** shall have the **position title of District Director**. . . .

3. Appointed to the Position by the President

3.4. Sec 29, of RA 6975 as amended by RA 11200 (continuation)

“The heads of provincial offices with the **rank of Police Colonel** shall be known as **Provincial Director**.

“The heads of the municipality or city offices with the **rank of Police Major** shall be known as **Chief of Police**. (emphasis supplied) [Sec 29, Key Positions, Chapter III – The Philippine National Police, "Department of the Interior and Local Government Act of 1990.", December 13, 1990]

3. Appointed to the Position by the President

3.5. Sec 35, RA 6975 as amended by RA 11200

“SEC. 35. *Support Units.* — x x x.

(a) *Administrative Support Units.* — (1) *Crime Laboratory.* x x x headed by a **Director** with the **rank of Police Brigadier General**, x x x.

(2) *Logistics Unit.* Headed by a **Director** with the **rank of Police Brigadier General**, x x x.

(3) *Communications Unit.* Headed by a **Director** with the **rank of Police Brigadier General**, x x x.

(4) *Computer Center.* Headed by a **Director** with the **rank of Police Brigadier General**, x x x. . . .

3. Appointed to the Position by the President

3.5. Sec 35, RA 6975 as amended by RA 11200 (continuation)

(5) *Finance Center*. Headed by a **Director** with the rank of **Police Brigadier General**, x x x.

(6) *Civil Security Unit*. Headed by a **Director** with the rank of **Police Brigadier General**, x x x.

x x x

(b) *Operational Support Units*. — (1) *Maritime Police Unit*. Headed by a **Director** with the rank of **Police Brigadier General**, x x x.

(2) *Police Intelligence Unit*. Headed by a **Director** with the rank of **Police Brigadier General**, x x x. .

..

3. Appointed to the Position by the President

3.5. Sec 35, RA 6975 as amended by RA 11200 (continuation)

(3) *Police Security Unit*. Headed by a **Director** with the **rank of Police Brigadier General**, x x x.

(4) *Criminal Investigation Unit*. Headed by a **Director** with the **rank of Police Brigadier General**, x x x.

x x x

(5) *Special Action Force*. Headed by a **Director** with the **rank of Police Brigadier General**, x x x.

(6) *Narcotics Unit*. Headed by a **Director** with the **rank of Police Brigadier General**, x x x. . . .

3. Appointed to the Position by the President

3.5. Sec 35, RA 6975 as amended by RA 11200 (continuation)

(7) *Aviation Security Unit*. Headed by a **Director** with the **rank of Police Brigadier General, x x x**.

(8) *Traffic Management Unit*. Headed by a **Director** with the **rank of Police Brigadier General, x x x**.

(9) *Medical and Dental Centers*. Headed by a **Director** with the **rank of Police Brigadier General, x x x**.

(10) *Civil Relations Unit*. Headed by a **Director** with the **rank of Police Brigadier General, x x x.**” (emphasis supplied) [Sec 35, Support Units, Chapter III – The Philippine National Police, "Department of the Interior and Local Government Act of 1990.", December 13, 1990]

3. Appointed to the Position by the President

3.6. RA 8551, Sec 20

“SEC. 20. Increased Qualifications for Provincial Directors. — No person may be appointed Director of a Provincial Police Office unless:

X X X

b) has satisfactorily passed the required **training** and **career courses** necessary for the **position** as may be established by the Commission.

X X X

(emphasis supplied) [Section 20, Increased Qualifications for Provincial Directors., B – Qualifications Upgrading, Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

3. Appointed to the Position by the President

3.7. RA 6975 as amended by Sec 22, RA 8551

“SEC. 34. *Qualifications of Chief of City and Municipal Police Stations.* — **No person shall be appointed chief of a city police station unless x x x** **No person shall be appointed chief of a municipal police station unless x x x** *Provided, further,* That the **appointee x x x** has complied with **other requirements** as may be established by the Commission: *Provided, furthermore,* That the chief of police shall be **appointed** in accordance with the provisions of Section 51, paragraph (b), subparagraph 4(i) of this Act.” (emphasis supplied) [Section 22, Qualifications of Chief of City and Municipal Police Stations., B – Qualifications Upgrading, Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

3.8. RA 6975, Sec 51

“Sec. 51. *Powers of Local Government Officials Over the PNP Units or Forces.* — **Governors and mayors** shall be **deputized** as representatives of the Commission in their respective territorial jurisdiction. As such, the local executives shall discharge the following functions:

(a) *Provincial Governor* — (1) Power to Choose the Provincial Director. — The provincial governor shall **choose the provincial director** from a **list of three (3) eligibles** recommended by the PNP regional director.

X X X”

(emphasis supplied) [Section 51, Powers of Local Government Officials Over the PNP Units or Forces., D – Participation of Local Executives in the Administration of the PNP, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

3. Appointed to the Position by the President

3.9. RA 6975 as amended by Sec 63, RA 8551

“SEC. 63. Section 51 (b) (4) of Republic Act No. 6975 is hereby amended to read as follows:

(4) *Other Powers.* x x x:

(i) **Authority to choose** the chief of police from a **list of five (5) eligibles** recommended by the provincial police director, **preferably** from the same province, city or municipality: **Provided, however, That in no case shall an officer-in-charge be designated for more than thirty (30) days:** x x x

x x x”

(emphasis supplied) [Section 63, Title VI – Disciplinary Mechanisms, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

3. Appointed to the Position by the President

3.10. Ensure Laws Faithfully Executed

SEC. 17. The President shall have control of all the executive departments, bureaus, and offices. He shall **ensure that the laws be faithfully executed.**"

(emphasis supplied) [Article VII (Executive Department), 1987 Philippine Constitution]

3. Appointed to the Position by the President

3.11. Through the National Police Commission

“Furthermore according to the framers, the President who is authorized to exercise supervision and control over the police, through the National Police Commission:

X X X

Mr. Rodrigo: There are two other powers of the President. The President has control over ministries, bureaus and offices, and supervision over local governments. **Under which does the police fall, under control or under supervision?**

. . .

3. Appointed to the Position by the President

3.11. Through the National Police Commission (continuation)

Mr. Natividad: Both, Madam President.

Mr. Rodrigo: Control and supervision.

Mr. Natividad: Yes, in fact, the **National Police Commission is under the Office of the President.**" (emphasis supplied) [Kulayan v. Tan, G. R. No. 187298, July 03, 2012, quoting Record of the Constitutional Commission, 1 October 1986, Wednesday, p. 296]

3. Appointed to the Position by the President

3.12. PNP Practice on Appointments and Designations

“TESDA did not cite a specific provision of law authorizing such EME, but claimed that its grant had been an **‘institutional practice,’** showing the **lack of statutory authority** to pay such EME.” (emphasis supplied) [Sambo v. Commission on Audit, G.R. No. 223244, June 20, 2017 citing TESDA v. COA, G.R. No. 204869, 11 March 2014]

4. Broadening Community Policing

Existing	Proposed Amendments
<p>“Sec. 35. <i>Support Units.</i> — The PNP shall be supported by administrative and operational support units. The administrative support units shall consist of the Crime Laboratory, Logistic Unit, Communications Unit, Computer Center, Finance Center and Civil Security Unit. The operational support units shall be composed of the Maritime Police Unit, Police Intelligence Unit, Police Security Unit, Criminal Investigation Unit, Special Action Force, Narcotics Unit, 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.</p> <p style="text-align: center;">x x x” [RA 6975]</p>	<p>Section ____ . Section 35 of Republic Act No. 6975 is hereby amended to read as follows:</p> <p>“Sec. 35. <i>Support Units.</i> — The PNP shall be supported by administrative and operational support units. The administrative support units shall consist of the Crime Laboratory, Logistic Unit, Communications Unit, Computer Center, Finance Center and Civil Security Unit. The operational support units shall be composed of the Maritime Police Unit, Police Intelligence Unit, Police Security Unit, Criminal Investigation Unit, Special Action Force, Narcotics Unit, 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, MODIFY OR MERGE OTHER UNITS AND OFFICES as may be necessary, subject to the approval of the Commission AND THE DEPARTMENT OF BUDGET AND MANAGEMENT (DBM), AND PROPER REPORTING TO CONGRESS.</p> <p style="text-align: center;">x x x”</p>

4. Broadening Community Policing

4.1. Prohibitory Provision; “Provided, That no support unit headed by a chief superintendent or a higher rank can be created unless provided by law.”

“Verily, wherever the language used in the constitution is **prohibitory**, it is to be understood as intended to be a positive and unequivocal negation. The phrase ‘**unless otherwise provided** in this Constitution’ must be given a literal interpretation to refer only to those particular instances cited in the Constitution itself.” (emphasis supplied) [**Funa v. The Chairman CSC Duque III**, G.R. No. 191672, 25 November 2014 quoting *Funa v. Ermita*, G.R. No. 184740, 11 February 2010 and *Civil Liberties Union v. The Executive Secretary*, G.R. No. 83896, 22 February 1991]

4. Broadening Community Policing

4.2. Prohibitory Provision, Mandatory

“ARTICLE 5. Acts executed against the provisions of **mandatory or prohibitory** laws shall be void, except when the law itself authorizes their **validity. (4a).**” (emphasis supplied) [Article 5, "Civil Code of the Philippines" (RA No. 386), June 18, 1949]

4. Broadening Community Policing

4.3. Excess Positions and Ranks

“Nevertheless, despite the continued existence and validity of Section 32 of R.A. No. 9173, this Court cannot grant petitioners' prayer to compel respondents to implement Section 32 of R.A. No. 9173, **an implementation that requires the appropriation of public funds through a law.**” (emphasis in the case) [Ang Nars Party-list v. The Executive Secretary G.R. No. 215746, 8 October 2019]

4.4. From Headquarters to Field Offices

“SEC. 13. *Authority of the Commission to Reorganize the PNP.* — x x x subject to the **limitations** provided under this Act and based on the following **criteria**: a) increased police visibility through **dispersal of personnel from the headquarters to the field offices** and by the appointment and assignment of **non-uniformed personnel** to positions which are **purely administrative, technical, clerical or menial in nature** and other positions which are **not actually and directly related to police operation**; and b) efficient and optimized delivery of **police services to the communities**.

The PNP reorganization program shall be **approved by Congress through a joint resolution.**” (emphasis supplied)

[Section 13, Authority of the Commission to Reorganize the PNP., Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

4. Broadening Community Policing

4.5. District Office, City Office, Community Precinct

“SEC. 25. *Organization.* — X X X.

“The PNP shall be composed of a national office, regional offices, provincial offices, district offices, city or municipal stations.

X X X

“At the provincial level, there shall be a PNP office, each headed by a provincial director. In the case of large provinces, **police districts** may be **established by the Commission** to be headed by a district director.

X X X

“The Chief of the PNP shall, within sixty (60) days from the effectivity of this Act and in accordance with the **broad guidelines set forth herein**, recommend the **organizational structure and staffing pattern** of the PNP to the Commission.” (emphasis supplied) [Sec 25, Organization,

Chapter III – The Philippine National Police, "Department of the Interior and Local Government Act of 1990.", December 13, 1990]

4. Broadening Community Policing

4.6. By Cities and Municipalities

“SEC. 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 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: Provided, That the minimum police-to-population ratio shall not be less than one (1) policeman for every one thousand (1,000) persons: Provided, further, That **urban areas** shall have a higher minimum police-to-population ratio as **may be prescribed by regulations.**” (emphasis supplied) [Sec

27, Manning Levels. , Chapter III – The Philippine National Police, "Department of the Interior and Local Government Act of 1990.", December 13, 1990]

5. Science-based Policing

Existing	Proposed Amendments
<p>Sec 33. <i>Lateral Entry of Officers into the PNP.</i> — In general, all original appointments of commissioned officers in the PNP shall commence with the rank of inspector, to include all those with highly technical qualifications applying for the PNP technical services, such as dentist, optometrists, nurses, engineers, and graduates of forensic sciences. Doctors of medicine, members of the Bar, and chaplains shall be appointed to the rank of senior inspector in their particular technical service. . . .</p>	<p>Section _____. Section 33 of Republic Act No. 6975 is hereby amended to read as follows:</p> <p>SECTION 33. <i>Lateral Entry of Officers into the PNP.</i> — In general, all original appointments of commissioned officers AND NON-UNIFORMED OFFICERS in the PNP shall commence with the rank of POLICE LIEUTENANT OR ITS EQUIVALENT, to include all those with highly technical qualifications applying for the PNP technical services, such as dentist, optometrists, nurses, engineers, AIRCRAFT ENGINEERS OR THOSE WITH DEGREES IN AERONAUTICAL ENGINEERING, AIRCRAFT MAINTENANCE TECHNOLOGY, AIRCRAFT MAINTENANCE ENGINEERING, AVIATION ELECTRONICS TECHNOLOGY, AIRCRAFT TECHNOLOGY, AND OTHER SIMILAR AVIATION OR AERONAUTICS RELATED COURSES and graduates of forensic sciences, INFORMATION TECHNOLOGY AND COMPUTER SCIENCE. Doctors of medicine, members of the PHILIPPINE Bar, LICENSED PILOTS, and chaplains shall be appointed to the rank of POLICE CAPTAIN in their particular technical service. . . .</p>

5. Science-based Policing (continuation)

Existing	Proposed Amendments
<p>Graduates of the Philippine National Police Academy (PNPA) shall be automatically appointed to the initial rank of inspector. Licensed criminologists may be appointed to the rank of inspector to fill up any vacancy after promotions from the ranks are completed.</p>	<p>Graduates of the Philippine National Police Academy (PNPA) shall be automatically appointed to the initial rank of POLICE LIUETENANT. Licensed criminologists AND OTHER PROFESSIONAL WHO HAVE A LICENSE ISSUED BY THE PROFESSIONAL REGULATION COMMISSION OR HAVE CAREER SERVICE PROFESSIONAL ELIGIBILITY OR ITS EQUIVALENT may be appointed to the rank of POLICE LIUETENANT to fill up any vacancy after promotions from the ranks are completed.</p>

5.1. RA 8551, Sec 13

“SEC. 13. *Authority of the Commission to Reorganize the PNP.* — x x x subject to the **limitations** provided under this Act and based on the following **criteria**: a) increased police visibility through **dispersal of personnel from the headquarters to the field offices** and by the appointment and assignment of **non-uniformed personnel** to positions which are **purely administrative, technical, clerical or menial in nature** and other positions which are **not actually and directly related to police operation**; and b) efficient and optimized delivery of **police services to the communities**.

The PNP reorganization program shall be **approved by Congress through a joint resolution.**” (emphasis supplied)

[Section 13, Authority of the Commission to Reorganize the PNP., Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

5. Science-based Policing

5.2. RA 6975, Sec 25

“SEC. 25. *Organization.* —X X X.

The PNP shall be composed of a **national office, regional offices, provincial offices, district offices and city or municipal stations.**

X X X

The **Chief of the PNP** shall, within sixty (60) days from the effectivity of this Act and in accordance with the broad **guidelines set forth herein**, recommend the **organizational structure and staffing pattern** of the PNP to the **Commission.**” (emphasis supplied) [Section 25, Organization., Chapter III - The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

6. Merits and Results-Based Promotion

Existing	Proposed Amendments
<p>SEC. 32. <i>Promotion by Virtue of Position.</i> - 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 therefore shall occupy the same temporarily for not more than six (6) months without reappointment or extension. [RA 8551]</p>	<p>Section _____. Section 32 of Republic Act No. 8551 is hereby amended to read as follows:</p> <p>SEC. 32. <i>Promotion by Virtue of Position.</i> - Any PNP personnel designated to any key position whose rank is lower than that which is required for such position shall, UPON RECOMMENDATION BY THE COMMISSION, be entitled to a rank adjustment: 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 therefore shall occupy the same temporarily for not more than six (6) months without reappointment or extension.</p>

6. Merits and Results-Based Promotion

6.1. RA 8551, Sec 25

“SEC. 25. Attrition by Attainment of Maximum Tenure in Position. — The maximum tenure of PNP members holding **key positions** is hereby prescribed as follows:

X X X

Except for the Chief, PNP, **no PNP member** who has **less than one (1) year of service** before reaching the compulsory retirement age shall be **promoted to higher rank or appointed to any other position.**” (emphasis supplied) [Section 25, Attrition System., C. Attrition System for Uniformed Personnel, Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

6. Merits and Results-Based Promotion

6.2. RA 8551, Sec 31

“SEC. 31. *Rationalized Promotion System.* — x x x, the **Commission** shall establish a **system of promotion** for uniformed and non-uniformed personnel of the PNP which shall be **based on merits and on the availability of vacant positions in the PNP staffing pattern x x x.**” (emphasis supplied) [Section 31, Rationalized Promotion System., D. Promotion System, Title IV – The Philippine National Police, "Philippine National Police Reform and Reorganization Act of 1998.", February 25, 1998]

Thank You!