PNP P.A.T.R.O.L. Plan 2030 Roadmap

"Peace and order Agenda for Transformation and upholding of the Rule-Of-Law

VISION

Imploring the aid of the Almighty, by 2030, We shall be a highly capable, effective and credible police service working in partnership with a responsive community towards the attainment of a safer place to live, work, and do business.

“Highly Capable, Effective and Credible Police Service”
January 16, 2014

H.E BENIGNO S. AQUINO III
President of the Republic of the Philippines
Malacañan Palace, Manila

THRU : The Honorable
MAR A. ROXAS III
Secretary of the Interior and Local Government
DILG-NAPOLCOM Center
EDSA corner Quezon Avenue
Quezon City

Excellency:

I am honored to present to His Excellency the accomplishments of the Philippine National Police for the year 2013.

The year was marked with great trials and challenges for the PNP and the entire country. It was a year of disasters and destruction, but it was also a year of victories and achievements for our men and women in the national police force.

With our PNP P.A.T.R.O.L. Plan 2030 (Peace and Order Agenda for Transformation and upholding of the Rule Of Law) serving as our roadmap towards a capable, effective and credible police service, and with CODE-P: 2013 and Beyond providing our strategic focus towards this objective, I am proud to report that the PNP registered many significant gains during the period, resulting in a high of +52 percent net satisfaction rating for the police force as recorded by the Social Weather Stations during the third quarter of 2013. Ang lahat ng ito ay bunga ng masigasig na pagsulong ng kapulisan ng serbisyong makatotohanan para sa sambayanang at ng patuloy na suporta ng ating mga kababayan.

With the lessons and gains of 2013, we are moving forward with greater courage and deeper commitment towards a more progressive and peaceful 2014.

ALAN LA MADRID PURISIMA
Police Director General
Chief, PNP

“Serbisyong Makatotohanan”
MESSAGE

I congratulate all the uniformed and non-uniformed personnel of the Philippine National Police (PNP) for the successful accomplishment of your programs, projects and activities for the year 2013.

I also commend the publication of your 2013 Annual Accomplishment Report to inform the key PNP stakeholders and the general public of the success stories in law enforcement that could only have come about with their unstinting support.

May your accomplishments of the past year propel and inspire you to carry on your duties and responsibilities with courage, vigor, and honesty. The various components of your mission – the administrative programs and operations to prevent and fight crime, insurgency and terrorism; fostering good community relations and private sector partnerships; as well as instituting much-needed internal reforms within the PNP – are indispensable to national stability and development.

May you continue to uphold the highest standards of criminal justice and the rule of law.

Mabuhay!

MAR ROKAS
Secretary
Executive Summary

The highlights and accomplishments in 2013 contributed in raising the standards of services by the PNP.

Tacloban City visit after typhoon Yolanda
Under the leadership of Police Director General Alan La Madrid Purisima, the PNP has been resolute in the implementation of "CODE-P: 2013 and Beyond," the Chief, PNP's strategic focus towards the realization of the PNP P.A.T.R.O.L. Plan 2030.

The implementation of reforms in the procurement and budget systems; recruitment, enhancement of unit and individual competencies, discipline and professionalism; and intensified crime prevention and crime solution have resulted in significant milestones in the PNP's transformation journey and leaving a positive imprint in the country's good governance landscape.

The PNP has been certified as Performance Governance System (PGS) “Proficient” and was conferred its third straight Silver Governance Trailblazer Award by the Institute for Solidarity in Asia (ISA) National Competitiveness Council (NCC) and the Center for International Private Enterprise (CIPE) during the Public Governance Forum held on March 19, 2013 at the EDSA Shangri-La Hotel.

During the March 2013 Public Governance Forum, PDG Purisima pledged before a panel of governance practitioners and PGS experts that the PNP will aim for the “Institutionalization” stage, the fourth and final stage of the PGS Pathway on September 2014. For the attainment of the “Institutionalized Status,” the PNP must satisfy the mandatory requirements of establishing mechanisms for data tracking and reporting of strategic performance, the thorough conduct of impact evaluation to determine breakthrough results and the development of Individual Performance (IP) Scorecards.

In order to achieve the said requirements and the vision to become a "highly capable, effective and credible police service," the PNP must surpass its breakthrough performance in 2013 by continuously delivering "Serbisyong Makatotohanan."

**Stakeholders’ Support**

The PNP continued to communicate and cascade its governance programs through lectures and briefings in various forums, seminars, and training schools utilizing the quad media to sustain public information and strengthen community partnership and collaboration.

The PNP also organized the National Advisory Group for Police Transformation and Development (NAGPTD) to provide the much needed external perspectives and guidance on key issues and concerns pertaining to the PNP, and to help the PNP find solutions to pressing issues.

The greater awareness and acceptance among police personnel on the need for transformation in the organization have reinforced their enthusiasm for service, placing initiatives and efforts towards genuine and lasting transformation. Further, improved relations between the PNP and other stakeholders was instrumental in achieving safer communities and better economic and social outcomes.

**Resource Management**

The procurement, financial and logistics management systems were improved to set standards for further expediting processes and promote transparency and accountability.

With the procurement and recent distribution of 9mm Glock pistols, the PNP has for the first time attained a 100% fill-up of short firearms. The construction of additional standard police stations ensures that the PNP continues to provide better public services. In support to the Capability Enhancement Program (CEP), the PNP also ensures that mission-essential equipment and other enabling logistical requirements are in conformity with the approved quality standards. The PNP formulates the Annual Operations Plans and Budget to ensure that strategic initiatives are linked with the approved General Appropriations.

**Learning and Growth**

Complementing relentless efforts on improving the PNP recruitment system, enhanced specialized training programs focused on investigation, intelligence, and disaster preparedness and response were conducted. One notable training program was the proficiency training on the use of the new Glock 17 pistols issued to qualified PNP uniformed personnel.

Educational assistance, pension and retirement claims, and granting of other benefits were provided to uplift the morale and welfare of police personnel and their dependents. A premium was also given to personnel who exhibited sterling performances in their duties and sanctions were given to non-compliant personnel.
Process Excellence

In line with the “Serbisyon Makatotohanan” advocacy of the Chief, PNP, an improved crime reporting system was put in place wherein the true crime situation is tallied by including incidents reported in the police blotter, barangay and other law enforcement agencies. Due to this, there was a notable increase in the Total Crime Volume for 2013. By knowing the true state of the country’s peace and order, the PNP is able to allocate better resources and identify strategies to address specific problems.

The intensified implementation of the Police Integrated Patrol System (PIPS), “Pulis Sa Barangay” and other anti-criminality initiatives, coupled with intelligence-led police operations, resulted in the arrest of wanted persons; neutralization of organized crime groups; and confiscation of firearms from criminal elements and threat groups.

The implementation of LOI Manhunt Charlie was also instrumental in the gains achieved against criminality. Moreover, to have tactical advantages over lawless elements and help improve Crime Clearance and Crime Solution Efficiencies, the PNP developed and utilized technology such as the Crime Incident Reporting System (CIRS), e-Rogue, e-Warrant, and Geographical Information System (GIS). The PNP Telephone Directory, a free mobile phone application, was also developed to make police assistance more accessible to the community.

In all these anti-criminality operations, the PNP ensured that the human rights of victims and suspects are protected.

Community

The PNP continues to reach out to the communities it serves with the aim of obtaining their full support, active cooperation, and eventually, their higher level of trust and confidence. Due to its relentless efforts to better serve and protect the community, the PNP garnered a +52 net satisfaction rating during the Social Weather Station (SWS) 3rd quarter survey.

The PNP sustained and vigorously implemented its core operational processes of operations, investigation, intelligence and police community relations that resulted in the improvement of the country’s competitiveness and standing in the annual Global Peace Index (GPI), the world’s leading measure of global peacefulness. The Philippines continues to post improved ratings on peace index, a measure which determines the strength and capacity of the attitudes, institutions and structures of nations to create and sustain a peaceful environment.

Other notable achievements and best practices

Time and again, PNP personnel proved that they are willing to go above and beyond the call of duty to ensure the safety of the community.

The PNP National Task Force SAFE 2013 was activated to enforce pertinent election laws and Commission on Elections (COMELEC) resolutions in coordination with the COMELEC, AFP and other concerned agencies and Non-Government Organizations (NGOs) and to implement intensified campaigns against Private Armed Groups (PAGs) and loose firearms during the May 2013 National and Local Elections and the October 2013 Barangay Elections. Due to the intensified police operations during the election period, the PNP ensured that the people’s choices have prevailed through safe and fair elections.

Unforeseen events like super typhoon Yolanda and the 7.1-magnitude earthquake in the Visayas showed not only the resilience and strength of the Filipino people in the face of great odds, but also the gallantry of our PNP personnel who, despite being victims themselves, still managed to save lives and properties. It was the same gallantry that led 5 of our distinguished “hero cops” to sacrifice life and limb above and beyond the call of duty during the 21-day Zamboanga siege.

PNP Commitments for 2014

As we celebrate the gains and triumphs of the past year, we also recognize the lessons from the trials that encourage us to move forward.

There is a need to further strengthen the implementation of the Strategic Focus, “CODE-P: 2013 and Beyond” as well as identify the critical areas that need improvement to further streamline our operations.

The achievements of the PNP served as a reflection of the dedication of the police organization to render utmost service to the public. The PNP will continue to maintain its firm commitment to its sworn duty to public service and devotedly adhere to the highest standards of integrity and professionalism.
STAKEHOLDERS’ SUPPORT

Stakeholders’ Support encourages the active participation of stakeholders to contribute to the successful operations and program implementation. Sustaining public information and dialogue, and gaining public trust and confidence through positive performance would, in return, sustain partnership and collaboration between the PNP and stakeholders.
A. Sustain Public Information and Dialogue

Continuous public information and dialogues with external and internal stakeholders were undertaken to communicate the PNP’s peace and order campaigns and elicit their support.

**Public Information and Advocacy**

The PNP, in consonance with its transformation program, implemented its Communication Plan through the conduct of various activities to instill awareness, solicit involvement and encourage the commitment of all stakeholders towards the institutionalization and sustainability of the PNP P.A.T.R.O.L. PLAN 2030 enhanced by the CPNP’s Flagship Program - Strategic Focus “CODE-P: 2013 and Beyond”.

**PNP P.A.T.R.O.L. Plan 2030 Awareness.** Various activities to promote a deep sense of advocacy and awareness on the PNP P.A.T.R.O.L. Plan 2030 were conducted to develop in-depth understanding, ownership and commitment among internal stakeholders; generating internal and external stakeholders’ active participation and support; and providing a reliable and credible reporting mechanism to the stakeholders on the accomplishments of the PNP P.A.T.R.O.L. Plan 2030. In line with this, PNP offices and units have undertaken the following awareness activities:

<table>
<thead>
<tr>
<th>UNIT</th>
<th>Regional Training Schools</th>
<th>NGOs, CVOs, Other Community Stakeholders</th>
<th>Criminology/Other Students</th>
<th>PNP Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Information Campaigns</td>
<td>Participants</td>
<td>Information Campaigns</td>
<td>Participants</td>
</tr>
<tr>
<td>PROs</td>
<td>106</td>
<td>10,013</td>
<td>28,573</td>
<td>417,214</td>
</tr>
<tr>
<td>NSUs</td>
<td>98</td>
<td>5,421</td>
<td>279</td>
<td>12,056</td>
</tr>
<tr>
<td>Total</td>
<td>204</td>
<td>15,434</td>
<td>28,852</td>
<td>429,270</td>
</tr>
</tbody>
</table>

**Cascading of PNP P.A.T.R.O.L. Plan 2030.** The PNP P.A.T.R.O.L Plan 2030 has been successfully cascaded to the 17 Police Regional Offices (PROs) resulting in the updating of scorecards and dashboards. Strategy and Operations Reviews were also conducted for the different Directorial Staff, P-Staff and National Support Units (NSUs).

**Boot Camps.** The PNP joined in the two ISA PGS Boot Camps with the participation of 27 PNP personnel in the Basic Class, which enables the participants to learn governance values that are critical to the development at the personal, institutional and social levels; and five PNP personnel in the Master Class programmed for advanced governance practitioners and requires institutions to bring performance accountability down to the level of the individual.
The first PNP Boot Camp attended by 98 participants from the different PNP units including the Chiefs of Police (COPs) identified in the Islands of Good Governance was conducted to promote in-depth awareness and understanding of Unit Leaders for the effective and efficient implementation of the PNP P.A.T.R.O.L. Plan 2030 as well as to spread the advocacy of good governance to more members of the PNP.

**Distribution of Information, Education and Communication (IEC) Materials.** In support of the public information and advocacy campaigns of the PNP, the IEC materials were printed and distributed. A total of 102,716 Police Digests; 55,376 PNP Journals; 55,591 other IEC materials (Crime Prevention Flyers, Public Safety Tips Handbook, Balik Eskwela, etc.); 1,100 Info Kit Folders for the 112th Police Service Anniversary and Change of Command Ceremony; six EDSA Billboards; and 1,940,330 (PROs) and 281,496 (NSUs) IEC materials pertaining to their areas of concerns were produced and distributed.

**Camp Visits.** PNP camps were opened to the public to promote the PNP's history and orient the community on the duties of the police in serving and protecting the people. A total of 8,655 students, faculty members, foreign nationals, PNP personnel and walk-in visitors were provided a guided tour in selected PNP offices/units.

**PNP-Sponsored TV/Radio Programs.** Television and radio appearances were carried out to disseminate vital information on PNP issues and concerns through the following PNP sponsored/maintained TV and radio programs:

<table>
<thead>
<tr>
<th>Radio/TV Programs</th>
<th>Station</th>
<th>Day</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good Morning Kuya</td>
<td>UNTV</td>
<td>Mon</td>
<td>6:00-7:00 AM</td>
</tr>
<tr>
<td>RM at Your Serbis</td>
<td>DZRM 1278 khz</td>
<td>Mon</td>
<td>9:00-10:00 AM</td>
</tr>
<tr>
<td>Pulis Ng Bayan</td>
<td>DZRB 738 Khz</td>
<td>Wed</td>
<td>8:00-9:00 AM</td>
</tr>
<tr>
<td>Pulso ng Pilipino</td>
<td>DWDD 1134 khz</td>
<td>Thu</td>
<td>12:00 Noon-1:00 PM</td>
</tr>
<tr>
<td>Serbisyon Pulis, Serbisyon Makatotohanhan</td>
<td>UNTV-Radio La Verdad 1350</td>
<td>Thu</td>
<td>3:00-4:00 PM</td>
</tr>
<tr>
<td>Pulubis @ Ur Serbis</td>
<td>UNTV</td>
<td>Sat</td>
<td>7:00-8:00 PM</td>
</tr>
<tr>
<td>Pulis @ Your Serbis</td>
<td>DWIZ</td>
<td>Sat</td>
<td>12:00 Noon-1:00 PM</td>
</tr>
<tr>
<td>Alagad ng Batas, Katarungan at Serbisyon Makatotohanhan</td>
<td>DZEC Net 25 Radyo Agila 1062 Khz</td>
<td>Sat</td>
<td>4:00-5:00 PM</td>
</tr>
<tr>
<td>Pulis @ Ur Serbis</td>
<td>UNTV</td>
<td>Sat</td>
<td>7:00-8:00 PM</td>
</tr>
</tbody>
</table>

QUAD media activities by PROs and NSUs were likewise undertaken consisting of 13,317 television; 21,053 radio; and 38,729 print activities. In addition, PNP offices/units maintain 100 Facebook and 88 Twitter accounts.
Cyber Security Efforts. To protect the citizenry from cybercrimes, the PNP Anti-Cybercrime Group (ACG) established a website to inform home and leisure users, small business owners and those who have limited knowledge about cybercrime and cyber security, the dangers of unprotected internet access and possible ways to avoid known threats. The website contains alerts and advisories which aids personnel and netizens in protecting their information technology environment. For the year, eight Cyber Security Bulletins were published.

**Citizen Empowerment**

Citizen empowerment is being pursued through the conduct of community awareness and mobilization activities.

**Community Awareness Activities.** Seminars and trainings were conducted to empower members of the community and mobilize them to be effective partners in crime-free and peaceful communities. Topics on crime prevention, data/information gathering, bomb detection, drug prevention and control, and women and children related subjects were discussed during the seminars. A total of 17,776 participants benefited from the 35 activities conducted.

Other community awareness activities were also conducted by PROs and others NSUs as follows:

<table>
<thead>
<tr>
<th>Crime Prevention</th>
<th>Data/Intelligence Gathering</th>
<th>Bomb Detection</th>
<th>Illegal Drug Prevention &amp; Control</th>
<th>Women &amp; Children Related Matters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seminars/Lectures</td>
<td>Participants</td>
<td>Seminars/Lectures</td>
<td>Participants</td>
<td>Seminars/Lectures</td>
</tr>
<tr>
<td>52,733</td>
<td>999,895</td>
<td>13,293</td>
<td>160,733</td>
<td>10,462</td>
</tr>
<tr>
<td>17,776</td>
<td></td>
<td></td>
<td></td>
<td>21,795</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>34,460</td>
</tr>
</tbody>
</table>

**Community Assistance and Development Programs.** The PNP, in partnership with other government agencies, private institutions and other socio-civic organizations, have jointly initiated medical and dental outreach programs, blood donations, gift giving, feeding programs and relief operations were conducted in various provinces. An estimated 1,100 families benefited from the gift giving activity and 3,103 individuals from the medical and dental outreach. Moreover, 8,000 lbs. of assorted relief goods were distributed and 284,850 ccs. of blood were extracted from the donors. PROs and NSUs also conducted the following activities:

<table>
<thead>
<tr>
<th>Community Assistance &amp; Development Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDOP</td>
</tr>
<tr>
<td>Initiated</td>
</tr>
<tr>
<td>3,206</td>
</tr>
<tr>
<td>1,661</td>
</tr>
</tbody>
</table>
Organization of Barangay Peacekeeping Action Teams. Supporting the police in the peacekeeping efforts are members of the organized Barangay Peacekeeping Action Team (BPATs), which serve as “force multipliers” and as main operators of the BPO. There are 385,577 BPATs comprising the different BPATs organized in 37,331 barangays nationwide. The 27,895 barangays with organized BPATs have conducted appropriate training.

BPAT Related Seminars/Trainings Initiated by PROs. Orientation and various skills enhancement seminar/trainings for police coordinators/supervisors and BPAT members were conducted with the end in view of fully operationalizing the BPAT. These seminars/trainings were attended by 26,000 Police Supervisors and 194,186 BPAT members.

The BPATs were mobilized during the election period to assist in the implementation of crime prevention programs and during disasters particularly for relief operations.

B. Sustain Partnership and Collaboration

Partnership and collaboration efforts are strengthened with stakeholders and other pillars of the Criminal Justice System to better address criminality and other public safety concerns.

Strengthening Linkages with Other Law Enforcement Agencies

The support and cooperation being extended by various law enforcement agencies have been instrumental in the successful conduct of the PNP’s programs.

National Law Enforcement Coordinating Committee (NALECC). The Chief, PNP chairs the NALECC that has 64 member-agencies. Strengthening linkages with other law enforcement agencies was sustained during the four regular meetings and four special meetings aside from the lateral coordination and liaising among member-agencies. Two resolutions, Resolution No. 01-2013 “A Resolution for the Membership of an Agency to the Mother NALECC Becoming a Member of any of the Sub-Committee of the Latter” and Resolution No. 02-2013 “Inclusion of the National Museum (NM) as member of the National Law Enforcement Coordinating Committee Sub-Committee on International Law Enforcement Cooperation (NALECC-SCILEC) as well with the Mother NALECC” were approved.

Partnership and Collaboration with Stakeholders and Other Pillars of the Criminal Justice System (CJS)

The activities were geared towards boosting the cooperation between the PNP and various stakeholders.

Community Dialogues and Pulong-Pulong. Community interaction serves to develop the trust and confidence of the community in the police and is aimed at soliciting the community’s support and assistance to the over-all policing effort. It is also an effective tool in identifying and addressing peculiar criminality and public safety problems in the community. For the year, a total of 101,235 dialogues and pulong-pulong were conducted with 1,279,269 participants.

Participation in Faith-Based Organizations. The PNP is continuously engaging with the different religious denominations/aggregations, organizations and groups. The PNP reached out to 46 Catholic groups, 14 Protestant groups, three Islam groups and 50 other Christian groups to strengthen the moral values and spiritual foundation of each and every member of the organization, to be God-fearing and family-centered individuals and conducted joint outreach services to the community.
Participation in Religious, Health/Physical Fitness, and Environmental Protection Programs/Campaigns. The PNP supported and participated in various fund-raising projects of different government and private institutions, to support numerous religious, health, fitness and environmental protection projects. Among these activities are the following:

- **Sunday Television Mass Program.** The PNP is regularly sending its personnel to ABS-CBN Channel 2 to attend the celebration of the Healing Mass every Sunday. The program helps to promote family values among the uniformed and non-uniformed personnel and also projects a positive image of the police organization. During the period covered, 618 PNP personnel attended the activity.

- **Muslim Congregational Prayer.** PNP Muslim uniformed and non-uniformed personnel (active and retirees) and civilian-Muslims attended the weekly (Friday) Congregational Prayer held at the Salaam Police Center Prayer Room, Camp Crame, Quezon City. There were 3,120 Muslims who joined the activity.

- **Earth Hour 2013.** The PNP joined the annual observance of the Earth Hour on March 24, 2013. The objective of the event was to reduce greenhouse gas emission worldwide to save Planet Earth. In support to this, the PNP was tasked to provide security during the simultaneous symbolic act of switching off the lights for an hour.

- **Fun Runs.** A total of 3,365 PNP personnel participated in the fund-raising activities through the fun runs organized by different organizations. Proceeds will be used to support various programs of the sponsoring agencies.

- **Alay Lakad Para sa Kabataan 2013.** The PNP participated in the annual fund-raising campaign for the out-of-school youth on September 1, 2013. Aside from mobilizing a walk contingent and providing security and traffic direction, the PNP handed over the amount of P100,000.00 check donation.

**Other Religious, Health/Physical Fitness, and Environmental Protection Programs/ Campaigns.** Other activities participated in by the PNP are as follows:

<table>
<thead>
<tr>
<th>Unit</th>
<th>Faith-based Activities</th>
<th>Health/Physical Fitness Program</th>
<th>Environmental Protection Related Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROs</td>
<td>27,945</td>
<td>2,965</td>
<td>31,127</td>
</tr>
<tr>
<td>NSUs</td>
<td>1,142</td>
<td>1,095</td>
<td>869</td>
</tr>
<tr>
<td>Total</td>
<td>29,087</td>
<td>4,060</td>
<td>31,996</td>
</tr>
</tbody>
</table>

**Basahero Project.** The PNP formalized its partnership with Buzzdrivers, Inc, an NGO involved in advertising in bus companies through a signing of a Memorandum of Agreement.
that provides the display of ads in passenger buses to promote PNP P.A.T.R.O.L. Plan 2030. This project serves as a medium to communicate with the public. The PNP emergency and complaint numbers as well as basic crime prevention and public safety tips are also printed and placed in the headrest cover of passenger buses for better information dissemination.

**Family, Juvenile, and Gender and Development Program**

Trainings, seminars and dialogues pertaining to addressing family violence, gender equality, non-discrimination among women, effective parenting and juvenile delinquency prevention were conducted for PNP personnel.

**National Women’s Month.** The PNP participated in the celebration of the National Women’s Month to enhance the awareness of PNP personnel on the laws protecting the welfare of women. A celebration was held on March 5, 2013 at the Multi-Purpose Center in Camp Crame with the theme, “Kababaihan: Gabay sa Pagtahak sa Tuwid na Daan”.

**3rd PNP Men Opposed to Violence Against Women Everywhere (MOVE) Summit.** A total of 160 male police officers from the NHQ and PROs attended the activity held on November 14-15, 2013 in Davao City. The activity aimed to discuss issues affecting the program and to formulate initiatives and plan of action geared towards the elimination of violence against women and children.

**Workshop on Message Development for Street Children and Juvenile Delinquents.** A two-day workshop held at PNP Foundation Room, Center for Law Enforcement Studies (CLES), PNP Training Service on July 18-19, 2013 and attended by 48 PCR officers from PROs 3, 4A and NCRPO. The workshop aimed to enhance the skills of PNP personnel in formulating and developing key messages addressing problems on street children and juvenile delinquents.

**Training of Trainers on Gender Sensitivity.** A four-day activity held at PNP Training Service on March 18-21, 2013 and attended by 42 participants from the D-Staff, NSUs and two delegates from the Indonesian National Police (INP). The training aimed to increase the knowledge and appreciation of the legal obligation of the government to mainstream gender awareness and apply the knowledge and tools for preparing an enhanced GAD plan.

**Seminar on Laws and Jurisprudence for PNP Sexual Gender-Based Violence.** A one-day activity held on March 8, 2013 was attended by 100 PNP personnel from the D-Staff and NSUs. The seminar aimed to update PNP uniformed personnel on women and children related laws.

**Seminar-workshop on Women’s Status and Family Dynamics.** A one-day activity held on March 5, 2013 was attended by 72 PNP couples/participants. The seminar-workshop discussed the changes in the status of women as a factor and a consequence of changes in community and modern family.

**GAD Planning, Budgeting, Monitoring and Evaluating GAD PPAs.** A one-day activity held on October 3, 2013 was attended by 40 PCOs. The activity aimed to enhance the knowledge and skills of all GAD Focal Points in the preparation of the PNP Annual GAD Plan and Budget.

**18-Day Campaign to End Violence Against Women (VAW) Kick-Off Ceremony.** A half-day activity conducted on November 24, 2013 was attended by 100 PNP personnel from NHQ-based offices and NCRPO. The activity aimed to raise the awareness on VAW incidents especially during disasters and in conflict situations. The PROs and NSUs accomplished the following GAD-related activities:

<table>
<thead>
<tr>
<th>Unit</th>
<th>Gender Awareness Seminar/Training</th>
<th>Women &amp; Children Advocacy Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Seminars/Trainings</td>
<td>Participants</td>
</tr>
<tr>
<td>PROs</td>
<td>8,825</td>
<td>295,286</td>
</tr>
<tr>
<td>NSUs</td>
<td>464</td>
<td>6,244</td>
</tr>
<tr>
<td>Total</td>
<td>9,289</td>
<td>301,530</td>
</tr>
</tbody>
</table>
Anti-Corruption Initiatives

The PNP contributed to the anti-corruption efforts of the government, implemented its own anti-corruption initiatives to promote good governance.

Integrity Development Review Action Plan (IDRAP). The PNP crafted its IDRAP to integrate and collaborate efforts to ensure optimal use of its resources gaining headway in its fight against corruption. This was intended to assist the Office of the Ombudsman in the corruption prevention program of the government.

Institutionalization and operationalization of the PNP Citizen’s Charter by NHQ PNP Frontline Offices. The PNP has continuously provided the community with better and quality public services, through the implementation of the PNP Citizen’s Charter, in compliance with Republic Act 9485 otherwise known as the “Anti-Red Tape Act (ARTA) of 2007.” The Charter standardized the processes, requirements, time and cost of delivery of PNP frontline services and helps eliminate/prevent incidents of graft and corruption that come with the bureaucratic system of providing services.

Police Information and Continuing Education (PICE). PICE is an activity where PNP personnel are provided with the information and knowledge that they need in the performance of their duties and responsibilities, and the dissemination of other information from stakeholders. PICE reinvigorates the traditional Inspection-In-Rank as prescribed by Memorandum Circular No. 2008-16, which intends to enhance police skills, promotes work ethics in line with the mission of the PNP, and enriches the time-honored customs and traditions of the PNP personnel on the norms of conduct including spiritual/moral enhancement. PNP units include other topics for dissemination, particularly latest policies, guidelines and directives emanating from the national headquarters and other government agencies. The PROs and NSUs conducted a total of 64,524 PICE activities for the year.

Display of Service Standards/Flowcharts of Police Station Services. A 100% compliance was recorded on the display of service standards and flowcharts by the NHQ-based frontline service providers to include the Police Station Services by the PROs, from the Police Regional Offices down to the city/municipal station level. The Police Station Services include the issuance of Police Clearance, Police Report (extract from the Police Blotter) and Traffic Incident Report.

Transparency and Accountability

In pursuit of institutionalizing transparency and accountability in the organization, the PNP is now preparing for the “Institutionalization Stage” of the Performance Governance System focusing its direction towards the achievement of the PNP’s vision by year 2030 through the “PNP Transformation Roadmap 2030”.

Conferment of the “Proficiency Status”. The PNP, in its pursuit of PGS excellence, was conferred the “Proficiency Status” with the third Silver Governance Trailblazer Award by the Institute for Solidarity in Asia (ISA), National Competitiveness Council (NCC) and the Center for International Private Enterprise (CIPE) during the Public Governance Forum held on March 19, 2013 at the EDSA Shangri-La Hotel.

PNP PGS Certification Process. In line with the application to the Institutionalization Status of the PGS on September 2014, the PNP Performance Governance Reporting by the Directorial Staff, PROs, NSUs and City Police Offices was conducted. The first batch of the Certification Process was held on November 27, 2013 at the PNP Main Conference Room. Five PNP units were conferred with the “Initiation Status” namely the Directorate for Intelligence, PSPG, IG, PRO COR and PRO 2. The 2nd Batch was conducted on December 18, 2013 at the PNP Training Service. Among the 13 PNP units that applied for the Initiation Stage, 11 passed and were conferred with the “Initiation Status”,

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RESOURCE MANAGEMENT

Resource Management aims to optimize use of financial and logistical resources.
Optimize Use of Financial and Logistical Resources

Financial and logistical resources are being maximized to boost the move, shoot, communicate and investigate capabilities of the PNP.

A. Financial Management Program

Programs that facilitate financial processes of the PNP are being improved in order to promote transparency and better address the needs of personnel.

Synchronization of Planning and Budgeting Procedures. To facilitate the synchronization of planning and budgeting of the PNP management to its operational and field units, the mainstreaming of the preparation of the Annual Operations Plans and Budget (AOPB) was pursued through the conduct of various trainings: 10-day PNP Capability Building Program on Planning on April 1-12, 2013; two-day seminar-workshop on the "Bottom-up Planning and Budgeting" for the preparation of CY 2015 Operations Plans and Budget (OPB) on October 8-9, 2013; and the two-day seminar-workshop on Cascading the Preparation of CY 2015 OPB on November 6 and 7, 2013.

Pay and Allowances. For the period, a total amount of P59,401,222,417.56 was released under Personal Services Expense Class to support the Pay and Allowances of PNP Uniformed and Non-Uniformed Personnel.

Payment of Occupational Specialty Pay (OSP) of PNP Personnel of the Internal Affairs Service (IAS). By virtue of Fiscal Directive No. 2013-01, PNP personnel of the Internal Affairs Service were granted Occupational Specialty Pay not exceeding fifty percent (50%) of their basic pay in addition to other allowances authorized under existing laws. The period of entitlement was limited to six months only.

FY 2013 BUDGET

- Personal Services: 83%
- MOOE: 13%
- Capital Outlay: 4%

Back-Earned Pensions. A total amount of P284,963,695.44 was paid for 1,394 Back-Earned Pension claims for the period.

Prior Year Claims. A total of 17,887 claims amounting to P499,230,909.08 were processed and funded leaving zero backlog.

Maintenance and Other Operating Expenses. A total amount of P9,062,274,209.00 was released to support the Operational and Administrative requirements of the PNP for the period.
Retirement Benefit Claims. A total of 9,002 Disbursement Vouchers for Commutation of Accrued Leave (CAL) and Lump Sum (LS) claims amounting to P10,585,822,649.40 were paid. One of the PNP’s reform initiatives is the introduction of the PNP ATM Pension System. All pensions now are being credited to the pensioner’s ATM account. From 84% coverage last December 2012, it increased to 98% due to initiatives implemented as part of the purging of the Master List of the Pensioners.

Personnel Benefits for PNP Retirees. The PNP ensured that appropriate benefits were provided for its retirees for their invaluable services to the police organization.

- Fiscal Directive Numbers 2013-04 and 2013-08 were issued to prescribe guidelines and procedures in the adjustment of pay of PNP and INP retirees based on the 2nd tranche pay rate of PNP active personnel.
- Conducted pre-retirement programs for retiring PNP personnel through implementation of NHQ PNP Memorandum Circular No. 2012 – 012 dated December 12, 2012.
- Strengthened and empowered Pension, Retirement and Benefits Units (PRBUs) to better serve the needs of PNP pensioners.
- Created the Pension, Retirement and Benefits Service (PRBS) Website to provide immediate access to information pertaining to policies, plans and programs, and other related activities for the benefit of all retirees/pensioners and their beneficiaries especially those who are living abroad and in remote areas across the country.
- Streamlined the flow of communication and processes through intranet wherein communications intended for PRBUs and vice versa are accessed and managed through email. Likewise, implementing orders and other directives/communications from Higher Headquarters could now be downloaded from the internet.

- Implemented the Pensioners Biometric Identification System on September 5, 2013 to provide efficient pensioners’ record to prevent recurring problems like fake pensioners and fake documents by issuing pensioners’ ID card.

Revenue Generation Projects. Policies to generate additional income for the PNP Trust Receipts Funds were issued pursuant to Fiscal Directive No. 2013-06 dated September 23, 2013. The said directive also prescribes guidelines and procedures in the utilization of the training facilities of the PNP Training Service and the corresponding fees and charges intended to support and sustain its operation.

Policies Imposing Settlement of Financial Obligations Incurred by PNP Personnel. Policies aiding PNP personnel in settling their financial obligations were also issued.

- Fiscal Directive No. 2013-01 was issued for the implementation of deductions of money and property accountabilities from Terminal Leave or Commutation of Accrued Leave (CAL) benefits of retiring/separated PNP personnel; and
- Fiscal Directive No. 2013-009 dated June 18, 2013 was issued to improve the system of payment of loans contracted by PNP members in order to strengthen the PNP Automatic Salary and Pension Deduction Scheme.

“Serbisyo sa Kapwa Pulis, Pinabili”. This project is an Electronic Financial Management Program that will free PRO 1 personnel from tedious preparation of Replacement Clothing Allowance (RCA) claims. The system will not only facilitate the processing of RCA but will safeguard personnel from loan sharks and fixers.
B. Logistics Management Program

Logistics management systems are also enhanced to promote transparency and efficiency in government procurement.

**Fill-up of short firearms.** A 100% fill-up of short firearms was achieved with the distribution of Glock 17 9mm pistols. President Benigno S. Aquino III led the ceremonial distribution of 22,603 firearms to uniformed personnel on July 2, 2013. The distributed firearms during the ceremony are part of the first tranche of the total 74,879 Glock guns planned for distribution.

**Procurement Management Committee.** The committee conducts study and deliberation to determine the priorities of the PNP on matters pertaining to procurement of equipment or other requirements of the PNP. Twenty-eight (28) PMC resolutions were approved for the procurement of transportation equipment (patrol jeeps, light transport vehicles and motorcycles) and machineries and equipment (firepower, communications, investigation, maneuver unit property supplies, building, medicines and medical supplies) under the Capability Enhancement Program (CEP) and Operational Transformation Plan (OTP).

**Real Estate Management.** For this year, four lots were titled which include a 600 sqm parcel of land for use of Ozamis City Police Office, Misamis Occidental, PRO 10; a 2,000 sqm parcel of land for use of PNP Maritime Group Boat Unit in Bongao, Tawi-Tawi, PRO ARMM; a 13,255 sqm parcel of land for use of PPSC, Panabo City PO, Davao del Norte PPO, PRO 11; and a 560.50 sqm parcel of land for use of 2nd Manuever Company, Regional Public Safety Battalion (RPSB), Batangas PPO, PRO 4A. Further, a Special Patent for 3,580 sqm for use of Iloilo City Police Office, PRO 6. Certificate of Title is being processed by the Assistant Regional Director for Logistics (ARDL) and the Regional Engineering Office (REO), PRO 6.

Likewise, 10 Deed of DONATIONS were signed by LGUs from various PROs: 2nd Manuever Company, RPSB, Batangas PPO, PRO 4A; Bato MPS, Camarines Sur PPO, PRO 5; Alburquerque MPS, Anda MPS, Mabin MPS, Bohol PPO, PRO 7; Ramon Magaysay MPS, Zamboanga del Sur PPO, PRO 9; Tagoloan MPS, Misamis Oriental PPO, Ozamis City PO, Plaridel MPS, Misamis Occidental PPO, PRO 10; Butuan City PO, Butuan City, Agusan del Norte PPO, PRO 11; and PNP Maritime Group Boat Unit in Bongao, Tawi-Tawi, PRO ARMM.

**Petroleum and Oil Lubricants Program.** The PNP issued the Regular POL Program CY 2013 to the different units/offices of the PNP amounting to P274,689,078.36; Further, POL support was also issued to the different PROs/ NSUs amounting to P46,493,097.27 intended for Internal Security Operations (ISO), disaster relief, search and rescue operations, conduct of security for special and national events.

**Retrofitting of Lighting Fixture in Some PNP NHQ Offices.** A total of 2,079 combined sets were allocated to the PNP composed of T5 (28-watt and 14-watt) fluorescent tubes with electronic ballasts. The retrofitted buildings are the entire PNP NHQ main building, HS/PNPGH, ITMS buildings and some offices of the CLG, LSS, HPG, TS, HSS and ES. The retrofit project

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involved the replacement of T12 (40W and 20W) and T8 (36w and 18W) fluorescent tubes with standard electromagnetic ballasts into the aforementioned fixtures.

Other Logistics Activities. Other activities were also conducted to improve logistics management.

- Provincial Logistics Family Conferences. In line with enhancing the competency of logistics practitioners, a series of Logistics Family Conferences in selected PPOs were conducted to train, update and reorient the personnel assigned in logistics offices/units on the various concepts and practices of supply management. A total of 935 logistics personnel benefited from this training.

- 8th Logistics Management Course. The 8th Logistics Management Course was conducted from May 21, 2013 to July 4, 2013 with a total of 90 participants. This course was conducted in line with the professionalization and institutionalization of logistics practice in the PNP.

- POL (Petroleum Oil & Lubricant) Management Seminar. On June 25-26, 2013, 92 logistics practitioners attended the POL Management Seminar conducted in coordination with PETRON Corporation. The seminar was conducted to enlighten logistics personnel on the various types of oil products and their specific usage.

- 5th Training on Preventive Maintenance and Basic Troubleshooting. A two-day training on Preventive Maintenance and Basic Vehicle Troubleshooting was conducted with 72 participants from PROs 1, 2, 3, 4A, 5 and NCRPO. The training enhanced the maintenance and driving skills of the PNP motorpool employees in connection with the continued institutionalization of the PNP Motorpool System.

Management of Donations from LGUs and Other Agencies

Donations from LGUs and Other Agencies were properly accounted and distributed to the intended PNP offices and units during the year.

- Forty-five gas masks; 90 filters; 20 helmets; 116 flashlight pouches; 3 tactical handcuff pouches; 34 handcuff pouches; six pistol belts; 60 pistol belt buckles; two ammo pouches; one police line; eight radio headset; three poncho pants; four tactical belts; three magazine pouches; two tactical key holder pouches; 64 bullet proof vest for males; and 21 holsters were donated by the San Francisco Police Department-Filipino-American Law Enforcement Officers (SFPD-FALEO) on January 29, 2013;

- Two hundred units Yamaha motorcycles for PNP surveillance and dispatch were donated by the PNP Foundation, Inc. on March 2013;

- Twenty-five sets of computers with printers, and one set dental chair were donated by the PNP Foundation, Inc. to PRO ARMM on March 5, 2013;

- Ten computer sets were donated by PSSLAI to PRO 9 and 124 sets Handheld Radios were issued to NCRPO on July 1, 2013;

- Ten mobile cars, five motorcycles, 30 handheld radios, five mobile radios, one generator set, 20 units 5.56mm rifle, four units cal. 9mm rifle and assorted SWAT equipment were donated by Mayor Robert “Bobby” Eusebio of Pasig City on July 29, 2013;

- Four hundred fifty-two (452) pieces of raincoats were donated by Congresswoman Marlyn Primicias-Agabas on December 5, 2013; and
• One hundred units desktop computers with printers, 80 plastic chair drawers, 400 plastic chairs, 100 plastic tables, 33 generator sets and 21 motorcycles for use of PNP facilities affected by typhoon “Yolanda” were donated by the PNP Foundation, Inc. on December 9, 2013.

Management of Resources

Management of resources is necessary to effectively implement PNP operations and enhance performance of police functions.

Inventory of PNP Equipment. A total of P51,504,038.51 was utilized for the procurement of ammunition composed of 1,230,506 rounds of cal. 5.56; 118,377 rounds of cal. 45; and 521,457 rounds of cal. 9mm.

The delivery of the first three tranches composed of 12,000; 10,603 and 12,696 units and the repeat order of 14,975 of Glock Generation 4 pistols totaling 50,274 units were already delivered and continuously being distributed to qualified recipients from the different PNP offices. The remaining fourth and fifth tranches totaling 24,205 were simultaneously delivered on December 22, 2013 and undergoing technical inspection procedures prior to their distribution to the end users.

Improvement of the Procurement System

Improvements in the procurement system are continuously being implemented to set standards and expedite processes to further promote transparency and accountability.

Reform on Bids and Awards. The reformed NHQ BAC has deliberated all the 32 items listed in the Annual Procurement Plan (APP). Among the number of items: three items were successfully awarded; one item underwent two failed biddings; 15 items with Approved Budget for the Contract (ABC) of P10 million below were delegated to the PNP Logistics Support Service (PNPLSS); three items were included in the bulk procurement (patrol jeeps, assault rifles and VHF Communications System); and 10 items have issues on NAPOLCOM Specifications.

For the year, 34 Bids and Awards Committee Resolutions which include Motions, Queries on Biddings Documents, TWG’s Post Qualification Reports and Award of Contracts were prepared.
Financial and Logistical Review and Evaluation Program were implemented to improve the utilization of financial and logistical resources.

Annual Management Audit. Annual Management Audits were conducted at the PROs down to the police stations. The audits were focused on the proper and judicious utilization of fiscal and property resources by the different PROs for CY 2012 in accordance with existing auditing and accounting policies.

Conduct of the Annual Program Review and Analysis. PROs and NSUs regularly submitted their respective PRAs per quarter for review and evaluation. This is to assess the programs implemented by the PROs and NSUs focusing on their respective targets vis-a-vis their accomplishments with the end view of identifying and prioritizing plans, programs, projects and activities which will enable them to effectively and efficiently accomplish their respective missions and tasks.

C. Research and Development Program

The programs for research and development were conducted to ensure that procurement and delivery of police items passed the standards and eliminate the proliferation of fake uniforms and other police paraphernalia.

Development of Specifications. Forty-eight standard specifications for various police items such as clothing, criminalistics, weapons, transportation and communications equipment were developed/amended. Stakeholders such as legitimate manufacturers/suppliers/distributors played a significant role in the development/formulation of prototypes of various police uniforms and individual equipment subject to the approval of the PNP Uniform and Equipment Standardization Board (UESB) which conducted 27 meetings for the period.

Application for Patent. The PNP being the designer of all police uniforms, individual equipment and other police items, has applied for its patent (registered as industrial design) with the Department of Trade and Industry (DTI) purposely to have ownership and exclusive rights over its design and usage. The National Historical Commission of the Philippines (NHCP) has approved three PNP logos.

Research and Studies. Forty-four researches and studies with product presentations/demonstrations were conducted. The PNP worked consistently with legitimate proponents to come up with best quality police uniforms, individual equipment and other police items conforming to the requirements of PNP end-users.

Issuance of Certificates of Conformities. For the period covered, there were 27 Certificates of Conformities (COC) issued to deserving proponents, which faithfully complied with all the mandatory requirements to be authorized suppliers of PNP uniforms and accoutrements. The said COC is the mandatory requirement to become a legitimate supplier for PNP uniforms and accoutrements and to join the bidding for the initial clothing allowance for PNP recruits.

Tests and Evaluations and Post Qualifications. A total of 120 tests and evaluations and post qualifications were conducted on various police items and equipment to ensure best quality and right specifications for move, shoot, communicate and investigative equipment. Likewise, 25 acceptance and functional test and evaluations were conducted.

COPWALK 1 and 2… PNP on the Ramp. The improvement in the performance of police personnel reflects on the quality of equipment and facilities they worked with, hence, the need for new designs of uniforms suitable for their daily tasks both in the office and in the field is also essential. This activity is geared to implement the PNP Strategic Focus on “Redesigning the PNP Uniforms and institute Safeguards against Unauthorized Manufacturer and Use”. Pursuant to this underlying objective, a live presentation...
of prototypes for the General Office Attire (GOA) was held last July 4, 2013 dubbed as COPWALK... PNP on the Ramp”. The said event was participated in by private designers and manufacturers who provided the initial inputs for the PNP’s new set of GOA uniform. Likewise, on December 19, 2013, the PNP expanded the classification of designs through the conduct of COPWALK2... PNP on the Ramp.

It showcased 94 prototype designs of the 29 participating designers and manufacturers. From this number, eight different prototypes for the GOA and eight for the patrol uniform were chosen as potential uniforms which are now under deliberation by the Uniform and Equipment Standardization Board (UESB) Technical Committees for presentation and subsequent approval of the Chief PNP and NAPOLCOM. These new sets of PNP uniform designs are distinct, flexible and comfortable and will provide a new image for the PNP that further characterizes service, honor and justice.
LEARNING AND GROWTH

Learning and Growth intends to develop competent, motivated, values-oriented and disciplined police personnel, and develop a responsive and highly professional police organization.
A. Entice and Recruit the Most Qualified Applicants

Critical to any organization is the recruitment and selection of people who can deliver desired results and meet the standards set by the organization in order to fulfill its mandate. As such, new members of the police force must fit with the principles of the transformation program of the PNP.

Recruitment Program

The recruitment and selection process has been revolutionized such that only the most qualified with desirable competencies are accepted in the organization. Years back, the recruitment system was focused on measuring first the physical ability of applicants. To capture the best and the brightest, the focus of the recruitment system has been shifted from measuring the physical ability of the applicant to intellectual capacity wherein the first step is to test the applicants mentally through a rigorous examination process. The shift in the recruitment process is anchored on the premise that physical agility can be easily developed than intellectual prowess.

The General Appropriations Act (GAA) of FY 2013 provided an allocation of regular quota of 3,000 PO1 in the PNP. These vacancies beefed up the manpower compliment of PROs and selected NSUs, while the attrition recruitment quota was to cover the attrition vacancies left by those who have retired, died, have been dropped from the rolls (DFR), separated, dismissed and resigned from the police service.
Shown below is the CY 2013 Accomplishment Recruitment Report for PO1:

**CY 2013 ACCOMPLISHMENT REPORT**  
(PO1 Recruitment Program)

<table>
<thead>
<tr>
<th>OFFICE/UNIT</th>
<th>CY 2012 Supplemental QUOTA</th>
<th>CY 2012 Supplemental FILLED UP</th>
<th>CY 2013 Recruitment Program QUOTA</th>
<th>CY 2013 Recruitment Program FILLED UP</th>
<th>TOTAL QUOTA</th>
<th>TOTAL FILLED UP</th>
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</tbody>
</table>

**Appointment of Non-Uniformed Personnel.** Two hundred sixty-one (261) Non-Uniformed Personnel were promoted to different positions while 301 were appointed (original) to vacant positions.

To maximize deployment in the field, the PNP is recruiting 15,000 new NUP to replace uniformed police officers performing administrative duties so they can be deployed to perform the core functions of the PNP, which is the maintenance of peace and order through effective crime prevention and crime solution.

**Appointment of PNPA Graduates.** A total of 255 graduates of the Philippine National Police Academy (PNPA) Class 2013 were appointed as Police Inspectors. They were assigned to various Police Regional Offices to perform various police functions.

### B. Develop Competent, Motivated, Values-oriented and Disciplined Police Personnel

Competency is being given emphasis by training our personnel on the various aspects of policing. This aspect was also emphasized in the strategic focus of our Chief, PNP, the CODE-P: 2013 and Beyond. Crucial to the accomplishment of the PNP’s mission is the development of personnel capable of performing individual tasks. Hence, while we hone individual competencies of our personnel, we also make sure that their well-being are attended to including their families.

The concept of “My Individual Performance is the Key” to better serve and protect the community is being implemented to raise the standards of services by the PNP organization.
**Individual Training Program**

The PNP has implemented various programmed and un-programmed courses for its personnel to further enhance their competency. While we develop their individual skills, we inspire in their hearts distinctive values needed in the police service.

**Field Training Officers Course.** To ensure that the ideal number of Field Training Officers (FTOs) versus the number of recruits is met, series of trainings for FTOs were conducted. Twenty-one trainings were conducted with 1,126 uniformed personnel as graduates.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>CLASSES</th>
<th>PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Field Training Officers Course for PCOs and PNCOs</td>
<td>10</td>
<td>509</td>
</tr>
<tr>
<td>Training of Trainers for Field Training Officers</td>
<td>1</td>
<td>35</td>
</tr>
<tr>
<td>Field Training Officers Development Program (PCOs)</td>
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<td>145</td>
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<tr>
<td>Field Training Officers Development Program (PNCOs)</td>
<td>7</td>
<td>437</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>22</strong></td>
<td><strong>1,126</strong></td>
</tr>
</tbody>
</table>

**Mandatory Courses.** Sixteen mandatory courses were conducted in coordination with the Philippine Public Safety College (PPSC) with 659 PCOs as graduates.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>CLASSES</th>
<th>PARTICIPANTS</th>
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</thead>
<tbody>
<tr>
<td>Public Safety Officers Advance Course (PSOAC)</td>
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<tr>
<td>Public Safety Officers Basic Course (PSOBC)</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>16</strong></td>
<td><strong>659</strong></td>
</tr>
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</table>

Further, 49 mandatory courses with 2,776 Police Non-Commissioned Officers as participants were conducted.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>CLASSES</th>
<th>PARTICIPANTS</th>
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</thead>
<tbody>
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<tr>
<td>Public Safety Senior Leadership Course (PSSL)</td>
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<tr>
<td>Public Safety Junior Leadership Course (PSJLC)</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>49</strong></td>
<td><strong>2,776</strong></td>
</tr>
</tbody>
</table>
Four investigation courses attended by 341 participants were conducted in coordination with PPSC: two Public Safety Investigation and Detection Course (PSIDC) with 260 participants; one Public Safety Traffic Investigation Course (PSTIC) with 44 participants; and one Public Safety Narcotics Investigation Course (PSNIC) with 37 participants.

Other investigations trainings conducted consist of the following:

- **Criminal Investigation Course (CIC)** – A total of thirty-nine (39) CIC classes were conducted nationwide in PROs nationwide having 2,467 PNCO graduates and 456 PNCOs still undergoing the said course.

- **Investigation Officers Basic Course (IOBC)** – Four hundred fifty (450) PCOs graduated from 9 classes conducted in SIDD, PROs 12, 11, COR, 5 and 4A. Additional 309 PCOs are expected to graduate from 6 ongoing classes in SIDD, PROs 10, 1, 6, 7 and 2.

- **TOT-Police Detective Course (PDC)** – One (1) class were conducted with 51 participants.

- **Crime Scene First Responders Workshop (CSFRW)** – Three (3) classes were conducted with 137 participants nationwide.

**Non-Uniformed Personnel (NUP) Training Program.** The PNP continuously implements various training programs for the NUP to bridge the performance gaps, and improve performance and personnel productivity.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>CLASSES</th>
<th>PARTICIPANTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Orientation Course</td>
<td>2</td>
<td>151</td>
</tr>
<tr>
<td>ITP Foundational Course</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Basic Customer Service Skills</td>
<td>2</td>
<td>84</td>
</tr>
<tr>
<td>* Public Service Ethics and Accountability</td>
<td>2</td>
<td>84</td>
</tr>
<tr>
<td>* Team Building Workshop</td>
<td>2</td>
<td>84</td>
</tr>
<tr>
<td>* Competency Enhancement Program on Personne</td>
<td></td>
<td>84</td>
</tr>
<tr>
<td>Mechanism</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisory Development Course (SDC) Tracks 1, 2 and 3</td>
<td>1</td>
<td>32</td>
</tr>
<tr>
<td>Supervisory Development Course (SDC) Tracks 1, 2 and 3</td>
<td>1</td>
<td>32</td>
</tr>
<tr>
<td>Seminar on Data Analysis for NUP</td>
<td>1</td>
<td>29</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>13</strong></td>
<td><strong>580</strong></td>
</tr>
</tbody>
</table>
Unit Training Program

To uplift the performance of PNP units, unit training programs were crafted and implemented to synchronize, synergize, minimize idiosyncrasies, promote interoperability, and standardize systems and methods among various units performing frontline police services.

Unit Training. Different training programs were pursued to address and fill the training need gaps in the organization. The priority training needs and the number of personnel trained on various competencies are shown on the table below.

<table>
<thead>
<tr>
<th>TRAINING/COURSE</th>
<th>PERSONNEL TO BE TRAINED</th>
<th>PERSONNEL TRAINED</th>
<th>VARIANCE</th>
<th>PERCENTAGE OF TRAINED PERSONNEL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resource Management Course</td>
<td>2,951</td>
<td>469</td>
<td>2,482</td>
<td>16%</td>
</tr>
<tr>
<td>Intelligence Course</td>
<td>11,870</td>
<td>6,643</td>
<td>5,227</td>
<td>56%</td>
</tr>
<tr>
<td>Logistics Management Course</td>
<td>2,841</td>
<td>1,112</td>
<td>1,729</td>
<td>39%</td>
</tr>
<tr>
<td>Comptrollership Course</td>
<td>70</td>
<td>70</td>
<td>-</td>
<td>100%</td>
</tr>
<tr>
<td>Criminal Investigation Course</td>
<td>7,264</td>
<td>10,749</td>
<td>+3,485</td>
<td>100%</td>
</tr>
<tr>
<td>Disaster Preparedness, Rescue and Relief Operations Training</td>
<td>7,072</td>
<td>4,525</td>
<td>2,547</td>
<td>64%</td>
</tr>
<tr>
<td>Tactical Commander's Course</td>
<td>122</td>
<td>256</td>
<td>+134</td>
<td>100%</td>
</tr>
<tr>
<td>Specialized Planning Course</td>
<td>250</td>
<td>78</td>
<td>172</td>
<td>31%</td>
</tr>
<tr>
<td>Police Community Relations Course</td>
<td>3,175</td>
<td>57</td>
<td>3,118</td>
<td>2%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>35,615</strong></td>
<td><strong>20,283</strong></td>
<td><strong>15,275</strong></td>
<td><strong>57%</strong></td>
</tr>
</tbody>
</table>

In addition to these competency courses, the PNP also conducted the pilot class of the Human Resource and Doctrine Development Course (HRDDC) from November 29 - December 21, 2013 attended by 27 DHRDD personnel. This course aimed to further improve and broaden the scope of expertise of every HRD practitioner in the PNP on the various aspects of training and doctrine development in order to create and establish high performance standards and to ensure effective development of policies as well as supervision of training programs for a more effective delivery of services.

Other trainings conducted during the year 2013:

Special Close Protection Refresher Training. Five batches of the Special Close Protection Refresher Trainings were facilitated by the Civil Security Group in coordination with the Police Security Protection Group and PNP Training Service for 88 PNP supervisors and 256 qualified Protective Agents (PAs) as part of the preparations for the May 2013 Elections.
Proficiency Training on the Use of GLOCK 17 Pistol Course 1. Another significant program accomplished by the PNP was the conduct of the GLOCK 17 Pistol Pre-Qualification Test. This was conducted as part of the preparation for the initial delivery of the 12,000 pieces of GLOCK 17 Gen. 4 Cal 9mm pistols which were issued to qualified PNP uniformed personnel. The Pre-Qualification Test was held at the NCRPO Firing Range, Camp Bagong Diwa, Bicutan, Taguig City with 8,459 participants who successfully passed the pre-test.

Other 42 similar activities on pre-qualification test were also conducted by the different units of PROs and NSUs wherein 10,158 PNP personnel were able to complete and pass the test.

Aside from these personnel, 259 PNPA Cadets who also underwent and successfully passed the test were among the recipients of the GLOCK 17.

Relative to the issuance of GLOCK 17 to uniformed PNP personnel, the following programs were conducted for selected members of the PNP:

- **GLOCK Armourers' Course.** The GLOCK Armourers’ Course was conducted in two batches at the Camp Crame Firing Range attended by a total of 45 selected uniformed personnel from PROs and NSUs. These trained personnel will be in charge as armourers and pistol maintenance personnel.

- **GLOCK Tactical Pistol Course (Level 1) Trainers Training.** Three batches of GLOCK Tactical Pistol Course were conducted and benefited 41 PNP uniformed personnel. The supply officers will serve as firearms operators and trainers in their respective units/offices.

- **Gun Safety and Proper Handling of Handgun Seminar on GLOCK 17.** Aside from the pre-qualification test, 32 Gun Safety and Proper Handling of Handgun Seminars on GLOCK 17 were also conducted in the different PROs and NSUs with a total of 2,252 uniformed personnel as participants.

**Trainers Training on Disaster Preparedness, Search, Rescue and Relief Operations.** This training was conducted to improve the capabilities and skills of PNP personnel in conducting search, rescue and relief operations throughout the country. A total of 98 PNP personnel from the different regions completed the 5-day Trainers Training conducted in two batches.

**Urban Counter Revolutionary Warfare Course.** As part of the improvement of the skills of the Crisis Action Force (CAF), the Urban Counter Revolutionary Warfare Course (UCRWC) was conducted for 62 CAF members. This training aimed to harmonize the basic skills and to enhance self-confidence among the members.

**PATROL 101.** The training for Patrol Planners and Supervisors was conducted on November 11-20, 2013 with 68
PCOs as participants. The training aimed to enhance and equip the frontline PCOs with managerial and supervisory skills relative to patrolling which is necessary in carrying out their fundamental duties and responsibilities as law enforcers. This training was conducted through the initiative of PRO 1 with the primary objective of setting the standards for Patrol System and to teach and remind our police officers of the basics of patrolling from administrative to operations and investigation matters as well as to further improve their capabilities as patrollers. It was divided into three categories: Patrol Planners Training; Patrol Supervisors Training; Police Patrollers Training.

**Hostage Negotiation Team Training.** In order to address the need for more specialized training programs designed to develop uniformed personnel in handling crisis situations particularly hostage negotiation, the 2nd batch of Hostage Negotiation Team Training was conducted at the PNPTS participated in by 45 uniformed personnel. Each Hostage Negotiation Team (HNT) was composed of five uniformed personnel per team representing PROs 6 to 13 and ARMM. These trained police officers shall compose the HNT of their respective regions to handle critical incidents specifically hostage taking situations.

**Internal Security Operations (ISO) Unit Enhancement Training.** Seven batches of the ISO Unit Enhancement Training for Maneuver Units were conducted with total participants of 938 PNP personnel. The training aimed at enhancing the skills and effectiveness of the participants on the QUAD integrated operations.

**2nd NHQ/DIPO Inter-PRO Shooting Competition 2013.** The Command Group, Directorial Staff, NSUs and PROs competed in the 2nd NHQ/DIPO Inter-PROs Shooting Competition held at the PNP Firing Range, Camp Crame on December 12 to 15, 2013. This shooting competition among 3rd Level PCOs was intended to develop team spirit and camaraderie among the participating teams.

**Operations Skills Enhancement.** The Executive Operations Management Course (EOOMC) was conducted for incumbent Operations Officers of PROs and NSUs at the PNP Training Service on July 15 to 26, 2013. The course intended to enhance their skills and preparedness in confronting different situations through the development of the participant’s competence level, enhancement of skills and preparedness in operational matters; emphasis on the strategic role of operations management and its competitive advantage for organizational mission; providing a basis for more advance studies in Operations Management such as Operations Strategy, and Innovation Management in implementing policies, issuance and directives; and explaining approaches in designing and improving policies to solve operations management problems in maintaining peace and order.

**Foreign Training Program**

 Through the PNP’s continued partnership with its foreign counterparts and its conscious effort to intensify foreign relations, various training programs were completed which aimed to develop our personnel to be at par with international standards in terms of policing.

 For the year in review, a total of 3,033 PNP personnel benefited from the 244 different training programs sponsored by our foreign counterparts, both abroad and in-country.

 These training programs include, among others: Southeast Asia Regional Counter Terrorism Investigations Management Course; Chemical Control/Cladestine Laboratory Investigation Course; Comprehensive Security Responses to Terrorism Course; Leadership for Women in Law Enforcement; Crisis Response Team Course (Assistant Instructors); INTERPOL Capacity Building Programme on Criminal Intelligence Analysis to Enhance the Fight Against Terrorism in Southeast Asia; Advanced Explosive Incident Countermeasure Course; Asia Regional Law Enforcement Management Program; Basic Investigations of
Computer and Electronic Crimes Program; Capacity Building for Collaborative Investigation and Prosecution of Terrorism Related Cases; Quality Control in Civil Aviation Security Course; Instructors’ Development Course; Chemical, Biological, Radiological, Nuclear and Explosives Course; and First Response to Terrorist Incident/First Response Medical Stabilization Course.

**Other Training Accomplishments**

The PNP also conducted other trainings for the year.

**Partnership with LGU/Stakeholders.** As a result of the PNP’s commitment in strengthening its partnership with the Local Government Units (LGUs), various training/seminars supported by the stakeholders were implemented that benefitted not only the PNP but the community as well.

For the year in review, a total of 23 trainings were conducted through the generous assistance of the different LGUs with a total of 307 PNP personnel as beneficiaries. Among the programs that gained support from the stakeholders were: Seminar/Workshop on Basic Life Support with Mass Casualty Incident Management; Bridging Leadership Seminar/Workshop; Campaign to End Violence Against Women; Financial Assistance to Public Safety Field Training Program; Water Search and Rescue Training; Trainer’s Training on Drug Abuse Resistance Education; Handgun Qualification Marksmanship Test; Disaster Risk Reduction Training; Seminar/Workshop for Effective Records Management; Tourism Awareness Seminar for TOPCOP; Underwater Search and Rescue and Coral Reef Restoration Training; Leadership Seminar/Workshop “RESPONDER”; and Advance Diving and Rescue Training Course.

**Gender and Development Program.** The different PNP units from PROs and NSUs conducted various GAD-related activities/programs in compliance with the PNP GAD Plan and Budget for FY 2013. A total of 181 GAD seminars/activities were conducted with a total of 7,034 PNP personnel as participants.

**Moral Enrichment Program.** On January 7, 2013, the 19th PNP Ethics Day was celebrated with the theme, “Serbisyong Makatotohanan, Isapuso’t Isadiwa Tungo sa Mapayapang Bansa” reflective of the ideals of the organization to instill in the hearts of our police officers the true meaning of public service. One of the highlights of said celebration was the conduct of the Ethics for Police Executives: Seminar on Anti-Graft and Corrupt Practices. This seminar was participated in by 24 3rd Level PCOs.

In addition, a seminar on “S-Leadership: The Potter’s Way” was also conducted in three batches of the PNPA “Tagapamahal” Class 2013 held at the PNPTS. This seminar, with its personal and experiential learning approach through biblical concept of leadership, provided inspiration and guidance to strengthen the moral fiber of the 232 new police officers. Seminars on moral enrichment were also conducted and initiated by the different PNP units with 24,497 PNP personnel benefitting from the 1,029 activities.

**Other Programmed and Unprogrammed Courses/Seminars.** The PNP conducted its programmed courses and seminars for the continuing education and training of all PNP personnel assigned in the different NSUs and PROs down to the Police Station Level. The NSUs conducted a total of 232 courses and seminars with a total of 10,033 participants while the PROs conducted 208 programmed courses and seminars with a total of 15,161 participants. Apart from the regular courses being conducted by the PNP units, a total of 446 training initiatives were accomplished by the NSUs and PROs participated in by 27,925 PNP personnel.

**Doctrine Development.** Out of the 22 manuals that are being revised/formulated for the year in review, three were already completed, namely: the Revised PNP Fundamental Doctrine; PNP
Guidebook on Human Rights-Based Policing; and Engineering Service Administrative and Operations Manual. Nineteen are still undergoing review and revisions.

**Uphold and promote the principles of meritocracy**

The PNP follows the sound management principle of putting the right people on the right job. As such, the PNP follows the fundamental concept of meritocracy at all levels of the organization.

**Activation of the Assessment Center for Third Level PCOs** through Senior Officers Placement and Promotion Division, DPRM to select the most competent and best qualified senior officers and place them in their fields of expertise and competence. Likewise, Eligibility List on every field of expertise is being implemented.

**Promotion System (3rd Level and 2nd Level)**

In the PNP or any other uniformed service organization, promotion is one of the highest methods of uplifting the morale of individual personnel. For deserving personnel, the PNP is prompt in promoting its personnel as one of their rewards for doing well in the service.

**Regular Promotion (3rd Level).** For the period, a total of 135 3rd level PCOs were promoted to the next ranks, broken down as follows:

<table>
<thead>
<tr>
<th>RANK</th>
<th>NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PDDG</td>
<td>3</td>
</tr>
<tr>
<td>PDIR</td>
<td>8</td>
</tr>
<tr>
<td>PCSUPT</td>
<td>40</td>
</tr>
<tr>
<td>PSSUPT</td>
<td>84</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>135</strong></td>
</tr>
</tbody>
</table>
Regular Promotion (2nd Level – PO2 to PSUPT). On November 18, 2013, a total of 12,288 2nd Level PCOs and PNCOs were promoted, broken down as follows:

<table>
<thead>
<tr>
<th>RANK</th>
<th>NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSUPT</td>
<td>69</td>
</tr>
<tr>
<td>PCINSP</td>
<td>66</td>
</tr>
<tr>
<td>PSINSP</td>
<td>291</td>
</tr>
<tr>
<td>PINSP</td>
<td>61</td>
</tr>
<tr>
<td>S-TOTAL</td>
<td>487</td>
</tr>
<tr>
<td>SPO4</td>
<td>61</td>
</tr>
<tr>
<td>SPO3</td>
<td>355</td>
</tr>
<tr>
<td>SPO2</td>
<td>261</td>
</tr>
<tr>
<td>SPO1</td>
<td>716</td>
</tr>
<tr>
<td>PO3</td>
<td>3,228</td>
</tr>
<tr>
<td>PO2</td>
<td>7,180</td>
</tr>
<tr>
<td>S-TOTAL</td>
<td>11,801</td>
</tr>
<tr>
<td>G-TOTAL</td>
<td>12,288</td>
</tr>
</tbody>
</table>

Maka Diyos

LOI 17/10 “SUGO” or the Spiritual Upliftment and Growth of the Organization organized the PNP Multi-Faith Pastoral Council under the PNP Chaplain Service to act as a consultative body on matters pertaining to the spiritual and moral enhancement activities of the PNP.

Makabayan

115th Philippine Independence Day Celebration. A Service Booth at San Lorenzo Ruiz Plaza, Rizal Park was set-up by the PNP under the supervision of the National Historical Commission of the Philippines. The booth showcased the static displays of PNP equipment and offered frontline services. Likewise, Police Journals, Police Digest, Crime Prevention flyers and other informative materials relative to PNP services were distributed for the public’s appreciation and information. The PNP Chorale and Combo participated in the “Musikalayaan” Concert at the Quirino Grandstand.

112th Police Service Anniversary Celebration. The PNP celebrated the 112th Police Service Anniversary with activities that enhanced police and community partnership. The highlights included the establishment of PNP Booths in selected shopping malls, static and photo displays, job fair, PNP Band Competition and school visitations.

2013 COPS Awarding Ceremonies. The PNP, in partnership with the various socio-civic organizations has recognized PNP personnel who exemplified dedication to service through the annual Metrobank Foundation Search for the Country’s Outstanding Police Officers in Service (COPS). Ten police officers were awarded during a conferment ceremony held at the Metrobank Plaza Auditorium on September 5, 2013 and were presented in Camp Crame during the flag-raising ceremony on September 9, 2013.

Living the PNP Core Values

No organization will succeed without exactly defining what values are necessary to guide each and every personnel in the performance of their duty. For the PNP, core values are the guiding principles of every personnel, be it in their official duty or in their personal lives. It is therefore essential to align personal values with organizational values so as to accelerate the quality of service the community deserves.
**Makatao**

*Human Rights Desks* were established in every police station in all PROs registering a 100% attainment of the target of one HRD per police station.

**Makakalikasan**

*Anti-illegal logging and anti-illegal fishing operations* were intensified in support of the government’s environment and natural resources protection campaign.

**Morale and Welfare**

A culture of excellence will only be achieved when an organization cares for its people. In the PNP, morale and welfare is one of the essential concerns in human resource management. Welfare and benefits are extended to the families and dependents of our personnel to show how each and every personnel are important to the PNP.

**Bonuses and Rewards System.** Aside from the usual midyear and year-end bonuses, and cash gifts, a total of P741,198,000.00 was released for the grant of Productivity Enhancement Incentives (PEI) and P1,245,751,500.00 for the grant of Performance Based Bonus (PBB) to all personnel.

**Institutionalize adequate package of benefits and remuneration.** Empowering our personnel with enough remuneration and added benefits will give more meaning to their career. With meaningful benefit package, morale is uplifted and people are motivated to work. Congruently, adequate benefit package enables their families to live decently. These are virtues that will push them to carry out duties at their best.

**PNP Comprehensive Educational Assistance Program.**

On January 31, 2013, the PNP Educational Assistance Committee (PEAC) approved 82 new applications and 17 applications for renewal under the Reward Educational Assistance Program (REAP) for SY 2012-2013. Eighty-six new applications and 250 applications for renewal of the REAP were also approved by PEAC on May 17, 2013 and August 14, 2013, respectively. The PEAC also approved the annual stipend of P10,000.00 each for 35 scholars of PNP-De La Salle-College of Saint Benilde Educational Benefit Program for SY 2013-2014.

The awarding of educational assistance checks to the 10 selected grantees of PNP-PLDT-SMART College Educational Assistance Program and 10 grantees of REAP residing within NCR was held on March 18, 2013 and June 3, 2013 during the Monday Flag Raising Ceremony.

Moreover, the PSMBFI turned-over SGTI Experience Refund Check amounting to P3,807,541.30 to support the grantees of the PNP Comprehensive Educational Assistance Program (PCEAP) for SY 2013-2014 on June 3, 2013.

On August 2, 2013, the PNP entered into a Memorandum of Agreement with the De La Salle-College of Saint Benilde (DLS-CSB) for the educational benefit program for the PNP. Every year, DLS-CSB allotted 10 scholarship slots for the dependents of PNP-uniformed personnel.

On August 16, 2013, the 1st ceremonial turn-over of donation from PNP Provident Fund amounting to P272,434.33 was held to support the PCEAP. Said donation is the 10% of gross income from loaning operation for the month of June 2013. The PNP Provident Fund pledged to donate to PCEAP on a monthly basis.
On November 18, 2013, during the Monday Flag Raising Ceremony, the AFPMBAI turned-over P2,000,000.00 to support the PCEAP.

Further, the PLDT-SMART Foundation, Inc. also turned-over donation amounting to P540,000.00 to PNP-PLDT-SMART College Educational Assistance Program for SY 2013-2014 on December 2, 2013 during the Flag Raising Ceremony.

**Special Financial Assistance.** Thirty-eight beneficiaries of PNP uniformed personnel who were Killed In Action (KIA) and 56 PNP personnel who were Wounded In Action (WIA) were granted Special Financial Assistance (SFA) from the President’s Social Fund (PSF).

**Reimbursement of Hospital Expenses (RHE).** A total of 653 PNP personnel received their reimbursement hospitalization expenses amounting to P41,550,345.43.

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**Personnel Enhancement Program**

The PNP issued Command Memorandum Circulars (CMC) to supplement the existing policies on human resource management. Similar to any large organization, personnel is the most important resource to manage, hence, the organization issued the following personnel policies:

- **CMC No. 15/2013 “Activation of the Assessment Center for Third Level PCOs”** dated April 15, 2013 to strengthen the PNP’s resolve to follow the principle of meritocracy in the police service ensuring that only qualified and highly competent senior officers are entrusted with key positions in the organization.

- **CMC No. 19-2013 “PNP Review and Compliance Committees (RCC) and Policy Guidelines and Procedures on Accomplished Statement of Assets, Liabilities and Networth Forms”** dated April 29, 2013 clarifies guidelines for personnel to diligently comply with the requirements of RA 6713 on the submission of annual statement of assets, liabilities and networth.

- **CMC No. 26-13 “My Individual Performance is the Key (IP Key Card)” dated June 5, 2013.** Individual personnel must have clear understanding of their primary duties and responsibilities which are written in their individual IP Card. Multi-tasking is discouraged in order for them to focus on their assigned task, making them more effective.

- **CMC No. 43-13 dated August 23, 2013 subject: 2nd Level PCOs and PNCOs Regular Promotion Programs.** This is part of the PNP’s commitment to enhance the morale and welfare of personnel.

- **PNP Memorandum Circular No. 2013-015 dated October 19, 2013 with subject: Prescribing the Policies and Procedures Governing the Placement of Second**
Level Uniformed Personnel ensures that mid-level officers are placed in positions where they can grow professionally:

- PNP MC No. 2013-018 “Merit Selection and Promotion Plan for Non-Uniformed Personnel (MSPP-NUP) of the PNP” dated November 18, 2013 to make sure that they too, can advance in their chosen career; and
- PNP MC No. 2013-020 “PATNUBAY III” dated November 27, 2013 to make sure that only dedicated personnel are staying in the organization.

**Series of refresher trainings on Personnel Accounting and Information System (PAIS) and Relational Report (RR) Writing** held at the Training Service, Camp Crame. The refresher trainings conducted on a 3-day basis per batch were attended by PAIS users/operators of PROs and NSUs to fully equip them with personnel records management skills. The schedules of activities are as follows:

<table>
<thead>
<tr>
<th>BATCH</th>
<th>PARTICIPATING UNIT/OFFICE</th>
<th>SCHEDULE</th>
<th>PARTICIPANTS TRAINED</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>HQS, NCRPO, MPD, NPD, SPD, QCPD, EPD, PRO 5</td>
<td>Feb 20-22, 2013</td>
<td>18</td>
</tr>
<tr>
<td>2nd</td>
<td>PROs 1, 2, 3, 4A, 4B, &amp; COR</td>
<td>Feb 27-Mar 1, 2013</td>
<td>15</td>
</tr>
<tr>
<td>3rd</td>
<td>PROs 6, 7, 8, 9, 10, 11, 12, 13 &amp; ARMM</td>
<td>March 6-8, 2013</td>
<td>20</td>
</tr>
<tr>
<td>4th</td>
<td>LSS, ITMS, FS, HS, CES, CHS, HSS, ES, TS, &amp;IAS</td>
<td>March 13-15, 2013</td>
<td>20</td>
</tr>
<tr>
<td>5th</td>
<td>CLG, AV SE GROUP, SAF, HPG, PCRG, PSPG, CSG, IG, CIDG &amp; AKG</td>
<td>March 20-22, 2013</td>
<td>26</td>
</tr>
</tbody>
</table>

**3-day “Enhancement of PAIS Workshop”**. The workshop held on October 22 to 24, 2013 was in preparation for the implementation of the new PNP Salary System that could only be feasible if the PAIS database is updated on “real-time” basis. It was attended by the project team (RMD personnel) and 84 publication personnel of PROs and NSUs.
Seminar/Workshop on Morale and Welfare Services. The activity was held on November 19-21, 2013 to strengthen the PNP Morale and Welfare Offices/Sections nationwide and to empower all personnel assigned at said offices to ensure the quality of services they deliver to PNP personnel.

Projects on Personnel Welfare

Renovation of PAIS Encoder’s Room. The PAIS encoders’ room has been renovated and blessed on November 22, 2013. The renovation of PAIS encoders’ room was realized through the release of funds from the DC amounting to P2.3 million, which include the procurement of 25 new computer sets.

Digitization of Police Personal Files (PPF). This project is in cooperation with the PSMBFI and it aims to digitally scan most documents currently stored at the Storage Section. Hard copies of documents dating many years back were digitally scanned and uploaded in the Personnel Electronic and Records Management System (PERMS) to augment the electronic database of the RMD.

As of September 30, 2013, a total of 3,252,067 pages have been scanned and 88,603 PPFs were uploaded in the PERMS’ Alchemy.

Interim PAIS Connectivity. In the absence of an on-line Personnel Accounting and Information System (PAIS), this project was launched to improve the stand-alone PAIS of all PROs and NSUs and eventually update the PAIS RMD. Using formatted templates, all PROs and NSUs are to e-mail to RMD on a daily bases using a given Virtual Private Network (VPN) all orders that will affect changes in the salary of their personnel. The interim PAIS connectivity was considered fully operational effective November 1, 2013.

New PNP Salary System. With the transfer of administration of PNP Salary Masterfile from ITMS to FS, the Personnel Accounting and Information System (PAIS) will now be the data source in computing for the salary of the PNP personnel by the Finance Service. Numerous parallel and evaluation runs will be conducted by FS using RMD PAIS as the data source from November to December 2013 and the new salary system is scheduled to be fully functional by January 2014.

e-ID System. Electronic Identification Card (e-ID) System is one of the components of the e-DPRM Project. e-ID will serve as the PNP’s identification and ATM payroll card. Recently, the project team has submitted four sample cards to Landbank of the Philippines (LBP) for testing and evaluation.

Case Monitoring and Clearance System. Central database of administrative and criminal cases is being established for easy monitoring of personnel who are charged for violations. It would also provide easy tracking of personnel who are recidivists and will aid decision making during placements and promotions as well as in crafting human resource related policies.
**Reward and Punishment System**

As the PNP is prompt to give rewards and recognitions, it is also quick in punishing erring personnel. Pat on the back, medals, recognitions, and other forms of motivations are the cup of tea of the PNP for hard working personnel. However, there is a complete range of disciplinary measures available at hand for those who would try to challenge the good tenets of the police service.

**Awards and Decorations.** For the period covered, a total 255,796 awards were given to deserving PNP personnel broken down as follows:

<table>
<thead>
<tr>
<th>Category of Awards</th>
<th>PCO</th>
<th>PNCO</th>
<th>NUP</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medalya ng Katapatan sa Paglilingkod</td>
<td>44</td>
<td></td>
<td></td>
<td>44</td>
</tr>
<tr>
<td>Medalya ng Katapangan</td>
<td>11</td>
<td>11</td>
<td></td>
<td>22</td>
</tr>
<tr>
<td>Medalya ng Katangitanging Gawa</td>
<td>21</td>
<td>4</td>
<td></td>
<td>25</td>
</tr>
<tr>
<td>Medalya ng Pambihirang Paglilingkod</td>
<td>89</td>
<td></td>
<td></td>
<td>89</td>
</tr>
<tr>
<td>Medalya ng Kadakilaan</td>
<td>13</td>
<td>790</td>
<td></td>
<td>803</td>
</tr>
<tr>
<td>Medalya ng Kagalingan</td>
<td>973</td>
<td>8,250</td>
<td></td>
<td>9,223</td>
</tr>
<tr>
<td>Medalya ng Kasanayan</td>
<td>7,632</td>
<td>42,172</td>
<td>933</td>
<td>50,737</td>
</tr>
<tr>
<td>Medalya ng Papuri</td>
<td>6,260</td>
<td>46,581</td>
<td>1,391</td>
<td>54,232</td>
</tr>
<tr>
<td>Medalya ng Ugnaya ng Pampulisy</td>
<td>512</td>
<td>206</td>
<td></td>
<td>727</td>
</tr>
<tr>
<td>Medalya ng Mabuting Asal</td>
<td>318</td>
<td>1,414</td>
<td></td>
<td>1,732</td>
</tr>
<tr>
<td>Medalya ng Paglilingkod</td>
<td>146</td>
<td>1,689</td>
<td></td>
<td>1,835</td>
</tr>
<tr>
<td>Mga Tsapa ng Kuwalipikasyon</td>
<td>107</td>
<td>439</td>
<td></td>
<td>546</td>
</tr>
<tr>
<td>Pagtulong sa Nasalanta</td>
<td>887</td>
<td>10,248</td>
<td>108</td>
<td>11,243</td>
</tr>
<tr>
<td>Paglilingkod sa Luzon</td>
<td>1,488</td>
<td>16,583</td>
<td></td>
<td>18,071</td>
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<tr>
<td>Paglilingkod sa Visayas</td>
<td>86</td>
<td>1,687</td>
<td></td>
<td>1,773</td>
</tr>
<tr>
<td>Paglilingkod sa Mindanao</td>
<td>440</td>
<td>5,988</td>
<td></td>
<td>6,428</td>
</tr>
<tr>
<td>Sugatang Magiting</td>
<td>2</td>
<td>43</td>
<td></td>
<td>45</td>
</tr>
<tr>
<td>Paglaban sa Manliligalig</td>
<td>437</td>
<td>5,895</td>
<td></td>
<td>6,332</td>
</tr>
<tr>
<td>Letter of Commendation</td>
<td>7,490</td>
<td>83,884</td>
<td>459</td>
<td>91,833</td>
</tr>
<tr>
<td>Plaque/Certificate of Merit</td>
<td>7</td>
<td>4</td>
<td>5</td>
<td>16</td>
</tr>
<tr>
<td>Salamat Kapatid</td>
<td>2</td>
<td>8</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>27,043</td>
<td>225,848</td>
<td>2,905</td>
<td>255,796</td>
</tr>
</tbody>
</table>
Implementation of LOI “Patnubay”. The campaign to rid the PNP of misfits shows continuing gains in as far as the different aspects/action programs of said campaign are concerned. From January 1 to November 30, 2013 hereunder is the status report on LOI “Patnubay”:

<table>
<thead>
<tr>
<th>Preventive Aspect</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Inspections Conducted</td>
<td>6,897</td>
</tr>
<tr>
<td>No. of erring personnel reported received through SMS</td>
<td>203</td>
</tr>
<tr>
<td>No. of Personnel who attended the Human Rights Seminar</td>
<td>14,066</td>
</tr>
<tr>
<td>No. of Seminars for Combating Corruption</td>
<td>273</td>
</tr>
<tr>
<td>No. of Personnel Reassigned to other Stations for overstaying</td>
<td>1,071</td>
</tr>
<tr>
<td>No. of Personnel who Availed of the Housing Program</td>
<td>8,205</td>
</tr>
<tr>
<td>No. of Personnel Awarded for Good Behavior and Heroic Conduct</td>
<td>197,019</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Punitive Aspect</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases Received during the period</td>
<td>2,594</td>
</tr>
<tr>
<td>Resolved Cases (Personnel Involved)</td>
<td>2,149</td>
</tr>
<tr>
<td>Dismissed</td>
<td>242</td>
</tr>
<tr>
<td>Demoted</td>
<td>64</td>
</tr>
<tr>
<td>Suspended</td>
<td>576</td>
</tr>
<tr>
<td>Forfeiture of Pay</td>
<td>30</td>
</tr>
<tr>
<td>Reprimanded</td>
<td>87</td>
</tr>
<tr>
<td>Admonished</td>
<td>11</td>
</tr>
<tr>
<td>Restricted</td>
<td>10</td>
</tr>
<tr>
<td>Withholding of Privileges</td>
<td>3</td>
</tr>
<tr>
<td>Case Dismissed</td>
<td>562</td>
</tr>
<tr>
<td>Exonerated</td>
<td>476</td>
</tr>
<tr>
<td>Archived</td>
<td>75</td>
</tr>
</tbody>
</table>

| No. of Pending Cases for the Period    | 1,726|

C. Develop a Responsive Police Organization

Emerging technologies can be a boon or a bane. The present landscape, shaped by today’s generation, brought new challenges in the PNP. In the context of peace and order, the PNP must utilize the new advances in technology to its benefit. These new technologies can be tapped for more efficient crime reporting, data management, and better police operations.

Information and Communications Technology

PNP embarked on various ICT projects to speed-up business processes. From administrative to operational concerns, ICT has been mainstreamed at all levels of the organization.
PNP Data Warehouse Project. The PNP Data Warehouse integrates databases and presents related data in a summarized form for effective decision-making of PNP executives. It will also enable the PNP to query or verify records across related databases. The installation of Hardware, Software and Network components was completed, including the full renovation of the PNP Data Warehouse Office. A database replication was conducted to provide a software solution to make all databases of the PNP available at any given time.

The integration of PNP databases including the creation of business intelligence reports and dashboards was also completed.

PNP Document Management System (DMS) “e-Library”. The system shall provide for the automated archiving, searching, retrieval and updating of all PNP documents that will form part of a central document repository known as the “e-Library”. These documents are stored in electronic and digital formats and made available as required. A total of 163 accounts were created for the Command Group, Directorial Staff, NSUs and PROs.

PNP Crime Incident Reporting System (CIRS). A total of 492,598 incidents were already encoded into the CIRS. A total of 436,079 incidents occurred and encoded into the CIRS for the same period. To date, a total of 257,689 crime volume can be generated from the CIRS.

Wanted Person Information System (WPIS). For the year 2013, a total of 68,015 Warrants of Arrest were received nationwide. Since the implementation of WPIS, 80,990 were already encoded.

e-Warrant Verification thru SMS. This system enables field investigators to verify if a person has an existing warrant of arrest. The system includes SMS-based records verification in the e-Warrant System; user’s registration and authentication; and nationwide coverage using available mobile device.

e-Rogues Gallery System. A total of 109,009 persons were arrested nationwide for the year 2013. Of this figure, 37,129 were arrested with WOA and 71,880 were arrested under warrantless arrest. For the same period, 91,446 were encoded in the system, resulting to 83.91% Uploading Performance Efficiency.

LOI Spider Web. Ninety-six percent compliance rate in the set-up of online webpages in the PROs was achieved through the deployment of 219 IT officers (17 PCOs, 61 PNCOs and 87 NUP) in PROs and PNP offices to create and administer webpages/websites; and standardized webpage format and contents.

Geographical Information System (GIS). The GIS captures, displays, manages and analyzes all forms of geographically referenced information that aids in interpreting and visualizing data through maps, reports and charts. The system helps in identifying crime prone areas for the deployment of personnel thus enhancing crime prevention and solution.

Voice-over Internet Protocol (VoIP) and Global System for Mobile Communications (GSM). A total of 141 VoIP Gateway Units were distributed to PROs down to municipal police stations. The VoIP is a voice communication system that enables PNP users to use the internet for sending analog voice signals.

PNP Website. A 24/7 maintenance of the PNP website (www.pnp.gov.ph) was undertaken for the publication of online information and documents pertaining to the PNP Organization.

PNP Private e-Mail. An official e-mail system under the @pnp.gov.ph domain was established to protect sensitive information to be transmitted to the regional/national offices and vice versa. A total 2,614 PNP e-mail addresses were activated and distributed to PROs and MPSs.

PNP Telephone Directory Application. The application enables users to contact numbers through call or text from their
Android devises thus eliminating the need for printed telephone directories.

**Interconnectivity and File Sharing of all Directorates.** A data infrastructure set-up for the NHQ Directorate Offices within Camp Crame provides a secured electronic network to receive and retrieve information among Directorate Offices.

**Strengthen Organizational Development**

Structural changes were pursued to ensure efficiency and responsiveness of PNP units and offices in performing their mandated functions, such as the Restructuring of the Research and Analysis Division under the Directorate for Investigation and Detective Management (DIDM) through the promulgation of NHQ-PNP General Orders No. DPL 13-08; and pursuing the recruitment of additional 15,000 NUP to fill up Crime Registrar positions for the full operationalization of the electronic blotter (e-Blotter) and the Crime Registry systems.

**Legislative Agenda.** The legislative agenda being pursued include the Revisiting and Updating of PNP Modernization Plan; PNP Reorganization Plan; Transfer of PNPA and PNTI from PPSC to PNP; Inclusion of Non-College Graduates as PNP Applicants.

**Activation of the Anti-Cybercrime Group (ACG).** The PNP ACG was activated on March 20, 2013 through General Orders No. DPL 12-09 to implement and enforce pertinent laws on cybercrimes, and pursue an effective anti-cybercrime campaign to attain a secured and productive cyber environment conducive to economic growth and national development.

**Strategy and Operations Review.** For operational support units to further improve and strengthen their respective anti-crime actions and to align their scorecards with the DO Scorecard, strategy and operations reviews were undertaken by the Anti-Kidnapping Group (AKG), Aviation Security Group (AvSeGrp), Civil Security Group (CSG), Highway Patrol Group (HPG), Maritime Group (MG), Special Action Force (SAF) and the Anti-Illlegal Drugs Operations Task Force (AIDSOTF) on November 22, 25 and 26 in Camp Crame and in Sta Rosa, Laguna.

**Adherence to International Commitments**

The PNP continuously strengthens its partnerships with international agencies to develop a united effort against criminality through various agreements and commitments.


**Participation in Trainings and Seminars.** The PNP fostered links with foreign counterparts through the following:

- The **33rd Association of Southeast Asian Chiefs of National Police (ASEANPOL) Conference** on February 17 to 22, 2013 in Pattaya, Thailand with 236 delegates from the 10 ASEAN Police Forces. The participants signed the Joint Communique of the 33rd ASEANPOL Conference; approved the ASEANPOL Plans of Action or Working Groups 1 and 2; and approved the motion of the Chief, PNP to host the 34th ASEANPOL Conference in Manila, Philippines in May 2014.

- The **INTERPOL 9th Annual Heads of National Central Bureau (NCB) Conference** on April 17 to 19, 2013 in Lyon, France with more than 280 delegates from 156 INTERPOL member countries.
Memorandum of Understanding (MOU) between the PNP and KNPA on September 10, 2013 in South Korea. The MOU covers cooperation in crime information exchange, capacity building, exchange in law enforcement technology, studies on the prevention and control of illicit drug trafficking; terrorism; arms smuggling; human trafficking; cybercrimes; money laundering; international economic crimes and banking offenses; and forgery, among others. The MOU also provides for the establishment of Police Liaison Desks in the PNP and KNPA in order to facilitate police assistance to Filipino nationals.
PROCESS EXCELLENCE

Process Excellence is rooted on the integrated QUAD Concept to improve crime prevention, crime solution and community safety awareness through community-oriented and human rights-based policing.
A. Improve Crime Prevention

The PNP vigorously pursues various operational programs to make our streets safer through the deployment of more uniformed personnel on the streets and the conduct of focused police operations. These are principally undertaken to curb incidents perpetrated with the use of firearms, neutralize motorcycle-riding criminals, members of private armed groups (PAGs) and criminal gang members, and confiscate illegal firearms and cannoned vehicles.

**Police Presence.** This serves as the backbone and heart of crime prevention. The presence of police officers sends a message of assurance and safety to law abiding citizens and serves as a deterrent to would-be violators. The PNP continuously implemented LOI 63/2010 “Police Integrated Patrol System (PIPS)” dated November 27, 2010, directing all PNP units to enhance crime prevention and solution. Likewise, implemented was LOI 45/2011 “Patrulya Ng Pulis” dated October 26, 2011, which directs all PNP units to deploy uniformed personnel assigned to administrative functions to perform limited beat patrol duties, in addition to their usual tasks, for maximum police presence as well as to intensify law enforcement operations, anti-criminality campaigns and public safety services. The deployment of administrative personnel for beat patrol duties increased police presence on the streets, which contributed to the decrease in crime incidents.

The PNP also deployed one policeman in every barangay nationwide through the “Pulis Nyo Po Sa Barangay” Program. The “Pulis Sa Barangay” (PSB) serves as a conduit between the community and the police officer’s unit or office. Such program is a gesture of the PNP’s commitment to pursue an effective police-community partnership in support of a sustained barangay-based anti-crime strategy. To date, there are 31,956 Police Supervisors (PSBs) serving as Focal Persons in all barangays nationwide. The PSBs have been instrumental in linking the police to the community through various initiatives such as community/house/school visitation, community dialogue/ugnanan, distribution of informative materials, police assistance and other community engagement activities.

**Project TIPSTER.** The Text Information to the Police for Speedy Tactical Emergency Response (TIPSTER) in PRO 2 enjoins the community to report any lead to the police that can help in the arrest of criminals involved in nefarious activities.

**Law Enforcement**

The PNP, through its intensified anti-criminality efforts, achieved the following law enforcement accomplishments:

**Campaign Against Illegal Drugs.** The 10,307 anti-illegal drugs operations in support of the PDEA, consisting of buy-bust operations, house raids/searches and marijuana plantation eradications resulted in the arrest of 16,429 pushers and users, confiscation of illegal drugs with an estimated Dangerous Drugs Board (DDB) value of P4.107 billion and the filing of 12,433 cases in courts.

The PNP’s accomplishments include the seizure of Controlled Precursors and Essential Chemicals (CPEC); 626 kilograms of shabu with an estimated street value of P3.296 billion; one kilogram of cocaine with an estimated street value of P5 million; arrests of 13 Chinese Nationals, eight Filipinos and two Filipino-Chinese. A total of 1,702,320 fully grown marijuana plants, 204,270 pieces seedlings, 893 kilos of marijuana stalks,
and 230 kilograms of marijuana dried leaves with an estimated street value of P484.6 million were destroyed.

Among the notable accomplishments are the following:

- Confiscation of 84 kilos of shabu with an estimated street value of P420 million and arrest of Gary T. Tan and two others in Lipa City, Batangas on December 25, 2013.
- Confiscation of 36.68 kilos of shabu with an estimated street value of P182 million and arrest of Ding Wenkun and Roel Cabag @ Owie in Mexico Pampanga on November 29, 2013.
- Uprooting and destruction of 185,000 fully grown marijuana plants, 5,000 pieces of marijuana seedlings, and 400 grams of marijuana seeds with an estimated street value of P36.7 million in Sugpon, Ilocos Sur on November 13, 2013.
- Confiscation of 20 kilos of shabu with an estimated street value of P100 million and arrest of Mohamad Daud and Salim Sabtari at the NAIA Domestic Airport, Pasay City on November 8, 2013.
- Uprooting and destruction of 108,850 fully grown marijuana plants, 21,225 pieces of marijuana seedlings, two kilograms of marijuana dried leaves, six kilograms of marijuana stalks and five kilograms of marijuana seeds with an estimated street value of P30.2 million in Kibungan, Benguet, on October 31 - November 3, 2013.
- Confiscation of 432 kilos of shabu with an estimated street value of P2.16 billion and arrest of Albert Chin, Romeo S. Manalo and four others in Subic, Zambales on August 11, 2013.
- Uprooting and destruction of 559,000 fully grown marijuana plants, 15 kilograms of marijuana seedlings, 72 kilograms of marijuana dried leaves and 49 kilograms of pulverized leaves and seeds with an estimated street value of P120 million in Tinglayan, Kalinga on June 21, 2013.
- Confiscation of 36.7 kilos of shabu and other shabu paraphernalia with an estimated street value of P433 million and arrest of Chinese nationals Yang Mou Yu @ "Heng" and Cai Chun Yuan @ "Chua" in Binondo, Manila on June 18, 2013. Another Chinese national, XuJian Ye was arrested during a follow-up operation in TreceMartires City, Cavite on June 18, 2013.
- Confiscation of 40 kilos of shabu with an estimated street value of P100 million and arrest of Mark Sy Hue, Honorio Pontigino, Crisologo P. Puzon and James M Rosales in La Loma, Quezon City on April 22, 2013.

**Campaign Against Carnapping.** Anti-carnapping operations resulted in the recovery of 1,882 vehicles out of 11,326 carnapping incidents reported registering a recovery efficiency of 17%. One thousand two hundred twenty (1,220) suspects were neutralized. Nine hundred twenty-one (921) cases were filed in court.

**Campaign Against Motorcycle-Riding Criminals.** Three thousand six hundred fifty-four (3,654) incidents involving
Criminals riding in motorcycles were reported. Four hundred thirty-eight (438) suspects were neutralized, 30 motorcycles, 23 high-powered, 13 low-powered firearms were recovered, and 250 cases were solved.

**Campaign Against Kidnapping-for-Ransom.** Forty-seven (47) incidents were reported during the period. Thirty-five (35) suspects were neutralized and 17 cases were solved. Notable are the arrests of the following suspects:

- **Felizardo Pagulayan** and two of his cohorts in Bacoor City, Cavite on November 5, 2013. Pagulayan is on the list of the Most Wanted Persons nationwide involved in KFR activities with a monetary reward of P500,000.00.
- **Sehar Muloc @ Commander “Red Eye”,** a notorious KFRG leader operating in Zamboanga Sibugay and nearby provinces of Zamboanga Peninsula on August 7, 2013.
- **Emerson Ocado** and his cohorts during an entrapment operation in Tayabas City on January 19, 2013.
- **Rachelle Dosdos and the death of four suspects at Sta Maria, Bulacan on January 4, 2013 during the successful rescue of kidnap victim Mr. Gurtej Singh.**

**Campaign Against Bank Robbery.** Twenty-six incidents were reported and eight cases were solved. Among the gains in this campaign were the foiled bank robberies of Producer’s Bank along JP Rizal Avenue, Mangaldan, Pangasinan on February 5, 2013; and the BDO Universal Bank, Antipolo Branch in Antipolo City on February 17, 2013 where the suspects were arrested during the operations.

The campaign against bank robbery is strengthened through the efforts of the **Joint Anti-Bank Robbery Action Committee (JABRAC).** JABRAC held four meetings during the year wherein target hardening measures to address robbery of pawnshops, money changers and other similar establishments were discussed. Coordination through the JABRAC are being undertaken in view of the creation and activation of the PNP Anti-Bank Robbery Special Operation Task Force (ABR SOTF) (LOI 32/2004) that serves as the main task force of the PNP in the campaign against organized crime groups and criminal gangs involved in bank robberies and related crimes.

**Campaign Against Hijacking/Highway Robbery.** Thirty-four (34) hijacking incidents were reported and two cases were solved. On the **campaign against highway robbery,** 1,096 incidents were reported of which 254 cases were solved.

**Campaign Against Illegal Gambling.** The 29,004 anti-illegal gambling operations conducted resulted in the arrest of 12,939 persons, confiscation of cash bets amounting to P9.9 million and the filing of 5,766 criminal cases in courts.

**Environment and Natural Resources Protection Campaign.** In the 8,843 anti-illegal logging operations conducted, 3,669,105 board feet of logs/lumber were confiscated. There were 1,579 persons arrested and 248 cases filed in courts. Nine thousand thirty-two **anti-illegal fishing operations** were conducted resulting in the arrest of 10,001 persons, confiscation of assorted fish and fishing paraphernalia with an estimated value of P226 million, and filing of 770 cases in courts.
Campaign Against Prostitution and Child Abuse. In the 3,183 anti-prostitution/vagrancy operations conducted, 659 persons were arrested and 71 cases were filed in courts. Other cases were referred to the Department of Social Welfare and Development (DSWD). On the campaign against child abuse/pedophilia, 13,502 operations were conducted that resulted in the arrest of 4,631 persons, and the filing of 5,980 criminal cases in courts.

Campaign Against Smuggling/Piracy. An estimated P35 million worth of smuggled and pirated goods were confiscated during the conduct of 2,812 anti-smuggling/anti-piracy operations where 26 persons were arrested and nine cases were filed in courts.

Campaign Against Cattle Rustling. Two hundred ninety-seven (297) cases of stolen cattle were reported. Operations conducted resulted in the recovery of 223 cattle showing a recovery efficiency of 75%, arrest of 105 suspects, and filing of 62 cases in courts.

Campaign Against Wanted Persons. Thirty-two thousand six hundred thirty-five (32,635) wanted persons were captured, 13 killed and 263 surrendered. Of these wanted persons, 75 have monetary rewards for their capture. Among them are the following:

<table>
<thead>
<tr>
<th>Top Most Wanted Person</th>
<th>Date</th>
<th>Reward</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rodolfo Gragazin Faustino</td>
<td>February 27, 2013</td>
<td>P400,000.00</td>
</tr>
<tr>
<td>Rodrigo Labitat</td>
<td>November 25, 2013</td>
<td>P300,000.00</td>
</tr>
<tr>
<td>Agustin Palattao Quibang</td>
<td>November 5, 2013</td>
<td>P300,000.00</td>
</tr>
<tr>
<td>Rolando Santiago Jr</td>
<td>May 5, 2013</td>
<td>P300,000.00</td>
</tr>
<tr>
<td>Jimmy Bugahaw.</td>
<td>August 12, 2013</td>
<td>P300,000.00</td>
</tr>
<tr>
<td>Datu Dainga Ampatuan</td>
<td>March 13, 2013</td>
<td>P250,000.00</td>
</tr>
<tr>
<td>Peter John B Dumdamaya</td>
<td>March 18, 2013</td>
<td>P200,000.00</td>
</tr>
</tbody>
</table>

Campaign against Criminal Gangs. Operations against criminal gangs resulted in the neutralization of 153 gangs and 885 members, recovery of 139 assorted firearms and the filing of 263 cases in courts. Among the criminal gangs neutralized are the following:

<table>
<thead>
<tr>
<th>Criminal Gang</th>
<th>Criminal Activity</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dumaguete Criminal Gang with the arrest of Mario Dumaguit, Josela Dumaguit @ Jojie, and Kelvin Jontilla</td>
<td>Gunrunning, Drug Trafficking and Illegal Number Games</td>
<td>August 3, 2013</td>
</tr>
<tr>
<td>Ozamis Robbery Hold-up Group with the arrest of Nestor Buenabent @ Moklo, Rogie Soriano @ Tong, Cesar Devera @ Cesar, Donde Pedrosa @ Alvin Cuyag @ Ben, Ricky Parojino/Limbaring @ Kambal, leader, Wilfredo Damas Panogalinga Jr @ Kulot/Junjun and Dave Clark Bagaboyboy Lago @ Carlo.</td>
<td>Robbery hold-up and</td>
<td>July 11, 2013 and July 12, 2013</td>
</tr>
<tr>
<td>Criminal Gang</td>
<td>Criminal Activity</td>
<td>Date</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>--------------------------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td><strong>Bye-Bye Kidnapping for Ransom Group</strong> with the arrest of Darryl Alcendo Morteo and two other cohorts</td>
<td>Kidnapping for Ransom Group</td>
<td>July 11, 2013</td>
</tr>
<tr>
<td><strong>Villacorta Robbery Hold-up and Carnapping Group</strong> with the arrest of Rommel Villacorta @ Bumbay, leader and his members</td>
<td>Robbery Hold-up and Carnapping Group</td>
<td>July 23, 2013</td>
</tr>
<tr>
<td><strong>Ondo Perez Group</strong> with the arrest of Raymundo M Vargas and the killing of Fernando Vargas during an encounter</td>
<td>Kidnap for ransom, carnapping and robbery</td>
<td>June 4, 2013</td>
</tr>
<tr>
<td><strong>Batangas Romblon Leyte (BLR) Group</strong> with the arrest of its leader Rex Borinaga and five members</td>
<td>Bank robbery and other robbery activities while riding motorcycles</td>
<td>May 3, 2013</td>
</tr>
<tr>
<td><strong>Martinez Gang</strong> with the arrest of Juan Martinez, leader and three members</td>
<td>Carnapping</td>
<td>May 8, 2013</td>
</tr>
<tr>
<td><strong>Rado Group</strong> with the arrest of Noel Rado, leader of the Rado Group</td>
<td>Robbery hold-up, gun for hire and drug trafficking</td>
<td>April 30, 2013</td>
</tr>
<tr>
<td><strong>Ozamis Organized Crime Groups</strong> with the arrest of one of the core leaders identified as Ariel Bundaon @ “Bokbok” and two members</td>
<td>Robbery/hold-up</td>
<td>March 6, 2013</td>
</tr>
<tr>
<td><strong>Burnok Group</strong> with the arrest of eight members</td>
<td>Gun-for-hire/robbery hold-up</td>
<td>February 23, 2013</td>
</tr>
<tr>
<td><strong>Avelino Group</strong> with the arrest of Allan Banson Avelino @ Allan, leader and five members</td>
<td>Gunrunning</td>
<td>January 12, 2013</td>
</tr>
</tbody>
</table>

**Campaign Against Loose Firearms.** Firearms confiscated for violation of Republic Act No. 8294 increased by 22% from 7,957 for CY 2012 to 9,706 for CY 2013 and 49% increase from 177 to 264 firearms confiscated from Private Armed Groups (PAGs). Consequently, a total of 6,646 persons were arrested and 4,701 cases were filed in courts. Among the notable accomplishments are the following:

- Confiscation of nine high-powered and one low-powered firearms, assorted magazines and ammunition resulting from a search warrant served to Seminarito Tagaloguin y Sande in Clarin, Misamis Occidental on June 25, 2013.
- Confiscation of 23 high-powered and nine low-powered firearms, assorted number of ammunition and explosives resulting from a search warrant served to Vice-Mayor Lacson Mangotata Lantud in Pantao Ragat, Lanao del Norte on February 13, 2013. Also during the search, Mayor Eleonor Dimaporo Lantud, wife of the Vice-Mayor voluntarily offered her room to be searched wherein three personal service firearms were found and seized.
OPLAN KATOK. The OPLAN aimed at visiting owners of loose firearms with expired licenses and remind them to renew their licenses or deposit the firearms to the police station while they are processing the renewal of their license. The PNP conducted 525,163 house visitations or 98.53% of 532,981 target for CY 2013.

**Intelligence**

The success of police operations depends to a large extent on good intelligence. It is in this context that structures and systems in the collection of information and the processing of information intelligence are enhanced through the following programs and activities:

**Community-Based Information Networks.** There were 13,580 BINs established with 26,935 informants nationwide. A BIN data registry was created for identification.

**Case Operations.** Eighteen (COPLANs) are ongoing.

**Counter-Intelligence Activities.** A total of 1,809 counterintelligence (CI) sections were established in all police stations. There were 1,423 background investigations conducted on PNP applicants, 54 on PNP personnel and 35,191 on civilians.

**Intelligence Exchange.** The PNP received 6,193 intelligence reports (IRs), produced 6,238 analysis and assessment reports, and disseminated 29,284 intelligence information. Also, the PNP attended 803 INTELEX activities during the year.

**Philippine Bomb Data Center (PBDC) Website.** The PBDC website was launched during the 1st 2013 Metro Manila Bomb Squad/EOD Units Conference in Camp Crame on April 3, 2013. The website provides information on the PBDC’s cooperation with other agencies and foreign counterparts.

**B. Improve Crime Solution**

The PNP in pursuit of accomplishing its mission is bound to develop strategic programs specifically in enhancing the investigative capability of all its personnel.

The P.A.T.R.O.L. PLAN 2030 with the Chief, PNP’s program thrust CODE-P: 2013 and Beyond, serves as a clear roadmap in the realization of the PNP’s vision. Under the present leadership, the accurate reporting of crime incidents is of the essence as it serves as the basis for revising the strategies and policies of the PNP, which are laid down to achieve a cutting-edge level Crime Solution Efficiency. Along with this, enhancement of investigative capability and employment of Scientific Method to ensure a higher conviction rate are being undertaken through a series of investigation trainings intended to improve excellence and professionalism among field investigation personnel through a developed certification program.

**True Crime Picture**

Early in January of last year, immediately after his assumption to office, the Chief PNP ordered the validation of crime incident in all station level in order to capture the true crime picture nationwide. The results of the validation bared concern in putting up a uniform procedure in implementing a standard counting mechanism and recording of crime incidents.

In considering crime as a societal phenomenon, the Chief PNP shared his underlying philosophy of treating “crime solution” with a new perspective. He extended the firm resolve of police participation up to the level of conviction in order to claim and acknowledge a true police crime solution efficiency.

**Total Crime Volume.** In line with the desire to enforce “Serbisyon Makatohanan”, the PNP has introduced standard
procedures to correct the varying practices in the counting mechanism of various stations. As a result, 2013 is established as a baseline reference of all statistical data considering the errors and dysfunctions committed in the previous years.

For this year, in implementing the language and spirit of LOI Unit Crime Periodic Report (LOI UCPER), the crime universe considers three main sources of Total Crime Volume namely: police blotter, barangay blotter and reports from other law enforcement agencies.

Crime Volume totaled 1,033,833 incidents collated from blotters of PNP, barangay and other law enforcement agencies nationwide.

Of this figure, 631,406 (61.07%) were recorded in the PNP blotters, 371,401 (35.92%) in barangay blotters and 31,026 (3%) from other law enforcement agencies.

Index Crimes registered 457,944 or 44.30% of the Total Crime Volume.

Of this figure, 245,821 or 53.68% are Crimes against Persons and 212,123 or 46.32% are Crimes against Property. Furthermore, Index crimes are subdivided as follows: Physical Injury with 222,931 or 48.68%, theft with 146,563 or 32%, Robbery with 52,578 or 11.48%, Carnapping with 11,326 or 2.47%, Murder with 9,072 or 1.98%, Rape with 7,409 or 1.62%, Homicide with 6,409 or 1.40% and Cattle Rustling with 1,656 or 0.36%.
Non-Index Crimes registered 575,889 or 55.70% of the Total Crime Volume from the PNP, Barangay and OLEAs for the year. A total of 133,605 are Violations of Special Laws and 442,284 are classified as other non-Index crime violations.

Various programs and projects on investigation were likewise implemented as follows:

**SMS “Aleng Pulis” Hotline.** The Women and Children Protection Center (WCPC) recorded a total of 25,430 cases involving violence against women; 21,361 on crimes committed against children and 7,825 cases on children in conflict with the law.

WCPC was also able to assist 597 walk-in complainants and 1,785 complaints through the SMS “Aleng Pulis” Hotline (0919-7777-377). Further, 677 gender-based violence cases were handled during the same period.

**Scientific Investigation.** The Crime Laboratory performed 445,145 forensic examinations of which 120,982 were in support of criminal investigations. PNP CL provided technical assistance through Scene of the Crime Operations (SOCO) totaling 6,691 and 2,722 field laboratory works (FLW).

In support of prosecution of criminal cases filed by the PNP, CL examiners and specialists rendered 21,105 out of the 26,100 scheduled court duties to various courts of justice nationwide relative to the forensic examinations conducted and other technical assistance provided. The 5,794 unattended court duties were due to conflict of schedules. Corresponding requests for the rescheduling of said court duties were sent to concerned courts that were likewise granted.

**Automated Fingerprint Identification System (AFIS).** The PNP CMC 22-13 was issued for the collection and registration of tenprints into the AFIS Database. To date, a total of 705,187 ten-print and 17,117 latent prints were encoded at AFIS database. AFIS had 4,631 hits for the period. The result came from ten-print to ten-print inquiry and one from ten-print to latent print inquiry. 239 suspects were identified which resulted to the filing of 32 cases as of December 2013.
Computerized Facial Composite (CFC). CFC assisted 537 cases to assist Investigators on Case (IOC) in the identity or facial feature of the suspect/s through generating a witness' interpretation of a suspect.

Integrated Ballistics Information System (IBIS). There are 2,612 IBIS hits recorded during the period. The results were retrieved from the encoded ballistics data composed of 248 fired bullets and 2,364 fired cartridge cases. The hits resulted to the filing of 81 cases (partial data of CMD) against the suspect/s as of December 2013. Significant cold cases that transpired in the early 2000s, i.e., Popoy Lagman Case, were reverted back to active cases due to the positive results of cross matching on the recovered fired cartridge cases and bullets from crime scenes.

Cybercrime. During the year, the PNP investigated 141 cybercrimes and other cyber-related crimes wherein ICT was used.

Establishment of the Cyber Terror Response Team (CTRT). On July 22, 2013, the PNP ACG Cyber Terror Response Center was officially opened by the Australian Federal Police (AFP) and the PNP Anti-Cybercrime Group (PNP ACG). The AFP trained a specialized team from PNP ACG to monitor and respond to cyber threats and attacks linked to terrorism.

Reactivation of the Angel Net or the Child Exploitation and Cyber Protection Center. Special Project Angel Net was reactivated to address Internet-based concerns and abuses and to promote Internet safety among children. Angel Net has conducted various investigations ranging from online child pornography, sexual abuses and cyber bullying among others.

Establishment of Digital Forensic Laboratory in Cagayan de Oro. On October 8, 2013, the PNP ACG Eastern Mindanao Field Office and Regional Forensic Laboratory (RDFL) were established. The Digital Forensic Laboratory consists of the latest computer forensic hardware and software with the following capabilities such as Cybercrime Incident Response (Handling of Digital Evidence), Computer and Cellular Phone Forensic Examination and Analysis and Computer Network Logs and Stego Analysis to respond and investigate crimes with computer misuse in general.

C. Improve Community Safety Awareness through Community-Oriented and Human Rights-Based Policing

The main focus of community safety awareness is the engagement of the public in crime prevention and solution programs. Considering crime prevention as a shared responsibility, the community participation paves way to a better alliance of the police and the community against all forms of criminality. Gearing towards an improved community safety awareness through the effective implementation of community-oriented and mainstreaming of human rights policing, the PNP has to carry out various effective programs to mobilize the community, and make them part of the solution.

Barangay Peacekeeping Operations/ Barangay Peacekeeping Action Team. Acknowledging the vital role of the community in crime prevention and suppression, the PNP has adopted the Barangay Peacekeeping Operations (BPO) embodied under the PNP’s Letter of Instructions 22/09 “BAYANIHAN” - a community policing strategy applicable to the country’s peculiar criminality situation.
This peacekeeping scheme engages the community, through the Barangay Peacekeeping Action Teams (BPATs) to undertake community-based activities, info campaign in support to PNP’s anti-criminality effort, crime prevention and on-the-spot conflict resolution. These volunteers take part in crime prevention and solution efforts in their very own communities.

The 27,895 barangays with organized BPATs have undergone appropriate trainings under the PNP particularly on the basics of law enforcement and disaster preparedness.

**Pulis Nyo Po (PNP) Sa Barangay.** The PNP deploys one policeman in every barangay nationwide through the "Pulis Nyo Po Sa Barangay" Program. Its deployment provides a strong momentum to the implementation of the Barangay Peacekeeping Operations (BPO). Barangay folks call the police officer as the "Pulis Sa Barangay" (PSB) while serving as a conduit between the community and his/her PNP station. The program is a gesture of the PNP's commitment to pursue an effective police-community partnership in support of a sustained barangay-based anti-crime strategy.

The presence of 33,007 Pulis Sa Barangay (PSB) who serve as focal persons in all barangays nationwide became an instrumental link between the police and to the community. In most instances, the PSBs conduct various initiatives such as community/house/school visitation, community dialogue/ugnayan, distribution of informative materials, police assistance and other community engagement activities.

To address the perennial concern pertaining to the lack of personnel at the Police Stations, some barangays are being "clustered" and handled by one PSB, with a maximum of four barangays per cluster.

The PNP likewise implements a brand of policing that adheres to international human rights standards and practices in the conduct of police or law enforcement functions. Community safety awareness is also improved in the following activities:

**Human Rights Advocacy Programs**

To promote human rights in the organization, strict adherence to the basic tenets of human rights is emphasized in the implementation of different programs as well as in strengthening cooperation with other sectors.

**PNP HR Desks.** To date there are 1,845 HR Help Desks established nationwide to serve as focal points in all aspects of human rights promotion and protection in law enforcement.

**Training for Incoming HRDOs.** This training is a specialized, rights-based, and civil society organization (CSO)-interactive policing training for 34 PCOs to comprise the PNP’s Human Rights-based Policing Mobile Training Team (MTT).
PNP-ILo Training on the Respect, Protection and Fulfillment of the Workers’ Rights. The International Labor Organization (ILO) in coordination with the PNP conducted the “PNP-ILo Training on the Respect, Protection and Fulfillment of the Workers’ Rights” on January 15 and 16, 2013 at the PNP-Training Service attended by 30 Human Rights Desk Officers, CDM Commanders, and investigators from the NCRPO.

Enhancing the Capacities of Prosecutors and Investigators for Effective Investigation and Increased Prosecution of Torture Cases Using Medical Evidence. As part of the on-going cooperation between the PNP, the Department of Justice (DOJ) and Medical Action Group (MAG), six nationwide joint-trainings on “Enhancing the Capacities of Prosecutors and Investigators for Effective Investigation and Increased Prosecution of Torture Cases Using Medical Evidence” were successfully conducted for the effective implementation of RA No. 9745 or the Anti-Torture Act of 2009.

Multi-Sectoral Cooperations on Human Rights

Multi-sectoral cooperation on human rights were also undertaken as follows:

Memorandum of Understanding (MOU) with the Hanns Seidel Foundation/ Germany (HSF). On February 19, 2013, the Memorandum of Understanding (MOU) was signed by the PNP and HSF to pursue the goal of organizational development through Human Rights-Based Policing and to initiate projects that promote human rights.

Round-Table Discussion with the Association for the Prevention of Torture (APT) and Commission on Human Rights (CHR). A Round-Table Discussion with the Association for the Prevention of Torture (APT) which focused on the prevention of torture and other cruel, inhuman or degrading treatment or punishment was held on September 13, 2013, 9:00 AM at the Multi-Purpose Hall of the Commission on Human Rights, Commonwealth Avenue, UP Complex, Diliman, Quezon City.

Capability Building on Human Rights

The following are the PNP’s capability enhancement on human rights for 2013:

Gender and Sexuality and Human Rights Training. Dialogues were undertaken for our PNP personnel for them to become more sensitive and responsive in dealing with the Lesbian, Gay, Bisexual and Transgender (LGBT) Community. The kick-off activity for the series of GSHRTs was held on April 10, 2013 at the Multi Purpose Hall of Caloocan City Police Station.

3rd and 4th Leg of the PNP-International Committee of the Red Cross (ICRC) Workshop/Training on Human Rights and International Humanitarian Law. The third leg of the workshop training was conducted on May 29, 30 and 31, 2013 in Palo, Leyte attended by HRAO personnel, resource speakers from ICRC, and Battalion and Company Commanders of SAF, RPSBs; PPSCs and PPSPs of PROs 6, 7 and 8. The 4th Leg of the workshop training was conducted on July 9 and 10, 2013 Mindanao attended by selected HRAO personnel, resource speakers from ICRC, and Battalion and Company Commanders of SAF, RDIMDs, RPSBs; PPSCs and PPSPs of PROs 9, 12 and ARMM.

Alternative Law Group Sponsored Human Rights Training. As one of the activities under the project entitled: “Community-Based Dialogue Sessions on Human Rights Between the Armed Forces of the Philippines and the Philippine National Police, and Civil Society Organizations and Local Communities”, a three-day Human Rights Training was held on September 18, 19 and 20, 2013 in Cebu participated in by representatives from the PNP, AFP, CHR and CSOs with the objective to enhance the
knowledge of our HRDOs about human rights, Anti-Torture Law, Anti-Enforced Disappearance Laws and the so called Libertarian Writs.

**Human Rights-based Policing Training for Human Rights Desk Officers.** The PNP conducted a three-day human rights-based policing training for 29 incoming or newly-designated PNP human rights desk officers (HRDOs) from Luzon, the NCR and selected HRDOs from other police regional offices. The training activities aimed to upgrade the HRDOs’ competency levels and prepare them to assume human rights-based policing tasks and functions.

**First Police Precinct/Sub-station Level Training/Orientation on Human Rights-based Policing.** The PNP conducted the first of three police precinct/sub-station level rights-based policing training for the personnel of a precinct in the “Grace Park” area of Caloocan City in Metro-Manila. The forum was held for the local police, community leaders, and CSO representatives to provide an orientation on, and promote community and rights-based policing. Six members of the police precinct and 24 police officers from other police precincts and the police station were given HRBP training and orientation during the initial precinct visit, and the follow-on police-community-CSO consultation meeting for the target police precinct and sub-station had a total of 65 participants from the local police, community, business sector, and CSOs.

**Three-day Seminar/Workshop on Human Rights-based Policing.** The PNP Human Rights Affairs Office in partnership with the Hanns Seidel Foundation of Germany conducted a three-day Seminar/Workshop on Human Rights on September 26-28, 2013 in Davao City for the newly designated HRAO personnel in Mindanao to enhance the knowledge of PNP HRDOs about human rights-based policing. There were 30 PNP participants from PROs 11, 12, 13 and ARMM in the activity.

**Prevention and Control of Human Rights Violations**

Measures were also undertaken to prevent and control human rights violations:

**Inspection of Custodial Detention Facilities.** From January to December 2013, a total of 11,841 custodial detention facilities with 31,913 male detainees, 2,802 female detainees, and 74 CICL were thoroughly inspected to evaluate the professional discipline of police personnel and to promote more humane conditions for persons detained or under police custody.

**Inter-Agency and Community Networking**

Inter-agency and community networking activities were conducted as follows:

**Participation in the Celebration of the UN International Day in Support of Torture Victims.** The PNP joined the celebration of the UN International Day in support of Torture Victims at Quezon City on June 26, 2013, with the theme: “Make Philippines a Torture Free Zone”. Led by the United Against Torture Coalition (UATC), the PNP participated together with concerned government agencies in the annual advocacy run tagged as “Basta Run Against Torture! (BRAT VII)” which started at Bantayog ng mga Bayani in Quezon Avenue going through the grounds of CHR main office in Commonwealth Avenue. The said multi-agency advocacy run was followed by the signing of commitment by concerned agencies to respect and protect the freedom and rights through monitoring and reporting torture cases in the country.

**Participation in the Celebration of the “International Humanitarian Law Month.** The PNP in collaboration with other concerned government agencies, NGOs and other organizations were designated members of the National Steering Committee which spearheaded the month-long celebration of the “August 12 International Humanitarian Law Day” with this year’s theme “Pagrespeto sa IHL, Susi sa Kaunlaran at Katahimikan.”
Participation in the celebration of the 2013 National Human Rights Consciousness Week and the 65th Anniversary of the Universal Declaration of Human Rights. The PNP in cooperation with other concerned government agencies, NGOs and other organizations were designated members of the National Steering Committee which spearheaded the weeklong celebration of the “National Human Rights Consciousness Week” on December 2-14, 2013 with this year’s theme “Wakasan ang Kawalang Pananagutan, Tiyakin ang Tapat na Pamamahala!”

Assessment on Human Rights-Based Policing

Assessments on human-rights based policing were facilitated through the conduct of the following activities:

1st PNP Human Rights-Based Policing Forum at PNP National Headquarters. To establish feedback mechanisms and improve the quality of police services to the people and the community, the first-ever PNP Human Rights-Based Policing Forum was conducted in Camp Crame, Quezon City in May 2013. The goal of the forum was to orient and promote community and rights-based policing, including how police precincts/sub-stations should interact and establish linkages with CSOs. Further, the “Computer-aided Learning and Inventory of Comprehension and Knowledge on Human Rights (CLICK-HR)” which is an assessment tool aimed at measuring the knowledge and comprehension gained by the individual PNP personnel on human rights and national laws, and the “Synergy and Team-Approach (STAR)” System which is designed to evaluate HRBP mainstreaming at the police sub-station precinct level were introduced in the event.

2nd and 3rd PNP Human Rights-Based Policing Forum. A total of 98 representatives from the PNP Regional Offices, the military, other government agencies, CSOs and NGOs participated in the 2nd PNP Human Rights-based Policing Forum held in Cotabato City. For the 3rd leg of the forum, at least 100 representatives from the Quezon City Police District, the Human Rights Affairs and Police Civil Relations Group Officers of other district offices of the National Capital Regional Offices, other government agencies, CSOs and NGOs actively participated in the forum which was held at the QCPD Headquarters in Camp Karingal, Quezon City. The forum enabled the participants to discuss and exchange views on effective crime management and promotion of citizens’ rights under the law.

Community Safety and Protection Program

The PNP undertakes community and safety protection programs as part of its law enforcement functions.

Public Safety

National Tourist Oriented Police for Community Order and Protection (NTOPCOP) Project. Along with the 558 Tourist Assistance Centers (TACs) established by the Department of Tourism (DOT) and Local Government Units (LGUs), the PNP has also established 1,838 Tourist Assistance Desks (TADs) nationwide since the implementation of LOI 56/2010 “BantayTurista”. A total
of 3,907 Tourist Police have been trained and graduated under
the NTOPCOP project in coordination with the DOT. The Tourist
Police are deployed in the 25 Priority Tourist Destination Areas.

Security Coverage and Foreign Visits. There were
63,957 VIP security operations conducted with 15,579,169 man-
hours spent. A total of 33,474 operations on special events were
conducted nationwide wherein the PNP rendered 18,590,692
man-hours.

Internal Security Operations and Counter-
Terrorism

The Internal Security Operations (ISO) of the PNP are
basically anchored on the sound and sustaining partnership and
collaboration with the AFP, from the Joint Peace and Security
Coordinating Center (JPSCC), as the rules of two agencies have
evolved from time to time. While the PNP was initially tasked
to provide operational support to the AFP, it has taken the lead
role in Cavite-Laguna-Batangas area with the activation of JTF
CALABA, and the shifting of operational focus from security to law
enforcement operations in Western Mindanao.

As its role continues to evolve to assume greater
responsibility in ISO, the PNP has embarked on a scoping study
to determine baselines and other competencies which are basically
needed in addressing insurgency.

Joint Peace and Security Coordinating Center (JPSCC).
The JPSCC held 21 regional, 92 provincial and 18 city level JPSCC
meetings during the year. The JPSCCs strengthened PNP-AFP
coordination nationwide which was instrumental to the successful
conduct of the May 2013 National and Local Elections. JPSCCs
were created at the national, regional provincial and independent
city levels through AFP-PNP Joint Letter Directive (JLD) No. 07-
2010 to ensure unity of efforts between the military and the police
in addressing all peace and security concerns.

Campaign against CPP-NPA-NDF (CNN). The PNP
figured in 20 government-initiated encounters that resulted in
14 NPA killed, two wounded, and two captured. Thirty-nine
high-powered and five low-powered firearms were recovered.
In other operations against the CPP-NPA, 38 were arrested, 16
surrendered, and five high-powered and 21 low-powered firearms
were recovered. Arrested and surrendered CPP-NPA personalities
include the following:

- Archie Pamat Salvan @ Jack/ Brix @ Comdr Kuyos at
  Bayugan City, Agusan del Sur on November 2, 2013.
  He had a warrant of arrest for murder with a reward of
  P1.2 million for his capture.

- Rey Busania @ Miguel Busania and Reynaldo Miguel
  Busania, Head Communication of Komiteg Rehiyon-
  Hilagang Silangan Luzon (KR-HSL) at Poblacion,
  Sagada on September 9, 2013. He had a warrant of
  arrest for murder with a reward of P3.9 million for his
  capture.

- Ofelia Ibues Inong @ Mary Bautista Juan and Lolita
  Loguisis medical and finance officer of Kilusang
  Larangang Gerilya (KLG) Marco at Poblacion, Sagada
  on September 11, 2013. She had a warrant of arrest
  for murder with a reward of P2.75 million for her capture.

- Maria Loida Tuso Magpatoc @ Bebyang/ Gwen/ Hero,
  Secretary of Far South Mindanao Region (FSMR) in
  Poblacion Balbalan, Kalinga on July 29, 2013. She had
  a warrant of arrest for robbery with double homicide
  and damage to properties, and a reward of P5.6 million
  for her capture.

- Jovencio Baluga @ Edgar, member of Militia Ng Bayan,
  KLG in Poblacion Balbalan, Kalinga on March 17,
  2013. He had a warrant of arrest for double murder
  and multiple murder, and a reward of P400,000.00 for
  his capture.

- Kennedy Bangibang, Secretary, KLG in Abatan Buguias,
  Benguet on February 23, 2013. He had a warrant of
  arrest for murder and multiple frustrated murder and a
  reward of P2.5 M for his capture.
• Ramon Ariente @ Ka Ramon Arente/ Susing/ Fausto/ Butch, allegedly the Front Committee 73, Secretary of CPP/NPA of Camarines Norte Provincial Party Committee and Nr. 1 in the list of Regional Most Wanted Persons, in Bauan, Batangas on February 18, 2013. He had a warrant of arrest for murder and a reward of P2.3 million for his arrest.

• Benigno Cagwayan @ Dukang/ Mel/ Garcia, NPA leader and team leader of Dos Larangang Yunit Gerilya (LYG) who surrendered on May 19, 2013. He had a warrant of arrest for double murder and multiple frustrated murder with P500,000.00 reward for his capture.

Campaign against Southern Philippines Secessionist Groups (SPSGs). Sixteen government-initiated encounters against SPSG were reported that resulted in 23 SPSG killed, seven captured and one wounded. Twenty-two high powered and one low powered firearms were recovered. On other operations against SPSG, 19 were arrested, 38 surrendered, seven high powered firearms were recovered during the period. Arrested SPSG include the following:

• Abu Sayaff Group (ASG) member Ustadz Hamad Idris @ Edris Omar Abdulatip Jr, in Quezon City on June 4, 2013. He was involved in the kidnapping of Amily Mantec and five other members of Jehova’s witnesses religious sector on August 20, 2002. Idris had a reward of P600,000.00 for his capture.

• ASG-UTG Muktar Ladjaperma @ “Muktar/ Tuan Muks/ Ustadz Muktar in Zamboanga International Airport, Zamboanga City on June 3, 2013. He was involved in kidnapping and serious illegal detention and had a reward of P600,000.00 for his arrest.

• ASG member Abdulla Kallitut involved in the beheading of Philippine Marine troopers in 2007, in Isabela City on April 14, 2013. He had a reward of P1 million for his arrest.

• Abdul Rahim wanted for murder, multiple frustrated murder and multiple attempted murder in Ciudad Medical Hospital, Zamboanga City on February 25, 2013. He had a reward of P1.3 million for his capture.

Zamboanga Crisis Management

On September 9, 2013, members of the Moro National Liberation Front (MNLF) Misuari faction led by Ustadz Habier Malik attempted to proceed towards Zamboanga City Hall to raise the flag of the self-proclaimed Bangsamoro Republic. This armed intrusion started the 21-day Zamboanga crisis. Six coastal barangays were occupied by the rebels and thousands were displaced from their homes.

Government troops from the PNP and the AFP were deployed to fortify the city. Likewise, PNP officials were at the scene to assess the day-to-day situation. Clearing and sanitation operations were conducted by TF “Suyod”.

A case of Rebellion and Violation of R.A. 9851 were filed against Nur Misuari and 224 other arrested MNLF members.
Disaster Preparedness and Management

The PNP aggressively undertakes disaster management, preparedness and response operations in support to the National Disaster Risk Reduction and Management Council (NDRRMC) as manifested in the following:

Operationalization of Letter of Instructions 35/10 “SAKLOLO REVISED” (PNP Disaster Risk Reduction and Management Plan). The PNP has aggressively initiated and conducted various disaster management, preparedness and response operations as embodied in LOI 35/10 “SAKLOLO REVISED”, which serves as the PNP’s master plan for disaster operations and management. The SAKLOLO REVISED is in line with the national government’s enhanced concepts on disaster risk reduction and management system pursuant to Republic Act 10121, also known as The Philippine Disaster Risk Reduction and Management Act of 2010. Conduct of trainings on search and rescue operations were intensified to equip PNP personnel with the basic knowledge and skills on disaster response operations.

Humanitarian Caravan to PRO 8. Recognizing the indispensable role of the PNP personnel in disaster operations despite of being victims themselves, the CPNP spearheaded the PNP Humanitarian Caravan for PRO 8 on November 29, 2013 in Tacloban City. During the event, the CPNP turned-over cash donations (accumulated from the NHQ-based PNP offices), PNP uniforms (GOA, Athletic and Camouflage), patrol shoes and combat boots.

PNP Stations’ Protocol during Natural Disasters. The PNP formulated a PNP Stations’ Protocol during Natural Disasters which aims to enhance the reporting and monitoring system during incidents of disaster and to provide a guide for police station’s initiatives and actions to be undertaken before, during and after a disaster/calamity. The said protocol together with the SILG’s Strategic Information Matrix (SIM) is being field tested in disaster/calamity affected areas.

Operationalization of National Disaster Operations Center. The PNP activated and operationalized the National Disaster Operations Center (NDOC) every time a weather disturbance, calamity or a disaster entered the Philippine Area of Responsibility (PAR).

National Disaster Response Plan. The PNP conducted a 1-day mini-workshop on October 16, 2013 attended by selected members of the PNP Sub-Committee on Disaster Management (PNP SCDM). The workshop aimed at coming up with protocols to be followed by the different PNP offices/units nationwide during occurrence of disasters/ calamities. The workshop output served as the PNP’s input to the National Disaster Response Plan (NDRP) Manual to be formulated by the National Disaster Risk Reduction and Management Council (NDRRMC).

NHQ-Disaster Preparedness and Response Task Group Disaster Audit. The PNP conducted a NHQ Disaster Preparedness and Response Task Group (NHQ-DPRTG) Disaster Preparedness Audit on July 27, 2013 in front of NHQ PNP Building, Camp Crame, Quezon City. The audit was aimed at evaluating the capability of the various Sub-Task Groups of the NHQ-DPRTG through physical inspection of both the members of the task group and their respective individual and team equipment. Fifty-one eight man-teams totaling 408 personnel from the different Sub-Task Groups participated and showcased their response capability during the inspection.
The activity was replicated in the different PROs supervised by the respective DIPOs. PROs and NSUs also conducted similar activities as follows:

<table>
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<th>Unit</th>
<th>Coordination with LGUs</th>
<th>Disaster Preparedness Training/Seminar</th>
<th>Clean-up Drive</th>
<th>Information Drive</th>
<th>Simulation Drills and Exercise</th>
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**Typhoon Yolanda Disaster Management**

The strongest typhoon in history, Yolanda with the international name Haiyan, hit the country on November 8, 2013. The majority of provinces from Central and Eastern Visayas were affected and damage to property as well as the death toll was unprecedented.

In response to this calamity, the PNP immediately sent a 150-man police contingent composed of SAF Search and Rescue troops; Crime Laboratory examiners to assist local PNP Units in the management and processing of casualties; and PNP Communication and Electronics Service (CES) technicians, who will help restore communication lines with PNP units in Eastern Visayas. Another 60-man contingent from the Special Action Force were deployed the next day to take part in a massive rescue, relief and rehabilitation effort in areas severely affected by the typhoon particularly Leyte, Samar, Cebu and Panay Islands. Troops were also deployed in Tacloban, Ormoc and Capiz.

Further, a 297-strong standby force from CALABARZON, Bicol and SAF was put on-call for rapid deployment. Personnel from the NHQ were also alerted and deployed to provide security and maintain peace and order. Hereunder is the complete recapitulation of PNP deployment with a grand total of 3,926 personnel:

**A. PNP DMPRTG Deployed in the Calamity Areas**

<table>
<thead>
<tr>
<th>PNP Augmentation Personnel</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NHQ DMPRTG</td>
<td>1,260</td>
</tr>
<tr>
<td>* Organic PRO 8 Personnel</td>
<td>453</td>
</tr>
<tr>
<td>Total</td>
<td>1,713</td>
</tr>
</tbody>
</table>
B. Land/Air/Sea Dedicated Security Escorts during the Transport/Movement of Relief Goods and Humanitarian Missions

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of Convoys/Vessel Escorted</td>
<td>42</td>
</tr>
<tr>
<td>Reserve Dedicated Escorts</td>
<td>40</td>
</tr>
<tr>
<td>No. of Security Escorts</td>
<td>420</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>460</strong></td>
</tr>
</tbody>
</table>

C. Security of Relief Hubs/Evacuation Centers

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relief Hubs/ Repacking Stations/ Evacuation Areas Established</td>
<td>134</td>
</tr>
<tr>
<td><strong>Detailed Security Personnel</strong></td>
<td><strong>1,086</strong></td>
</tr>
</tbody>
</table>

D. Route Security Coverage for Other Convoys

<table>
<thead>
<tr>
<th>Description</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGA/LGUs/NGOs from Luzon Areas</td>
<td>453</td>
</tr>
<tr>
<td>PROs 4A and 5 Route Security</td>
<td>667</td>
</tr>
</tbody>
</table>

**National Task Force SAFE 2013**

**May 13, 2013 Elections**

The PNP and the Commission on Elections (COMELEC) collaborated in securing a peaceful and safe midterm elections on May 13, 2013 and came up with their battle cries: **Secure And Fair Elections (SAFE) 2013** and **Credible And Reliable Elections (CARE) 2013** for the PNP and COMELEC, respectively.

The NTF SAFE 2013, aside from its major concerns on identification of election hot spots in the country, monitoring and neutralization of Private Armed Groups (PAGs), and accounting of loose firearms, provided strategic direction and supervision to all PNP units on matters of police operations. Likewise, NTF SAFE 2013 provided for the creation of provisional units from the national down to provincial levels to foster coordination in addressing election related concerns.

From the start of the election period on January 13 up to the end of election period on June 13, 2013, a total of 3,720 persons were apprehended of which 3,433 were civilians, 52 PNP personnel, 23 AFP personnel, 42 government officials, seven law enforcement agency personnel, four BJMP personnel, one BFP personnel, 154 security guards and four CAFGU members. Further, a total of 3,612 assorted firearms were confiscated and classified as follows: four machine guns, 1,206 pistols; 1,213 revolvers; 43 machine pistols; 25 grenade launchers; 368 rifles; 452 shotguns; 301 sumpak/improvised including 32, 863 other deadly weapons/explosives.

During the same period, the PNP territorial forces carried out the Chief, PNP’s directive to neutralize or contain Private Armed Groups (PAGs) which resulted in 102 PAG members arrested, six killed and 37 surrendered. Two hundred fifty-eight firearms were surrendered to the PNP.
October 28, 2013 Barangay Elections

The PNP, COMELEC, AFP and other law enforcement agencies teamed up to ensure Secure And Fair Elections (SAFE 2013) during the synchronized barangay elections on October 28, 2013.

From the start of the election period on September 28, 2013 up to the end of election period on November 12, 2013, a total of 888 persons were apprehended of which 825 were civilians, 30 security guards, ten government officials/employees, one law enforcement agency personnel, nine AFP and ten PNP personnel. Further, 444 high-powered and 328 low-powered firearms were confiscated. Other items confiscated were 29 gun replicas, 267 bladed weapons and 95 grenade and 294 explosives.

Compared with the 2010 Barangay and SK Elections, the 2013 Barangay Elections registered a 12% decrease (from 1,010 to 888) on persons arrested. On firearms confiscations, the 2010 elections registered a 6% decrease (from 825 firearms confiscated to 772). During the same period, 97 incidents (September 25-November 10, 2010) during the 2013 Barangay Elections is lower by 26 incidents or 26.80%.

Further, the PNP published the following information materials to promote safety and security consciousness during the election period:


PNP Primer on Frequently Asked Questions (FAQ) on the Ban on Firearms and Security Personnel. The PNP issued the Primer on Frequently Asked Questions (FAQ) on the Ban on Firearms and Security Personnel to lay down the policies and procedures to be strictly observed by PNP personnel, especially those in the field, as they perform their duties during the election period.

Other Integrated Police Operations

Activities geared towards intensifying police operations in the regions were also pursued by the PNP.

Initiatives in Luzon

- Conduct of Simulation Exercise (SIMEX) Brgy Tiblac, Ambaguo, Nueva Vizcaya on January 17, 2013 to address the threat posed by CPP-NPA-NDF (CNN) and to determine the preparedness and interoperability of concerned units in any given situation.
- Interoperability with the AFP through participation in the SAFE 2013 Workshop/JPSCC in Tarlac City on February 8, 2013.
- Convened the ISO Validation Committee at Camp Crame on February 15, 2013 to assess the strength and capabilities with respect to mobility, shoot, communicate, investigate and equipments of different public safety units in the area.
- Establishment of Joint Security Coordinating Center (JSSC) at Northern Luzon Command, AFP (NOLCOM) in Tarlac City before the May 13, 2013 Elections to serve a focal point between PNP and AFP units in Northern Luzon in addressing security concerns related to the 2013 elections.
- Conducted disaster preparedness audit to PROs 1, 2, 3 and COR on September 23-25, 2013 to ensure compliance with the PNP Disaster Response Handbook (PNP-DPCR-01-2011).
- Convened the ISO Validation Committee on February 18, 2013 in Canlubang, Laguna to address the reiteration of compliance on the specific findings and recommendations of the PNP National ISO Validation Committee.
- Participated in the Regional Joint Security Coordinating Center (RJSSCC) Conference with the AFP and COMELEC to dialogue with leaders of civil society/ non-partisan groups on March 12, 2013 in Legaspi City.
- Hosted a media forum with COMSOLCOM and COMELEC Region 5 on April 11, 2013 to inform the media of the PNP-AFP security preparations and engage their support for a Secure And Fair Elections in Southern Luzon.

Established the Visayas Area Intelligence Fusion Center composed of the Chiefs of Regional Intelligence Divisions (RIDs) of PROs 6, 7 and 8 with the Assistant Chief of Unified Command Staff for Intelligence of CENTCOM and G2s of 3rd and 6th Infantry Divisions, N2 of Naval Forces Central (NFC) and D2 of 2nd Air Division.

- Participated in Regional Intelligence Conferences (RIC), Regional Peace and Order Council (RPOC) meetings, Periodic Status Report (PSR) Workshops and Regional Anti-Terrorism Council Convergence Group (RATCCG) meetings to coordinate intelligence and counter-intelligence activities with other agencies and stakeholders, as well as improve crime prevention and solution.
- Cascaded with Simulation Exercises (SIMEX) the Public Safety Response System (PSRS) and Information Operation Plan (IOP) for Visayas to the Chief, Regional Operations and Plans Divisions and Regional Intelligence Divisions of PROs 6, 7 and 8.
- Initiated operational readiness and inspections of Public Safety Units (PSUs) at all levels in the AOR to ensure their capabilities to identify CNN centers and address extortion activities in coordination with AFP counterparts.
- Initiated operational readiness and inspections of the Police Integrated Patrol System (PIPS) activities of police stations in PROs 6, 7 and 8 to ensure their proactive implementation of police operations and procedures and of equal importance, to assess their capabilities in the performance of their functions in the field of police operations.
- Target hardening of vital installations in PROs 6, 7 and 8 in coordination with AFP CENTCOM to enhance public safety and security.
- Conducted inspections, assessments and recommendations on the "move, shoot and

**Initiatives in Visayas**

- Alternately hosted 10 Visayas Joint Peace and Security Coordinating Center (VJPSCC) meetings.
communicate" capabilities of the Regional Public Safety Battalions (RPSBs) as well as ISO validation for the deployment of PNP maneuver units.

- Initiated and jointly conducted capability enhancements such as Disaster Preparedness, Rescue and Relief Operations Trainings; Bomb Identification and Detection Seminars (BIDS); Crime Scene Responders Seminar and Firearms Proficiency Trainings.

- Jointly conducted with PRO 6, 7 and 8 the First NHQ PNP-DIPO-Inter-PROs Shooting Competition held in Lapu-Lapu City on July 25, 2013 followed-up by a Second NHQ PNP-DIPO-Inter-PROs Shooting Competition on December 12, 2013 held in Iloilo City and December 23, 2013 held in Lapu-Lapu City to enhance the small arms proficiency of shooting participants.

- Activated the Special Task Group Eastern Samar on November 18, 2013 to oversee the security of transport and distribution of relief goods in the typhoon-affected municipalities.

- Initiated distribution of informative leaflets on crime prevention tips, awareness campaign on Improvised Explosives Devices, (IEDs) and proper conduct of Checkpoints by joint COMELEC/ AFP/ PNP personnel during the 2013 National, Local and Barangay Elections 2013.

- Initiated supervision and implementation of security plans and target hardening activities during the May 2013 National Elections, October 2013 Local Elections, and cultural festivities held in the Visayas such as Sinulog Festival, Dinagyang Festival, Ati-Atihan, Maskara, and Pintados. Similar police treatment was given in the observance of nationally-celebrated annual events such as Lenten Season, summer vacation, opening of Classes, All Saints’ and All Souls’ Day, Christmas Season and the like.

## Initiatives in Mindanao

- Conducted seminars/workshops/conferences on Information Operation (IO) with the AFP in Eastern Mindanao during the year.

- Participated in the 1st Security Planning and Consultative Meeting hosted by the Sangguniang Panlungsod ng Cotabato for some 300 attendees from the AFP, PNP and local chief executives on January 10, 2013 in Cotabato City.

- Conducted awareness seminars on kidnapping for medical practitioners, rotary club members, school authorities/staffs of Pilar College, and dialogue with the Priests, all in Zamboanga City on February 3 and 22, 2013, March 6, 2013 and May 27, 2013 respectively.

- Strengthened linkages with the Australian Federal Police during the meeting in Zamboanga City on February 17, 2013; and the US Army Special Forces during the
coordinating conference on February 23 and 27, 2013 in Lanao del Sur.

- Conducted bomb safety awareness and detection seminars for 27 security guards of South Cotabato on April 1, 2013 in General Santos City; 47 Land Transportation Office (LTO) personnel on April 2, 2013 in Koronadal City; 30 local government employees from the Civil Security Unit (CSU) and traffic enforcers on July 19, 2013 in General Santos City; and Barangay Officials/Tanods on September 7, 2013 also in General Santos City.

- Conducted Search and Rescue (SAR) Equipment Showdown Inspection in PROs 9, 12 & ARMM on July 18 to 21, 2013 in compliance to the Disaster Preparedness Audit being conducted by the National Headquarters DPRTG (NHQ-DPRTG) which aims to assess and evaluate the capability of the various sub-tasks groups of the PNP-DPRTG in responding to calls during disaster/casualties.

- Participated in the peace forum “High Summit on Security Sector Transformation and Prospects for the Post-Conflict Philippines” on September 25, 2013 in Davao City.

- Conducted two one-week training on NPA Mapping System (NMS) in August and September 2013 which were participated in by intelligence and operations officers of PPOs/CPOs and RPSBs of the PROs. The NMS is a strategic and tactical tool that utilizes a presentation of data inputs into a map which is designed to visualize the progressing situation on the ground. It also serves as basis for more accurate and timely assessment, analysis and prediction of the NPA’s activities and plans. A total of 34 laptop computers with NMS program were distributed to different PROs.

- Conducted a consultative meeting among the PROs in Western Mindanao for the strengthening of Area-Joint Peace and Security Coordinating Center (JPSCC) on November 14, 2013 to discuss the best practices in pursuing peace and order, exchange of gap experiences in inter-operability, problems encountered and recommendations; and another seminar/workshop on the Review of the Existing DIPOs roles and functions, identification of threat groups and creation of Area JPSCC in Western Mindanao on December 9, 2013 both held in Zamboanga City.

- Conducted a workshop on the Craft Joint Standard Operating Procedure (JSOP) on the Condition Situation Response System (CSRS) with the AFP on November 28-29, 2013 in Davao City. The CSRS is a system that provides every level of command, from DIPO-EM level down to the MPS, Courses of Actions/Activities to take when a certain Condition level is determined/reached under certain Situation/s brought about by CNN activities. There are four Condition levels wherein condition level 4 is the highest, which means that the Situation on the ground presents a borderless and massive NPA hostile action. CSRS is also described as an intelligence-driven system in employing predetermined specific courses of action by the PNP in tandem with the AFP in certain security conditions that involve deployment and employment of troops with the right resources/equipment and timing to effectively address insurgency in Eastern Mindanao.
COMMUNITY

The Community comprises the public, civil society and all stakeholders as beneficiaries of improved police services, effectively enforced laws and a community characterized as a safer place to live, work and do business.
### NET* SATISFACTION WITH THE PHILIPPINE NATIONAL POLICE (PNP), BY CLASS AND SEX, SEP 2010 to SEP 2013

<table>
<thead>
<tr>
<th></th>
<th>PH</th>
<th>ABC</th>
<th>D</th>
<th>E</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>B. Aquino</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sep 2010</td>
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<tr>
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<td>+44</td>
<td>+55</td>
<td>+45</td>
<td>+47</td>
</tr>
<tr>
<td><strong>Sep 2013</strong></td>
<td><strong>+52</strong></td>
<td><strong>+60</strong></td>
<td><strong>+51</strong></td>
<td><strong>+54</strong></td>
<td><strong>+50</strong></td>
<td><strong>+54</strong></td>
</tr>
</tbody>
</table>

*NET Satisfaction = % Satisfied minus Dissatisfied correctly rounded. Don’t Know and Refused responses are not shown.

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The PNP focuses on training, discipline, transparency, and accountability in accordance with the PNP P.A.T.R.O.L. Plan 2030 to effectively enforce the law and maintain peace order. This was manifested in the **Performance Satisfaction Rating** conducted by the Social Weather Stations for the 3rd quarter of 2013 where the PNP enjoys a net satisfaction rating of +52. This is a clear reflection of the public’s higher level of trust and confidence in the police force.

The effective implementation of law enforcement programs of the PNP was also instrumental in boosting the country’s standing in the Global Peace Index (GPI) which is the world’s leading measure of global peacefulness. Likewise, the Philippines’ peace index which determines the strength and capacity of a nation to create and sustain a peaceful environment also improved.
CPNP’s 2014 Commitments

- Vigorously pursue the investigation and solution of cases
- Accurate crime reporting and reliable crime data from police units to address criminality across the country
- Replicate best practices and continue to build the gains of CODE-P Program by all units
- Develop competence among ranks, achieve organizational reforms, instill discipline among all personnel, ensure excellence in police endeavors, and promote professionalism in the police service
- Review of Police Operational Procedures and further strengthen defenses against lawless elements
- Continue harnessing community support to maintain peace and order in the streets

“As we move forward in 2014, let us keep in mind the lessons of the past. Let us replicate our best practices and continue to build on the gains of our CODE-P program and march on with deeper fervor and resolve in rendering ‘Serbisyong Makatotohanan’ to the community.”
The PHILIPPINE NATIONAL POLICE
HIERARCHY

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New Year's Call
ON THE
HERO
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