

## TABLE OF CONTENTS

<i>Foreword</i>	i
<i>Acknowledgement</i>	ii
<i>Preface</i>	iii
<b>CHAPTER I: ORGANIZATIONAL CONCEPTS AND PRINCIPLES</b>	1
I. THE ORGANIZATION	1
A. Organization	1
B. Police Organization	2
C. Administration	2
D. Police Administration	2
II. FUNCTIONS IN A POLICE ORGANIZATION	2
A. Primary or Line Functions	2
B. Staff/ Administrative Functions	2
C. Auxiliary Functions	2
III. ORGANIC UNITS IN A POLICE ORGANIZATION	3
IV. FUNCTIONAL UNITS	3
V. ORGANIZATIONAL STRUCTURES	3
<i>Kinds of Organizational Structures</i>	3
VI. THE EVOLUTION OF POLICING SYSTEM	4
A. PERIOD OF EVOLUTION OF THE POLICING SYSTEM	4
1. Anglo-Saxon Period of Policing System (600-1006 Ad)	4
2. Normal Period of Policing System (1066-1225 Ad)	5
3. Westminster Period of Policing System (1285-1500)	6
4. Modern Period of Policing System	7
B. EVOLUTION OF THE PHILIPPINE POLICING SYSTEM	8
1. Spanish Period	8
2. American Period	8

3. <i>Post-American Period</i>	9
4. <i>Martial Law Period</i>	10
5. <i>Post Martial Law Regime</i>	10
C. <i>PERSONALITIES IN THE EVOLUTION OF PHILIPPINE POLICING</i>	11
1. <i>Chiefs of the Philippine Constabulary(PC)</i>	11
2. <i>Chiefs of the Philippine Constabulary/Integrated National Police (PC/INP)</i>	12
3. <i>Chiefs of the Philippine National Police (PNP)</i>	13
VII. <i>CHIEFS OF THE PHILIPPINE NATIONAL POLICE AND TRANSFORMATION PROGRAMS</i>	13
<b>CHAPTER II: THEORIES AND PRINCIPLES OF POLICE SERVICE</b>	29
I. <i>THE PNP</i>	29
A. <i>PNP Mandate</i>	29
B. <i>PNP Vision</i>	29
C. <i>PNP Mission</i>	29
D. <i>PNP Philosophy</i>	29
E. <i>PNP Core Values</i>	29
F. <i>PNP Functions</i>	30
G. <i>Home Rule and Continental Theory</i>	30
H. <i>Concepts of Police Service</i>	31
I. <i>Four Primal Conditions of the PNP Organization</i>	31
J. <i>Principles of Police Organization</i>	32
II. <i>COMMON TERMINOLOGIES IN POLICE LAW ENFORCEMENT</i>	37
<b>CHAPTER III: ORGANIZATIONAL SET-UP OF THE PNP</b>	47
I. <i>NATIONAL POLICE COMMISSION (NAPOLCOM)</i>	47
Composition of the NAPOLCOM	50
1. <i>Command Group</i>	51
2. <i>Chief Pnp's Personal Staff</i>	55



3. The Directorial Staff	62
4. National Administrative Support Unit (Nasu's)	80
5. National Operational Support Units	105
6. Police Regional Offices (Pros)	144
7. National Capital Regional Police Office (Ncrpo)	162
8. Provincial Police Office (Ppo)/ City Police Office (Cpo)	167
9. Municipal/City Police Station (M/Cps)	182
10. Community Police Assistance(Compac)/ Police Community Precincts (Pcp)	183

**CHAPTER IV: PNP RECRUITMENT,  
APPOINTMENT, TRAINING,  
PROMOTION, RETIREMENT,  
AND ATTRITION SYSTEM** 185

I. RECRUITMENT 185

II. SCREENING COMMITTEE 195

III. PNP RECRUITMENT PROCEDURE  
(PNP MEMORANDUM CIRCULAR NO.  
2014-010) 196

A. General Preparation	196
B. Pre-Assessment	198
C. Initial Screening	198
D. Screening Proper	200
E. Processing of Appointments	205
F. Orientation and Training	207

IV. NAPOLCOM PARTICIPATION IN THE PNP  
RECRUITMENT AND PROMOTION  
PROGRAMS 207

A. Appointment	208
B. Trainings	209
C. Promotion	212
D. Retirement	215
E. PNP Attrition System	216

<b>CHAPTER V: RANKS AND UNIFORM</b>	<b>223</b>
I. PNP RANK CLASSIFICATION IN THE PNP	223
II. PNP RANK INSIGNIA AND UNIFORM	224
A. <i>Police Commissioned Officers</i>	224
B. <i>Police Non-Commissioned Officers</i>	225
III. PNPs STAR RANK POSITION IN THE PNP	230
A. <i>Police General (Exclusive)</i>	230
B. <i>Police Lieutenant General (Entry)</i>	230
C. <i>Police Major General (Entry)</i>	230
D. <i>Police Brigadier General (Exclusive)</i>	231
E. <i>Police Brigadier General (Entry)</i>	233
IV. PNP AWARDS AND DECORATIONS	236
A. <i>Operational Awards</i>	236
B. <i>Administrative Awards</i>	239
C. <i>Miscellaneous Awards</i>	243
References	247