

PHILIPPINE **N**ATIONAL **P**OLICE

Performance Governance System

("PNP Transformation Roadmap 2030")

Lead
PNP



Towards genuine Transformation...



SEQUENCE OF PRESENTATION

I. PHILIPPINE NATIONAL POLICE INTEGRATED TRANSFORMATION PROGRAM

II. PNP PERFORMANCE GOVERNANCE SYSTEM (PNP Transformation Roadmap 2030)

- a. Roadmap
- b. Measures / Scorecard

Lead
PNP



Towards genuine Transformation...



PHILIPPINE NATIONAL POLICE INTEGRATED TRANSFORMATION PROGRAM

GOVERNMENT OF THE PHILIPPINES · UNITED NATIONS DEVELOPMENT PROGRAMME
(**GOP-UNDP**)
STUDY

Transforming the Philippine National Police into a More Capable, Effective and Credible Police Force

July 2005

UNDP PHI / 02 / 007: JUDICIAL REFORM PROGRAM
ACCESS TO JUSTICE BY THE DISADVANTAGED



CPRM CONSULTANTS, INC.

PHILIPPINE NATIONAL POLICE INTEGRATED TRANSFORMATION PROGRAM OBJECTIVES

To resolve organizational
dysfunctions and improve
the quality of Police services

To strengthen law
enforcement capabilities

To enhance the welfare and
benefits of our personnel and
dependents

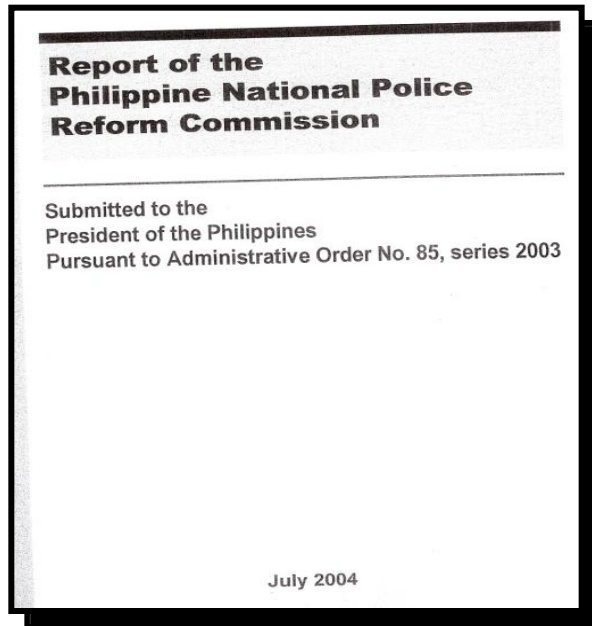
PNP
“Integrated”
Transformation
Program
(PNP-ITP)

July 2005

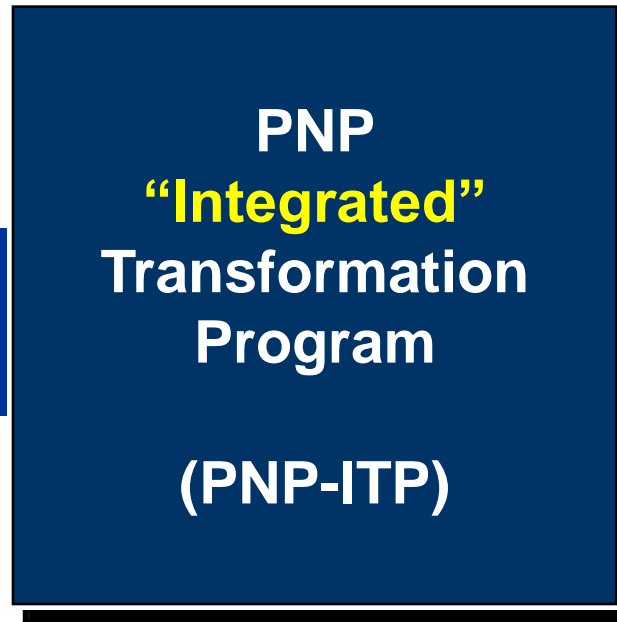


PHILIPPINE NATIONAL POLICE INTEGRATED TRANSFORMATION PROGRAM

July 2005



**PNP REFORM
COMMISSION REPORT**

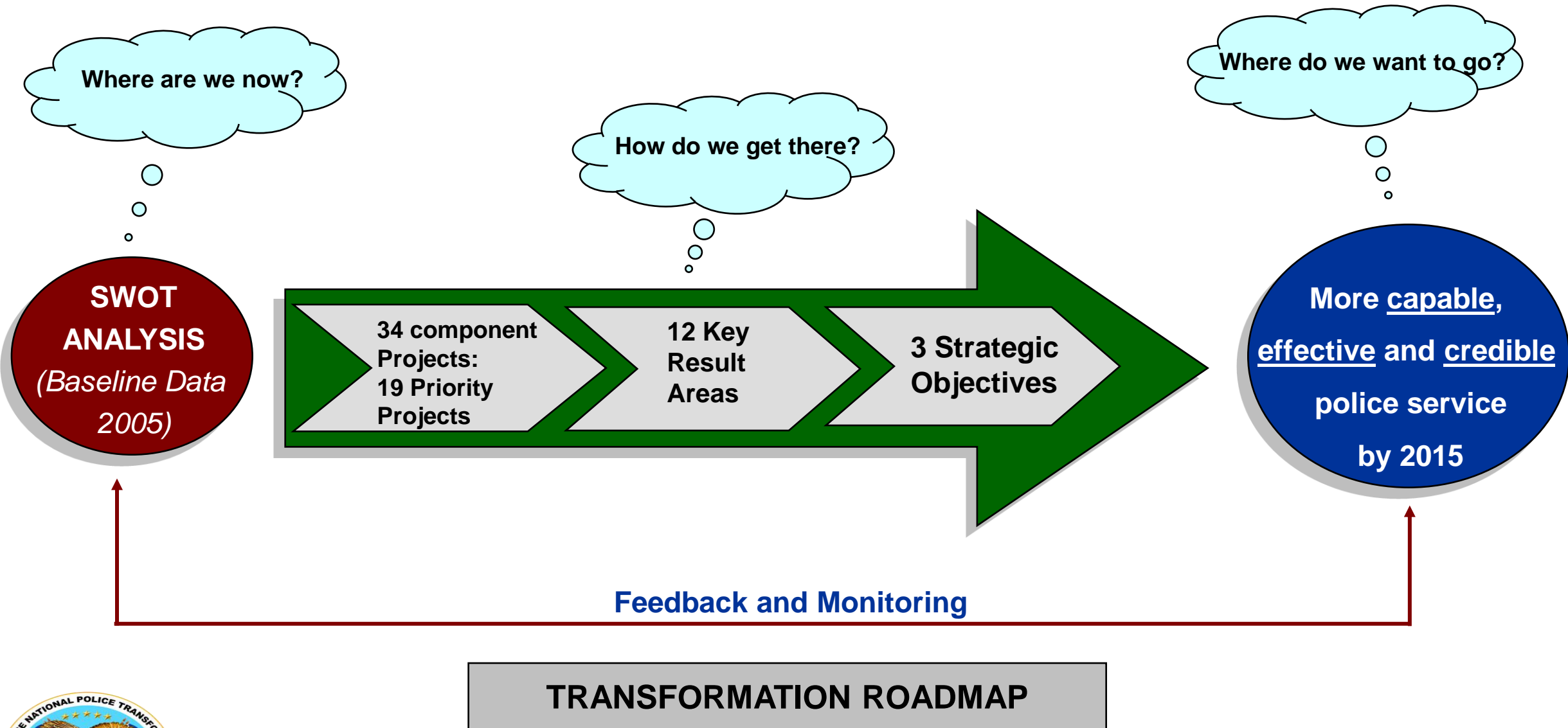


**GOP-UNDP STUDY
ON TRANSFORMING THE PNP**

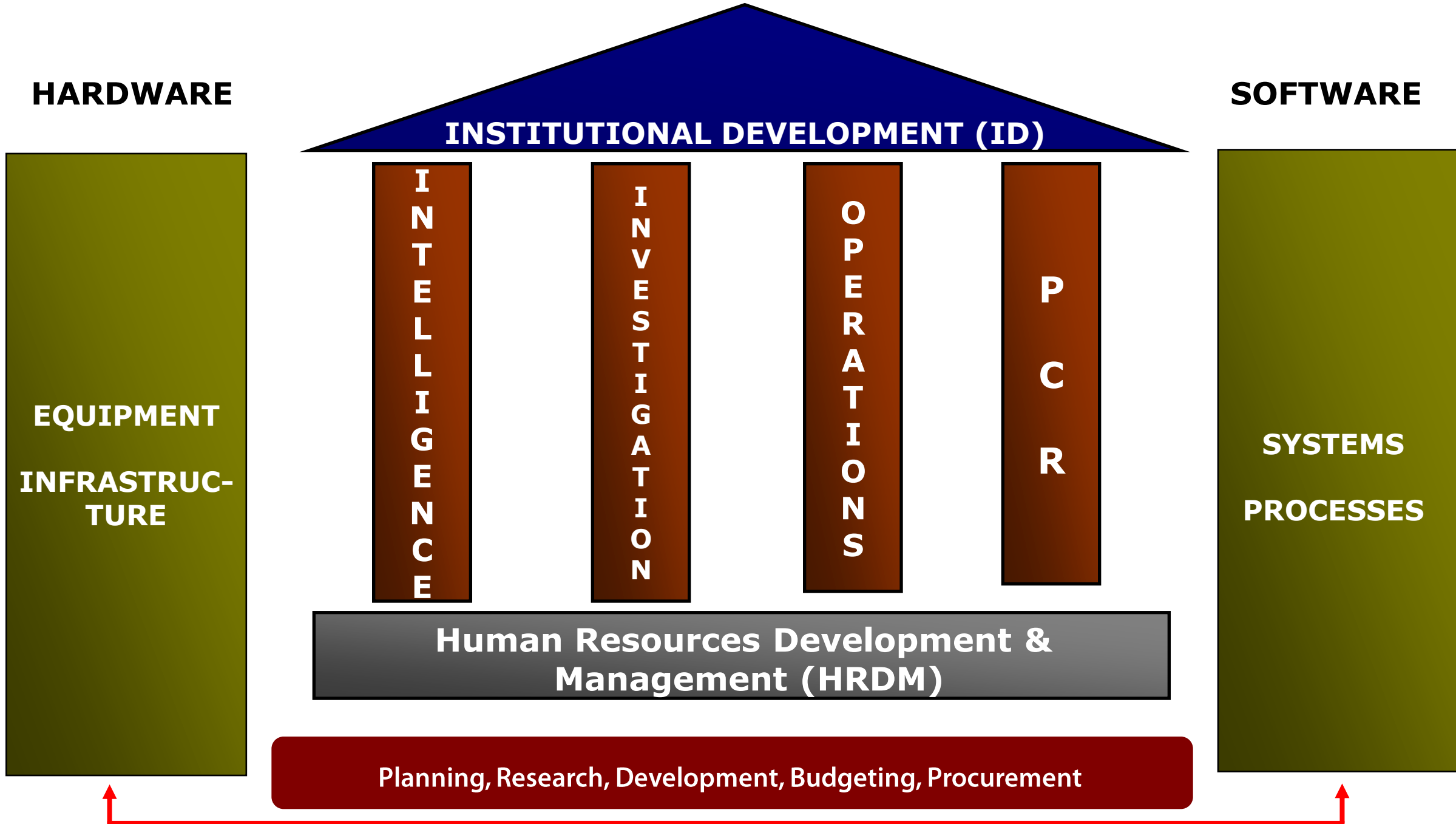


**PNP TRANSFORMATION
PLAN**

Transformation Management Framework



PNP Transformation Program Development Framework



HILIPPINE **N**ATIONAL **P**OLICE

Performance Governance System

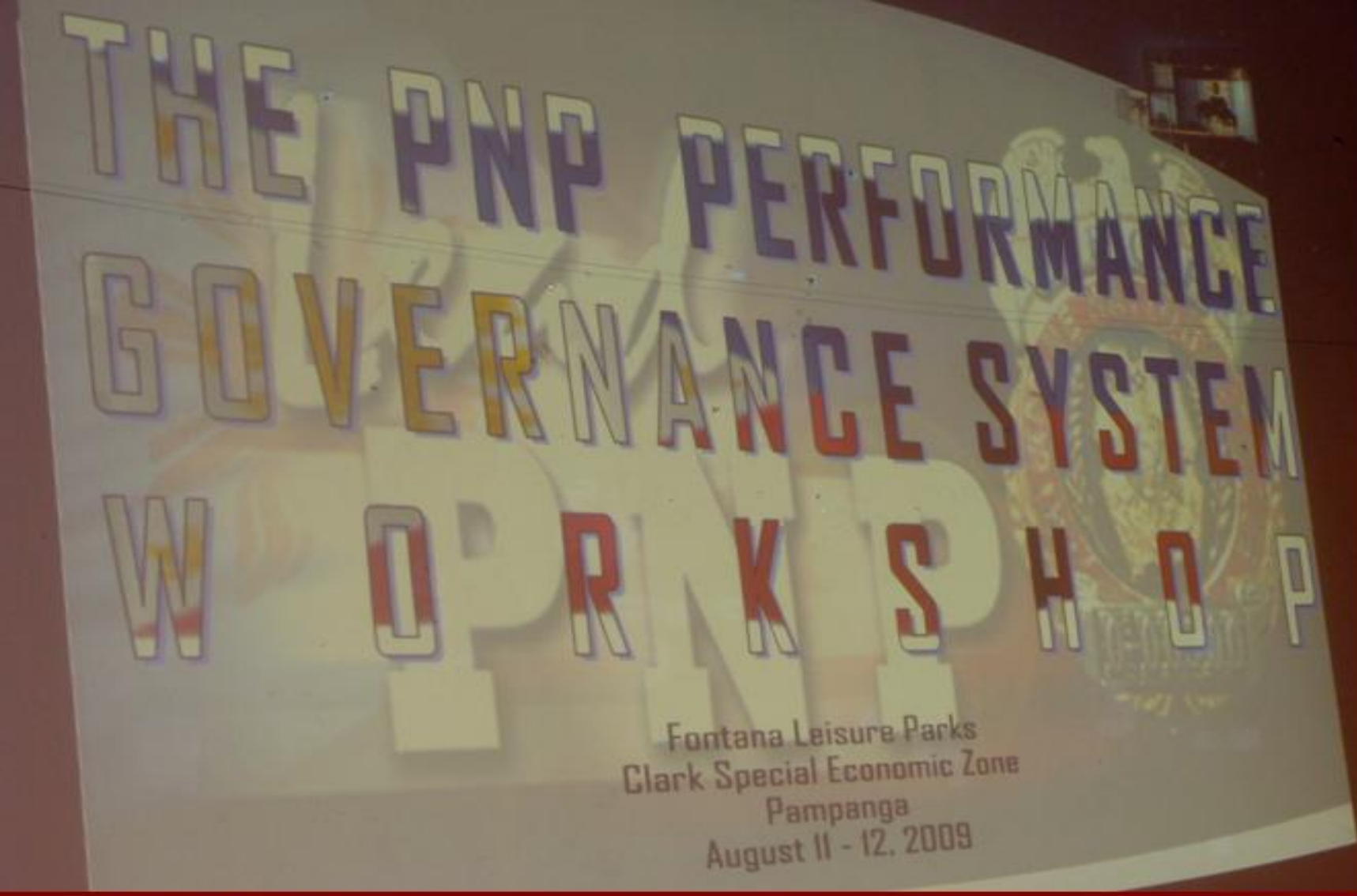
("PNP Transformation Roadmap 2030")

Lead
PNP



Towards genuine Transformation...







PHILIPPINE NATIONAL POLICE

MANDATE

Republic Act 6975 as amended by RA 8551 and further amended by RA 9708

MISSION

Enforce the law, prevent and control crimes, maintain peace and order, and ensure public safety and internal security with the active support of the community

PHILOSOPHY

Service, Honor and Justice

CORE VALUES

Maka Diyos Makabayan
Makatao Makakalikasan

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.

PERSPECTIVES

STRATEGIC QUESTIONS

Community

In what way is the community best served by the men and women of the PNP?

Process Excellence

What operational processes must we excel at and best practices must we adopt?

Learning and Growth

How can the PNP develop a highly capable, effective and credible organization?

Resource Management

How do we effectively and efficiently manage our financial and logistical resources? How do we source and mobilize additional resources?

Stakeholders' Support

How can the PNP gain the active support of the stakeholders?

Highly Capable, Effective and Credible Police Service by 2030

Community

A safer place to live, work and do business

Effectively Enforce Laws

Process Excellence

Adopt best practices in community and rights-based policing supported by appropriate information and communications technology

INTELLIGENCE

INVESTIGATION

OPERATIONS

COMMUNITY
RELATIONS

Achieve excellence in performing the Integrated "Quad +" Operations

Learning and Growth

Attract and recruit the most qualified applicants

Train and develop a well motivated and competent police service

Uphold and promote the principles of meritocracy and fitness

Living the PNP core values

Institutionalize adequate package of benefits and remuneration

Resource Management

Attain financial and logistical adequacy consistent with law

Optimize utilization of financial and logistical resources

Attain transparency and accountability in all financial and logistical transactions

Stakeholders' Support

Sustain public information and dialogue

Sustain partnership and collaboration

Attain positive performance to gain public trust and confidence



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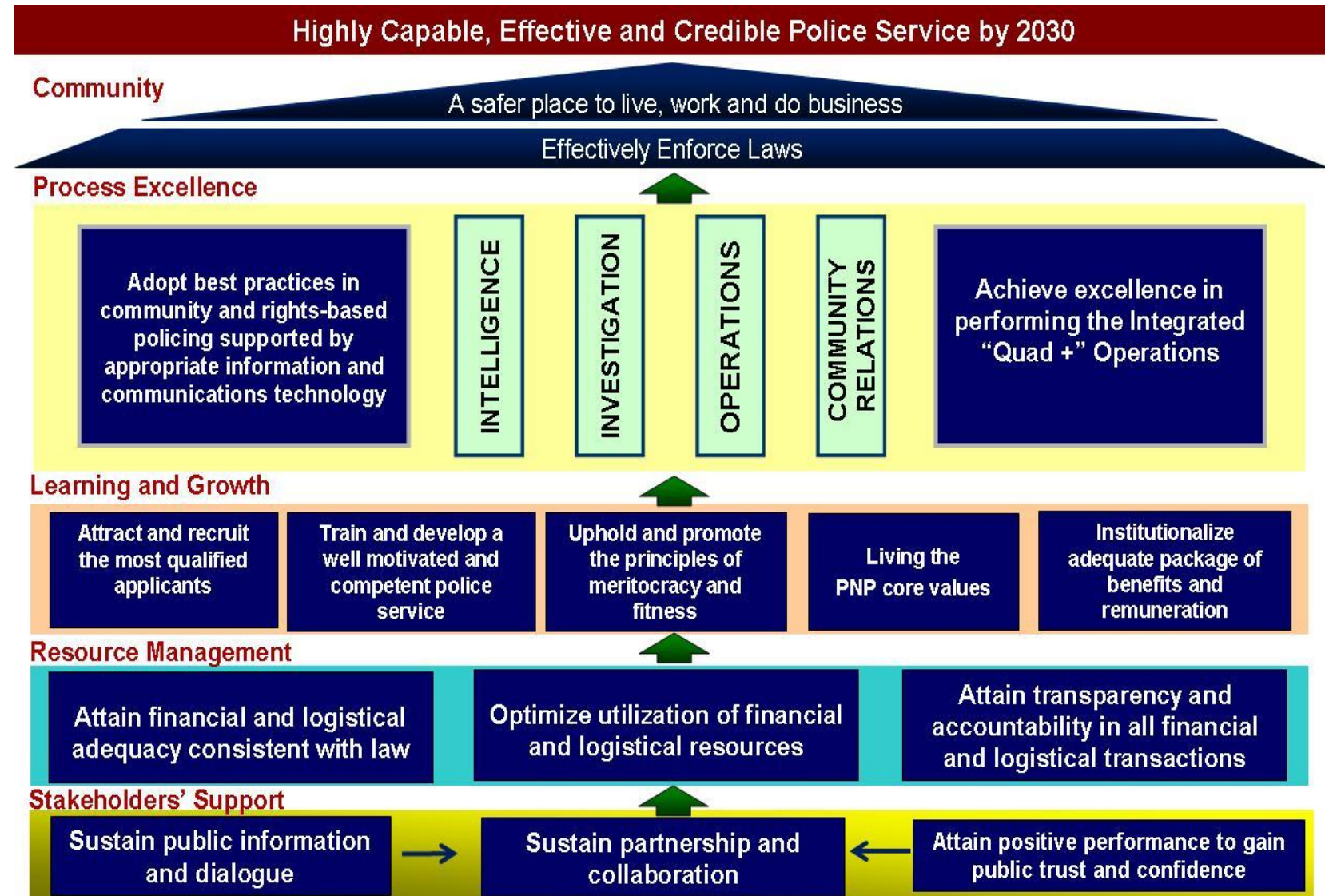
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GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Stakeholders' Support	Attain positive performance to gain the trust and confidence of the stakeholders	Compliance to reform initiatives as mandated by the PNP Integrated Transformation Program (ITP)	4 out of 19 priority projects completed	10 out of 19 priority projects completed	5 out of the remaining priority projects completed	Implement existing and projected PNP ITP priority projects
	Sustain public information and dialogue with the stakeholders and the other pillars of the Criminal Justice System	participation of the Criminal Justice System and other sectors on the PNP Transformation Program and other Programs and Policies	100 % for internal stakeholders 3% for external stakeholders	100 % for internal stakeholders 20% for external stakeholders	100 % for internal stakeholders 80% for external stakeholders	Implement nationwide PNP ITP Advocacy Campaign



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Stakeholders' Support	Sustainable partnership and collaboration with the stakeholders	Percent of LGUs with initiatives for safer communities with the PNP	Provincial - 40% City - 50% Municipal - 50%	Provincial - 70% City - 70% Municipal - 70%	Provincial - 90% City - 90% Municipal - 90%	Enhance close coordination with Local Chief Executives and other sectors of the society Implement Safer City Project
		Percentage of police stations with LGU-PNP Anti-criminality Action Plan	50% of the total number of police stations	90% of the total number of police stations	All police stations or 100%	Implement LOI Payapa (Anti-criminality Action Plan)



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Stakeholders' Support	Sustainable partnership and collaboration with the stakeholders	- Percentage of tourist destinations considered as gun free zones and discipline zones.	10% of the total tourist destinations.	50% of the total tourist destinations	All tourist destinations.	Implement tourist oriented policing projects (Top Cops)
		Percentage of provinces with peace zones	10% of the total number of provinces.	50% of the total number of provinces.	75% of the total number of provinces.	- Implement Integrated Area Community Public Safety Plan (IACPSP)
		- Percentage of Barangays with Barangay Peacekeeping Action Teams	30% of the total number of Barangays	90% of the total number of Barangays	100% of the total number of Barangays	



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Resource Management	Optimize utilization of financial and logistical resources to support administrative, operational and other priority programs of the PNP	Efficient and synchronized planning, programming and budgeting	Design a project proposal on the assessment and improvement of the planning, programming, and budgeting system at all levels of command.	PNP operations 100% synchronized and integrated with the planning, programming and budgeting at all levels of command.	100% sustained and improved at all levels of command.	Reengineer PNP Planning and Budgeting System Design/ Implement PNP Results Based Monitoring and Evaluation System (RBMES) Strengthen Program Review and Analysis (PRA), Annual General Inspection (AGI), and Leaders Q



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Resource Management	Optimize utilization of financial and logistical resources to support administrative, operational and other priority programs of the PNP	Police Capability Index:				Sustain the implementation of Capability Enhancement Program
		- police stations owned and constructed	45 %	75%	100 %	
		- mobility	70%	90%	100%	Implement Logistics Information Management System
		- firearms	55%	80%	100%	
		- communication	15%	75%	100%	Implement Integrated Police Data Warehousing
- investigative equipment	30%	75%	100%	Implement Integrated Ballistics Information System		
					Automated Fingerprinting Information System	



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Resource Management	Attain financial and logistical adequacy consistent with law	Percent of LGU whose support to Provincial/ City/Municipal Police Offices and Stations is institutionalized.	Provincial – 50%; City – 75%; Municipal – 25%	Provincial – 75%; City – 90%; Municipal – 75%	Provincial – 100%; City – 100%; Municipal – 100%	Enhance the implementation of PNP Revenue & Resource Mobilization Strategy (Conduct of Donors Forum, Project Sponsorship)
		Percent of PNP Programs under the Transformation Program supported by local and foreign donors	10%	50%	100%	
		Number of police stations supported by foreign donors.	5 police stations	17 police stations	80 police stations	
		Number of police stations supported by local donors.	5 police stations	17 police stations	80 police stations	



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Resource Management	Ensure transparency and accountability in all financial and logistical transactions	Percentage of compliance to audit requirements	100%	100%	100%	Enhance operations, plans and budget preparation Institutionalize Program Review Analysis (PRA)
		PNP Sincerity Index in Fighting Corruption	-9%	+10%	+50%	Implement PNP Citizen's Charter Strengthen PNP Bids and Awards Committee (BAC) Implement Customized Procurement Manual (CPM) Implement Procurement Management Information System (PPMIS) Implement Integrity Development Program (IDP) Pursue ISO Certification



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Learning & Growth	Entice and recruit the most qualified applicants	Police to population ratio	1:700	1:600	1:500	Develop Psychometric tools Strengthen PNP Policy on Recruitment
	Train and develop a well-motivated and competent police force committed to serve and protect the people	Percentage of personnel completed mandatory and competency courses	80%	90%	100%	Conduct Training Needs Analysis (TNA) for Police Position and Ranks Reengineer Police Education and Training System Strengthen PNP Education and Training Curricula Implement Competency Framework Project



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Learning & Growth	Uphold and promote the principles of meritocracy and fitness in the PNP career ladder	<p>Percentage of personnel assigned to positions according to their competency and skills</p> <p>Grievance rate of PNP personnel .</p>	75%	90%	100% placement	<p>Implement Police Career Development System</p> <p>Reengineer Police Education and Training System</p>
	Ingrain the PNP core values	Values Index	1	3	5 as the highest	Strengthen Police Discipline and Grievance System



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Learning & Growth	Institutionalize adequate package of benefits and remuneration	Percentage of personnel with:				Design and establish a PNP Pension and Benefits System
		Housing	65%	75%	90%	Reengineer Police Remuneration System
		Quartering	10%	25%	50%	
		Healthcare	25%	75%	100%	Rationalize Special Promotion, Awards and Decoration System



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Process Excellence	Achieve excellence in performing the integrated "QUAD +" Operations	Crime Rate	7.15	4.28	2.56 (One of the lowest in Southeast Asia)	Implement Anti-Crime Strategy: <ul style="list-style-type: none"> - Quad Concept Operation - Barangay Peace-keeping Action Team (BPAT) - LOI Payapa - National Firearms Control Program
		Crime Solution Efficiency (CSE)	35%	40%	One of the highest in Southeast Asia	Employ forensic science I in crime investigation technology in the solution of crimes (i.e. programs that will use forensic science in crime investigation)



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Process Excellence	Achieve excellence in performing the integrated "QUAD +" Operations	Number of Barangays cleared of communist insurgent activities <i>(with 2178 communist insurgents affected Barangays as of 2009)</i>	1,150	600	428	Implement Anti-Insurgency Strategy - LOI Maagap - LOI BRAVO - Mapagpalaya - BPAT
		Percentage reduction of incidence of armed and non-armed insurgent activities <i>(with recorded 397 communist insurgent atrocities within 2009)</i>	10%	50%	Zero incident	Implement Anti-Terrorism Strategy (3-Tiered Defense System)



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Process Excellence	Achieve excellence in performing the integrated “QUAD +” Operations	ISO certification of front line services and service providers	Issuance of ISO 9001:2008 certification (national office): 1.Motor vehicle clearance 2.Firearms 3.Crime Lab 4.Civil security clearance 5.PNPTS	Continue to be ISO certified (regional level) based on the latest ISO: 1.Motor vehicle clearance 2.Firearms 3.Crime Lab 4.Civil security clearance 5.PNPTS	Continue to be ISO certified (provincial level) based on the latest ISO standard: 1.Motor vehicle clearance 2.Firearms 3.Crime Lab 4.Civil security clearance 5.PNPTS	Reengineer Police Education and Training System Apply for ISO Certification of all frontline services



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Process Excellence	Adopt the best practices in community and rights-based policing supported by appropriate information and communications technology	Percentage of police stations compliant with the standards of a Model Police Station	5% of the total nr of police stations or	50% of the total nr of police stations	All police stations.	<ul style="list-style-type: none"> -Institutionalize Community Oriented Policing System (COPS) - Establish Model Police Stations
	To reduce/eliminate incidence of human rights violations (HRV) in police operations	Percentage reduction of alleged human rights violations/cases reported against police personnel	50% reduction in HRV cases by PNP personnel	90% reduction in HRV cases by PNP personnel	Zero HR violation/case	Implement Policies and Police Operational Procedures on Human Rights



**PHILIPPINE
NATIONAL
POLICE**

GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Process Excellence	Adopt the best practices in community and rights-based policing supported by appropriate information and communications technology	Percentage of Police Stations linked to Crime Management Information System (CMIS)	10% connectivity of police stations to CMIS	75% connectivity of police stations to CMIS	All police stations linked to CMIS	Design and implement PNP CMIS Project



GOVERNANCE SCORECARD

Perspectives	Objectives	Measures	Targets			Initiative/s
			2010	2020	2030	
Community	A safer place to live, work and do business	Ranking of PNP among other government agencies in reference to the Performance Satisfaction Rating	5th	3rd	1st	Outcome of all PNP programs and projects specified in the other 4 perspectives.
	Effectively enforced laws	PNP Performance Approval Rating	+30 net approval rating	+50 net approval rating	+65% net approval rating	



“THE BASIC TASK IS TO FIGHT POVERTY AND BUILD PROSPERITY FOR THE GREATEST NUMBER OF THE FILIPINO PEOPLE. WE MUST OPEN UP ECONOMIC OPPORTUNITIES, MAINTAIN SOCIO-POLITICAL STABILITY AND PROMOTE GOOD STEWARDSHIP --- ALL TO ENSURE A BETTER QUALITY OF LIFE FOR ALL OUR CITIZENS.”

**-HER EXCELLENCY GLORIA MACAPAGAL ARROYO
President, Republic of the Philippines**

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