



**ANNUAL ACCOMPLISHMENT REPORT
(CY 2011)**



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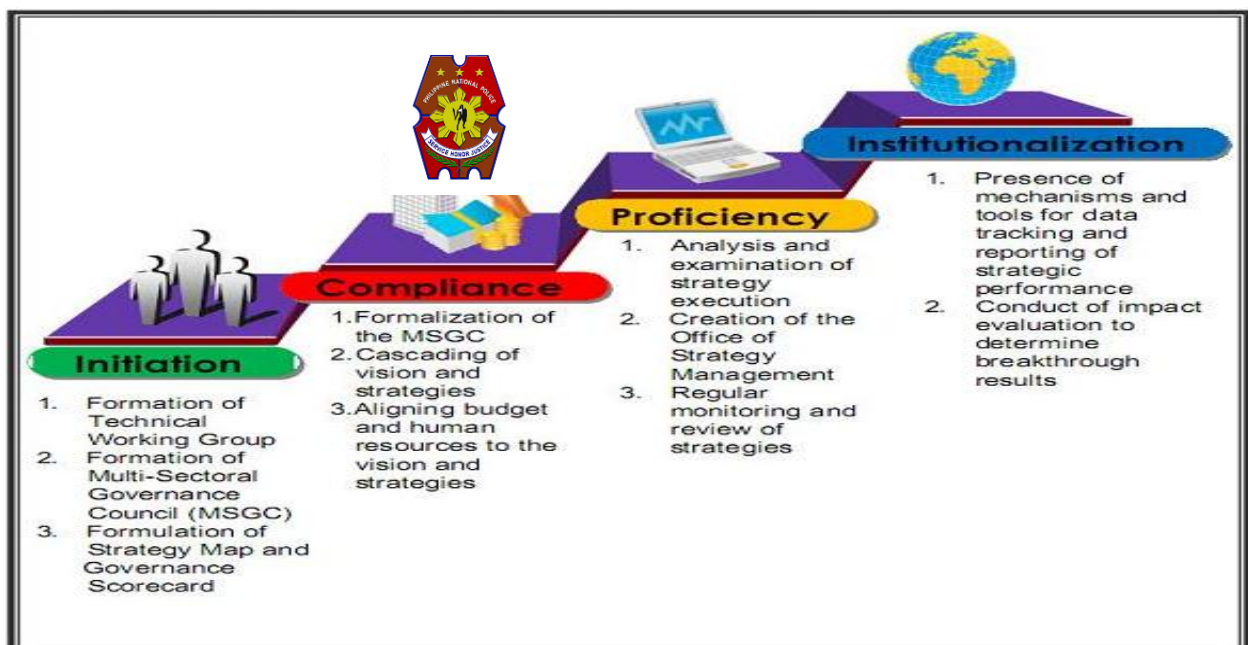
Executive Summary

The Program Management Office has immensely contributed in bringing about positive felt change and institutional changes in the PNP.

PMO Accomplishments for CY 2011

The Program Management Office has immensely contributed in bringing about positive felt change and institutional changes in the PNP. There were lull in the implementation of projects due to various reasons but the PMO did not stop from doing its mission of strategy development and management, project development and management, and resource mobilization.

The PNP Integrated Transformation Program evolved with focus on performance management through the setting of measures and targets in the Performance Governance System (PGS)/balanced scorecard. The PNP was granted “Initiation” status in September 2009 in the PGS. The hiatus in 2010 in its implementation was an opportunity for the PNP to re-examine the strategy map for its execution. The PNP took great strides in coming up with a new strategy map and fulfilling all the requirements for the second stage of the PGS and was granted “Compliance” status on October 14, 2011. The PMO is a key office which contributed to the successful organization, formalization, and hosting of meetings as well as acting as Secretariat of the Multi-Sectoral Governance Council (MSGC) which it called the National Advisory Group for Police Transformation and Development (NAGPTD) or simply the Advisory Group. The MSGC is one of the requirements for the compliance stage. Another requirement is the second level scorecard or the horizontal cascading of the PGS. PMO members of the TWG assisted the majority of Directorates in formulating their value chain (internal process), strategy map and scorecard which facilitated the accomplishment of the requirement of second level scorecards.





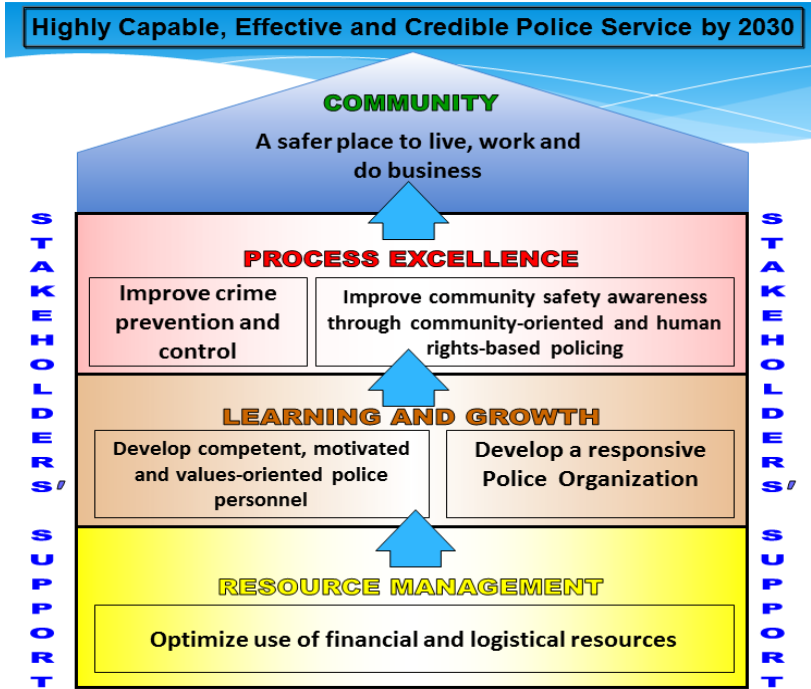
VISION: Imploring the aid of the Almighty, by 2030, WE shall be a highly capable, effective and credible police service working in partnership with a responsive community towards the attainment of a safer place to live, work, and do business.

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



Stakeholders Support

The stakeholders support which is in the bottom of the original strategy map as the foundation of the roadmap was placed along the sides of the new strategy map to reflect that the strategy does not focus on the stakeholders support but as an indispensable partner in all the balanced perspectives of the strategy map. The objectives in each perspective were simplified wherein the six (6) objectives consolidates the previous 14 objectives and aligning them in the D-Staff roadmap and scorecards.

A. Sustain public information and dialogue

1. Public information and advocacy on ITP

To sustain the gains of the PNP-ITP, the PMO staff continued to conduct lectures and briefings in various fora, seminars, training schools, PICE, and in different venues inside and outside the PNP organization.

One of the activities that promote the ITP advocacy was through LOI 25-2011 “TAKBO MAHARLIKA, TUNGO SA PAGKAKAISA”. The “Takbo Maharlika, Tungo sa Pagkakaisa” project aims to inspire citizens towards a culture of fitness leading to the vision of a healthier and happier Philippines; symbolically link the Philippines through the Maharlika Highway; and showcase the culture and character of the Filipino as Maharlika (Noble) and Malakas (Strong) as positive traits that fosters national unity (Pagkakaisa). PCSUPT SAMSON R TUCAY (Ret.), currently working as a

consultant of PNP-PMO and Fr. CARMELO O. DIOLA, head steward of Dilaab Foundation Inc., conceptualized and proposed the "Takbo Maharlika, Tungo sa Pagkakaisa" project involving internal and external stakeholders, a run covering the whole Maharlika Highway (ASIAN Highway - AH26) and the other highways in all other provinces not covered by AH2.

The activity started on August 8, 2011 in Laoag City and simulation run in Camp Crame and other regional and provincial camps/offices. The route of those running the Takbo Maharlika went to Tuguegarao City passing Metro Manila and Bicol Region. Presently, the caravan has already covered more or less 1,500 kms from Laoag City, Ilocos Norte to Calbayog City, Samar which will eventually pass thru Leyte to Surigao, Davao, General Santos, Maguindanao, Lanao, Zamboanga del Sur and ending in Zamboanga City. It will cover a total of 2700 kms. (2,500 kms. of Maharlika Highway and 200 kms. in other highways). Subsequently, the simulation run were held in different PNP camps/offices in designated areas to cover the 2,700kms.

"Sustaining the Integrated Transformation Program and Performance Governance System (ITP-PGS) is one of the CPNP's 10 Administrative and Operational Priorities. The PNP ITP-PGS 2030 Transformation Forum is being conducted in strategic venues along Maharlika Highway as part of the ITP PGS advocacy of the Takbo Maharlika program. This initiative aims to appraise the internal and external stakeholders on the reform activities being undertaken by the organization in order to achieve its vision of becoming a transformed police organization by 2030. As of now, out of the total seven (7) forums conducted, nationwide, there were more or less 5,000 participants composed of PNP personnel and external stakeholders representing various sectors. During these events, issues and concerns that surround the PNP organization were lively brought up by some participants and were satisfactorily addressed by the panellist composed of PNP key officers coming from the local and national level.

Transformation Forum:

Fr. DIOLA, stressed that the "Takbo Maharlika, Tungo sa Pagkakaisa" calls on Filipinos to live and lead by the basics. He revealed that Filipinos could make a difference by simply doing the following basic guidelines: come on time; fall in line; listen to and follow instructions; and, throw garbage in a garbage can.





The more than 800 participants composed of PNP personnel and external stakeholders representing various sectors of the community who participated the Transformation Forum, held on September 30, 2011, at the Araullo University, Cabanatuan City, Nueva Ecija.

LEG	NR OF PAX	DATE	VENUE
Region 1	More than 600 participants both internal and external from Ilocos Norte joined the Takbo Mahalika, Tungo sa pagkakaisa kick off run.	August 8, 2011	St. Ignatius de Loyola Chapel, Camp Juan, Ilocos Norte Provincial Office. Ilocos Norte
Region 2	More than 630 participants composed of PNP personnel and external stakeholders representing various sectors	September 10, 2011	Leonardo Mamba Gymnasium, Tuguegarao City, Cagayan Valley
NCRPO	More than 500 participants composed of PNP personnel (from the NCRPO HQS, MPD and NCRTS) and external stakeholders representing various sectors of the community	October 11, 2011	NCRTS, Camp Bago Diwa, Bicutan, Taguig, Metro Manila
Region 3	More than 800 participants composed of PNP personnel and external stakeholders representing various sectors of the community	September 30, 2011	Araullo University, Cabanatuan City, Nueva Ecija
Region 4-A	More than 250 participants composed of the following groups: Kabalikat; Kabayan; Primo; Evangelical Missionary (ALEM); Brgy Captains and other Brgy Officials; BPATs of Lucena City; Pastors; and, the media.	October 19, 2011	COMSOLCOM Clubhouse, Camp G Nakar, Lucena City
Region 4-A	More than 300 participants composed of PNP personnel from the PRO4A.	October 20, 2011	Central Park Café, Grand Central Terminal, Brgy. Ilayang Dupay,



			Lucena City
Region 5	More than 400 participants composed of PNP personnel and external stakeholders representing various sectors of the community	November 7, 2011	Naga Youth Center, Naga City
Region 5	More than 700 participants composed of PNP personnel and external stakeholders representing various sectors of the community	November 14, 2011	Albay Astrodome, Legazpi City
Region 8	More than 400 participants composed of PNP personnel and criminology students	December 8, 2011	Samar Cultural Stage, Catbalogan, Northern Samar
TOTAL PROs: 7	4,180 pax		9 venues

SMS Text Center:

(Please supply the necessary data)

2. Citizen Empowerment

The Citizen's Charter of the PNP has 96.36% compliance of PROs on the display of service standards and flowcharts as of June 2011. Likewise, the Citizen's Charter or the manual of services on the PNP's contract with the public can be accessed and downloaded from the PNP website.

B. Sustain Partnership and Collaboration

The Chaplain Service in collaboration with the Program Management Office spearheaded the conduct of a National Summit of Multi- Faith Based Groups with the theme "Pastol ng Panginoon Gabay sa Pagpapatupad ng Serbisyong May Pagkukusa on November 21, 2011 at the Multi-Purpose Center, Camp Crame Quezon City. It was organized in reference with the Chaplain's Service program LOI 17/10 SUGO (Spiritual Upliftment and Growth of the Organization. This is in line with the 10 Point Action Plan of the Chief,PNP specifically on its number one (1) goal in Sustaining the Integrated Transformation Program and Performance Governance System (ITP-PGS) and the Enhancement of morale and welfare project as its number ten (10) goal.

The national summit was attended by more than four hundred participants (400) participants from the Catholic, Muslim, Evangelical, Seventh Day Adventist, Joshua Ministry, and other Multi- Faith Based Groups all over the Philippines. A Commitment of Support to help in the moral welfare and spiritual growth of each and every PNP personnel - from the highest to the lowest rank. was signed by the leaders of the PNP and the multi-faith group. Leaders of the Catholic, Muslim and Evangelical groups delivered their Message of Commitment of Support signifying their approval in harmonizing their respective doctrines and teachings in line with the PNP Values and Philosophy.



The PMO developed the workshop design, provided facilitators and technical assistance.

Resource Management

A. Attain financial and logistical adequacy consistent with the law.

1. Management of donations for PNP Projects

2nd LEAD PNP AWARD: The Mentor Leader

The Lead PNP Award has been the most prestigious award vested to Chiefs of Police/Station Commander since its notable commencement in 2009. It aims to recognize leaders within the police station level who demonstrate excellence in the implementation of the PNP Integrated Transformation Program (PNP ITP). More importantly, it generates the participation of civilian sectors and other communities in various projects of the PNP which helps promote the merit of public service and revitalize the basic unit of policing, the police station.

This year, the PNP looked for the Chief of Police who embodies the qualities of a Mentor Leader. To have the chance of winning the Lead PNP Award, Chiefs of Police or Station Commanders must go through a rigorous selection process, starting from the nomination to their screening with members from various sector of the community at the regional level. From 17 regions came 12 nominations, and from those 12, the Top 5 finalists came face-to-face with the esteemed panel of judges.

The 2nd Lead PNP Award was given to **PCI BENIGNO F ALBAO, SR** of Naga City Police Station 2. He received the Lead PNP Award Trophy during the 110th Police Service Anniversary on August 8, 2011 with the presence of His Excellency Benigno S Aquino III. He also received the Medalya ng Katangi-tanging Gawa, post-graduate scholarship grant, laptop computer with printer, and P250,000.00 cash incentive. The amount of PhP1.53M for

DONOR	PROJECT	AMOUNT
PSSLAI	2 nd LEAD PNP Award	610,000.00
AFPSLAI	2 nd LEAD PNP Award	610,000.00
PSMBFI	2 nd LEAD PNP Award	310,000.00
ARMSCOR	2 nd LEAD PNP Award	5 Pistols

this award were from donations of PSSLAI, AFSLAI, and PSMBFI

PNP Center for Law Enforcement Studies

The Program Management Office together with the PNPTS underwent a 6-month project working in partnership with private companies/organizations to equip and furnish the Center for Law Enforcement Studies. It is a four-storey building designed to be a venue for excellence for the PNP. It boasts of 31 rooms with the state-of-the-art technologies, and is the first building within the National Headquarters to be serviced by an elevator. The entire building was made possible through the generosity of the Public Safety Mutual and Benefits



Funds, Inc. (PSMBFI), and the equipage and furnishing were sponsored by the PNP Foundation, Inc. (PNPFI), Federation of Filipino-Chinese Chambers of Commerce & Industry, Inc. (FFCCCII), Shoe Mart Investment Corporation (SM), San Miguel Corporation (SMC), Arms Corporation of the Philippines (ARMSCOR), Public Safety Savings and Loan Associations, Inc. (PSSLAI), ERGO Contracts Philippines, Inc. (ERGO), Philippine Military Academy (PMA) Classes of 1976, 1977, 1978, 1979, 1981, and Philippine National Police Academy (PNPA) Classes of 1980 and 1983 with the total amount of Php _____.

Amount of total donation :

PNP Foundation, Inc. (PNPFI), Federation of Filipino-Chinese Chambers of Commerce & Industry, Inc. (FFCCCII), Shoe Mart Investment Corporation (SM), San Miguel Corporation (SMC), Arms Corporation of the Philippines (ARMSCOR), Public Safety Savings and Loan Associations, Inc. (PSSLAI), ERGO Contracts Philippines, Inc. (ERGO), Philippine Military Academy (PMA) Classes of 1976, 1977, 1978, 1979, 1981, and Philippine National Police Academy (PNPA) Classes of 1980 and 1983
(to be deleted)

DONOR	PROJECT	AMOUNT
SM Investments Corp	Strengthening the PNP TS	642,620.28
FFCCCII	Strengthening the PNP TS	600,000.00
AFPSLAI	Transformation Forum	1,910,000.00

PNP Foundation Donations

In addition to the donations to the Center for Law Enforcement Studies, the PNP Foundation donated equipment and computers to DIDM, NCRPO, RCLO COR, HPG, SAF, LSS, PSPG, PIO and PMO amounting to Php4M.

Learning and Growth

A. Entice and Recruit the most qualified applicants

PMO initiated the creation of TWG for the review and modification of the recruitment process of the PNP and drafted the PNP and NAPOLCOM Resolution revising the process of recruitment. A conference for all DRDA was hosted by the PMO to gather inputs for the revision of recruitment process.

B. Develop competent, motivated and values-oriented PNP personnel

Four (4) PMO personnel took Master Degree courses at the Asian Institute of Management wherein two (2) have graduated and the other two (2) will graduate this December 2011.



Two (2) PMO personnel attended the 6-day Governance Warriors Boot Camp of the Institute for Solidarity in Asia (ISA) in Iloilo City from January 19-24, 2011 to prepare them for the creation of the Office of Strategy Management.

Three PCOs have passed the PESE while 2 others also passed the CESB written exam.

Two PCOs are completing their Doctor of Philosophy degree on Peace and Security Administration at the Bicol State University, while another one is completing her doctorate in public administration at the Polytechnic University of the Philippines. Another PCO is currently taking her Officer Senior Executive Course and another one is about to complete his LIB degree at the Jose Rizal University.

One PCO attended the Crime Scene Investigation conducted by the International Law Enforcement Agency in Bangkok, Thailand on October 10-25, 2011.

Furthermore, two (2) PMO personnel underwent Police Intelligence Course while two (2) PNCOs are undergoing BS Criminology under the ETEEAP Program of University of La Salette, Santiago City. Three PNCOs graduated for the Senior Leadership Course and 2 from the Junior Leadership Course; two civilian employees are currently taking up law in other universities.

Process Excellence

A. Improve community safety awareness through community-oriented human rights-based policing

PMO with various stake holders both Government and Non government Organizations spearheaded by the Commission of Human Rights participated in the 2nd National Educators' Congress (2NEC-HRE) with a theme "*Human Rights Education: Changing Culture Towards Peace and Good Governance*" on July 20-22, 2011 at the Development Academy of the Philippines (DAP), Tagaytay City. PMO likewise supported by facilitating seminars and workshops with HRAO and ICRC, Hanns Seidel Foundation and ALG.

B. Improve Crime Prevention and Control

The PMO, together with the Directorate for Operations and the Civil Security Group, helped facilitate the conduct of the National Explosives Control Summit with the theme, "*Effective and Efficient Management and Control of Explosives towards the Realization of Peace, Stability and National Development.*"

The need to conduct the workshop/summit was borne out of the need to address the extent and impact of the use of explosives on the country's social, political, economic and environmental structures. The workshop/summit gathered together concerned stakeholders from the government and private sectors to address the growing security threats and public safety concerns of explosives and explosives ingredients.



The workshop/summit resulted in the formulation of measures to improve the regulation and control of Military Explosives and Unexploded Ordnance (MEs/UXO), Demilitarization of Explosives (DEs), Commercial Explosives (CEs) and Firecrackers and Pyrotechnic Devices (FCs/PDs).

A Seminar/Workshop on Gintong Aral (Best Practices and Lessons Learned) was conducted by DIPO Visayas to:

- ⦿ Create awareness on PNP and AFP ISO Campaign Plans and their unified efforts to address peace and security concerns;
- ⦿ Gain knowledge on the current situations of the CNN and the partnerships with AFP, the LGUs and various stakeholders for the attainment of a safe community; and
- ⦿ Enhance the capability of field commanders of the PNP and AFP through best practices and lessons learned and to compile their own experiences as part of doctrine enhancement.

The Gintong Aral Seminar/Workshop was conducted in PRO 6 RHQ PRO 6, Camp Martin Teofilo B Delgado, Fort San Pedro, Iloilo City on August 2, 2011; PRO 8 at Leyte Park Hotel, Tacloban City on September 22, 2011; and, PRO 7 October at Plaza Maria Luisa Suites Inn, Dumaguete City on 20, 2011. The PMO provided the workshop design, facilitators and technical staff.

The Chief, PNP approved the replication of the said workshop in all Police Regional Offices.

Community

A. Safer place to live, work and do business

In 2010, the PNP – Asia-Pacific Centre for Research, Inc. (ACRE, Inc.) conducted a survey to measure the public's perception on the performance of and attitudes toward the Philippine National Police particularly during the 2010 national and local elections. The results of the 2010 survey were used as basis for the measures on the Community Perspective.

To institutionalize a culture of research and performance management, the survey on the PNP performance for 2011 will be conducted on the first quarter of 2012.

Other Significant Accomplishments and Special Concerns

2011 Best Practices

Setting up of the Transformation Livelihood Cooperative (Please supply the necessary data)



III. Plans Moving Forward