POSSIBLE QUESTIONS FOR PERSONNEL INTERVIEW AND PREFERRED ANSWERS

1. **What is ITP-PGS or PNP PATROL Plan 2030?**

   - The PNP PATROL Plan 2030 or PNP Peace and Order Agenda for Transformation and Upholding of the Rule of Law is the organization's strategy endeavors for real and lasting transformation through adaptation of the Balanced Scorecard as a management and measurement tool in order to attain its vision of becoming a Highly capable, effective and credible police service.

2. **What is the difference between Scorecards from Dashboards?**

   - Scorecards and Dashboards are both analytical tools that allow you to focus on the measurements that are important to the achievement of your goals.

   - Scorecards are used for performance management that measure the progress towards the strategic goals and is updated periodically while dashboards are being used for performance measurement/monitoring of operational goals and is updated in real-time.

In automobile, Scorecard is the GPS (shows when and how you will arrive) while Dashboard is automobile dashboard (shows how your car is operating)

3. **How many perspectives and strategic objectives we have in our Charter Statement? What are they?**

   - The PNP Roadmap comprised of four (4) perspectives and seven (7) strategic objectives;

   a. **RESOURCE MANAGEMENT**- Optimize use of financial and logistical resources;
   b. **LEARNING & GROWTH** - Develop competent, motivated, values-oriented and disciplined Police Personnel
   c. **PROCESS EXCELLENCE** - Improve Crime Prevention; Improve Crime Solution; and Improve Community safety awareness through community oriented and human rights-based policing;
   d. **COMMUNITY** - A safer place to live, work and do business.

4. **What is Strategy and Operations Review? Difference of Strategy Review and Operations Review**

   - *Strategy Review* assesses the strategic performance of the scorecard by identifying key success factors or barriers that contributed or hampered in the accomplishment of the target and it is done quarterly.

   - *Operations Review* assesses short-term performance, respond to problems that have arisen recently and need immediate attention. *It reviews the performance of the Operational and Tactical Dashboards.*

5. **How do we align our budget to strategies?**

   - In order to better align budgets with strategies, initiatives/activities under each strategy shall be funded & implemented based on the Annual Operations Plans and Budget.

6. **What is the role of the Advisory Council in the implementation of the PNP Patrol Plan? (NAGTPD, RAC, PAC, BAC, C/MAC)**

   - *To advise and assist the PNP in identifying key priorities and strategic issues in accordance with the PNP ITP-PGS (PATROL Plan 2030), and provide insights in aligning the PNP's policies, plans and programs with the political, socioeconomic, cultural and moral development needs of the organization;*

   - ***Together with the TWG,*** *evaluate and amend the strategies for the implementation of the PGS in accordance with the PNP thrusts, programs, projects, and activities;*

   - *Advise on the necessary amendment to the current and development of the future programs, projects and activities; and*

   - *To assist and advise the PNP on possible ways to generate additional enabling resources in order to support and sustain the PNP's present and future plans and programs.*

7. **What is a Best Practice? How can we consider an activity as a Best Practices? What are the Best Practices that our Region/Unit has adopted?**

   - A **Best Practice** refers to an "out-of-the-box" initiative, activity, technique or method adopted, field tested and proven to deliver desired results and leads to the fulfillment of the PNP's mandate.

   - The following **criteria/parameters** of an activity that can be considered as a Best Practice are:

     - Innovative, new and out-of-the-box
     - Feasible, adaptable and sustainable
     - Cost-effective
     - Field-tested/ Piloted; and
     - Proven positive impacts/results

   The Best Practices that the PRO 11 has adopted are **Mobile Blotter, Police Intervention Olympics and Individual Performance (IP) Tickler.**

   The 11th RPSB Best Practice (Impact Project) which undergone deliberation in the PRO 11 Best Practice Board is the **"IMPLAN TULONG"** which project title having been change into **"TATAK RPSB"** (Tawo Amumahon ug Tabangan Alang sa Kalambuan)

8. **Explain the PNP Charter Statement**

   The PNP Charter Statement highlights its **vision** of. " *Imploring the aid of the Almighty, by 2030, We shall be 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".*

   The PNP vision statement is in line with its **mission mandate** provided by successive laws/RAs 6975, 8551 and 9708, which are: **'To enforce the law, prevent and control crimes, maintain peace and order, and ensure public safety and security with the active support of the community'.**

   Highlighted in both its vision and mission statements, the **active support of the community/ stakeholders.**

   The PNP Charter Statement also identified its **Core Values** that serves as its moral compass that guides every undertaking which are: **Maka-Diyos, Maka-Bayan, Maka-Tao and Maka-Kalikasan.**

   The PNP Charter Statement has also its **Strategy map** which is the logical representation of what the organization will do in every perspective to fulfill its mission and attain its vision

   The strategy map contains 4 "perspectives" which are:

   (1) **Community,**
   (2) **Process Excellence,**
   (3) **Learning and Growth,** and
   (4) **Resource Management.**

   Objectives formed in the strategic shifts are copied inside the boxes in the Strategy Map.

9. **What is the composition of RPSMU/PSMU/TWG? Who is the Chief/Chairman and its members?**

   Members of the Regional Police Strategy Management Unit (RPSMU) 11:

   Chief, RPSMU / DRDA - PCSUPT FEDERICO L DULAY JR
   Deputy Chief, RPSMU - PSSUPT FROILAN F QUIDILLA
   Chief, Scorecard Management & Alignment Branch/ Action Officer- PSUPT ALBERTO P LUPAZ
   Chief, Strategy Review Branch- PINSP CECILIA FALGUERA
   Action PNCO- PO2 Argie A Eyana
   Scorecard Management & Alignment Officer- NUP Khris John P. Ferenal
   Strategy Review Officer- NUP Lynnette T. Silva

Possible Questions for Personnel Interview and Preferred Answers
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Reporting and Monitoring Planning Officer- NUP Lyndon B. Alcober
Evaluation and Assessment Planning Officer- NUP Ronald T. Belen
Communication and Alignment Officer- NUP Jack Anntonette C. Elid
Monitoring and Evaluation Officer- NUP Zhara Mae T. Coronado
Change Management and Best Practices Officer- NUP Rio R. Ticuas

Members of the Battalion Police Strategy Management Unit 11:

PSUPT ALAN B MANIBOG	- Chief, BPSMU
PSINSP JOVITO BRON CODERIS III	- Assistant Chief, BPSMU/Action Officer
PSINSP JOMAR P DELA CERNA	- Chief, Scorecard Management and Alignment Branch
PSINSP ROLANDO C DESIERTO	- Chief Strategy and Review Branch
PO2 Glorio O Dumandan Jr	- Scorecard Management and Alignment Officer
PO1 Jasper Jean L Apiag	- Reporting and Monitoring Planning Officer
PO1 Jennifer E Cabiles	- Evaluation and Assessment Planning Officer
PO1 Paul Levis A Lumaad	- Action PNCO
PO1 Christopher C Camomot	- IT Personnel
PO2 Kim Vianney C Pomperada	- Communication and Alignment Officer
PO2 Daisy G Cimafranca	- Monitoring and Evaluation Officer
PO1 Jake T Apiag	- Change Management and Best Practice Officer

10. **Members of the Battalion Technical Working Group (TWG):**

Chairman:	PSUPT JOEL RENTOY CONSULTA – Acting Battalion Commander
Members:	PSINSP JOMAR P DELA CERNA – Administrative Officer
	PCINSP ROMEO Z MAPANAO JR – Investigation Officer
	PSINSP JOVITO B CODERIS III – Operations Officer
	PSINSP ALAN B VERGINIZA – Intelligence Officer
	PSINSP LINO N AKIANGAN JR – Supply Officer
	PSINSP ROLANDO C DESIERTO – PCR Officer
	PINSP DAVID S YBALIO – Finance Officer
	PSINSP JAKE C GOLES - Company Commander, 1st MC
	PCINSP MARK KIM B AQUINO – Company Commander, 2nd MC
	PCINSP JESS ANTHONY B MAGHIRANG - Company Commander, 3rd MC
	PSINSP GLENN E ALEGADO - Company Commander, PSC

11. **Brief Historical Background of the PATROL Plan 2030**

- Before we had the Transformation Program in the PNP, various personality-based programs were introduced by our former Chiefs, It is in the year 2005 that the Integrated Transformation Program (ITP) a 10 year program was implemented as a result of study conducted by different commission and independent bodies. In 2009, ITP was upgraded.

- The **PNP ITP** has evolved into an updated version by the introduction of the **PGS** as a management tool which provides a tracking mechanism to determine how far is the PNP from its vision and is it on the right track.

- The PNP ITP-PGS Roadmap, using the PNP-ITP as its core foundation, was formulated, focusing its direction toward the achievement of the PNP's vision by year 2030.

- The PNP ITP-PGS Roadmap is now called as the **"PNP PATROL Plan 2030".**

12. **How would you assess the commitment of every personnel to the PNP PATROL Plan 2030?**

- The commitment of every personnel to the PNP PATROL Plan 2030 can be assessed through their personal/ individual charter statement.

13. What is your role or that of your office/ unit in the PATROL Plan 2030?

(- *My unit, the Battalion Police Strategy Management Unit 11 is tasked to supervise, monitor and facilitate the implementation and execution of PNP PATROL Plan 2030, particularly the administration and evaluation of Performance Scorecards and Dashboards.)*

14. What are the initiatives of your office relative to the implementation of the PATROL Plan?

- *The initiatives that an office may undertake in relation to PNP PATROL Plan 2030 will depend on its mandate. (As for the BPSMU, the conduct of Pre-PGS Reporting to all lower units can be considered as one of its initiatives to ensure 100% passing rate during the PGS Reporting-Initiation Stage.)*

15. How does your office/unit communicate the PATROL Plan to the personnel and to the community?

- The PNP P.A.T.R.O.L Plan 2030 is communicated to the personnel and to the community through the conduct of cascading activities and with the use and support of the quad media.

16. What are the components of a Scorecard/Dashboard?

- The components of scorecard are the following: Objectives, Measures, Targets and Initiatives (OMTI). Dashboards are Secondary Drivers, Performance Indicators, Targets and Activities (SOPITA).

17. What are the elements of the Compliance Stage?

1. Cascading of Vision & Strategy down to Lowest Units and Individuals;
2. Aligning of Budget, Logistical and Human Resource to the Strategy;
3. Implementation of Communications Plan;
4. Conduct of Periodic Strategy and Operations Reviews;
5. Collation of Best Practices and other Initiatives;
6. Formalization of Advisory Council

18. What are the four stages in the PGS?

1. Initiation Stage;
2. Compliance Stage;
3. Proficiency Stage; and
4. Institutionalization Stage

19. How often does your Advisory Council meet?

- The advisory Council holds meeting at least six (6) times a year or once in every two months.

20. Who is the Chairman of your Advisory Council? Who are the members of your Advisory Council?

Chairman:	Mr. Tek Ocampo	-	Media Sector
Vice-Chairman:	Mr. Robert Teo	-	Media Sector
Members:	Mr. Lito Delos Reyes	-	Media Sector
	Hon. Rolando Trajera	-	Government Sector
	Hon. Wilfredo Anfone	-	Government Sector
	Mr. Carlo Rondina	-	Academic Sector
	Mr. John Saavedra	-	Business Sector
	Mr. Basilio Tiu	-	Business Sector
	Pastor Gem Hidalgo	-	Religious Sector
	Atty. Geroncio R Aguio	-	Indigenous People Sector
	Ustad Esmail Sultan	-	Religious Sector

21. What is you designation? What are your duties and responsibilities?

- (State your current position and your duties and responsibilities)