

**PGS**

PERFORMANCE GOVERNANCE SYSTEM

**PNP STRATEGIC FOCUS**

# CODE-P

**C**ompetence **O**rganizational **D**iscipline **E**xcellence **P**rofessionalism  
Development

**2013 AND BEYOND**  
TOWARDS THE REALIZATION OF THE PNP  
P.A.T.R.O.L. PLAN 2030

*“Serbisyon Makatotohanan”*

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Police Deputy Director General  
Chief, Philippine National Police



# “CODE-P: 2013 and Beyond”

*-the PNP blueprint towards the realization of the **PNP P.A.T.R.O.L. Plan 2030** in order to effectively meet its goals of better serving and protecting the public*

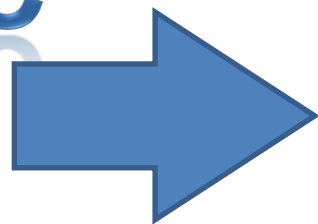
- enhancing the **C**ompetence of each and every police officer
- redefining and reforming the **O**rganization
- instilling **D**iscipline
- realizing **E**xcellence
- instituting **P**rofessionalism at all levels of the organization



**PNP STRATEGIC FOCUS**  
“CODE-P: 2013 and Beyond,”  
towards the realization of the **PNP**  
**P.A.T.R.O.L. Plan 2030**



# STRATEGIC FOCUS



- redefining the **fundamental role** of a police officer
- refocusing on **protecting the community** with emphasis on crime solution and the arrest of more criminals





# CONTEXT SETTING



**“CODE-P: 2013 and Beyond”**  
compendium of PDDG Purisima’s  
best practices in **leadership** and  
**management**





# CONTEXT SETTING



**“service to the community, service to the people and service to the police organization above self”**



# CONTEXT SETTING

## “CODE-P: 2013 and Beyond”

redefined the goals of the Unit through :

- *analysis of the functions*
- *identification of weaknesses*
- *integration of systems and processes*

redefined role of a police officer according to the most popular perception of the common tao, which is to **solve crimes, identify and arrest criminals** and **put them behind bars.**





# CONTEXT SETTING



*“To better serve  
and protect  
the community”*



# CONTEXT SETTING

## “My IP (Individual Performance) is the Key”

- launched with the aim of exacting the best from police personnel on a 24/7 basis.
- revived among police personnel the pride in their craftsmanship and excellence in their core functions.







## CONTEXT SETTING

**“My IP (Individual Performance) is the Key”**

- positively manifested the right behaviour and attitude towards the organizational changes implemented
- unleashed the tremendous potential of individuals and units
- focused on individual performance and accountability



MY IP IS THE  
INDIVIDUAL PERFORMANCE

KEY

**NCRPO CHIEF**

**REITERATES INDIVIDUAL PERFORMANCE  
AS KEY TO A SUCCESSFUL ORGANIZATION**



# CONTEXT SETTING

## “My IP (Individual Performance) is the Key”

success in fighting crime can only go as far as  
the extent of public cooperation



**NCRPO CHIEF**  **MY IP IS THE**  
**REITERATES INDIVIDUAL PERFORMANCE** **KEY**  
**AS KEY TO A SUCCESSFUL ORGANIZATION**





# CONTEXT SETTING

## “Subukan N’yo Po Kami” (SMS TEXT CENTER)



- a way to bring the police closer to the people of NCR
- main gateway to receive complaints and notifications from the public that need immediate police response and assistance





## CONTEXT SETTING

### “Subukan N’yo Po Kami” (SMS TEXT CENTER)

- declaration that NCRPO shall not back out from its responsibility of providing the people a safer place to live, work and do business.
- served as a warning to criminals and would-be criminals to stop their nefarious activities or face the consequences of intensified police actions and interventions





# CONTEXT SETTING

## “Serbisyon Makatotohanan”

to better serve and protect the community

- result of NCRPO’s noble intention to reflect the true crime situation coupled with the active reporting of the community

**Crime rate in MM up by 60%**  
By Cecille Suerte Felipe (The Philippine Star) | Updated July 20, 2012 - 12:00am

Tweet 0 Share 0 googleplus 0 Email 0 Like 0

Manila, Philippines - The number of crimes reported in Metro Manila increased by more than 60 percent during the first six months of the year compared to the same period in 2011, the National Capital Region Police Office (NCRPO) reported yesterday.

The NCRPO recorded a total of 29,231 crimes in NCR from January to June, a figure 63.8 percent higher than the 18,671 crimes reported during the first six months of 2011.



- increased crime rate depicted the true crime situation and served as a **strategic management tool** to guide our police commanders in the **proper deployment of personnel and utilization of resources**



## CONTEXT SETTING

“**Excellence and Professionalism**” enhance the competence and skills of the police personnel

- Criminal Investigation Course
- Tactical Motorcycle Riding Course
- PNP SCOUT
- SWAT
- SAR Training Courses
- Handgun/Firearm Proficiency Training
- Police Responders Course





# CONTEXT SETTING



**breakthroughs** in the field of **investigation** and **operations**, with the NCRPO **posting better crime solution efficiency ratings**



## CONTEXT SETTING

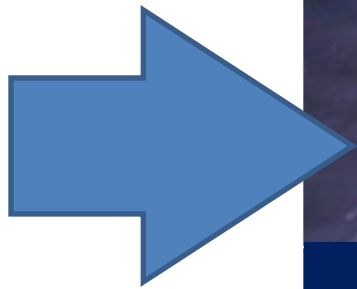
**PGS**

### REDEFINING THE PHILIPPINE NATIONAL POLICE

To Better Serve and Protect the Community with emphasis in Crime Solution and the Arrest of More Criminals

By enhancing the **Competence** of each and every Policeman, redefining and reforming the **Organization**, instilling **Discipline**, realizing **Excellence** and instituting **Professionalism** at all levels of the organization

**PNP STRATEGIC FOCUS**  
"CODE-P: 2013 and Beyond,"  
towards the realization of the PNP  
P.A.T.R.O.L. Plan 2030



**PRO CAR**

PRO 1  
PRO 2  
PRO 3  
NCPRO  
PRO 4A  
PRO 5  
PRO 4B  
PRO 6  
PRO 7  
PRO 8  
PRO 10  
PRO 13  
PRO 9  
PRO ARM  
PRO 11  
PRO 12

**148,000 PNP personnel**

13 POLICE REGIONAL OFFICES

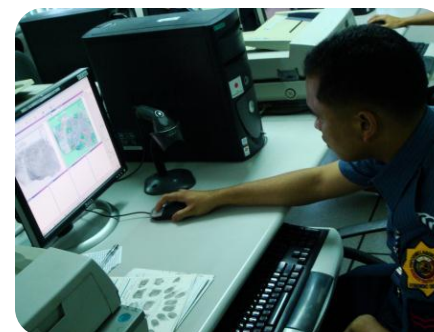
PRO 8  
PRO 15  
PRO 16  
PRO 17  
PRO 18





## STRATEGIC FOCUS 1: **C**OMPETENCE

- upgrading and enhancing the competence (**Knowledge, Skills and Attitude**) of the police from basic to mandatory and specialized courses shall be a continuous process before they pursue their own field of expertise.



**“human resource development and management – the most important component in helping an organization fulfill its mandate”**



## STRATEGIC FOCUS 1: COMPETENCE

Strategic objectives to improve crime solution efficiency, to solve more crimes, arrest more criminals and ensure higher conviction rate of cases in courts :

- Intensify Policy Reform
- Review and pursue legislative agenda
- Improve the Field Training Program (FTP) with emphasis on Field Training Exercise (Patrol, Traffic and First Responder)
- Standardize Specialized Courses for Operational Support Staff/Units/Teams
- Improvement of existing NUP courses and development of competency courses for NUP
- Enhance operational procedures and practices





## STRATEGIC FOCUS 2: ORGANIZATIONAL DEVELOPMENT

- Establish an organizational set-up that has the most efficient management team and support staff

*Current PNP structure is made up of an intricate web of multiple tasks and functions*

- The organization shall be principally guided by its mandate of solving more crimes and arrest more criminals
- The need to streamline functions, systems and processes
- Realignment of organizational structures from a culture of military-type policing to a more defined role of solving crimes





## STRATEGIC FOCUS 2: ORGANIZATIONAL DEVELOPMENT

Organizational development can be achieved through the following strategic objectives:

- Streamline the organization
- Implement “My IP is the Key” at all levels nationwide
- Standardize recruitment, selection and placement of police personnel
- Instill leadership down to the lowest level to communicate and implement change
- Complement organizational development through efficient resource management



PNP STRATEGIC FOCUS

**CODE-P**rofessionalism **2013 AND BEYOND**

Competence Organizational Discipline Excellence  
Development

TOWARDS THE REALIZATION OF THE PNP P.A.T.R.O.L. PLAN 2030



## STRATEGIC FOCUS 3: **D**ISCIPLINE (Commitment to Duty, Law and Order)



**PNP personnel must maintain a firm commitment to sworn duty without fear or favor.**



## STRATEGIC FOCUS 3: DISCIPLINE (Commitment to Duty, Law and Order)



In order to inspire commitment to duty, law and order, the following strategic objectives shall be undertaken:

- Establishment of mechanisms to determine the level of discipline of PNP personnel
- Institutionalize reforms and mechanisms to fast track the resolution of admin cases against erring PNP personnel
- Enhance Counter-Intelligence efforts against erring PNP personnel



## STRATEGIC FOCUS 4: EXCELLENCE



# VS



The PNP has to deal with complex crimes that have become more organized, sophisticated and transnational.



## STRATEGIC FOCUS 4: EXCELLENCE

To achieve excellence in policing, a paradigm shift from traditional to scientific and ICT-assisted investigation of crimes and police operations shall be adopted:

Integrate and revitalize **TXT 2920 “Subukan N’yo Po Kami” SMS Centers**

Establish an **effective feedback mechanism** as the basis for evaluation and assessment on the performance of the field units

Fully-adopt **ICT-assisted based systems** to support administrative functions, investigation and police operations

**Redesign the PNP uniforms** and **institute safeguards** against unauthorized manufacture and use

**Enhance the Quality Service Lanes (QSLs)** through International Standard Operation (ISO) certification.







## STRATEGIC FOCUS 5: PROFESSIONALISM



The Police Officer must be **professional** – competent, disciplined, and an **excellent public servant**.

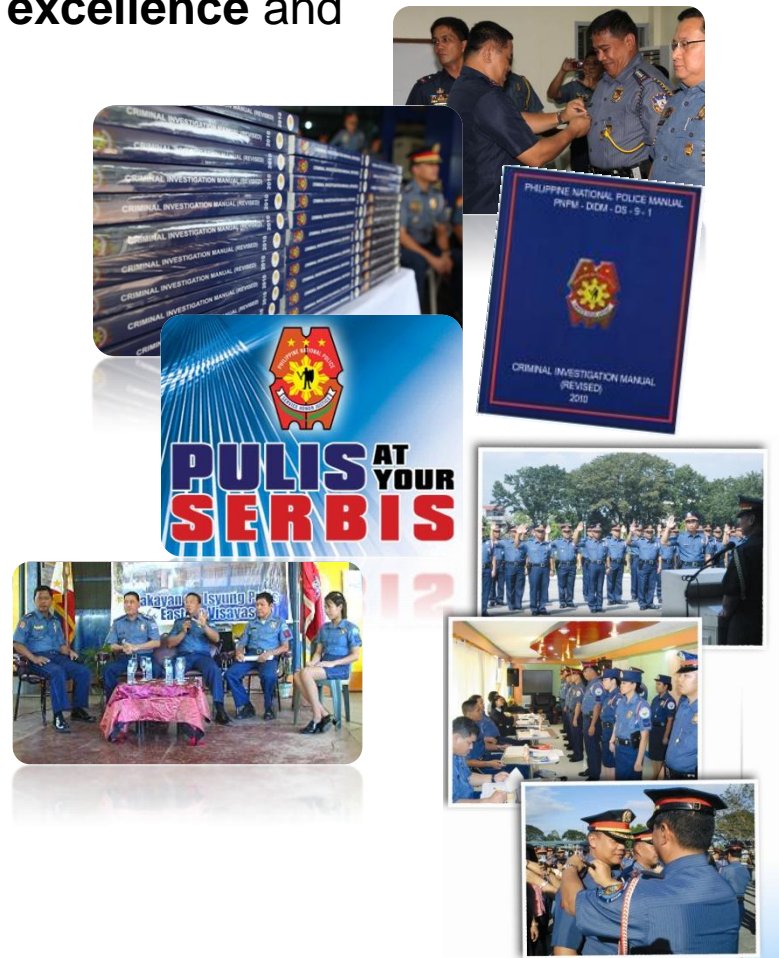
The PNP shall continue to educate its personnel to **develop professionalism** at all levels.



# STRATEGIC FOCUS 5: PROFESSIONALISM

Top management leaders and Chiefs of Police must be able to orient and steer the organization towards a **culture of excellence** and **professionalism**:

- Standardize Placement and Promotion System based on merit and fitness, at all levels
- Develop various levels of expert professionals in the organization
- Rationalize Rewards and Incentives System and Enhance Morale and Welfare Program
- Continuously review and update police operational procedures and other policy manuals
- Improve internal and external communications through proactive media program





Our people and communities shall experience a new breed of police heroes who trod the **“Tuwid na Daan”** and delivering the PNP’s **“Serbisyong Makatotohanan.”**



- professional police officers who share one vision and objectives
- professional police officers who are resolutely bonded by the PNP core values and principles

# COORDINATING INSTRUCTIONS:



1. This **PNP STRATEGIC FOCUS** termed as “**CODE-P: 2013 and Beyond,**” towards the realization of the **PNP P.A.T.R.O.L. Plan 2030** will be supplemented by specific objectives, listing relevant programs/projects/activities (PPAs) and measures.
2. **The Chief of the Directorial Staff** shall take the lead in overseeing the implementation of this Strategic Focus and ensure its inclusion in the respective scorecards. He shall conduct audits to determine if the specific objectives are effectively communicated and met down to the lowest level.
3. **All Heads of Offices shall adopt this PNP Strategic Focus** and ensure that individual and unit performances contribute to the attainment of their respective operational targets and organizational objectives.
4. **All offices shall submit Implementing Plans outlining the initiatives (PPAs)** in their respective areas of concern.

# COORDINATING INSTRUCTIONS:



5. **A quarterly report on the execution of the Strategic Focus in support to the implementation of the PNP P.A.T.R.O.L. Plan 2030 shall be submitted** by concerned Offices through the Directorate for Operations and Office of TCDS prior to its submission to the Chief, Philippine National Police.
6. To ensure the successful implementation of this PNP Strategic Focus, **appropriate resources shall be made available.**
7. **All Unit Commanders shall be responsible** for the successful implementation of this PNP Strategic Focus in their respective areas.

“ SO IT IS WRITTEN,  
SO IT SHALL BE DONE”

-Excerpts from a movie *in 1956*



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