

LAW ENFORCEMENT ADMINISTRATION

A Narrative Study Guide for the Criminology Licensure Examination

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Prepared by Renz A. Ventura, RCrim | QARC Review Director

I. Overview of Law Enforcement Administration

Law enforcement administration is the process involved in ensuring strict compliance with and proper obedience of laws and related statutes. To understand it fully, one must first understand its three component concepts. Law is a system of rules and regulations established by a governing authority to regulate behavior, maintain order, and ensure justice within a society. Enforcement refers to the act of ensuring compliance with those laws, rules, policies, or agreements by applying authority, regulations, or penalties. Administration, for its part, is the process of managing and organizing resources, people, and operations to achieve a specific goal efficiently.

In the Philippines, law enforcement does not rest on a single agency acting alone. Instead, it operates through what is called the inter-agency approach — sometimes referred to as the multi-agency or cross-agency approach — which is a cooperative strategy in which various departments and organizations work together toward a common goal. This collaborative framework is at the heart of how the Philippine government delivers public safety services to its citizens.

The police stand at the center of this system. The police are a law enforcement agency responsible for maintaining public order, enforcing laws, preventing crime, and ensuring the safety of citizens. The very word "police" traces its roots through several languages: from the Greek word polis, meaning "city or state," and politeia, meaning "government of the city," to the Roman politia, which

referred to the condition of the state or government. The French later used it to describe a person who enforced the law, and the English language adopted it from there. In Filipino, the word is rendered as *pulis*.

II. Police Organization: Principles and Structure

A. What Is a Police Organization?

An organization is simply a group of persons working together for a common goal or objective. Organizations may be formal — structured, with defined roles and chains of command — or informal, operating without official structure. The goals of an organization are broad, long-term statements of purpose, while objectives are the specific, short-term steps taken to achieve those goals. In the police context, this translates into an institution with clearly defined levels of authority, specialized functions, and a chain of accountability.

B. The Elements of Organization

Every police organization rests on seven foundational elements. The first is hierarchy, which represents the formal relationship among superiors and subordinates. The second is specialization, which involves the assignment of workers to particular tasks, whether by job description or by the skills of the individual. The third is the unity of command, which dictates that only one man commands the unit at any given time, ensuring uniformity in the execution of orders and eliminating confusion caused by conflicting directives.

The fourth element is span of control, which refers to the maximum number of subordinates that a superior can effectively supervise. The fifth is the delegation of authority, which is the process of assigning tasks, duties, and responsibilities to subordinates. The sixth is command responsibility, which holds that immediate commanders are accountable for the effective supervision and control of their personnel and their unit. The seventh and final element is the chain of command, which is the arrangement of officers from top to bottom on the basis of rank or position and authority, creating an unbroken line of accountability throughout the organization.

C. Types of Organizational Structure

Police organizations are generally structured in one of three ways. The oldest and simplest is the line structure, also called the military type, which features a clear chain of command running from the highest to the lowest level and vice versa. In a line structure, authority flows directly downward, and every member knows exactly who commands them. The functional structure, on the other hand, organizes the unit according to its specialized functions and responsibilities, dividing authority among subject-matter experts rather than concentrating it in a single commander. The third type is the line and staff structure, which is a combination of both — preserving the clarity of line authority while adding specialized advisory and support functions.

D. Functional Units and Organizational Functions

Within a large police department, organizational units are arranged in a hierarchy from largest to smallest. The bureau is the largest organic functional unit. Beneath it is the division, which is the primary

subdivision of a bureau. Below the division is the section, a functional unit necessary for specialization within the division. At the smallest level is the unit, a functional group within a section where further specialization takes place.

The functions of a police organization also fall into a clear hierarchy. The primary or line functions — patrol, investigation, and traffic control — are considered the backbone of the police department. Staff functions are designed to support and assist the performance of line functions. Auxiliary functions involve the logistical operations of the organization, ensuring that the line and staff units have the resources they need to carry out their work.

E. Principles of Police Organization

Beyond the basic elements, effective police organizations are guided by a set of organizational principles. The principle of unity of objectives holds that an organization is effective when it enables individuals to contribute meaningfully to the organization's objectives. The principle of organizational efficiency states that the structure should be designed to help achieve objectives with minimum cost. The principle of balance ensures that the application of all principles is kept in equilibrium to maintain overall effectiveness.

The principle of parity and responsibility explains that a person's responsibility for action cannot be greater than the authority delegated to them, nor should it be less — authority and accountability must always be matched. The principle of delegation by results holds that authority delegated should be sufficient to achieve the expected outcomes. The authority level principle states that decisions within the authority of an individual commander should be made by that commander and not passed upward unnecessarily.

The principle of flexibility recognizes that the more adaptable an organization is, the better it can fulfill its purpose. The exception principle, sometimes called the scalar principle in its application to hierarchy, holds that the head of an organization should not need to personally act on every matter within their jurisdiction — instead, subordinates should be developed and trained to handle most situations, with only exceptional matters escalating upward. The scalar principle itself describes the vertical hierarchy of the organization, defining an unbroken chain of units from top to bottom that explicitly shows the flow of authority.

III. Theories and Concepts of Police Service

A. Fundamental Theories

Two fundamental theories explain how the police relate to the society they serve. Under the home rule theory, police are regarded as servants of the community who rely for their efficiency on the express needs of the people. In this view, police are civil servants whose primary duty is the preservation of public peace and security. This theory is the operational philosophy in the United States, England, and the Philippines. Under the continental theory, by contrast, police are regarded as servants of higher authorities, with the people having little or no share in police duties or connection with the police organization. This model prevails in France, Italy, and Spain.

B. Old Concept vs. Modern Concept

How police effectiveness is measured has evolved significantly over time. Under the old concept of police service, the yardstick of effectiveness and efficiency was the number of arrests made — the more arrests, the better the police force. The modern concept has replaced this entirely. Today, the absence of crime is recognized as the true test of police effectiveness and efficiency. This shift reflects a deeper understanding that the purpose of policing is not merely to react to crimes after they occur, but to prevent them from happening in the first place.

These two concepts correspond to two related but distinct measures. Police effectiveness measures whether or not important task goals are being attained. Police efficiency measures how well resources are being utilized in pursuit of those goals. A force can be effective without being efficient, and vice versa — the ideal is an organization that achieves both.

IV. Historical Development of Policing

A. The Birth of Modern Policing: Sir Robert Peel

The story of modern policing begins in London in 1829. Sir Robert Peel, a British statesman, enacted the Metropolitan Police Act on June 19, 1829, thereby establishing the London Metropolitan Police — the world's first modern organized police force. This institution was later called Scotland Yard, and its influence spread throughout the English-speaking world, including the Philippines. Robert Peel is universally recognized as the Father of Modern Policing System.

Peel articulated nine principles of law enforcement that remain foundational to policing philosophy today. He declared that the prevention of crime is the basic police mission — not reaction or punishment, but prevention. He insisted that the police must have the full respect of the people, and that a citizen's respect for the law develops their respect for the police. He recognized that the cooperation of the public decreases as the use of force increases, and that police must render impartial enforcement of the law. He stated clearly that physical force is to be used only as a last resort. Most profoundly, he articulated the relationship between police and public in a single memorable phrase: the police are the public and the public are the police. He affirmed that the police represent the law, and concluded with the principle that the absence of crime is the test of police efficiency.

B. August Vollmer and Police Professionalism

In the United States, the figure most closely associated with professionalizing law enforcement is August Vollmer, known as both the Father of Modern Law Enforcement and the Father of Police Professionalism. Vollmer championed the idea that police officers needed a professional training academy — that policing should be treated as a learned profession requiring formal education, not simply a job filled by whoever was available. His advocacy laid the groundwork for the academic and institutional development of law enforcement training.

C. The Philippine Policing Timeline

In the Philippines, the formalization of police governance followed a distinct path. In 1966, Republic Act 4864, known as the Police Professionalization Act, was approved on August 8, creating the Police Commission or POLCOM. Six years later, in 1972, POLCOM was reorganized into the National

Police Commission or NAPOLCOM. Then in 1975, Presidential Decree 765, the Integration Act, was enacted on August 8, creating the Integrated National Police or INP, with the Philippine Constabulary serving as its nucleus and integrating local police forces as components. This was the organizational predecessor to the PNP.

The most significant transformation came with Republic Act 6975 in 1991, which created the Philippine National Police under a reorganized DILG. This was followed in 1998 by Republic Act 8551, the Philippine National Police Reform and Reorganization Act, which substantially amended the original PNP law. Finally, in 2009, Republic Act 9708 further refined the system by extending the reglementary period for educational qualifications and adjusting the promotion system, amending provisions of both RA 6975 and RA 8551.

V. The National Police Commission (NAPOLCOM)

A. Nature and Role

The National Police Commission, or NAPOLCOM, is an agency attached to the Department of the Interior and Local Government for policy and program coordination. It exercises administrative control and operational supervision over the Philippine National Police, and the DILG Secretary serves as its ex-officio Chairperson. NAPOLCOM is the institutional bridge between the civilian government and the uniformed police service, ensuring that the PNP remains responsive to civilian authority and accountable for its conduct.

B. Composition

NAPOLCOM consists of a Chairperson, four regular Commissioners, and the Chief of PNP as an ex-officio member. The regular Commissioners serve a term of six years without reappointment or extension. Of the four regular Commissioners, three must come from the civilian sector and must not be former members of the police or military. The fourth regular Commissioner must come from the law enforcement sector, either active or retired. The law further requires that at least one of the four regular Commissioners must be a woman. The Vice Chairperson is chosen from among the three civilian Commissioners.

Qualifications for regular Commissioners are stringent. They must be Filipino citizens and lawyers with at least five years of experience in handling human rights cases. They must also hold a Master's Degree in Public Administration, Sociology, Criminology, Criminal Justice, Law Enforcement, or a related discipline. The regular Commissioner from the law enforcement sector must have at least five years of practical experience in law enforcement work, while the three civilian Commissioners must have done extensive research or projects on law enforcement, criminology, or criminal justice, or be members of a duly registered non-government organization involved in the promotion of peace and order.

C. Key Functions

NAPOLCOM administers both the entrance examinations for PNP applicants and the promotional examinations for in-service police officers. It is also the body authorized to issue waivers for initial appointments when the number of qualified applicants falls below the minimum annual quota. In the event of the Chairperson's temporary incapacity, the Vice Chairperson assumes the role until the Chairperson

returns. In cases of death or permanent incapacity, the acting Chairperson continues until the President appoints and qualifies a new Chairperson.

D. Disciplinary Boards

NAPOLCOM oversees two appellate bodies within its formal administrative disciplinary machinery. The National Appellate Board handles appeals from decisions rendered by the Chief of PNP, consisting of four divisions each chaired by a Commissioner. The Regional Appellate Board handles appeals from decisions made by regional directors, other officials, mayors, and the People's Law Enforcement Board. Grounds for appeal include the discovery of new material evidence, the commission of errors of law or irregularities by the disciplinary authority, and findings of fact that are not commensurate to the offense committed.

VI. The Philippine National Police (PNP)

A. Nature and Declaration of Policy

The Philippine National Police is a law enforcement institution that is national in scope and civilian in character. It is administered and controlled by NAPOLCOM and forms part of the DILG. While PNP members are national government employees drawing their salaries from the national government, local police officers are operationally controlled by city and municipal mayors in their respective jurisdictions. The constitutional basis for this structure is found in Article 16, Section 6 of the 1987 Philippine Constitution.

Under Republic Act 8551, Section 2, the State declares its policy to establish a highly efficient and competent police force which is national in scope and civilian in character, administered and controlled by the National Police Commission. This declaration makes clear that the PNP's civilian nature is not incidental but is a foundational commitment of the State.

B. Command and Leadership Structure

The PNP is headed by a Chief who holds the rank of Police General, a four-star general officer. The term of office of the PNP Chief cannot exceed four years. An exception exists: the President may extend the PNP Chief's term in times of war or other national emergency declared by Congress. No officer who has retired or who is retireable within six months from compulsory retirement age shall be appointed as Chief of PNP.

The Chief is assisted by two Deputy Chiefs — one for Administration, who is second in command, and one for Operations, who is third in command. The Chief of the Directorial Staff serves as the fourth in command. All three positions carry the rank of Police Lieutenant General.

C. Key Positions and Ranks

The current rank structure of the PNP was established through Republic Act 8551 and subsequent amendments, replacing the old rank names with new ones. The Director General became the Police General. The Deputy Director General became the Police Lieutenant General. The Director became the Police Major General. The Chief Superintendent became the Police Brigadier General. The Senior Superintendent became the Police Colonel. The Superintendent became the Police Lieutenant Colonel.

The Chief Inspector became the Police Major. The Senior Inspector became the Police Captain. The Inspector became the Police Lieutenant. The non-commissioned officer ranks follow: SPO4 is now the Police Executive Master Sergeant, SPO3 the Police Chief Master Sergeant, SPO2 the Police Senior Master Sergeant, and SPO1 the Police Master Sergeant. Among the patrol officers, PO3 is the Police Staff Sergeant, PO2 the Police Corporal, and PO1 the Patrolman or Patrolwoman.

The key positions in the PNP and their corresponding ranks are as follows. The NCR Director holds the rank of Police Major General. Regional Directors hold the rank of Police Brigadier General. NCR District Directors also hold the rank of Police Brigadier General. Provincial Directors hold the rank of Police Colonel. Chiefs of Police hold the rank of Police Major.

D. Appointing Authorities

The appointment of PNP personnel is governed by a clear authority structure. Officers from the rank of Patrolman to Police Executive Master Sergeant — the rank formerly known as Patrolman through SPO4 — are appointed by the Regional Director for regional personnel or by the Chief of PNP for national headquarters personnel, with attestation by the Civil Service Commission. Officers from Police Lieutenant to Police Lieutenant Colonel are appointed by the Chief of PNP. Officers from Police Colonel to Police Lieutenant General are appointed by the President. The Police General, as the highest-ranking officer, is appointed by the President.

E. Local Government Participation

One of the distinctive features of the PNP system is the active role of local government executives in police administration. Provincial governors, acting as representatives of the Commission in their territories, are empowered to choose the Provincial Director from a list of three eligible officers recommended by the PNP Regional Director. City and municipal mayors exercise operational supervision and control over PNP units in their respective jurisdictions — meaning they have the power to direct, superintend, oversee, and inspect police units and forces.

The mayor's power to choose the Chief of Police is exercised from a list of five eligible officers recommended by the Provincial Police Director. The mayor also has the authority to recommend the transfer, reassignment, or detail of PNP members outside their city or town, and to recommend the appointment of new PNP members assigned to their jurisdiction, without which no such appointment may be attested.

This operational supervision and control of mayors is suspended during the thirty-day period immediately preceding and the thirty days following any national, local, or barangay election. During that period, the Commission on Elections assumes control over local police forces. The President may also suspend a mayor's operational control over the police for grounds including frequent unauthorized absences, abuse of authority, providing material support to criminal elements, or engaging in acts inimical to national security.

F. Deployment and Employment

Two important terms govern how PNP personnel are moved and used. Deployment refers to the orderly, organized, and physical movement of elements or units of the PNP within the province, city, or municipality for purposes of employment. Employment, on the other hand, refers to the utilization of those units or elements for the protection of lives and properties, enforcement of laws, maintenance of peace

and order, prevention of crimes, arrest of criminal offenders, and ensuring public safety. Deployment is the movement; employment is the utilization.

G. Attrition and Separation

The PNP operates an attrition system for uniformed personnel that sets maximum tenures for key positions. The Chief of PNP may serve no more than four years. Deputy Chiefs and the Director of Staff Service are similarly limited to four years. Regional Directors may serve up to six years, while Provincial and City Directors may serve up to nine years. No PNP member with less than one year of service before reaching compulsory retirement age may be promoted to a higher rank or appointed to another position, except for the Chief of PNP.

Upon separation from service, a member is classified as retired if they have rendered at least twenty years of service, or separated if they have rendered less than twenty years. These classifications determine the nature and amount of benefits to which the member is entitled.

VII. PNP Personnel: Qualifications, Waivers, and Promotions

A. General Qualifications for Appointment

To be appointed as an officer or member of the PNP under Republic Act 8551, a person must meet several minimum qualifications. They must be a Filipino citizen of good moral conduct. They must have passed the psychiatric, psychological, drug, and physical tests administered by the PNP or any NAPOLCOM-accredited government hospital. They must possess a formal baccalaureate degree from a recognized institution of learning. They must be eligible in accordance with the standards set by the Commission. They must not have been dishonorably discharged from military employment or dismissed for cause from any civilian government position. They must not have been convicted by final judgment of an offense involving moral turpitude. Finally, their weight must not be more or less than five kilograms from the standard weight corresponding to their height, age, and sex.

B. Waivers for Initial Appointment

Republic Act 8551, Section 15 allows certain qualifications to be waived only when the number of qualified applicants falls below the minimum annual quota. The age, height, and weight requirements may be waived under NAPOLCOM Memorandum Circular No. 2013-00. For the age waiver, the applicant must not be below twenty years nor over thirty-five years of age. For the height waiver, per NAPOLCOM Resolution 2021-0719, the minimum is five feet or 152.4 centimeters for male applicants and four feet nine inches or 145 centimeters for female applicants. For the weight waiver, the applicant is given a reasonable time not exceeding six months to comply with the standard requirement.

Waivers may be granted based on several factors: possession of special skills in evidence gathering and safekeeping, cybercrime investigation, detection, and prevention; special talents in sports, music, arts, and culture; extensive experience or training in forensic science and other legal, medical, and technical services; or outstanding academic records and extracurricular activities. Any PNP uniformed personnel admitted under a waiver program shall be issued a temporary appointment. Personnel dismissed under a waiver program remain eligible to reapply for appointment.

C. Appointment Status

Newly recruited Police Officers First Class are appointed in temporary status for a period of twelve months, pending compliance with the Field Training Program, in accordance with NAPOLCOM Memorandum Circular No. 2007-009. Upon successful completion of the required field training program, the appointment becomes permanent.

D. Training Programs

The training of new PNP personnel follows a structured two-phase process. In the first phase, all newly hired police officers complete the Public Safety Basic Recruit Course, known as the PSBRC, which has a duration of six months and is intended to provide foundational knowledge and skills. In the second phase, known as the Field Training Exercise or FTX — also called On-the-Job Training — recruits are assigned to actual patrol, traffic, and investigation work for another six months. It is only after successful completion of both phases that the officer receives a permanent appointment.

E. Lateral Entry

Lateral entry into the PNP is governed by a specific framework. As a general rule, all original appointments of commissioned officers commence with the rank of Police Lieutenant, regardless of the applicant's prior experience. An important exception applies to professionals in certain fields: doctors of medicine, members of the Philippine Bar, and chaplains are appointed at the rank of Police Captain in their particular technical service. Registered Criminologists may be appointed to the rank of Police Lieutenant to fill vacancies after promotions from the ranks have been completed, consistent with Republic Act 11131.

F. Promotions

The promotion system of the PNP is governed by both time-in-grade requirements and conduct standards. The filing of a criminal action or complaint against a police officer is not, by itself, a bar to promotion. However, if probable cause is found, the officer becomes ineligible for promotion during the pendency of the case. If the case remains unsolved after two years, the applicant shall be considered for promotion. If found guilty, the promotion shall be recalled. The most serious restriction applies to officers charged with violations of human rights that carry penalties of reclusion perpetua or life imprisonment when the evidence of guilt is strong — such officers are completely ineligible for promotion.

Time-in-grade requirements specify the minimum period an officer must serve in their current rank before becoming eligible for promotion. For example, a Police Officer 1 must serve two years before being promoted to Police Officer 2, and a Police Officer 2 must serve another two years before advancing to Police Officer 3. The requirements increase at higher ranks: a Chief Inspector must serve three years before promotion to Superintendent, and a Superintendent three years before advancing to Senior Superintendent.

G. Women in the PNP

The PNP is required by law to reserve ten percent of its annual recruitment, training, and education quota for women. In support of this policy, every police station must establish and maintain a Women's Desk to administer and attend to cases involving crimes against chastity, sexual harassment, abuses committed against women and children, and other similar offenses. The gender sensitivity

program further aims to establish equal opportunities for women in the PNP, ensuring that the organization reflects and serves the full diversity of the Filipino population.

VIII. PNP Training Institutions

A. The Philippine Public Safety College

The Philippine Public Safety College, or PPSC, is the umbrella organization that encompasses the training institutions for all uniformed personnel under the DILG. It comprises the National Police Training Institute, the National Police College, the Philippine National Police Academy, the National Fire Training Institute, the National Jail Management and Penology Training Institute, and the National Forensic Science Training Institute.

B. The Philippine National Police Academy

The Philippine National Police Academy, or PNPA, was created pursuant to Section 13 of Presidential Decree 1184 and serves as the primary component of the PPSC. Graduates of the Academy are conferred a Bachelor of Science in Public Safety. The rank of a PNPA cadet is notably positioned higher than that of a Senior Police Officer Four — the Police Executive Master Sergeant — but lower than that of an Inspector, or Police Lieutenant. This intermediate rank reflects the Academy's role as a bridge between the enlisted and commissioned officer corps.

Republic Act 11279, approved on April 12, 2019, transferred both the PNPA and the National Police Training Institute from the PPSC to the Philippine National Police. This transfer was intended to more closely align the Academy's training programs with the operational needs and standards of the PNP itself.

C. The Philippine Public Safety Academy

The Philippine Public Safety Academy, or PPSA, was created by DILG Circular No. 2022-009. Unlike the PNPA, which produces PNP officers, the PPSA is a public safety school whose graduates are assigned as officers of the Bureau of Jail Management and Penology and the Bureau of Fire Protection. It serves as the institutional home for the training of jail and fire officers, completing the educational architecture of the public safety system under the DILG.

IX. Other Law Enforcement Agencies in the Philippines

A. National Bureau of Investigation (NBI)

The National Bureau of Investigation operates under the Department of Justice and is responsible for handling and solving major high-profile cases that are in the national interest. It is headed by a Director who is a Presidential appointee serving under the trust and confidence of the President and the Secretary of Justice. The NBI traces its institutional history through several transformations: it began as the Division of Investigation under the Department of Justice created by Commonwealth Act 181 on November 13, 1936, became the Bureau of Investigation under Republic Act 157 on June 19, 1947, and was renamed

the National Bureau of Investigation through Executive Order 94 on October 4, 1949. The Division of Investigation was the brainchild of Commonwealth President Manuel L. Quezon and Secretary of Justice José Yulo.

Republic Act 10867, the NBI Reorganization and Modernization Act of 2016, expanded the NBI's jurisdiction to include human trafficking cases in all airports, extrajudicial and extra-legal killings committed by state security forces against media practitioners and activists, killings of justices and judges, violations of the Cybercrime Prevention Act, and the identification of dead or missing victims in mass fatality incidents caused by natural disasters. To qualify as an NBI agent, a person must be a Filipino citizen of good moral character, be either a member of the Philippine Bar or a holder of a baccalaureate degree who has passed the relevant government licensure examination, be between 25 and 35 years of age, meet height standards of five feet five inches for male and five feet three inches for female applicants, and have a general weighted average of 85% in their transcript of records.

B. Dangerous Drugs Board (DDB) and PDEA

The Dangerous Drugs Board is the policy-making and strategy-making body for the planning and formulation of policies and programs on drug prevention and control. It operates under the Office of the President. The Board is composed of seventeen members: three permanent members appointed by the President, twelve ex-officio members drawn from key government departments and agencies including the Secretaries of DOJ, DOH, DND, DOF, DOLE, DILG, DSWD, DFA, and DepEd, the Chairman of CHED, the head of the National Youth Commission, and the Director General of PDEA, plus two regular members representing the Integrated Bar of the Philippines and a relevant non-government organization. The Director of the NBI and the Chief of the PNP serve as permanent consultants of the Board.

The Philippine Drug Enforcement Agency is the implementing arm of the DDB and the lead agency in the enforcement of anti-drug laws. It is headed by a Director General with the rank of Undersecretary who is responsible for the general administration and management of the Agency, appointed by the President. Two Deputy Directors General — one for Operations, one for Administration — assist the Director General. The PDEA Academy is temporarily located at Camp General Mariano N. Castañeda in Silang, Cavite, and is responsible for the recruitment and training of all PDEA agents and personnel.

C. Philippine Coast Guard (PCG)

The Philippine Coast Guard, governed by Republic Act 9993, the PCG Law of 2009, is primarily tasked with enforcing laws within Philippine waters, conducting maritime security operations, safeguarding life and property at sea, and protecting the marine environment and resources. It is an armed and uniformed service attached to the Department of Transportation. In times of war, as declared by Congress, the PCG or parts thereof are attached to the Department of National Defense. The PCG is headed by a Commandant who carries the rank of Coast Guard Admiral and serves a maximum term of three years. The Commandant reports to the Secretary of Transportation in maritime law enforcement matters, and to the Secretary of National Defense in wartime.

D. Bureau of Fire Protection (BFP)

The Bureau of Fire Protection is the government body in the Philippines responsible for the provision of fire services. It operates under the jurisdiction of the DILG and is governed by the Revised Fire Code of the Philippines, Republic Act 9514, approved on December 19, 2008, which repealed the earlier Presidential Decree 1185. The BFP is responsible for the prevention and suppression of all

destructive fires affecting buildings, houses, structures, forests, land transportation vehicles, ships and vessels, petroleum industry installations, and similar properties. It is also empowered to investigate all causes of fires and, where necessary, file complaints with the appropriate city or provincial prosecutor.

The BFP employs a structured fire alarm system to manage its responses. A first alarm, triggered by a fire involving two to three houses, requires four fire trucks. A second alarm, involving four to five houses, requires eight trucks. A third alarm, involving six to seven houses or a high-rise building, calls for twelve trucks. The escalation continues up to a General Alarm, which is declared when a fire affects a major part of an area and mobilizes all eighty available fire trucks. The ideal firefighter-to-population ratio established under the law is one firefighter to every two thousand members of the population.

E. Land Transportation Office and LTFRB

The Land Transportation Office is an agency under the Department of Transportation tasked with enforcing traffic laws and rules and regulations, registering motor vehicles, and regulating their operation under Republic Act 4136. The Land Transportation Franchising and Regulatory Board, also under the Department of Transportation, is responsible for formulating and enforcing rules and regulations for transport operations, regulating franchising, prescribing fare rates, investigating traffic cases, and coordinating with concerned agencies pursuant to relevant executive orders.

F. Armed Forces of the Philippines

The Armed Forces of the Philippines is mandated to uphold the sovereignty, support the Constitution, and defend the territory of the Republic of the Philippines against all enemies, foreign and domestic. It consists of three main service branches: the Army, the Air Force, and the Navy including the Marine Corps. The Philippine Army is the main, oldest, and largest branch, responsible for ground warfare. The Philippine Air Force is responsible for defending the Philippine airspace and conducting aerial operations. The Philippine Navy is the naval warfare service branch, and it shares responsibility for patrolling maritime borders with the Philippine Coast Guard. The Philippine Marine Corps, under the Philippine Navy, conducts amphibious, expeditionary, and special operations missions.

The Philippine Military Academy is the premier institution for Filipinos aspiring to become commissioned officers of the AFP. It was established on December 21, 1936, by virtue of the National Defense Act of 1935, and is located in the city of Baguio. Cadets at the Academy progress through four class levels: first-year cadets are called plebes, second-year cadets are yearlings, third-year cadets are cows, and fourth-year cadets, on the verge of commissioning, are called firsties.

X. Administrative Discipline and Accountability

A. Citizen's Complaints

The disciplinary machinery for the PNP is structured to match the severity of the complaint with the appropriate level of disciplinary authority. For complaints involving penalties not exceeding fifteen days — such as withholding of privileges, restriction, suspension, or forfeiture of salary — the complaint is brought before the Chief of Police. When the penalty involved is between sixteen and thirty days, the complaint goes to the Mayor of the city or municipality. For penalties exceeding thirty days, or for cases involving dismissal from service, the complaint is filed with the People's Law Enforcement Board.

B. Internal Discipline

For breaches of internal discipline — offenses committed within the police organization that do not involve civilian complainants — a parallel set of disciplinary authorities applies. Chiefs of Police may impose disciplinary actions not exceeding fifteen days. Provincial Directors may impose actions not exceeding thirty days. Regional Directors may impose actions not exceeding sixty days, including dismissal from service. The Chief of PNP holds the broadest internal disciplinary authority, imposing actions not exceeding one hundred eighty days, including dismissal.

C. Summary Dismissal

The Chief of PNP and Regional Directors are empowered to immediately remove or dismiss a respondent PNP member through summary dismissal when any of three conditions are met: when the charge is serious and the evidence of guilt is strong; when the respondent is a recidivist or has been repeatedly charged and there are reasonable grounds to believe they are guilty; or when the respondent is guilty of a serious offense involving conduct unbecoming of a police officer.

D. The People's Law Enforcement Board

The People's Law Enforcement Board, or PLEB, serves as the central receiving entity for citizen's complaints against PNP members. The law requires one PLEB for every five hundred police personnel in a city or municipality. Each case must be decided within sixty days from the time it is filed. Decisions involving demotion or dismissal may be appealed by either party to the Regional Appellate Board within ten days from receipt of the decision. The composition of the PLEB includes a member of the city or municipal council, a barangay captain chosen by the association of barangay captains, and three other members from the community known for their probity and integrity, at least one of whom must be a lawyer or, in the absence of one, a college graduate.

E. The Internal Affairs Service

The Internal Affairs Service, or IAS, was established by Republic Act 8551 as the institutional mechanism for police self-accountability. Its functions include proactively conducting inspections and audits of PNP personnel and units; investigating complaints and gathering evidence in support of open investigations; conducting summary hearings on PNP members facing administrative charges; filing appropriate criminal cases against PNP members before courts when evidence warrants; and providing assistance to the Office of the Ombudsman in cases involving PNP personnel. The head of the Inspectorate Division, who serves as the Inspector General, holds the rank of Chief Superintendent — now Brigadier General. Any personnel who joins the IAS may not thereafter join any other unit of the PNP.

XI. Comparative Policing and International Organizations

A. Why Compare Police Systems?

The study of comparative policing involves outlining the similarities and differences among police systems around the world. This exercise has become increasingly necessary because transnational crimes cross borders, and bilateral and international cooperation has become imperative. Two primary

methods are used: the safari method, in which the researcher visits another country directly; and the collaborative method, in which the researcher communicates with foreign researchers remotely.

B. Classification of Police Operational Styles

Police operational styles may be classified by their law enforcement orientation. The legalistic style emphasizes the use of threats or actual arrests to solve disputes, treating all violations as matters requiring formal enforcement action. The watchman style emphasizes informal means of resolving disputes, focusing on maintaining order rather than strictly enforcing every law. The service style emphasizes helping the community above enforcing the law, treating citizens as clients rather than subjects.

Police styles may also be classified by how officers use their authority in street police work. The professional officer has the necessary passion and perspective to be a valuable officer. The enforcer has passion in responding to human problems but does not recognize limits on their power. The reciprocator is often too objective — having perspective but lacking passion. The avoider has neither passion nor perspective.

C. Societal Types and Police Systems

The relationship between social organization and police structure follows a historical pattern. In folk-communal societies, there is little codification of law, no specialization among police, and punishment tends to be harsh and barbaric — a pattern typical of African and Middle Eastern tribal societies. In urban-commercial societies, there are few written laws and some specialized enforcement for religious or royal law, with inconsistent and often harsh punishments. In urban-industrial societies, laws prescribe good behavior and provide incentives and disincentives, with police specializing in property crime enforcement. In bureaucratic societies — today's modern societies — there are fully developed laws, lawyers, and police forces trained for multiple types of crime.

D. INTERPOL

The International Criminal Police Organization, better known as INTERPOL, is the world's largest international police organization, with 196 member countries. Its motto is Connecting Police for a Safer World. Originally headquartered in Vienna, Austria, it is now based in Lyon, France. Its four official languages are Spanish, Arabic, French, and English. INTERPOL's emblem reflects its mission through symbolism: the globe represents worldwide activities, the olive branches represent peace, the vertical sword represents police action, the scales represent justice, and the lightning bolt represents speed in action.

INTERPOL discharges four core functions. First, it provides secure global police communication services through its I-24/7 network, enabling police in all member countries to request, submit, and access vital data instantly in a secure environment. Second, it maintains operational data services and databases, incorporating key information such as the names of criminal suspects, fingerprints, and photographs. Third, it provides operational police support services, making INTERPOL's expertise and best practices available to authorities worldwide. Fourth, it engages in police training and development to enhance the capacity of member countries to effectively combat transnational crime and terrorism.

INTERPOL communicates through a system of color-coded international notices. A Red Notice seeks the arrest or provisional arrest of wanted persons with a view to extradition. A Yellow Notice helps locate missing persons, often minors, or assists in identifying persons who cannot identify themselves. A

Blue Notice collects additional information about a person's identity or activities in relation to a crime. A Green Notice provides warnings and criminal intelligence about persons likely to repeat their crimes in other countries. An Orange Notice warns police, public entities, and international organizations about potential threats from disguised weapons, parcel bombs, or other dangerous materials. A Black Notice seeks information on unidentified bodies. A Purple Notice provides information on modus operandi, procedures, objects, devices, and concealment methods used by criminals. A Silver Notice, currently in its pilot phase, is designed to identify and trace criminal assets. Finally, the INTERPOL-United Nations Special Notice is issued for groups and individuals targeted by UN sanctions against Al Qaeda and the Taliban. Each member country maintains a National Central Bureau, or NCB, which serves as the designated contact point for the General Secretariat.

E. United Nations

The United Nations is the intergovernmental organization whose purpose is to maintain international peace and security. It replaced the ineffective League of Nations. At its founding, the UN had 51 member states; today it has 193. Its headquarters are located in Manhattan, New York City. The six official languages of the United Nations are Spanish, Arabic, French, English, Chinese, and Russian.

The principal organs of the United Nations serve distinct functions. The General Assembly is the main deliberative, policymaking, and representative organ, and it is responsible for appointing the Secretary-General. The Security Council is charged with ensuring international peace and security. It has five permanent members — China, France, Russia, the United Kingdom, and the United States — and ten non-permanent members elected for two-year terms. The Secretariat is headed by the Secretary-General. The International Court of Justice, the primary judicial organ of the UN, is located in The Hague, Netherlands, and is composed of fifteen judges who serve nine-year terms and are appointed by the General Assembly. The current Secretary-General of the United Nations is António Guterres.

Philippine National Police personnel may participate in UN peacekeeping missions under the UN Special Action Team framework. Qualifications include being between 25 and 53 years of age upon actual deployment, holding at least the rank of Police Senior Inspector for commissioned officers or Police Officer 3 for non-commissioned officers, and having a minimum of five years of active police service. The pre-qualifying examination covers written examination in reading comprehension, listening comprehension, and report writing, followed by a driving proficiency test and a firing proficiency test. The term of deployment for all PNP personnel assigned to UN peacekeeping missions is one year, extendable for six months.

F. NATO and ASEANAPOL

The North Atlantic Treaty Organization, or NATO, is a military alliance of 32 member states from Europe and North America. It was established in the aftermath of World War II and implements the North Atlantic Treaty, which was signed on April 4, 1949, by 12 founding members. NATO's headquarters are located in Brussels, Belgium.

ASEANAPOL is an association of the Chiefs of Police of the ten member countries of the Association of Southeast Asian Nations. Its first formal meeting was held from October 21 to 23, 1981, in Manila. The original five member countries were Indonesia, Malaysia, the Philippines, Singapore, and Thailand. Five additional countries later joined: Brunei, Myanmar, Cambodia, Vietnam, and the Lao People's Democratic Republic. The International Association of Chiefs of Police, or IACP, is the world's oldest and largest nonprofit membership organization of police executives, headquartered in Alexandria, Virginia, and drawing members from 165 countries.

G. The Philippine Center on Transnational Crime

The Philippine Center on Transnational Crime, or PCTC, was created by Executive Order 62 with a mission to formulate and implement a concerted program of action by all law enforcement and government agencies for the prevention and control of transnational crimes. It serves as the Philippine institutional nexus for international cooperation on organized crime, trafficking, drug trafficking, money laundering, terrorism, and other offenses that transcend national borders.

XII. Summary

Law enforcement administration in the Philippines is built upon a carefully designed architecture of institutions, laws, principles, and international relationships. At its philosophical foundation lie the theories of Robert Peel and the modern understanding that the absence of crime — not the count of arrests — is the true measure of police success. Organizationally, the system rests on the principles of hierarchy, specialization, command responsibility, and the scalar chain that connects the national government to the individual officer on patrol.

The Philippine National Police, created by Republic Act 6975 and reformed by Republic Act 8551, is the central institution of this system — national in scope, civilian in character, and accountable to both NAPOLCOM and the local government executives who share in its governance. Surrounding the PNP is a constellation of complementary agencies: the NBI for high-profile investigations, the PDEA for drug enforcement, the PCG for maritime security, the BFP for fire prevention, and the AFP for national defense. All of these operate within a framework of international cooperation, most visibly through INTERPOL's global notice system, the UN's peacekeeping architecture, and regional bodies like ASEANAPOL.

For the student preparing for the Criminology Licensure Examination, mastery of this subject requires not only memorization of facts, but a coherent understanding of how all these elements connect — how the history explains the present structure, how the laws define the organization, and how the principles of administration guide the conduct of every officer in the field.

*QARC, where there is Quality Assurance | Based on QARC Review Notes February 2026 | Prepared by
Renz A. Ventura, RCrim, Juris Doctor (c), QARC Review Director, Top 2 CLE 2017 Region 2*