

**PHILIPPINE NATIONAL POLICE
MANUAL**

PNPM 0-08-95 DHRDD

**ETHICAL DOCTRINE
MANUAL**

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PNP ETHICAL DOCTRINE

CHAPTER I

DECLARATION OF POLICY

Section 1. General

1-1 Purpose

This manual prescribes the Ethical Doctrine for the Philippine National Police. Its purpose is to provide moral and ethical guidance to all PNP members.

1-2 Scope and Limitation

a. This Ethical Doctrine was culled from the PNP Code of Professional Conduct and Ethical Standards (COPCES) with inception of additional and related principles, guidelines and sanctions, all geared towards the internalization of moral values and service dedication. This Doctrine consists of seven chapters similar to the provisions of the PNP COPCES. The adoption of the PNP Code of conduct as an Ethical Doctrine reinforces the former as an effective instrument in the moral values' internalization in the PNP.

b. This Ethical Doctrine applies to both uniformed and non-uniformed personnel of the PNP, unless specified otherwise.

c. This Ethical Doctrine is in accordance with the PNP Fundamental Doctrine and the Code of Professional Conduct and Ethical Standards.

1-3 Recommendation for Changes

Any suggested revision or comment should be forwarded to the Chief, Philippine National Police, Attn: Director, Directorate for Human Resource and Doctrine Development.

Section 2. Declaration of Policy

All members of the Philippine National Police shall abide, adhere to and internalize the provisions of this Ethical Doctrine. Towards this end, a truly professionalized and dedicated law enforcer shall be developed in promoting peace and order, ensuring public safety and enhancing community participation guided by the principle that a public office is a public trust and that all public servants must, at all times, be accountable to the people. They shall serve with utmost responsibility, integrity, morality, loyalty and efficiency with due respect to human rights and dignity as hallmark

of a democratic society. They shall, at all times, support and uphold the Constitution, bear faithful allegiance to the Constitution, bear faithful allegiance to the legitimate government, respect the duly constituted authority and be loyal to the police service.

CHAPTER II

POLICE OFFICER'S CREED AND STANDS ON BASIC ISSUES

Section 1. The PNP Core Values

The police service is a noble profession which demands from its members specialized knowledge and skills, as well as high standards of ethics and morality. Hence, the members of the PNP must adhere to and internalize the enduring core values of love of God, respect for authority, selfless love and service for people, sanctity of marriage, and family life, responsible dominion and stewardship over material things, and truthfulness.

Section 2. The Police Officer's Creed

2.1 I believe in God, The Supreme Being, The Great Provider, and The Creator of all men and everything dear to me. In return, I can do no less than love Him above all obeying His word, seek His guidance in the performance of my sworn duties and honor Him at all times.

2.2 I believe that respect for authority is a duty. I respect and uphold the Constitution, the laws of the land and the applicable rules and regulations. I recognize the legitimacy and authority of the leadership, and obey legal orders of my superior officers.

2.3 I believe in selfless love and service to people. Towards this end, I commit myself to the service of my fellowmen over and above my personal interest.

2.4 I believe in the sanctity of marriage and family life. I shall set the example of decency and morality, shall have high regard for family life and value of marital fidelity.

2.5 I believe in the responsible dominion and stewardship over material things. I shall inhibit myself from extravagance and ostentatious display of material things. I shall help protect the environment and conserve nature to maintain ecological balance.

2.6 I believe in the wisdom of truthfulness. I must be trustworthy and I shall uphold the truth at all times.

Section 3. PNP Stand on Basic Issues

The deployment and employment of PNP personnel require the organization and its members to bare their stand on the following basic issues:

3.1 PNP Image – The image of any organization affects the esprit d' corps, morale and welfare of the members, and sense of pride to the organization. Thus, all members of the PNP should act in a manner that would reflect best on the PNP and live by the PNP's core values.

3.2 Career Management, the Key to Professionalism – The Proper implementation of the PNP’s Career Management will greatly enhance the personnel professionalization process with regards to procurement, training, promotion, assignment, placement, awards and retirement. The PNP shall formulate a stringent policy and strictly implement the human resources development system, compatible to the equitable distribution of procurement, fair promotion, rationalized approach in assignment, skill development, immediate grant of reward and award, and decent living upon retirement.

3.3 *Police Management Leadership* – The effectiveness of law enforcement is reflective of the managerial capabilities and competent leadership of the men and women who run the PNP organization. These attributes must therefore be one of the primary bases for consideration in the selection of personnel for employment and deployment purposes.

3.4 *Equality In the Service* – There shall be judicious and equitable distribution of opportunity to prove one’s worth in the police service. The problem on inequity thru class orientation and factionalism, both real and perceived, premised on favored assignment, inequitable opportunity of training, unfair granting of promotion, and untimely awarding of achievements, will create an atmosphere of demoralization. The result is inefficiency and lack of teamwork to the detriment of the organization. It behooves. Therefore, on the PNP leadership address the situation. The civilian character of the organization requires adherence to the rule on merit and fitness system and to dissociate the above process from class orientation and factionalism.

3.5 *Delicadeza*- In consonance with the requirements of honor and integrity in the PNP, all members must have the moral courage to sacrifice self-interest in keeping with the time-honored principle of delicadeza.

3.6 *Police Lifestyle*- The PNP shall promote and maintain a lifestyle for its members which the public will find credible and respectable. The public expects a police officer to live a simple and dignified life. They must be free from greed corruption and exploitation.

3.7 *Political Patronage*- PNPP members shall inhibit themselves from soliciting political patronage on matters pertaining to assignment, award,, training and promotion.

3.8 *Setting Example*- All PNP members shall set good example to their subordinates and follow good example from the superiors.

CHAPTER III

PROFESSIONAL CONDUCT AND ETHICAL STANDARDS

Section 1. Standard of Police Professionalism

PNP members shall perform their duties with integrity, intelligence and competence in the application of specialized skills and technical knowledge with excellence and expertise.

Section 2. Police Professional Conduct

2.1 *Commitment to Democracy-* Uniformed PNP members shall commit themselves to the democratic way of life and values and maintain the principle of public accountability. They shall at all times uphold the Constitution and be loyal to our country, people and organization, above their loyalty to any person.

2.2 *Commitment to Public Interest-* PNP members shall always uphold public interest over and above personal interest. All government properties, resources and powers of their respective offices must be employed and used effectively, honestly and efficiently, particularly to avoid wastage of public funds and revenues. PNP members must avoid and prevent the “malversation” of human resources, government time, property and funds.

2.3 *Non-Partisanship-* PNP members shall provide services to everyone without discrimination regardless of party affiliation in accordance with existing laws and regulations.

2.4 *Physical Fitness and Health-* PNP members shall strive to be physically and mentally fit and in good health at all times. Toward this end, they shall undergo regular physical exercises and annual medical examination in any PNP Hospital or Medical facility, and actively participate in the Physical Fitness and Sports Development Program of the PNP.

2.5 *Secrecy Discipline-* PNP members shall guard the confidentiality of classified information against unauthorized disclosure, including confidential aspects of official business, special orders, communications and other documents roster or any portion thereof, contents of criminal records, identities of persons who may have given information to the police in confidence and other classified information or intelligence material.

2.6 *Social Awareness-* PNP members and their immediate family members shall be encouraged to actively get involved in religious, social and civic activities to enhance the image of the organization without affecting their official duties.

2.7 *Non- Solicitation of Patronage-* PNP members shall seek self-improvement through career development and shall not directly or indirectly solicit influence or recommendation from politicians, high ranking government officials prominent citizens, persons affiliated with civic or religious organizations with regards to their assignments, promotions, transfer or those of other members of the force, nor shall they initiate any petition to be prepared and presented by citizens in their behalf. Moreover, they shall advise their immediate relatives not to interfere in the activities of the police service particularly in the assignment and reassignment of personnel.

2.8 *Proper Care and Use of Public Property-* PNP members shall promote and maintain sense of responsibility in the protection, proper care and judicious disposition and use of public property issued for their official use or entrusted to their care and custody just like “ a good father of their family”. When the Commander/Director is relieved from his post, all properties/equipment belonging to the government must be turned-over to the incoming. A committee for the purpose shall be proper. Hence, it is a taboo for outgoing Commander/Director to detach, remove and bring home or to his new assignment properties which do not personally belong to him.

2.9 *Respect for Human Rights-* In the performance of duty, PNP members shall respect and protect human dignity and uphold the human rights of all persons. No member shall inflict, instigate or tolerate extra-judicial killings, arbitrary arrests, any act of torture or other cruel, inhuman or degrading treatment or punishment and shall not invoke superior orders or exceptional circumstances such as a state –of-war, a threat to national security, internal political instability or any public emergency as a justification for committing such human rights violations.

2.10 *Devotion to Duty-* PNP members shall perform their duties with dedication thoroughness, efficiency enthusiasm, determination, and manifest concern for public welfare, and shall refrain from engaging in any activity which shall be conflict with their duties as public servants.

2.11. *Conservation of Natural Resources-* PNP members shall help in the development and conservation of our natural resources for ecological balance and posterity as these are the inalienable heritage of our people.

2.12 *Discipline-* PNP members shall conduct themselves properly at all times in keeping with the rules and regulations of the organization.

2.13 *Loyalty-* PNP members shall be loyal to the Constitution and the police service as manifested by their loyalty to their superiors peers and subordinates as well.

2.14 *Obedience to Superiors-* PNP members shall obey lawful orders of and be courteous to superior officers and other appropriate authorities within the chain of command. They shall readily accept whenever they are assigned anywhere in the country. Therefore, it is taboo for any personnel to petition in court or in any public forum his assignment.

2.15 *Command Responsibility*- In accordance with the Doctrine on Command Responsibility, immediate Commanders/ Directors shall be responsible for the effective supervision, control and direction of their personnel and shall see to it that all government resources shall be managed, expended or utilized in accordance with laws and regulations and safeguard against losses thru illegal or improper disposition.

Section 3. The Ethical Standards

Ethical standards shall refer to established and generally accepted moral values. Ethical acts to be observed are the following:

3.1 *Morality*- PNP members shall adhere to high standards of morality and decency and shall set good examples for others to follow. In no instance during their terms of office, among other things, shall they be involved as owners, operators, managers or investors in any house of ill-repute or illegal gambling den or other places devoted to vices, nor they shall patronize such places unless on official duty, and tolerate operations of such establishments in their respective areas of responsibilities. They shall be faithful to their lawfully wedded spouses.

3.2 *Judicious Use of Authority* – PNP members shall exercise proper and legitimate use of authority in the performance of duty.

3.3 *Integrity* – PNP members shall not allow themselves to be victims of corruption and dishonest practices in accordance with the provisions of RA 6713 and other applicable laws.

3.4 *Justice* – PNP members shall strive constantly to respect the rights of others so that they can fulfill their duties and exercise their rights as human beings, parents, children, citizens, workers, leaders, or in other capacities and to see to it that others do likewise.

3.5 *Humility* – PNP members shall recognize the fact that they are public servants and not the masters of the people and towards this end, they should perform their duties without attracting attention or expecting the applause of others.

3.6 *Orderliness* – PNP members shall follow original procedures in accomplishing tasks assigned to them to minimize waste in the use of time, money and effort.

3.7 *Perseverance* – Once a decision is made, PNP members shall take legitimate means to achieve the goal even in the face of internal or external difficulties, and despite anything which might weaken their resolve in the course of time.

CHAPTER 1V

CUSTOMS AND TRADITIONS

Section 1. General Statement

The PNP adopts the generally acceptable customs and traditions based on the desirable practices of the police service. These shall serve to inspire PNP members as the organization endeavors to attain its goals and objectives.

Section 2. Definition of Terms:

2.1 Customs - Established usage or social practices carried on by tradition that have obtained the force of law.

2.2 Traditions – Bodies of beliefs, stories, customs and usages handed down from generation to generation with the effect of an unwritten law.

2.3 Courtesy – A manifestation of expression of consideration and respect for others.

2.4 Ceremony – A formal act or set of formal acts established by customs or authority as proper to special occasion.

2.5 Social Decorum – A set of norms and standards practiced by members during social activities and other functions.

Section 3. Police Customs on Courtesy

The following are customs on courtesy in the PNP:

3.1 Salute – Salute is the usual greetings rendered by uniformed members upon meeting and recognizing person entitled to a salute.

3.2 Salute to National Color and Standard – Members stand at attention and salute the national color and standard as these pass by them or when the national color is raised or lowered during ceremonies.

3.3 Address/Title – Junior in rank address senior members who are entitled to salute with the word “Sir” or “Ma’am”. All Police Commissioned Officers shall be addressed sir or ma’am by Police Non-Commissioned Officers and Non-Uniformed Personnel.

3.3 Courtesy Calls – The following are the customs on courtesy calls:

3.4 Courtesy Calls – The following are the customs on courtesy calls:

3.4.1. Courtesy Call of Newly Assigned/Appointed Member – PNP members who are newly appointed or assigned in a unit or command call on the chief of the unit or command and other key personnel as a matter of courtesy, as well as for accounting, orientation and other purposes.

3.4.2. Christmas Call – PNP members pay a Christmas Call on their local executives in their respective areas of responsibility.

3.4.3. New Year's Call – PNP members pay a New Year's call on their commanders and /or key officials in their respective areas of responsibility.

3.4.4. Promotion Call – Newly promoted PNP members call on their unit head. On this occasion, they are usually given due recognition and congratulations by their peers for such deserved accomplishment.

3.4.5. Exit Call – PNP members pay an Exit Call on their superiors in the unit or command when relieved or reassigned out of the said unit or command.

3.5 Courtesy of the Post – The host unit extend hospitality to visiting personnel who pay respect to the command or unit.

3.6 Rank Has –Its –Own Privilege (RHIP) – PNP members recognize the practice that different ranks carry with them corresponding privileges.

Section 4. Police Customs on Ceremonies

4.1. Flag Raising Ceremony – PNP members honor the flag by hoisting it and singing the National Anthem before the start of the official day's work.

4.2 Flag Lowering Ceremony – At the end of the official days' work, the PNP members pause for a moment to salute the lowering of the flag.

4.3 Half-Mast – The flag is raised at half-mast in deference to deceased uniformed members of the command.

4.4 Funeral Service and Honors – Departed uniformed members, retirees, war veterans or former PC/INP members are given vigil, necrological services and graveside honors as a gesture of farewell.

4.5 Ceremony Tendered to Retirees – In recognition of their long, faithful and honorable service to the PNP, a testimonial activity shall be tendered in their honor.

4.6 Honor Ceremony – Arrival and departure honor ceremonies are rendered to visiting dignitaries, VIPs, PNP Officers with the grade of Chief Superintendent and above and AFP officers of equivalent grade, unless waived./

4.7 Turnover Ceremony – The relinquishment and assumption of command or key position is publicly announced in a Turnover Ceremony by the outgoing and incoming officers in the presence of the immediate superior or his representative. Outgoing Commander/Director should not leave his post without proper turnover. Turn-over includes turnover of properties/equipment, human and material resources.

4.8 Wedding Ceremony -- During marriage of PNP members, a ceremony is conducted with participants in uniform and swords drawn.

4.9 Anniversary – The birth or institutional establishment of a command or unit is commemorated in an Anniversary Ceremony.

5.1. Proper Attire – PNP members always wear appropriate and proper attire in conformity with the occasion.

5.2. Table Manners – PNP members observe table etiquette at all times.

5.3 Social Graces – PNP members conduct themselves properly in dealing with people during social functions.

5.4 Uniform/Appearance – The public looks upon a PNP member as distinctively a man among men. It is a welcome sight when PNP members wear their uniform properly wherever they may be. Bulging stomach is a taboo in the uniformed service. Since disciplined PNP members are best exemplified by those who are neat in appearance and wearing the prescribed uniform, they must therefore observe the following:

5.4.1. Wearing of prescribed uniform.

5.4.2 Adherence to haircut prescribed by rules & regulations.

5.5 Manner of Walking- Every PNP Member is expected to walk with pride and dignity.

Section 6. Other Police Customs:

6.1 Visiting the Sick- Immediate commanders or other available officers of the unit visit PNP Members who are sick in the hospital, their residence or any place of confinement in order that their needs are attended to.

6.2 Survivor Assistance of Heir of Deceased Members- A survivor officer is designated whenever PNP members die, to render maximum assistance to their bereaved family until all benefits due shall have been received.

6.3 Visiting the Religious Leaders- PNP Officers visit religious leaders in their areas of assignment to establish or maintain rapport and cooperation between the different religious leaders and the PNP.

6.4 Athletics- PNP members indulge in physical fitness activities to insure that their proper physical appearance and bearing are smaller than the size of his chest and in conformity with the standard set forth by the organization.

6.5 Happy Hours- Usually on Friday or any other day suitable for the occasion, PNP members gather together at their PNP club for a light hearted jesting or airing of minor gripes.

Section 7. Police Tradition

The following are police traditions:

7.1 Spiritual Beliefs- PNP members are traditionally religious and God-loving person. They attend religious services together with the members of their family.

7.2 Valor- History attests that the Filipino law enforcers have exemplified the tradition of valor in defending the country from aggression and oppression and protecting/preserving the life and property of the people. They sacrificed their limbs and lives for the sake of their countrymen whom they have pledged to serve.

7.3 Patriotism- The PNP members are traditionally patriotic by nature. They manifest their love of country with a pledge of allegiance to the flag and a vow to defend the constitution.

7.4 Discipline- The discipline of the PNP members is manifested by instinctive obedience to lawful orders and thorough and spontaneous actions towards attainment of organizational objectives guided by moral, ethical and legal norms.

7.5 Gentlemanliness-PNP members are upright in character, gentle in manners, dignified in appearance, and sincere in their concern to fellowmen.

7.6 Word of Honor- PNP members' word is their bond. They stand by and commit to uphold it.

7.7 Duty- PNP members have historically exemplified themselves as dedicated public servants who perform their tasks with a deep sense of responsibility and self-sacrifice. They shall readily accept assignment anywhere in the country.

7.8 Loyalty- PNP members are traditionally loyal to the organization, country and people as borne by history and practice.

7.9 Camaraderie- The binding spirit that enhances teamwork and cooperation in the police organization, extending to the people they serve., is manifested by the PNP members' deep commitment and concern for one another.

CHAPTER V

POLICE OFFICER'S PLEDGE (POP) PRINCIPLES AND CONDUCT OF LAW ENFORCEMENT OFFICIALS

Section 1. The Police Officer's Pledge

1. I will love and serve God, my country and people;
2. I will uphold the Constitution and obey legal orders of the duly constituted authorities;
3. I will oblige myself to maintain a high standard of morality and professionalism;
4. I will respect the customs and traditions of the police service; and
5. I will live a decent and virtuous life to serve as an example to others.

Section 2. Forum to Recite

The Police Officer's Pledge should be recited during the following occasions:

1. Flag raising and flag retreat ceremonies, jointly with the Pledge of Allegiance to the Flag (Panunumpa sa Watawat).
2. PNP Training/course opening and closing ceremonies.
3. Seminars on moral values internalization.
4. Other ceremonies.

Section 3. Fundamental Principles

The rigid application of fundamental principles in police work is necessary to avoid human rights violation and maintain respect of the profession. Thus, PNP members have the following responsibilities:

1. To prevent and control crime, disorder and oppression by influential/political groups, abusive soldiers and policemen, tyrannical policeman and decadent society.
2. To recognize that the fulfillment of its functions is dependent upon community approval of its existence, and on its ability to obtain and maintain responsive support and participative cooperation.
3. To recognize that in order to secure and maintain the approval, support and cooperation of the public, it has a collateral responsibility of securing the willing assistance of the public in the task of securing observance of law.

4. To recognize that when the community cooperates and assists the police, it diminishes proportionately the need for the use of physical force and compulsion in achieving law enforcement objectives.
5. To seek and preserve public favor, not by soliciting public opinion, but by constant demonstration of impartiality by ready offering of individual service and congeniality to all members of the community without regards to their wealth, friendship, social standing and race; and by ready offering of individual sacrifice and to some extent the sacrifice of relatives.
6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient in the pursuit of law observance or to restore order, and shall resort only to the minimum degree of physical force necessary on any particular occasion in achieving law enforcement objectives.
7. To constantly maintain wholesome relationship with the community that gives reality to the historic tradition that the police is the people and the people is the police; police officers are members of the community who are paid to render public safety services due upon every citizen, endearing the principle that a public office is a public trust.
8. To recognize the need for strict adherence to the law, refrain from usurping the powers and authority of the judiciary in avenging individuals, judging guilt and punishing the guilty.
9. To recognize that the test of police efficiency is the absence of crime and disorder, not the visible evidence of law enforcement action in dealing crime and disorder; enshrine the principle that crime prevention is better than crime solution; measure is better than countermeasure.
10. To recognize that the test of law enforcement integrity is the presence of personal moral responsibility exemplified by virtuous behavior and non compromising law enforcement officer.
11. To recognize that the achievement of a professional service depends principally upon the constant development of police education and training, research and planning and exercise.
12. To recognize that the stability of the republic, the continuity of sovereignty and strength of democracy depend upon a police organization that is constantly aware of the sensitive balance between individual freedom and collective security; ever-alert to the dangers of extra legal or immoral procedures; and never compromise principle in favor of evil means to attain the good ends.
13. To recognize the ever magnificent principle: Love God, honor the government and respect the people.
14. To recognize that “the people is the peace maker, the police is the peace keeper and the local government is the peace preserver.” If he goes beyond and above of his role, he must observe the three (3) C’s in internal and external relations-consult, coordinate and cooperate.

Section 4. Code of Conduct for Law Enforcement Officials

This Code of Conduct for Law Enforcement Officials was adopted by United Nations General Assembly Resolution 34/169 of 17 Dec 1979.

- a. Law enforcement official shall at all times fulfill the duty imposed upon them by law, by serving the community and by protecting all persons against illegal acts, consistent with the high degree of responsibility required by their profession.
- b. In the performance of their duty, law enforcement officials shall respect and protect human dignity and maintain and uphold the human rights of all persons.
- c. Law enforcement officials may use force only when strictly necessary and to the extent required for the performance of their duty.
- d. Matters of a confidential nature in the possession of law enforcement officials shall be kept confidential, unless the performance of duty or the needs of justice strictly require otherwise.
- e. No law enforcement official may inflict, instigate or tolerate any act of torture or other cruel, inhuman or degrading treatment or punishment, nor may any law enforcement official invoke superior order or exceptional circumstances such as a state of war, a threat to national security, internal political instability or any other public emergency as a justification of torture or other cruel, inhuman or degrading treatment or punishment.
- f. Law enforcement officials shall ensure the full protection of the health of persons in their custody and, in particular, shall take immediate action to secure medical attention whenever required.
- g. Law enforcement officials shall not commit any act of corruption. They shall also rigorously oppose and combat all such acts.
- h. Law enforcement officials shall respect the law and the present Code. They shall also, to the best of their capability, prevent and rigorously oppose any violation of them.

Law enforcement officials who have reason to believe that a violation of the present Code has occurred or is about to occur shall report the matter to their superior authorities and, where necessary, to other appropriate authorities or organs vested with reviewing or remedial power.

CHAPTER VI

PROPAGATION AND ADHERENCE

Section 1. Foundation

All PNP members in the performance of their duties shall fully abide by this Ethical Doctrine. This Ethical Doctrine was culled from the PNP Code of Professional Conduct and Ethical Standard (COPCES) which is anchored on the divine and moral precepts, the Constitution of the Republic of the Philippines and relevant provisions of the Revised Penal Code, RA 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees), RA 3019 (Anti-Graft Practices Act), RA 6975 (DILG/PNP Law of 1991) and other related special laws.

Section 2. Commitment

- 2.1 All PNP personnel shall take upon themselves that the intent and spirit of this Doctrine are honored and upheld at all times.
- 2.2 Directors, Chiefs and Heads of Offices/Stations shall set the example and be responsible for the adherence to this Doctrine.
- 2.3 Priests/Minister/Imams of the PNP Chaplain Service, while setting the example, shall actively participate in enhancing the internalization of this Doctrine.
- 2.4 All members of the PNP shall take an oath that they shall commit themselves to this Doctrine. The oath of commitment shall be done upon entry into the PNP, upon promotion to the next higher rank and upon assumption of office/position.
- 2.5 All PNP members (uniformed or non uniformed) shall execute a Pledge of Covenant to adhere this Doctrine.

Section 3. Propagation, Development and adherence.

Propagation, Development and adherence of this Doctrine is a command policy and its implementation thereof is a command responsibility of PNP Commanders/ Directors at all levels.

- 3.1 The PNP shall maintain the PNP Code of professional Conduct and Ethical Standard (COPCES) as conveyor of this PNP Ethical Doctrine.
- 3.2 All PNP personnel shall be issued upon entry into the police service a copy of the PNP COPCES which shall be considered an accountable property and shall it with them daily.
- 3.3 The PNP COPCES shall be internalized by all members, and institutionalized in the PNP. It will be part of the circular of all PNP academic courses and will be integrated in moral value programs conducted thru regular police information and education activities.

- 3.4 There shall undertake a continuous appraisal and study on the effectiveness of the PNP COPCES consistent with the growth and dynamics of performance standards and professionalization of the PNP.
- 3.5 The PNP COPCES shall be subject to interview initially three (3) years hence and every five (5) years thereafter, or sooner if the need arises, for possible revision and/or modification of its implementation strategy.
- 3.6 The PNP Office of Ethical Standards and Public Accountability (PNPORSPA) shall oversee the internalization of the PNP COPCES, and the DHRDD shall monitor the adherence of PNP members to this Ethical Doctrine.

Section 4. Appropriations – The fund allocation necessary for the effective propagation and development of the PNP COPCES and Ethical Doctrine shall be provided.

Section 5. Miscellaneous – There shall be a sustained effort to improve this Ethical Doctrine thru the COPCES in the following functional areas:

- 5.1 Strengthening and reinvigoration of activities on historical recordings and interpretations of contemporary events.
- 5.2 Structuring of the PNP organization to reinforce values and standards of this Doctrine.
- 5.3 In case of conflict in the practice of customs and traditions on one hand and in the performance of duties on the other, the latter shall prevail.
- 5.4 PNP members shall be morally and duty bound to advise fellow members to adhere to this Doctrine and refrain from violating the provisions of the PNP COPCES.
- 5.5 In case where erring PNP members are found to be incorrigibles, proper report shall be made to the appropriated authority.
- 5.6 Seminars shall be conducted in all levels of Commands as one forum of internalizing this Ethical Doctrine and the PNP COPCES.

CHAPTER VII

ADMINISTRATIVE SANCTIONS AND AMENDMENTS

Section 1. Penalties and Administrative Sanctions

The penalties for the commission of acts/practices in violation of this Doctrine shall be in accordance with the Revised Penal Code, RA 6713, RA 3019 and other specials laws. For acts or omissions which merely require administrative sanctions, the applicable punishments as provided for the rules and regulations promulgated by the PNP, NAPOLCOM, Civil Service Commission and DILG shall be applied.

Section 2. Amendments

Any amendments to or revision of this Doctrine may be proposed in a committee formed for the purpose.

Section 3. Effectivity

This Doctrine shall take effect upon promulgation.

ANNEXES

NOTES AND REFERENCES

1. PNP Fundamental Doctrine published 1994.
2. PNP Code of Professional Conduct and Ethical Standards (Red Book – 1992)
3. Napolcom Resolution 92-4, Approving the Philippine National Code of Professional Conduct and Ethical Standards.
4. NHQ-PNP Letter of Instruction dtd Jan 25, 1992.
5. POLICE 2000 program.
6. General Circular Nr DHRDD 94-001 dtd October 28, 1994, Re: PNP Ethics Day Celebration.
7. PNP Journal (Jan-Feb 1994 issue) pages 6 to 18.
8. PNP Journal (July – Aug 1994 issue) quoted from the author's principle – page 25.
9. Police Onward Warfare Strategy, quoted from this unpublished Chapter II, Part I, principles and precepts.

Republic of the Philippines
Department of the Interior and Local Government
NATIONAL POLICE COMMISSION
Makati, Metro Manila

RESOLUTION NO. 92-4

**APPROVING THE PHILIPPINE
NATIONAL CODE OF
PROFESSIONAL CONDUCT AND ETHICAL STANDARDS**

WHEREAS, Section 37 of R.A. No. 6975 mandates the establishment by the National Police Commission of a Code of Conduct for members of the PNP to foster individual efficiency, behavioral discipline and organizational effectiveness, as well as respect for constitutional and human rights of citizens, democratic principles and ideals and the supremacy of civilian authority over the military;

WHEREAS, a Code of Conduct for PNP members is necessary to set the moral tone and norms of professional conduct in the police service;

WHEREAS, in keeping with this need, the Philippine National Police (PNP) has initiated the drafting of such Code, through a convention process participated in the delegates from all regions, and has now submitted it for the consideration of this Commission;

WHEREAS, the Commission, upon close examination and analysis of the various provisions of the drafted Code submitted by the PNP, finds the same in accordance with the desirable level of the professional conduct and ethical standards that should be observed by all PNP members;

NOW, THEREFORE, the Commission, acting in pursuance of Sec 17 of R.A. No. 6975, RESOLVES, as it is hereby RESOLVED, to ADOPT the herein draft Code presented by the PNP and promulgate it as the Philippine National Police Code of Professional Conduct and Ethical Standards.

It is therefore enjoined that the standards embodied in the herein Code be internalized and observed with utmost dedication and commitment.

Approved this 12th day of March 1992, at Makati, Metro Manila.

s/t CESAR N. SARINO
Secretary, DILG & Chairman, NAPOLCOM

s/t TEODULO C. NATIVIDAD, DCL
Vice-Chairman and Executive Officer

s/t VIRGILIO M. DAVID
Commissioner

s/t EDGAR DULA TORRES
Commissioner

s/t GUILLERMO P. ENRIQUEZ, JR
Commissioner

Attested by:

s/t REYNALDO J.D. CUADERNO
Executive Director III

Republic of the Philippines
Department of the Interior and Local Government
National Police Commission
NATIONAL HEADQUARTERS
PHILIPPINE NATIONAL POLICE
Camp Crame, Quezon City

GENERAL CIRCULAR
NUMBER DHRDD 94-001

October 28, 1994

PNP ETHICS DAY CELEBRATION

1. References:

- a. Internalization of Moral Values, as pronounced by the President during the 4th PNP Recognition Day.
- b. PNP Code of Professional Conduct and Ethical Standards (PNP COPCES).
- c. Moral Recovery Program and POLICE 2000.

2. Background:

President Fidel V. Ramos, in his speech during the 4th PNP Recognition day held at Camp Crame on 15 August 94, emphasized the need to internalize moral values. The PNP Code of Professional Conduct and Ethical Standards or Code for short contains all the moral values which are desirable and once practiced by each and every member of the PNP will result into a disciplined, professional and morally upright policeman. In order to institutionalized the practice of the values embodied in the Code, there is a need to provide reinforcing activities. For this purpose, a PNP Ethics Day celebration is relevant.

Historically, the Code was drafted by a group of PNP officers coming from the different Units/ Offices of the PNP. It has historical pattern of development from formulation to implementation. Last October 21-27, 1991 was the period of drafting/formulation by the Convention created for the