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## INFRACTIONS COMMITTED BY UNIFORMED PERSONNEL OF THE PHILIPPINE NATIONAL POLICE OF THE REGIONAL COMMAND 02: ITS TRENDS ANDEFFECTS TO ORGANIZATION

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**Abstract:** *The Philippine National Police is a uniformed bureau of the Department of Interior and Local Government and noted as one of the pillars of the Philippine Criminal Justice System tasked with different powers and functions, foremost among which is the maintenance of public order and safety in every aspect of locality. Tracing in depth the PNP's historical views/background, as the very basis of having come into existence, it is a well – established criterion that the police, under the Philippine setting, primitively evolved from the practice of different tribes in selecting able-bodied young men subjected through vigorous training, to protect their villages not from the assault of animals but from depredation of wild animals which posed danger/ threat to their crops, livelihood and even to their personal safety. Today, this completely resembles that of the PNP's contemporary patrol, not of animals but of being whose actions and conduct proved inimical to public interest and safety in transgression of the very essence of law. This study made use of the uniformed men as its respondents who committed an infraction during the Complan Pagbabago in the Philippine National Police Department. Since this study was an attempt to study the infractions committed by uniformed personnel of Regional Command 2, its trends and effects to organization, it made use of the descriptive normative survey which described the facts and the nature of offenses committed. This research design used normative survey since it was “an investigation designed to conduct or ascertain the facts concerning the present status of the problem under investigation. The instrument used in this study was the record file on resolved cases of uniformed men in the Regional Command 02 which was composed of the profile of the responders, the facts of the case committed, and the judgment or pronouncement of the filed cases from the Disciplinary Authorities. Interview was conducted in this study in order to facilitate perceptions and reactions on the trends and implications of the committed case in the organization. Documentary analysis was the primary tool used in gathering data needed in the study. The researcher employed the simple frequency count, percentage, men and rank distribution to describe and categorized the data on respondents' profile, common infractions committed. The result of the study shows that merely in all types of crimes uniformed personnel of the PNP-R02 have been accused of committing various crimes, ranging from neglect of duty to the most serious crimes such as crime against persons and properties, chastity and other serious crimes. It is therefore recommended that the content of the back to basic or refresher course of the PNP should be reviewed in order to help the uniformed personnel that should emphasize various information in order to minimize the commission of infractions by its members.*

**Keywords:** *Administrative Infractions, Complan Pagbabago, Irregularities in the Performance of Duty, Misconduct, Malfeasance, Non-feasance*

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## **INTRODUCTION**

The Philippine National Police is a uniformed bureau of the Department of Interior and Local Government and noted as one of the pillars of the Philippine Criminal Justice System tasked with different powers and functions, foremost among which is the maintenance of public order and safety in every aspect of locality.

Tracing in depth the PNP's historical views/background, as the very basis of having come into existence, it is a well – established criterion that the police, under the Philippine setting, primitively evolved from the practice of different tribes in selecting able-bodied young men subjected through vigorous training, to protect their villages not from the assault of animals but from depredation of wild animals which posed danger/ threat to their crops, livelihood and even to their personal safety. Today, this completely resembles that of the PNP's contemporary patrol, not of animals but of being whose actions and conduct proved inimical to public interest and safety in transgression of the very essence of law.

In a nutshell, a police department is basically organized for crime prevention. Thus, the establishment of the first insular police force in the Philippines under Act o. 175 of the Philippine Commission is a glaring example of the country's commitment to crime prevention. Bent on pursuing a well – credited police force, Presidential Decree 765 dated August 8, 1975 paved the way for the creation of the Integrated National Police Force. In response to the demands of time, apparently after seventy –four years of the Philippine Police under the supervision and control of the local government in 1901. This war however, undertaken in consonance with the declaration of Martial Law, then, under the leadership of deposed President Ferdinand E. Marcos. Indeed, the Integration of the Local Police Force with Philippine Constabulary has for its object, the creation of a more cohesive, organized and better equipped, coordinated and cohesively directed police organization. It is to be noted that the Philippine Constabulary shall then remain and continue to be a major service of the Armed Forces of the Philippines in addition to its current law enforcement functions as the principal component of the Integrated National Police.

Rounding up the perception of what really is a policeman under the concept of the Philippine Police System, the organization, for purposes of distinction, comes up with two (2) types of policeman. The traditional pre – World War II vintage policeman and the contemporary carryover of the Martial Law policeman and New Society absorbed by the INP



and presently by the Philippine National Police. Each type has its own philosophy, outlook toward police work, devotion to duty and public service.

P/Major Alma Isais Jose (Ret), nearly in all his endeavor, categorically described, that the best public servants are the policeman, they being imbued with sound patriotism and profound sense of righteousness, a responsibility engaged in keeping utmost order and safety, intended for the general public; a policeman who is good, friendly, a trustworthy officer of the law, though a bit idealistic, is what the government had aimed for, in such organization to be.

Today, public perception of policeman had deteriorated, apparently on the view, that a few, if not most of them had become susceptible of corruption, thereby, completely violating what they have been sworn to and upheld to. As evidenced by previous statistics, the PNP has been ranked to be one of the most corrupt organizations in the country today. Men in uniform have become an easy prey for crime syndicate, some of whom were top brass police officers who served as protectors under the guise of their positions and uniforms, in exchange for huge amount of money. Public knowledge has it, that they have been involved in kidnapping, robbery, theft, salvaging, rebuts, smacks to mention a few. This is one of the reasons why there has been a continued degree of public distrust because policeman whom, people knew as safeguards of public order and interest have turned coddles and protectors of syndicates. Sarcastically, this is the opportune time when law enforcement officers are to be focused on a great deal of public scrutiny and contempt.

Through the years, many police systems have deviated from the real norms of producing ideal policemen. This was lamented by P/Major Jose in his book, entitled, "Criminal Justice System". Sorting the fact is the basic reason why police authorities felt frustrated with regard to police work is apparently because a few policemen have succumbed to the temptations of corruption. In this very stage, where there is public outrage over the entire police force, where there is an evident decline of its credibility, there is a perceived need for innovations, to couch modern techniques and technologies within the context of the original police ideal, to pursue a "changeless changing system", that is to ensure that changes in approaches are fixed to a changeless ideals and most importantly, there ought to be an over-all pre-orientation of the values and virtues in the entire PNP organization.



There again on December 13, 1990, a revamp of the country's finest police force became at work by virtue of RA 6975. This is an act aimed at establishing the Philippine National Police under a reorganized Department of Interior and Local Government and for other purposes, upon the effectivity of this act the PC / INP shall close to exist to be a national police force and in lieu, thereof, a new police force shall be established and constituted, hence, the PNP. The creation of the PNP is in response to the need to enhance and improve the capability of the police force, specifically to perform its mission, to enforce the law, prevent and control crimes, maintain peace and order and ensure public safety and internal security. The PNP has been precisely conceived for this purpose and it plays a crucial role of guaranteeing these reconditions, because the present public perception is that the PNP is one of the most corrupt, ineffective and inefficient agencies of the government and the PNP's image is perceived presently to be at its lowest ebb. What we have now is the PNP, a supposedly civilian police force that absorbs the officers and men of the notorious and now disbanded – Constabulary. A new name for the same old monster, new uniforms, new patches and new modus operandi.

The PNP is presently pre-occupied with threshing out problems of organization that are inherent in any institution. However, much emphasis is focused on the need to refurbish the police image and restoring the highest state of credibility to the police. A good number of ordinary citizens whom they are bound to protect have negative perception toward the police, due to same abuses, brutality and perceived inefficiency in rendering police assistance. This is what the public often describe as sluggish and sloppy appearance and rude behavior among the members of the police.

Apparently, a growing number of people are becoming apprehensive of the very persons who are supposed to protect the public from criminal elements. Instead of seeking help and protection from the men in uniform, some people who have been victimized by criminals, prefer to keep silent, thinking perhaps that their assaultants have police protection or are law enforcers themselves. They also harbour the thought that even if the criminals did not enjoy police protection, there is a very slim chance that they will be arrested and convicted if they report such criminal cases to the police – hence it is not worth their time, effort and money.



There was a time when the uniform and the badge stood for honor and integrity. But nowadays, some people apparently look at these identifications as symbols of abuse and dishonor, when persons who are supposed to uphold the law become law violators. Worst of all, the public has been perceived to have been be cuddling few in comparison to the heroism, achievement and efficient performance of the greater majority of our policemen. Still, these negative public perceptions of the police pose a problem to the attainment of the desired public acceptance and support for the organization. It is in fact these isolated causes of lapses by some policemen that often hug the headlines, columns and front pages of news to the detriment of the overall image of the force. While the police themselves are responsible in creating good public image, still there are other influential factors in constant play: these include the motion pictures and television which give strong influences in molding public opinion. These misinterpretations create climate of antagonism and disturb. It is for this reason that the researcher got interested in the conduct of this study to obtain an in-depth view of the factors and causes of the bad image of a policeman, so that as a teacher in the College of Criminology, a supplier of policeman in the region, this bad image will be dealt with, correspondingly and solutions will be offered to improve such image. And as a teacher, this study would be an opportunity to gain insights to upgrade for her knowledge and skills regarding crime prevention and control.

### **STATEMENT OF THE PROBLEM**

This study was an attempt to determine the infractions committed by uniformed personnel, the PNP of RECOM 02 its effect on the morale of the organization. Furthermore, it aim to establish the action taken in resolving this infractions.

Specifically, the study aimed to answer the following questions:

1. What is the profile of uniformed personnel charged of infractions?
2. What are the common infractions committed by uniformed personnel?
3. What actions are taken against the uniformed personnel?
4. What recommendations can be given in order to minimize infractions among uniformed personnel?

### **CONCEPTUAL FRAMEWORK**

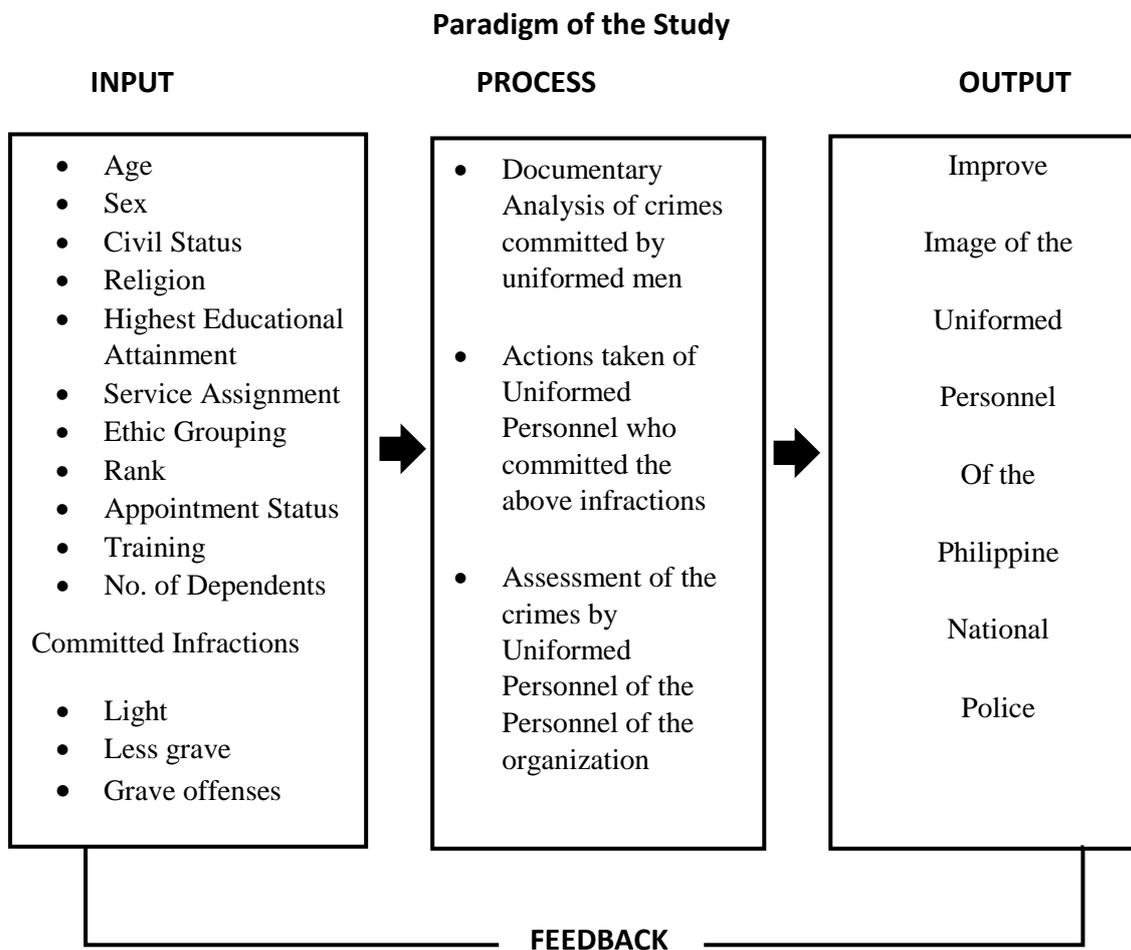
This study is confined to the identification of patterns of administrative infractions committed by uniformed men, in relation to certain variables, the details of the offences,



and data. Specifically, each type of offense will be matched and analyzed in order to come with a clear pattern of the infractions committed by uniformed personnel.

These factors or variables are: age, sex, civil status, religion, highest educational attainment, service assignment, ethnic grouping, rank, appointment status, training and number of dependents.

The identification of the factors that triggered these personnel to commit offense may serve as a reliable basis for policy making and program planning in the area of PNP recruitment, training and discipline.



**Figure 1 Paradigm showing how to study was anchored**

The figure is an assessment of the profile of uniformed personnel charged with the different infractions which in a way may stain the credibility of the organization. Such assessment was done through documentary analysis. Actions were taken to resolve such cases and assessment of the effects of these infractions to their fellow uniformed men were pointed out so as to obtain an improve image of the PNP.



## METHODOLOGY

Since this study was an attempt to study the infractions committed by uniformed personnel of Regional Command 2, its trends and effects to organization, it made use of the descriptive normative survey. It described the facts and the nature of offenses committed. This research design used normative survey since it was “an investigation designed to conduct or ascertain the facts concerning the present status of the problem under investigation.

## STATISTICAL TOOLS

The researcher employed the simple frequency count, percentage, mean and rank distribution to describe and categorized the data on respondents’ profile, common infractions committed.

For the respondents’ profile the formula below was utilized:

$$P = \frac{F}{N} \times 100$$

where:

P = percentage

F = frequency of respondents

N = number of cases

100 = constant number

## RESULTS AND DISCUSSIONS

1. What is the Profile of the uniformed personnel charged of infraction?

**Table 2—a Frequency and Percentage Distribution of the Respondents Profile as to Age**

AGE	FREQUENCY	PERCENTAGE
21 -30	258	38.22
31-40	347	51.41
41 -50	67	9.93
51 -60	3	0.44

**Mean Age = 32.75 years**

As to age profile, it can be seen from the table that the highest frequency 347 or 51.41% is on the age bracket of 31 – 40 year old, followed by 21 – 30 years old with a 38.22 % or 258 respondents, next is 9.93 % or 67 respondents for 41 – 50 years of age and the least percentage of 0.44 Or 3 respondents is on the age bracket of 51 – 56. The mean age of 32.75



years shows that the respondents are relatively young which implies that majority might just have been recruited.

**Table 2–b Frequency and Percentage Distribution of the Respondents’ Profile as to Sex**

SEX	FREQUENCY	PERCENTAGE
Male	665	98.52
Female	10	1.48
<b>Total</b>	<b>675</b>	<b>100.00</b>

This table presents the profile of respondents according to sex. The males outnumbered the female by 655 of in terms of percentage ratio there are 98.50% males against 1.48% of female. This is so because this profession is usually a male – dominated world.

**Table 2–c Frequency and Percentage Distribution of the Respondents’ Profile as to Civil Status**

CIVIL STATUS	FREQUENCY	PERCENTAGE
Single	9	1.33
Married	666	98.67
<b>Total</b>	<b>675</b>	<b>100.00</b>

As to civil status, the table indicates that 666 or 98.67 percent are married while a very minimal percentage of 1.33 percent or nine respondents are single. This result makes no difference with the other fields of endeavor where the married ones are dominant over the unmarried ones. Since most of the uniformed personnel are married, it is presumed that they are responsible men and this is the simplest and easiest way to get employment.

**Table – d Frequency and Percentage Distribution of the Respondents’ Profile as to Religious Affiliation**

Religious Sector	Frequency	Percentage
Roman Catholic	516	76.44
Iglesia ni Cristo	80	11.85
United Methodist Church	45	6.67
Others (Evangelist Church)	34	5.04
<b>Total</b>	<b>675</b>	<b>100.00</b>

As shown by the table above, there are 516 or 76.44% of Roman Catholic respondents, the greatest among the above – mentioned sects, followed by Iglesia ni Cristo with 80 respondents or 11.85%, the United Methodist Church with 45 or 6.67% and 34 respondents of 5.04% belonging to other evangelical church. This proves that Roman Catholicism is still the dominant/universal religious affiliation of the uniformed personnel. This proves that irrespective of religious affiliations they are prone to commit infractions.



**Table 2–e Frequency and Percentage Distribution of the Respondents’ Profile as to Highest Educational Attainment**

<b>Educational Attainment</b>	<b>Frequency</b>	<b>Percentage</b>
High School Graduate	152	22.52
College Level	258	38.22
Vocational Graduate	19	2.82
College Graduate	209	30.96
Post Graduate Level	37	5.58
<b>Total</b>	<b>675</b>	<b>100.00</b>

As gleaned from the table below, college undergraduate are still greater by 49 or 7.26 percent. The greatest percentage belongs to the college level while the least percentage of 2.82 percent or 19 respondents are vocational graduates. The table indicates that 152 or 22.52 are high school graduates and still 37 or 5.48 percent belongs to post – graduate level. While there are those who continuously pursue their education, it can be seen from the data that there are those who logged behind, thus a move for professionalism in the military is now being pursued. The uniformed personnel who were high school graduates were hired in the early and late seventies when hiring and recruiting were not very strict.

**Table 2–f Frequency and Percentage Distribution of the Respondents’ Profile as to Service Assignment**

<b>Service Assignment</b>	<b>Frequency</b>	<b>Percentage</b>
Cagayan	234	34.67
Isabela	207	30.67
Quirino	58	8.59
Nueva Vizcaya	78	11.70
RHQ	77	11.41
RMF	18	2.66
RDSU	1	0.15
CERU	1	0.15
<b>Total</b>	<b>675</b>	<b>100.00</b>

Data found in this table indicate that the most number of respondents (234) come from Cagayan; followed by Isabela with 207 respondents or 30.67 percent, next comes from Nueva Vizcaya with 11.70 percent or 78 respondents and closely followed by 77 or 11.41 percent from the Regional Head Quarters. The least percentage of 0.15 percent or one respondent each comes from both the Regional Direct Support Unit and Communication Electronics Regional Unit. The data imply that evil doings are really found in various places or every unit of endeavor especially when these people are not God – fearing. This implies



that the number of respondents fielded to the different provinces is based on the size of the provinces. That is why most of them are assigned in Cagayan and Isabela.

**Table 2-g Frequency and Percentage Distribution of the Respondents' Profile as to Ethnic**

<b>Group</b>		
<b>Ethnic Group</b>	<b>Frequency</b>	<b>Percentage</b>
Ilocano	253	37.48
Itawes	148	21.93
Ibanag	191	28.30
Tagalog	43	6.37
Others	40	5.92
<b>Total</b>	<b>675</b>	<b>100.00</b>

The belief that "Ilocanos are transient and seekers of green pastures" is once more proven by the data which are reflected in this table. It can be seen from the table that there are 252 Ilocanos or 37.48 percent; second and third to the Ilocanos are the Ibanags and Itawes numbering to 191 and 148 respectively with their respective percentage of 28.30 and 21.93 percent. The least percentage is 5.92 percent and this pertains to other ethnic groups such as Bicolano, Ilonggo etc. This is also a reflection of the population of the region per ethnic group.

**Table 2-h Frequency and Percentage Distribution of the Respondents' Profile as to Rank**

<b>RANK</b>	<b>FREQUENCY</b>	<b>PERCENTAGE</b>
Police Officer 1 – 3	187	27.70
Senior Police Officer 1 -4	353	52.30
Inspector _ Chief Inspector	120	17.78
Superintendent	15	2.22
<b>Total</b>	<b>675</b>	<b>100.00</b>

This table shows the profile of the respondents as to rank. Out of the four enumerated ranks, it can be seen that the second to the lowest rank which is Senior Police Officer emerged to be the most numbered which is 353 or 52.30 percent. The lowest rank of police officer emerged second with a number of 187 or 27.70 percent and the least are fifteen superintendents or 2.22 percent. These data came out to be such because it is but natural that infractions should be committed by a lesser number of people in the higher – ups. There are more Police Non – Commissioned Officers (PNCO) charged with infraction than the rank and file. An alarming number of the uniformed personnel who committed infractions are Police Officers.



**Table 2–I Frequency and Percentage Distribution of the Respondents’ Profile as to Status of Appointment**

STATUS OF APPOINTMENT	FREQUENCY	PERCENTAGE
Permanent	675	100.00
Contractual	0	0
<b>Total</b>	<b>675</b>	<b>100.00</b>

The table shows a 100 percent permanent appointment among the respondents. Despite such status in their positions the uniformed men were still tempted to commit some infractions which implies the presence of people who lack value of work and commitment in almost all government agencies.

**Table 2–j Frequency and Percentage Distribution of the Respondents’ Profile as to Training Attended**

Training	Frequency	Percentage
Police Basic Recruitment Training	187	27.70
Senior Leadership Course I	166	24.59
Senior Leadership Course II	187	27.70
Officer Basic Course	102	15.11
Master of National Security Administration	33	4.90
<b>Total</b>	<b>675</b>	<b>100.00</b>

This table shows that the two (2) mostly – attended training’s were the Police Basic Recruitment Training and Senior Leadership Course II with 187 respondents each or 27.70 percent. One hundred sixty six (166) or 24.59 percent attended the Senior Leadership Course I while 15.11 percent or 102 respondents attended the Officer Basic Course. There were only 33 or 4.90 percent who attended the Master of National Security Administration because such training was designed only for superintendents.

**Table 2–k Frequency and Percentage Distribution of the Respondents’ Profile as to Number of Dependents**

Number of Dependents	Frequency	Percentage
0 – 3	420	62.27
4 – 7	255	32.78
<b>Total</b>	<b>657</b>	<b>100.00</b>

**Mean = 2 children**

This table present the number of dependents of the respondents and it is safe to conclude that majority or 62.27 percent or 420 respondents are supporters of family planning program of the government as evidence by their having 0 – 3 children/or dependents while 37.78 percent or 255 respondents have 4 – 7 dependents. The mean number of dependents



is two (2) which implies that their family size is small or just regular/ideal. The respondents' preference is small families because of the danger related to law enforcement.

## 2. What are the Common Infractions Committed by Uniformed Personnel?

**Table 3–a Frequency and Percentage Distribution of the Common Infractions Committed by the Uniformed Personnel**

INFRACTIONS	FREQUENCY	PERCENTAGE
Grave Offense	303	44.89
Less Grave Offense	39	5.78
Serious Neglect	58	8.59
Simple Neglect of Duty	275	40.74
Total	675	100.00

The common infractions committed by some of the uniformed personnel listed in the table above with their respective frequencies and percentage. It can be seen that the most common infraction is “grave offense” as shown by the frequency of 303 or 44.89 percent, followed by simple neglect of duty to 275 or 40.74 percent; the last two other offenses which do not competitively composed in number with less grave offense and serious neglect of duty which the frequencies of 39 and 58 respectively. The aforementioned infractions are committed due to several factors such as dissatisfaction, unfair treatment and presence of unqualified and misfit leaders/officers in the upper echelon.

**Table 3–b Frequency and Percentage Distribution of Grave Offense Committed by Men in Uniform**

	GRAVE OFFENSES	FREQUENCY	PERCENTAGE
1.	Grave misconduct	55	18.15
2.	Grave threat	27	8.91
3.	Serious Irregularities	25	8.25
4.	Murder	24	7.92
5.	Threat	20	6.61
6.	Non-support	20	6.61
7.	Conduct unbecoming	15	4.95
8.	Dereliction of Duty	10	3.30
9.	Homicide	8	2.64
10.	Falsification of Public Document	7	2.31
11.	Insubordination	7	2.31
12.	Robbery	6	1.98
13.	Immorality	6	1.98
14.	Illegal Logging	6	1.98
15.	Multiple Frustrated Homicide	5	1.65
16.	Arson	5	1.65
17.	Rape	5	1.65



18.	Violation of Election Code	4	1.32
19.	Frustrated Murder	4	1.32
20.	Violation of Domicile	4	1.32
27.	Anomalous Act	3	.99
28.	Indiscriminate Firing	3	.99
29.	Violation of Domicile	3	.99
30.	Malversation of Public Documents	3	.99
31.	Illegal Arrest	3	.99
32.	Arbitrary Detention	2	.66
33.	Attempted Homicide	2	.66
34.	Theft	2	.66
35.	Breach of Promise to Marry	2	.66
36.	Estafa	2	.66
37.	Oppression	2	.66
38.	Attempted Rape	2	.66
39.	Shooting Incident	1	.33
40.	Double Murder	1	.33
41.	Extortion	1	.33
42.	Acts of Lasciviousness	1	.33
43.	Dishonesty	1	.33
44.	Administrative Liability	1	.33
45.	Violation of RA 6425	1	.33
46.	Unjust Promotion	1	.33
47.	Anomalous Support	1	.33
48.	Insufficient support	1	.33
49.	Slander	1	.33
50.	Bringing out Prisoner	1	.33
	Total	303	100.00

The table above manifests the grave offenses committed by men in uniform. As seen above, grave misconduct such as robbers, extortion, violation of domicile and the like and consisted of 5 or 18.15 percent of the respondents. Grave threat such as indiscriminate firing, oppression and the like, were committed by 27 or 8.91 percent while serious irregularities such as dereliction of duty etc, and were committed by 25 or 8.25 percent murder was committed by 24 or 7.92 percent of the policeman. This manifest the kind of image the policeman today have; that's why many people have already lost their trust and confidence in these men.

Other grave offenses committed were the following:

1. Non-support of family
2. Conduct unbecoming
3. Dereliction of duty



4. Homicide
5. Falsification of public documents
6. Robbery
7. Illegal logging
8. Frustrated murder
9. Anomalous act
10. Estafa
11. Attempted rape
12. Shooting incident
13. Slander
14. Dishonesty

The data imply that the men in uniform supposed to be the guardians of the people are the very ones' involved in the commission of crimes

**Table 3–c Frequency and Percentage Distribution of the LESS Grave Offenses Committed  
by Men in Uniform by Men in Uniform**

LESS GRAVE OFFENSES	FREQUENCY	PERCANTAGE
Infidelity	20	51.28
Illegal Activities	7	17.95
Abuse of authority	6	15.38
Less serious physical injuries	2	5.13
Unsettled accounts	2	5.13
Illegal seizure	2	5.13
<b>TOTAL</b>	<b>39</b>	<b>100.00</b>

The table above shows the frequency and percentage distribution of less grave offenses committed by men in uniform. As shown above infidelity has the highest frequency of 20 or 51.38 percent. This implies that most men in uniform are not loyal or truthful to their chosen profession. The other less grave offenses committed consist of less serious physical injuries such as maltreatment, mutilation and the like. Unsettled accounts and illegal seizure were also committed by 2 or 5.13 percent of the respondents. These imply that the men in uniform are not only peace makers, at times they are trouble makers.



**Table 3–d Frequency and Percentage Distribution of the serious Neglect of Duty  
Committed by Men in uniform**

SERIOUS NEGLECT OF DUTY	FREQUENCY	PERCENTAGE
Serious Neglect of Duty	21	36.21
Partnership	13	22.41
Slight Physical Injuries	12	20.70
Abandonment of Post	8	13.79
Drunkenness	4	6.89
<b>Total</b>	<b>58</b>	<b>100.00</b>

The table reflects the frequency and percentage distribution of the serious neglect of duty committed by men in uniform. As reflected above, serious neglect of duty consists of 21 or 36.21 percent of the respondents. This implies a re-examination of the values of the men in uniform so that these bad habits be corrected. It is only through a change sense of value a change sense of value that the good image of the policeman be restored. Rated the lowest with a frequency of 4 or a percentage of 6.89 percent is drunkenness. Although the percentage is not alarming policeman should endeavor not to be drunk as this is the start of evil doings. Other serious neglect of duty were partisanship, slight physical injuries and abandonment of post. To win the confidence of the public the men in uniform should endeavor to change.

**Table –e Frequency and Percentage Distribution of the Simple Neglect of Duty Committed  
by Men in Uniform**

SIMPLE NEGLECT OF DUTY	FREQUENCY	PERCENTAGE
Neglect of Duty	90	32.73
Awol	37	13.45
Misconduct	33	12.00
Simple Irregularities	26	9.45
Loss of PNP Badge	22	8.00
Simple Neglect	17	6.18
Harassment	14	5.09
Light threats	10	3.64
Violation of Law	8	2.91
Non-appearance in court	8	2.91
Negligence	5	1.82
Maltreatment	4	1.45
Evasion through negligence	1	0.36
<b>Total</b>	<b>275</b>	<b>100.00</b>



The table reflects the simple neglect of duty committed by men in uniform. As reflected above 90 or 32.73 percent committed neglect of duty. Next in rank was AWOL (absent without official leave). Other offenses committed in their order were misconduct; simple irregularities; loss of PNP Badge; harassment; light threats; Violation of law; non-appearance in court and maltreatment. The data imply that although these offenses are simple, they should not be tolerated as these might turn into a major crime.

#### 4. What actions are taken against the Uniformed Personnel?

**Table 4 Frequency and Percentage Distribution of Action Taken against Uniformed Men**

##### Who are Charge of Infractions

ACTIONS TAKEN	FREQUENCY	PERCENTAGE
Dropped/Solved	326	48.30
Suspended	168	24.89
Sanction imposed by the Disciplinary Board	90	13.33
Dismissed	57	8.44
Exonerated	17	2.52
Demoted	17	2.52
<b>Total</b>	<b>675</b>	<b>100.00</b>

To minimize infractions and to give what is due to the violators, the actions listed above are being undertaken by the system. As shown above, of the 675 cases, 326 or 48.30 percent were dropped/solved, 168 or imposed with sanctions from the disciplinary board, 57 or 8.44 percent were dismissed and 17 or 2.52 percent were exonerated and demoted. Such actions are imposed to give lessons to the violators and at the same time to clean the name of the system and to establish a better image to the public.

**Table 5 Frequency and Percentage Distribution on the Effects of the Infractions to the**

##### Moral of the Organization

EFFECTS	FREQUENCY	PERCENTAGE
Disgrace/Discredited to the brothers in uniformed	10	34.38
Disgrace/Discredit to the whole organization	9	31.04
Creates Division/Disunity within the organization	3	10.34
Serves as a challenge to the members to improve the system	2	6.90
Loss of trust and confidence from the people	5	17.24
<b>Total</b>	<b>29</b>	<b>100.00</b>

This table presents the effects of infractions to the morale of the organization as perceived by the uniformed personnel who are not charged of any infraction and are deployed in the



different departments of the system. The most number of respondents ten (10) claims that disgrace/discredit to the brothers in uniform such that whatever is the fault of one is true to all thus the frequency of nine (9) claims that the these infractions bring disgrace to the whole organization while 5 or 17.24 percent claims that the loss confidence of the public is being brought about, 3 respondents or 10.34 percent claims that these infractions create divisions/disunity within the organization and still 2 or 6.90 percent regard this infractions as challenge to the PNP members to work hard for the improvement of the system. These varied effects of infractions on the morale of the PNP manifest the positive and negative reactions of the policeman towards their brothers in uniform.

#### 4. What recommendation can be given in order to minimize infraction among uniformed personnel?

**Table 6 Frequency and Percentage Distribution on the Recommendation Given to Minimize Infractions**

RECOMMENDATIONS	FREQUENCY	PERCENTAGE
Promote professionalism in the system	15	51.72
Impose justice and due process to the violators	8	27.59
Increase benefits such as salaries/incentives	3	10.34
Fair and humane treatment by the officers	3	10.34
<b>Total</b>	<b>29</b>	<b>100.00</b>

Being so much affected by the infractions as stated in Table 6, the respondents suggest the following recommendations in order to minimize if not totally avoid these infractions. For most of these recommendations is the promotion of professionalism in the system for it is a common belief that if a person is liberated from ignorance through education, the more he grows cultured and refined in his ways. The least recommended are monitorial benefits to satisfy their needs and fair and humane treatment from the higher ups.

**Table 7 Rank Distribution of the Factors that Enhance the Morale of Uniformed Personnel**

FACTORS	RANK
Honor and Prestige	1
Promotion	2
Competent and Fair Leadership	3
Smooth-interpersonal-relationship	4
Medals, Awards, Merits, Commendations	5
Job Security	6

The factors which appear above are the six prioritized factors by the respondents which would help boost the morale of the PNP. The ranked honor and prestige to be the best



factor for the members to possess a high level of morale, followed by promotion, thirdly is the provision of competent and fair leadership fourth is promotion of smooth interpersonal relationship, then awarding of medals, awards, merits and commendation to outstanding members and finally is job security. These factors are said to be of great influence to uplift the level of morale of the PNP, thus the implementation and provision of such would be the determinants for the PNP's level of morale.

## **CONCLUSION**

Since the findings of the study indicate that the highest frequency among uniformed personnel who committed infractions belong to 21 – 30 years old, it implies that the PNP's policy method of recruitment needs to be improved. The result of the study shows that merely in all types of crimes uniformed personnel of the PNP-R02 have been accused of committing various crimes, ranging from neglect of duty to the most serious crimes such as crime against persons and properties, chastity and other serious crimes.

## **RECOMMENDATIONS**

In the light of the foregoing findings and conclusions, the researcher offers the following recommendations:

- Professionalism in the PNP should be encouraged and the members should be motivated to go back to school through scholarship grants and other study grants.
- Every uniformed personnel should practice what he preaches.
- Since the uniformed personnel are law enforcers, justice should strictly be imposed within the system.
- Objectively should be observed in the promotion system.
- Higher salary and other benefits should be given to the members of the police force in order to lessen/check the temptation for the members to commit infractions.
- The content of the back to basic or refresher course of the PNP should be reviewed in order to help the uniformed personnel. The back to basic course should emphasize various information in order to minimize the commission of infractions by its members.

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