

The Modified New Philippine National Police Rank Classification and Its Implications to the Quad Function of the PNP

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Abstract: *The Philippine National Police has implemented the new rank classification and abbreviation that shall be used in all manner of organization communications. Interview method was used to gather the information from the PNP RCADD respondents and selected community residents. Focus Group Discussion was conducted among the Barangay Officials to validate the data gathered. The findings of the study as follows: The respondents were not fully aware yet on the modified new rank classification applied in the PNP organization today; They shared diverse insights both positive and negative about the PNP modified new rank classification and it can offer a positive outcome in the long-run. Respondents were satisfied with the implementation of the PNP community relations program under the new rank classification. However, the modified new rank classification of the PNP would have the following positive implications: The new rank would mean higher people's expectations; bring new image of the PNP; provide stronger community relations; On the negative note, the new rank classification would create general confusion among the people in the community if the PNP would not do strategic information dissemination. From the findings, the new PNP modified rank classification would not compromise the implementation of the community relations program of the organization. From the findings and conclusion, the following recommendations were created: There must be a massive information dissemination campaign about the modified new rank classifications; Must revisit and enrich the respective Community Relations program of the PNP and review, monitor its respective strategic program priorities; The PNP personnel must use the new rank titles to establish more mutual trust and confidence in serving the people and the communities.*

Keywords: New Modification Rank Classification, PNP personnel, Community residents, Barangay officials, Community Relations

1. Introduction

On history, the Philippine National Police (PNP) originated from the Philippine Constabulary or the PC, which was inaugurated on August 8, 1901, establishing it as an insular police force under the American regime. On August 8, 1975, Presidential Decree no. 765 was issued, establishing the Philippine Constabulary Integrated National Police or the PC/INP as the country's national police force. These fragmented and diverse local police units were integrated into a national police force with the Philippine Constabulary as its nucleus. And at present, the old military ranks are back and adopted by the PNP organization.

Moreover, Republic Act No. 8551 entitled "PNP Reform and the Reorganization Act of 1998" enacted on February 17, 1998, amending certain provisions of Republic Act No. 6975, was created to further strengthen the PNP into a highly efficient and competent police force and for the purposes of efficient administration, supervision and control, the rank classification of the members of the PNP.

With the country's currently increased police presence and intensified policing programs led by President Rodrigo R. Duterte's declaration of war against criminality and illegal drugs front lined by the PNP, it faced with a tall order-task to ensure peace and order and implement the law. While the country's index crime rate is reportedly declining because of these heightened policing programs, this does not necessarily translate to a more positive perception and effectiveness toward the police and other local enforcement authorities.

To further enhance relations and cooperation between the police organization and other law enforcement agencies as well as those from foreign police departments, RA 11200 is approved. It aims to eliminate the confusion from the public in addressing police officers who are used to calling them by their military rank equivalent.

As cited by Año (2018), the public despite the usage of the present rank of PNP officers seems to have been more accustomed to the use of rank classification using military terminologies such as 'general', 'colonel', or 'sergeant' as previously used in the police force. Originating from a merging of the Philippine Constabulary and the Integrated National Police, the Philippine National Police (PNP) is the civilian national police force of the Philippines.

To fulfil the modification, the bill provides for the amendment of Section 28 of Republic Act No. 6975, otherwise known as the "Department of Interior and Local Government Act of 1990," so that the PNP rank classification shall be as follows: Police General from Director General; Police Lieutenant General from Deputy Director General; Police Major General from Director; Police Brigadier General from Chief Superintendent; Police Colonel from Senior Superintendent; Police Lieutenant Colonel from Superintendent; Police Major from Chief Inspector; Police Captain from Senior Inspector; and Police Lieutenant from Inspector.

Also, Police Master Sergeant from Senior Police Officer IV; Police Technical Sergeant from Senior Police Officer III;

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Police Staff Sergeant from Senior Police Officer II; Police Sergeant from Senior Police Officer I; Police Corporal from Police Officer III; Patrolman First Class from Police Officer II; and Patrolman from Police Officer I.

The mutual trust between police agencies and the communities they serve are critical to maintaining public safety and effective policing. Police officials rely on the cooperation of community members to provide information about crime in their neighborhood, and to work with the police to devise solutions to crime and disorder problems. Similarly community members' willingness to trust the police depends on whether they believe that police actions reflect community values and incorporate the principles of procedural justice and legitimacy.

Public perceptions toward the police played a key role in enhancing the legitimacy of police as the most visible implementers of law and order in any society. Studies have shown that the greater the satisfaction or confidence of the public toward the police, the more likely that they'll cooperate with the legal authorities, comply with law and order rules, and register lower levels of fear of crime (Brown and Benedict 2016). Intuitively, the lower the support of the public on legal authorities, the greater the chances that they'll engage in deviant activities, which can lead to an increase in crime and further social disharmony.

This conducted study was anchored on the Policy Feedback Theory (PFT) by Mettler and Sorelle's (2014). This is defined as the appropriateness of policies designed for a particular group of people, area, and their experiences with policy. Mettler and Sorelle's suggested that making policy changes where necessary based on the feedback of those with relevant first-hand experience.

The study participant's perceptions provided the feedback regarding certain newly created or updated initiatives on community oriented policing; clarifying the miscommunications and conflicts between the study participants. Policy Feedback Theory is associated with the outcome of the life experiences of the PNP personnel and citizen and devised an appropriate action plan to address the findings of the study. The findings were a catalyst to policy changes restoring community relations within the city. Policy feedback related to law enforcement and community policing strategies. These strategies included clear communications. Policing tactics such as crime prevention and environmental designs are effective strategies, however other tactics required citizen satisfaction with the police (Johnson, 2016).

2. Literature Survey

Larson et. al (2016) in their study they found out that law enforcement agencies are entrusted with the protection and safety of the ever changing society. They are often faced with tasks that are tedious and time consuming. In our changing society, regardless of ranks, the police are expected to be involved in both the apprehension of criminals and in the reduction of crime through a relationship with the society they serve.

Neese (2018) in his study states that the US Police Ranking System Officer to Commissioner. Police Officer as the backbone of the department. Detectives assume investigative functions throughout the PPD. They are the only rank without a uniform. Corporals are entry-level supervisors. They wear blue shirts with two chevrons on the sleeve. Sergeant as first-line supervisors in a district, unit or detective division, sergeants typically supervise a squad of officers or detectives.

Farolan (2017) cited that the Philippine National Police (PNP) originated from the Philippine Constabulary or the PC, which was inaugurated on August 8, 1901, establishing it as an insular police force under the American regime. On August 8, 1975, Presidential Decree no. 765 was issued, establishing the Philippine Constabulary Integrated National Police or the PC/INP as the country's national police force. These fragmented and diverse local police units were integrated into a national police force with the Philippine Constabulary as its nucleus.

3. Problem Definition

- 1) Are the community residents aware on the structure of the modified new rank classifications of the Philippine National Police?
- 2) With the modified new PNP rank system, what relative insights, feedbacks can be generated from the following respondents:
 - RCADD Personnel
 - Barangay Officials
 - Community Residents?
- 3) Is there an increase positive people's satisfaction with police performance in line with Community relations of RCADD in Police Regional Office 13, Butuan City under the modified new PNP rank classification?
- 4) What implications can be drawn from the modified new PNP rank classification system versus the implementation of the community relations programs of RCADD in PRO13?

4. Methodology / Approach

This study used a descriptive qualitative research in design which describes the nature of a situation as it exists at the time of the study and to explore the course of particular phenomenon. Qualitative research investigates the condition of relationship that existed, practices that prevailed, beliefs and processes that were undertaken, effects that were being felt, or trends that were developed. Moreover, qualitative research tries to illustrate systematically structured instances, phenomenon, problem, service or data related to living conditions meant for the community or to illustrate attitudes for the same (Lewis, 2015).

Also, a qualitative method, phenomenological study of participants' personal experiences in community relation was best suited for this study because of the data collection designed to identify the study's quality, trustworthiness, and credibility. Interviews with study participants were the primary data collection tool to answer the questions.

Qualitative descriptive study is an interpretive phenomenological approach because it would allow to focus on understanding the lived experiences of the participants. As an assumption, people are “self-interpreting beings” who are actively engaged in interpreting events, objects, and people in their lives (Thornhill,2012). A phenomenological approach provides a rich and accurate interpretation of

officers and citizens perception of their experience with community policing.

5. Results and Discussion

Problem 1. Are the community residents aware on the structure of the modified new rank classifications of the Philippine National Police?

Table 1: Responses of the Respondents about Community Awareness on the PNP Modified New Rank Classification

PNP-RCADD Personnel	Responses/Observations
Q1: In your basic observations, do you think the people in the neighborhood are aware on the structure of the modified new rank classifications of the PNP?	74% of the PNP Personnel said during the interview that their neighbors somehow do not know much yet about the new rank classification of the PNP. 26% said that their neighbors know about the new ranking.
Community Residents (Parents, Youth and Church members)	
Q1: As a resident of Barangay Maug, are you aware on the modified new rank classifications of the Philippine National Police? (Isip usa ka residente sa Barangay Maug, nakahibalo ka ba sa bag-o nga tawag sa mga rango sa Pulis?)	69% of the Community residents (composed of 9- church member, 7- Youth and 7- Parents) said that they do not know much about the new rank classification of the PNP. 31% of them (composed of 1-church member, 3- Youth and 3- Parents) said that they know about the new rank classification of the PNP
Barangay Officials’ Focus Group Discussion	
Q1 : As Officials of Barangay Maug, are you aware on the structure of the modified new rank classifications of the PNP? (Isip usa ka opisyal sa Barangay Maug, nakabalo ka ba sa bag-o nga tawag sa mga rango sa Pulis?)	75% of the Barangay Officials revealed during the Focus group discussion that their community somehow do not know much yet about the new rank classification in the PNP, 25% believed that their people know much about the new rank classification.

Table 1 shows the results based on interview responses and Focus Group Discussion of therespondents about the community awareness on the PNP new modified rank classification implemented.

Based on the insights/opinions of the PNP personnel during the interviews, majority of them answered NO. This means that their neighborhood somehow do not know much yet about the new rank classification of the PNP. Only five (5) of the officers said that their neighbors know about the new ranking.

Taking the community interviews, still the majority of the community residents said that they do not know much about the new rank classification of the PNP. Only thirty one percent (31%) of them said that they know about the new rank classification of the PNP.

Moreover, on the Focus Group Discussion, majority also of the Barangay Officials revealed that the community somehow do not know much yet about the new rank classification in the PNP. Only twenty five per cent (25%) believed that their people know much about the new rank classification.

From the data gathered, evidently the three group of respondents got the same observations/opinion and firmly believes that the people in the community are not fully aware yet on the modified new rank classification applied in the PNP today. It is clear to say that the new rank modification of the PNP have not been properly disseminated to the general public.

As commonly observed, people are often not aware of the extent of community issues or on the details of what is happening in the PNP organization. Residents cannot gather together to have an impact on an issue unless they understand it. This can actually be more complicated than it seems, for often we receive conflicting messages. In the case of the new modified rank classification, information was written on the print media but somehow, the general public is not much aware on it. Thus, the public has speculation on the new rank adopted by the PNP. All of this speculation can quickly become confusing and discouraging for those unsure on what the new rank is all about. So, it is important for the PNP organization to have a strategic platform to convey the information on the new rank to the public. Once people have an understanding of the information and how it influences them, it is much easier to round up support from the community. If communication touches people in a rational and emotional way, volunteers would follow.

Studies revealed that strong relationships of mutual trust between police agencies and the communities they serve are critical to maintaining public safety and effective policing. Similarly community members’ willingness to trust the police depends on whether they believe that police actions reflect community values and incorporate the principles of procedural justice and legitimacy. Thus whatever changes in the organization, the community must know (Heerwagen, 2015).

Problem 2. With the modified new PNP rank system, what relative insights, feedbacks can be generated from the

following respondents: RCADD Personnel, Barangay Officials and Community Residents?

Table 2: Responses of the Respondents about Their Opinion/Insights on the PNP Modified New Rank Classification

PNP-RCADD Personnel	Remarks/Observations
Q2: As personnel of RCADD, what are your insights, comments about the modified new rank system in the PNP?	<p>100% of the PNP personnel shared their Insights/observations during the interview as follows:</p> <ul style="list-style-type: none"> • Community must be familiar and able adopt the new rank titles of the PNP • It takes for the civilians to embrace the new rank classifications of the PNP • Rank is similar to the AFP thus people may get confuse • The rank titles are cool to hear • PNP should have different rank titles from the AFP to have its distinction • New rank titles but the tasks and responsibilities are the same <p>The new rank classification may push more confidence among the personnel in the PNP organization</p>
	<ul style="list-style-type: none"> • This is just a modification of the rank titles, functions are the same, • people are the same, the organization is the same • The new rank classification must be widely disseminated to the civilians • It gives a new mind-set for a more efficient supervision • The new rank classification may further improve the clarity of command • Same old rank during the Philippine Constabulary and Integrated National police • The new rank has no corresponding salary increase • New rank has no impact to us in the organization
Community Residents	
Q2: As a resident of Barangay Maug, what are your insights, comments about the modified new rank system adopted in the PNP? (Isip usa ka residente sa Barangay Maug, unsay imong ikasulti ug komento sa bag-o nga mga rango nga gipatuman sa Philippine National Police?)	<p>100% of the community members shared their Insights/observations during the interview as follows:</p> <ul style="list-style-type: none"> • It's nice to hear the new rank classification titles • The new rank system may inspire more the PNP personnel • The new rank system may push more peace and development in the community served • New ranks may bring new perspectives in the PNP organization • New rank title more service commitment among our PNP servants • People must know more about the changes in the classification of PNP ranks • New ranks may bring new image of the PNP after all the challenges • People may have more cooperation with the new rank title of the personnel • The rank system can boast more trust and confidence in the organization • New rank classification improves more the morale of the personnel • The rank has no impact. No challenge at all. • The rank is just a new title but the PNP image remains • Don't understand the purpose of modifying the PNP ranks
Barangay Officials	
Q2: As officials of Barangay Maug, what are your insights, comments about the modified new rank system adopted in the PNP? (Isip usa ka opisyal sa Barangay Maug, unsay imong ikasulti ug komento sa bag-o nga tawag sa mga rango nga gipatuman sa Philippine National Police?)	<p>100% of the Barangay Officials shared their Insights/observations during the Focused Group Discussion as follows:</p> <ul style="list-style-type: none"> • New rank system for a new system to see in the organization • People need to know more about this new modified rank classification of the PNP • Self-control and continuous services to expect under the new rank system • Police me be more inspired to do their duties and responsibilities under the change of rank titles • I'm not too familiar with the new rank system but I find it good • Would the new rank guarantee a more committed police officers? • The new rank may create arrogance among officers • Would the new rank give assurance for no police brutalities?

Table 2 displays the interviews and Focus Group Discussion results of the respondents about their opinion/insights on the PNP Modified New Rank Classification.

From the interviews and Focus Group Discussion, the three groups of respondents relatively shared diverse insights/opinion about the PNP Modified New Rank Classification. It conveyed the impression that the community or the public must be familiar and be able to adopt the new rank titles of the PNP. Though it takes time for the civilians to embrace the new rank classifications, the PNP management must workout for this purpose. The new rank is just similar to the AFP set-up thus people may get confuse. Seemingly, the PNP personnel, community residents and the Barangay officials have general positive and negative opinions about the new rank.

On the positive note, the PNP personnel, the community residents and the Barangay officials commonly believe that the new rank titles are cool to hear. The new rank classification may push more confidence among the personnel in the PNP organization. This gives a new mind-set for a more efficient supervision.

The new rank classification may further improve the clarity of command in the PNP. The new rank system may push more peace and development in the community served. New ranks may bring new image of the PNP after all the challenges. New rank classification improves the morale of the PNP personnel.

On the negative note, the PNP personnel, the community residents and the Barangay officials expected to have a different rank title to make PNP distinct from the AFP. Titles or ranks are new but the tasks, responsibilities and people are just the same. Others thought that the rank has no impact, thus, there is no challenge at all and the PNP image remains. However, the new rank has no corresponding salary increase and it may sound not inspiring. The residents do not understand the purpose of modifying the PNP ranks. Others commented that the new structure would be same to the old rank during the Philippine Constabulary and Integrated National police, thus victims of martial law were reminded of the ranks of the military who abused the people. Moreover, the respondents raised basic issues like: Would the new rank guarantee a more committed police officers? The new rank may create arrogance among officers. Would the new rank give assurance for no police brutalities?

Evidently, the respondents disclosed their thoughts and reactions about the modified new rank system adopted in the PNP. They really vary on their thoughts and responses in general. Accordingly, people are different. People may differ in many other ways due to different personalities. People also differ in their intelligence like Abstract reasoning, problem-solving, capacity to acquire knowledge, memory, mental speed, linguistic competence, mathematical competence, mental speed, knowledge, creativity. Some pointed to the strong differences in people’s backgrounds, experiences, training, or ways of learning. Other reasons may be differences in nutrition, quality of life, health care, education, cultural environment, social environment, family environment and upbringing (Petty, 2015).

Problem 3. Are the respondents satisfied with the implementation of the Community Relations of RCADD in Police Regional Office 13, Butuan City under the modified new PNP rank classification?

Table 3: Respondents Responses about their satisfaction on the implementation of Community Relations under the PNP Modified New Rank Classification

PNP-RCADD Personnel	Responses/Observations
<p>Q3: As front liners, are you satisfied with the implementation of the PNP Community Relations under the modified new rank classification? Why?</p>	<p>77% answered YES. The PNP personnel said during the interview that they were satisfied with the implementation of the community relations program</p> <p>23% answered NO. The respondents said that they were not satisfied for some personal considerations</p> <p>Insights/observations of the PNP Personnel as follows:</p> <ul style="list-style-type: none"> • The new ranking may give more motivation for the PNP to seriously implement their community programs • It gives a new outlook to the people served thus more community engagement • The new rank is easy to remember and it sounds good • The new rank is appealing which may define more the PNP community relations • People may have difficulty to absorb the changes and have doubts therefore less support from the community programs • People may be confused in dealing PNP and Army due to rank similarity in the community • Preferred to have the old rank because the civilians are used to it whenever they participate in the community programs of the PNP
<p>Q3: As residents of Barangay Maug, are you satisfied with the implementation of the PNP Community Relations under the modified new rank classification? Why?</p>	<p>73% of the respondents answered YES. They aid during the interview that they were satisfied with the implementation of the community relations program under the new rank classification of the PNP</p>
<p>(Isip usa ka residente sa Barangay Maug, kontento ka ba sa implementasyon sa program sa PNP para molambo and relasyon sa komonidad ubos sa bag-o nga tawag sa mga rango sa Pulis? Ngano man?)</p>	<p>27% of them answered NO, They said that they were not satisfied with the implementation of community relations.</p> <p>Insights/observations of the Community residents as follows:</p> <ul style="list-style-type: none"> • New ranks bring new inspiration for the PNP to continue serving the community • New rank system is inspiring, people in the community would seem to participate more on the community projects of the PNP • PNP and AFP may now have equal identity thus the community services would be more stronger • As long as the PNP will protect the people, people in the community will always support its program • The new rank is not a guarantee for the PNP to be efficient in doing their job. • People may have difficulty in remembering the rank since it’s similar to the AFP therefore people may not be motivated for more cooperation in the community • The new rank is a recall of the old PC and INP. People in the community have doubts and used to associate the ranks during the martial law time
<p>Q3: As officials of Branagay Maug, are you satisfied</p>	<p>87% of the officials said YES during the FGD that they were satisfied with the</p>

<p>with the implementation of the PNP Community Relations under the modified new rank classification? Why?</p> <p>(Isip usa ka opisyal sa Barangay Maug, kontento ka ba sa implementasyon sa program sa PNP para molambo and relasyon sa komonidad ubos sa bag-o nga tawag sa mga rango sa Pulis? Ngano man?)</p>	<p>implementation of the community relations under the new rank classification. 13% of the official had dissatisfaction comments</p> <p>Insights/observations of the Barangay Officials as follows:</p> <ul style="list-style-type: none"> • The law is law thus I'm contented with the programs of the PNP to address crimes in the community • The new rank may bring more benefits for the PNP personnel in performing their quad functions • The new rank may create future abuses among the police servants in the community • The new rank titles do not warrant for the full support of the people in the community programs
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Table 3 shows the results based on interview responses and Focus Group Discussion of the respondents about their insights/opinion on the implementation of the community relations under the PNP modified new rank classification. From the interviews, results manifested that the majority of the PNP personnel and the community residents expressed that they were satisfied with the implementation of the PNP community relations program under the new rank classification. Only very few of them said that they were not satisfied with the PNP programs for community relations.

Seemingly, both the PNP personnel and the community residents showed their stands about the PNP community programs in positive and negative manner. Positively, the respondents thought that the new ranking may give more motivation for the PNP to seriously implement their community programs. It gives a new outlook to the people served thus more community engagement. The new rank is appealing which may define more the PNP community relations. New ranks bring new inspiration for the PNP to continue serving the community and strengthen its relations.

On the negative note, people may have difficulty to absorb the rank changes and have doubts therefore less support from the community programs. People may be confused in dealing PNP and Army due to rank similarity in the community. They preferred to have the old rank because the civilians are used to it whenever they participate in the community programs of the PNP. The new rank is a recall of the old PC and INP thus people in the community have doubts and used to associate the ranks during the martial law time.

Basing the Focus Group Discussion among the Barangay Officials, eighty seven per cent (87%) of the officials said that they were satisfied with the implementation of the PNP community relation programs. However, they posed for basic issues like: The new rank may create future abuses among the police servants in the community and the new rank titles do not warrant for the full support of the people in the community programs.

From the general responses of the respondents, it's evident to conclude that the three groups of respondents were optimistic enough in seeing that the new modification rank classification of the PNP would bring new perspective for people in the community to cooperate more on whatever program that lead to the attainment of crime elimination. Though the respondents had varied opinions, there is a strong assumption that everyone has the willingness to embrace and understand changes in the society generally and in PNP organization specifically.

Danzter (2016) professed in their study that law enforcement agencies are entrusted with the protection and safety of the ever changing society. They are often faced with tasks that are tedious and time consuming. In our changing society, regardless of ranks, the police are expected to be involved in both the apprehension of criminals and in the reduction of crime through a very healthy relationship with the society they serve.

Problem 4. What implications can be drawn from the modified new PNP rank classification system Vis-a-Vis the implementation of the community relations programs of RCADD in PRO13?

Table 4: Responses of the Respondents on the Implications of the Modified New PNP Rank Classification System Vis- A-Vis the Implementation of Community Relations Programs of RCADD in PRO13

PNP-RCADD Personnel	Remarks/Observations
<p>Q4: What do you think are the possible effects of this modified new PNP rank classification system towards the implementation of the community relations programs of RCADD in Police Regional Office 13?</p>	<p>Insights/observations of the PNP Personnel during the interview as follows :</p> <ul style="list-style-type: none"> • Technically, only the ranks changed but the functions are the same. Thus, community relations program will always be a priority to render by the PNP organization • It does not affect the implementation of the community relations program • The new rank classification may bring good-quality community services • The new rank classification may have a positive effect to the perception of the people in the community • Mandates would be the same thus community relations program would be the same • Civilians may be confused on the new rank classification • The new rank has no relation to the implementation of the Community relations program of the PNP • The ranking is not a big deal. What matter is how will the PNP establish a very good image in the eyes of the public
<p>Community Residents</p>	

<p>Q4: What do you think are the possible effects of this modified new PNP rank classification system towards the implementation of the RCADD community relations programs?</p> <p>(Unsa kaha ang mahimong epekto dha sa bag-o nga rango sa pulis ngadto sa ilang pag patuman sa pagdumala sa mga programa sa community relations sa RCADD?)</p>	<p>Insights/observations of the Community residents during the interview as follows :</p> <ul style="list-style-type: none"> • New classification of ranks may mean more public expectations • New rank..... new image of the PNP • The rank is not the basis of the PNP performance in the community service...it is their commitment that matter and the mutual respect from each other • New rank may improve more the community relations • New rank may bring new perspective in the PNP organization • People must know about the new rank classifications to avoid confusion and win more public cooperation on whatever programs of the government • Civilians may have high expectations from the new ranks • There is a need that the PNP personnel must follow what they pledge to the government and to the people • New rank may boast further the confidence and dedication of the PNP people • The new rank classification may prevent more abuses towards people. Justice will always prevail • Police should not abuse with their new ranks
<p>Barangay Officials</p> <p>Q4: What do you think are the possible effects of this modified new PNP rank classification system towards the implementation of the RCADD community relations programs?</p> <p>(Unsa kaha ang mahimong epekto dha sa bag-o nga rango sa pulis ngadto sa ilang pag patuman sa pagdumala sa mga programa sa community relations sa RCADD?)</p>	<p>Insights/observations of the Barangay Officials during the Focus Group Discussion as follows :</p> <ul style="list-style-type: none"> • People may take time to embrace the new ranks of the Police personnel • The new rank classification has no effect to the community relations program that people will partake • There is a possibility that people will get confuse on how to address the PNP personnel • New rank classification may bring brighter perspective and image in the PNP organization • What the people need is the service commitment, dedication of the government and the mutual respect and understanding for better socio-economic development in the country • Sooner or later, the people will be used to the new rank titles • More programs to implement for the benefit of the community served

Table 4 reveals the results based on the interviews and Focus Group Discussion of the respondents about the possible implications of the modified new PNP rank classification system Vis-a-Vis the implementation of the community relations programs of RCADD in PRO13.

The PNP personnel, the community residents and the Barangay officials disclosed the general possible implications of the modified new PNP rank classification system to the implementation of the community relations programs of RCADD in PRO13. The said group of respondents positively believed the following implications: The new rank classifications would mean higher people's expectations, would bring new image of the PNP, would provide stronger community relations, would bring new perspective in the PNP organization, would bring more quality community services, and would boast further the confidence and dedication of the PNP people. On the negative note, the new rank classification would create general confusion among the people in the community if the PNP would not do strategic information dissemination.

From the various insights and reactions of the three groups of respondents, it is imperative to conclude that the new rank classification would not compromise the implementation of the PNP community relations program of RCADD, Region13. Mandates under the new rank classification would be the same thus community relations program of the PNP would continue to work-out and find its way to achieve its mission of preventing criminalities. It is the commitment, the observance of mutual respect from each other and on how to win the support of the civilians that matter most in achieving great success of the PNP endeavors.

Seemingly, the results conformed to the expectations of the PNP organization that the rank classification would contribute to more performance output and productivity from the police for having high self-esteem as they will be called again the way they were addressed before, in contrast to the present rank classification, which the public still find difficult to follow and understand. No matter how police personnel are called, the importance is their professionalism, competence and genuine service to the public (Banac, 2019).

6. Conclusion

It is overweening to conclude that the new PNP modified rank classification would not compromise the implementation of the community relations program of the organization noting that mandates would be the same which is to sustain the PNP programs. Seemingly, the new rank system would have no connection to the implementation of the community relations program of the PNP. However, the big challenge is on how the PNP organization would address the various implications that the community is expecting.

Moreover, relative to the PNP community relations program, the Regional Community and Development Division of Regional Office-13 as attested by the officials of Barangay Maug in Butuan City performed very well in implementing the said Program at Caraga Region even before the implementation of the new PNP rank classification. Recently, the Police Regional Office in Caraga Region (PRO-13) received a national recognition for being the top performing units in the field of law enforcement and peace and order campaign as featured in Manila Bulletin

newspaper dated December 4, 2019, and in the Philippine Information Agency (PIA) article.

7. Future Scope

- 1) There must be a massive information dissemination campaign about the modified new rank classifications in the local communities to avoid public confusion;
- 2) The PNP units must revisit and enrich their respective Community Relations program to meet the new expectations of the public out from the new modified rank classification system;
- 3) The local and regional PNP Administrators must review and monitor its respective strategic program priorities to achieve service excellence;
- 4) The PNP Administrators must apply the new law on the rank classifications to give clarity to the command and responsibility for effective and efficient supervision and control among its uniformed personnel; and
- 5) The PNP personnel must use the new rank titles to establish more mutual trust and confidence in serving the people and the communities.

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Author Profile



Rey P Arcite is 33 years of age, married, basically from San Francisco, Agusan del Sur but currently staying in Butuan City. He is a bonafide member of Philippine National Police Class 2011-MAILAP.

Deployed in various assignments such as: Regional Mobile Force Battalion (RMFB); 3rd Maneuvering Company; Combat Support Company; Bit-os Patrol Base; Tagcatong Patrol Base; Kitcharao Patrol Base; Regional Personnel and Human Resource Development Division (RPHRDD); and Regional Learning and Doctrine Development Division (RLDDD). He underwent various seminars and training to name a few: Hostage Negotiation Course; Crime Scene First Respondent Course; Criminal Investigation Course; VIP Security Seminar; Train the Trainer-Police Ethics and Human Dignity Course; and Instructor Development Course hosted by International Criminal Investigative Training Assistance Program (ICITAP). He is the Physical Fitness and Sports Development, Police Non-Commissioned Officer of RLDDD, Police Regional Office 13, Camp Col Rafael C Rodriguez, Libertad Butuan City.

He is graduate of Bachelor of Science in Criminology and Master of Science in Criminal Justice with Specialization in Criminology and now undergoing his PhD in Criminal Justice with specialization in Criminology at Emilio Aguinaldo College (EAC).

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In addition, He developed hobbies in his life like reading and sports. He is also enjoying joining marathon activities.

He is determined to make his own contribution to his country by serving the people in a better way.