



Republic of the Philippines  
 NATIONAL POLICE COMMISSION  
 NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE  
 OFFICE OF THE CHIEF, PNP  
 Camp BGen Rafael T Crame, Quezon City

FEB 27 2026

IAS(PR)250728-0610

**MEMORANDUM CIRCULAR**

**NO.: 2026-039**

**REVITALIZING THE INTEGRITY MANAGEMENT PROGRAM  
 THROUGH THE “PNP INTEGRITY CARAVAN FOR ETHICAL POLICING”**

**1. REFERENCES:**

- a. Republic Act No. 6713 also known as the "Code of Conduct and Ethical Standards for Public Officials and Employees";
- b. PNP Manual on Ethical Doctrine;
- c. Executive Order No. 176 dated December 1, 2014 entitled, "Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in all Government Departments, Bureaus, Offices, Agencies, including Government-Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges, and Local Government Units through the establishment of Integrity Management System (IMS)";
- d. National Police Commission (NAPOLCOM) Resolution No. 2012-319 dated August 13, 2012 entitled, "Approving the Activation of the Philippine National Police Integrity Development Unit (PNP-IDU)";
- e. Philippine National Police (PNP) Memorandum Circular (MC) No. 2024-077 dated September 24, 2024 entitled, "Guidelines in Posting Contents on Social Media";
- f. PNP Command Memorandum Circular No. 35-13 dated January 11, 2013 entitled, "Activation of the PNP Integrity Development Unit under the Internal Affairs Service"; and
- g. PNP General Orders Number DPL-10-01A dated November 22, 2012 entitled, "Activation of Unit (PNP Integrity Development Unit)".

**2. RATIONALE:**

This Circular establishes the framework for the implementation of the PNP Integrity Caravan for Ethical Policing, a preventive and values-based initiative that complements the PNP Integrity Management Program (IMP) in strengthening ethical conduct, integrity awareness, and accountability within the organization. Anchored on

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the interrelated pillars of advocacy, education, and community engagement, the Integrity Caravan is designed to support the implementation of the IMP, advance the government's anti-corruption initiatives, and promote efficiency and integrity in public service consistent with the Anti-Red Tape Act (ARTA).

This Circular seeks to promote integrity and anti-corruption awareness throughout the PNP by mobilizing all units, offices, and personnel, while engaging clients, stakeholders, and the community. Through advocacy, it reinforces shared values and institutional commitment to ethical policing; through education, it enhances understanding of ethical standards, integrity risks, and professional conduct; and through community engagement, it provides avenues for the receipt and documentation of both positive feedback and concerns or complaints from the public. These engagements are intended to strengthen transparency and accountability, while ensuring that all feedback is referred to appropriate mechanisms in accordance with existing laws, rules, and procedures.

**3. SITUATION:**

The police service carries the vital responsibility of enforcing the law, protecting citizens, and maintaining public order, functions that depend heavily on the trust and confidence of the community. This trust, however, is fragile and may be undermined when police personnel fail to consistently demonstrate integrity, discipline, and ethical conduct. Despite generally positive public trust ratings, the PNP continues to contend with persistent negative perceptions arising from incidents of misconduct and lapses in discipline, often intensified by rapid information sharing through social media platforms.

To address these concerns and strengthen ethical governance in the public sector, the Philippine Government institutionalized the IMP as a national anti-corruption initiative aligned with the United Nations Convention Against Corruption (UNCAC). The IMP seeks to consolidate and systematize integrity measures across government by adapting global best practices to the Philippine context. In support of this national framework, the PNP adopted its own IMP to enhance internal accountability systems, reinforce ethical standards, and improve the effectiveness of disciplinary mechanisms within the organization.

In line with these efforts, the PNP Integrity Caravan for Ethical Policing was conceptualized as a proactive and preventive initiative designed to complement existing integrity and accountability mechanisms. The program aims to promote a culture of integrity, ethics, and anti-corruption awareness among PNP personnel and the general public by reinforcing discipline, strengthening values formation, and anchoring police service on the core principles of ethical policing and effective public service.

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#### 4. PURPOSE:

This Circular shall serve as a strategic tool for upholding high standards of integrity within the PNP by promoting transparency, strengthening accountability mechanisms, and sustaining public trust and confidence. Specifically, it aims to:

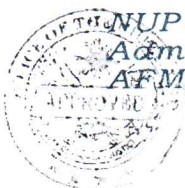
- a. Implement the PNP Code of Professional Conduct and Ethical Standards by identifying areas within the policing system that are susceptible to corruption, unethical conduct, or unprofessional behavior, and by developing and implementing appropriate preventive strategies and programs;
- b. Strengthen institutional integrity systems by integrating Integrity Development Unit (IDU) activities into the programs of Police Regional Offices (PROs) and National Support Units (NSUs), thereby elevating ethical and professional standards and reducing the vulnerability of PNP personnel to corruption and serious misconduct;
- c. Conduct values development and ethics education programs that reinforce the commitment of PNP personnel to integrity and promote the primacy of public interest over personal interest in the performance of official duties;
- d. Reinforce and sustain compliance with established ethical standards by building on existing integrity initiatives and supporting continuous adherence to professional and ethical norms within the organization;
- e. Institutionalize accountability-oriented leadership and supervision by enabling commanders and field supervisors at all levels to integrate the doctrine of accountability into the performance of duties and functions, with emphasis on the prevention of graft and corrupt practices and the transparent and efficient use of government resources; and
- f. Develop data-driven integrity development initiatives through the use of modern and secure communication and reporting systems, in anticipation of evolving technological trends and integrity risks.

#### 5. DEFINITION OF TERMS:

For purposes of this Circular, the following terms, words, and phrases shall mean or be understood as follows:

- a. Corruption – a dishonest or unlawful behavior of public officers, who, by virtue of their office, position, or power, commit acts that involve the misuse of authority for personal gain, the abuse of entrusted resources, or the perversion of public duty to obtain an undue advantage for themselves or others.

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- b. Graft – the acquisition of gain or advantage by dishonest, unfair, or sordid means, especially through the abuse of one’s position or influence in politics, business, or government.
- c. Integrity – the faithful and consistent application of generally accepted public values and norms in the daily conduct of public sector institutions, the proper use of powers, authorities, assets, resources, and funds strictly for their intended official purpose aimed at promoting public welfare.
- d. Pressure Test – an assessment used to evaluate the incorruptibility of PNP personnel who are rendering police frontline services. To ensure consistency and fairness, a standardized protocol or methodology for this test shall be developed and issued as an annex to this Circular. This protocol shall clarify how the test is administered, what constitutes a passing or failing result, and the consequences of the results. This provision seeks to prevent subjectivity or misuse of the assessment.
- e. Public officer – an elective and appointive official or employee, whether permanent or temporary, in the classified, unclassified, or exempt service, who is receiving compensation, even nominal, from the government.
- f. PNP personnel – all personnel, whether uniformed or non-uniformed, in contractual, casual, temporary, or permanent status.

**6. GUIDELINES:**

**a. General Guidelines**

- 1) The PNP Integrity Caravan for Ethical Policing underscores the continuing re-orientation of all police officers on the core values embodied in the PNP Six-Point Ethical Policing Guide. This framework is anchored on Chapter 3 (Code of Professional Conduct and Ethical Standards) of the PNP Manual on Ethical Doctrine and is consistent with the ethical principles mandated under RA No. 6713 (Code of Conduct and Ethical Standards for Public Officials and Employees).

In particular, the Six-Point Ethical Policing Guide reinforces the following provisions of RA No. 6713: Section 4(a) (commitment to public interest), Section 4(b) (professionalism), Section 4(e) (responsiveness to the public), and Section 4(g) (commitment to democracy). By drawing from both internal doctrine and statutory law, the Integrity Caravan affirms that ethical policing is not only an organizational standard but a national obligation.

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This alignment provides a clear moral and legal foundation for the ethical conduct of every police officer, ensuring that the standards promoted by the Integrity Caravan embody both the doctrinal values of the PNP and the country's legal framework on public service ethics. The PNP Six-Point Ethical Policing Guide consists of the following:

- a) **Justice and Rule of Law** – emphasizing strict adherence to the Constitution, legal standards, due process, and respect for human rights;
  - b) **Integrity** – exhibiting honesty, moral courage, and impartiality in doing what is right, even in the absence of external scrutiny;
  - c) **Public Welfare** – prioritizing public interest through selfless service, protection of life and community, and commitment to peace and order;
  - d) **Accountability** – upholding openness, responsibility, and readiness to be held answerable for decisions and actions under official or public scrutiny;
  - e) **Professionalism and Public Trust** – maintaining competence, credibility, and ethical standards that sustain public confidence in the police service; and
  - f) **Anti-Corruption** – rejecting bribery, abuse of authority, and unethical conduct, and upholding moral uprightness in the performance of official duties.
- 2) All PROs shall prioritize the implementation of the PNP Integrity Caravan for Ethical Policing, including sustained orientation on the PNP Six-Point Ethical Policing Guide at all levels of command, to inculcate adherence to professional ethics and the PNP Code of Professional Conduct and Ethical Standards.
  - 3) IAS and its regional, provincial, district, and city offices shall monitor the compliance of all field police offices with the implementation of the PNP Integrity Caravan for Ethical Policing.
  - 4) The PNP Integrity Caravan for Ethical Policing is a personnel-centered and preventive initiative focused on enhancing the professional conduct of PNP members through on-the-ground training, ethics and integrity education, and integrity testing.

The Online IAS Desk (“I Am Speaking”) shall remain the official platform for the formal receipt, documentation, and validation of

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grievances, feedback, and complaints from both internal and external stakeholders, including the general public.

Clear coordination protocols shall be established between the Caravan implementers and the administrators of the Online IAS Desk to ensure consistency, avoid duplication, and maintain accuracy in data consolidation and reporting.

- 5) The PNP Integrity Caravan for Ethical Policing shall serve as a feedback-gathering mechanism to measure implementation outcomes, assess integrity-related concerns, and identify gaps in existing PNP integrity policies, with the objective of informing further studies, reforms, and policy development.
- 6) The PNP Integrity Caravan for Ethical Policing shall not, in any instance, serve as a substitute for the formal disciplinary, investigative, or adjudicatory mechanisms established under existing NAPOLCOM and PNP issuances, including NAPOLCOM MC No. 2016-002 and related regulations. Any allegation, complaint, or information on misconduct identified during the conduct of the Caravan shall be processed strictly through established legal and administrative channels, with full observance of due process and the rights of concerned personnel.
- 7) A PNP IAS Technical Working Group (TWG) for the Integrity Caravan for Ethical Policing shall be constituted to serve as the primary body responsible for the evaluation, assessment, enhancement, and institutionalization of the program. The TWG shall periodically evaluate the implementation and effectiveness of the Integrity Caravan and recommend revisions, refinements, and additional activities, as may be necessary, to ensure continuous improvement and sustained relevance. The TWG shall likewise ensure that the program remains aligned with the PNP IMP, applicable laws, and established ethical policing standards.
- 8) All data and information gathered through the implementation of this Circular shall be handled in strict compliance with RA No. 10173 (Data Privacy Act of 2012). This includes securing informed consent where applicable, establishing clear data retention and disposal protocols, and restricting access to authorized personnel only. IAS shall issue supplemental guidelines as necessary to ensure full compliance and prevent misuse of sensitive information.

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## b. Specific Guidelines

- 1) The PNP Integrity Caravan for Ethical Policing shall be implemented as a continuing and sustained initiative, spearheaded by the Regional Internal Affairs Service (RIAS) in partnership with the Regional Community Affairs Development Division (RCADD) of PROs, and of NSUs, and in coordination with Local Government Units (LGUs), the academe, relevant government and non-government organizations, the business sector, and the general public, as appropriate.
- 2) The implementation of the PNP Integrity Caravan for Ethical Policing shall commence through coordinated activities at the national and regional levels under the overall supervision of the Chief, PNP and the IG, IAS, and shall thereafter be implemented on a sustained basis across all police units.
- 3) At the regional level, the implementation of the PNP Integrity Caravan for Ethical Policing shall be led by the Regional Director (RD) and the RIAS Director, with the participation of the IAS Command Group, Regional Staff (R-Staff), District Directors (DDs), Provincial Directors (PDs), Chiefs of Police (COPs), Unit Commanders, and the Chiefs of the Regional Support Units (RSUs).
- 4) In support of this initiative, the Deputy Director, RIAS, as Head of the Regional Integrity Development Unit (IDU), in coordination with the Chief, RCADD, PROs, shall integrate the following components within the police community:
  - a) On-the-ground ethics and integrity education, including lectures, audiovisual presentations, orientations, and case-based learning using anonymized or hypothetical scenarios, to enhance understanding of ethical dilemmas, integrity risks, and professional responsibilities;
  - b) Administration of the Integrity Pressure Test to personnel assigned to frontline service units, including but not limited to National Police Clearance Units, Custodial Facility Units, Forensic Units, Health Units, Traffic Management Units, Civil Security Units, and other offices providing direct services to the public, subject to prescribed protocols and due-process safeguards;
  - c) Academe awareness activities, introducing the PNP Integrity Caravan for Ethical Policing to students of the Philippine National Police Academy (PNPA), National Police Training Institute (NPTI), PNP Training Service (PNPTS), and their respective

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Regional Training Centers, during academic symposia initiated by the PROs;

- d) Command-level integration of ethical policing principles, whereby all commanders and field supervisors at all levels of command shall incorporate the PNP Six-Point Ethical Policing Guide in the performance of duties and functions during activities such as, but not limited to, Police Information and Continuing Education (PICE), Daily PNP Personnel Accounting Report (DPPAR), Talk-to-Men, inspections, and conferences; and
- e) Program integration in PAPs, where all RDs, PROs, and Ds, NSUs shall incorporate Integrity Development-related activities in their respective Programs, Activities, and Projects (PAPs) under General Administrative Services and disciplinary mechanisms, including but not limited to ethics lectures, integrity pressure tests, on-the-ground integrity education, integrity testing activities, and academic consortia.

**c. Responsibilities:**

**1) INTERNAL AFFAIRS SERVICE (IAS)**

- a) Act as the Overall Office of Primary Responsibility (OPR) for the implementation of this Circular;
- b) Through the IG, IAS, spearhead the implementation and monitoring of all activities mandated under this Circular through the IDUs at the national and regional levels, including the conduct of periodic coordination and monitoring meetings;
- c) Determine the logistical and budgetary requirements necessary for the nationwide implementation of the PNP Integrity Caravan for Ethical Policing, subject to existing rules and approval processes;
- d) Through the IDU, NIAS, consolidate, analyze, and validate all feedback and data gathered through the Online IAS Desk ("I Am Speaking") and other authorized platforms, and thereafter submit periodic reports to the IG, IAS and the Chief, PNP. A standardized reporting template shall be developed to ensure uniform data submission, effective consolidation, and evidence-based policy assessment; and
- e) Perform such other tasks as may be directed by higher authority.

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**2) DIRECTORATE FOR PERSONNEL AND RECORDS MANAGEMENT (DPRM)**

- a) Issue appropriate orders designating focal persons from the D-Staff, P-Staff, PROs, and National Support Units (NSUs) to support the implementation of this Circular; and
- b) Perform such other tasks as may be directed.

**3) DIRECTORATE FOR INTELLIGENCE (DI)**

- a) Direct the Intelligence Group (IG) and the Intelligence and Monitoring Enforcement Group (IMEG) to assist the IAS in the conduct of complete background investigations (CBI) of PNP personnel reported to be involved in graft and corrupt practices while rendering frontline services, subject to existing laws and procedures;
- b) Conduct lifestyle checks, as warranted, on personnel found to be involved in graft and corrupt practices, in accordance with applicable rules and regulations; and
- c) Perform such other tasks as may be directed.

**4) DIRECTORATE FOR LOGISTICS (DL)**

- a) Provide necessary logistical support for the implementation of the PNP Integrity Caravan for Ethical Policing, subject to availability of resources and existing policies; and
- b) Perform such other tasks as may be directed.

**5) DIRECTORATE FOR COMPTROLLERSHIP (DC)**

- a) Provide funding support, if necessary, for activities under this Circular, subject to availability of funds and approval of the Chief, PNP; and
- b) Perform such other tasks as may be directed.

**6) DIRECTORATE FOR POLICE COMMUNITY RELATIONS (DPCR)**

- a) Designate a focal person to assist the IAS in the implementation of the PNP Integrity Caravan for Ethical Policing;
- b) Direct the RCADDs, PROs to coordinate with the RIAs in prioritizing and supporting the implementation of the program through institutionally coordinated activities, consistent with existing PNP policies and issuances; and
- c) Perform such other tasks as may be directed.

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**7) Other D-Staff and P-Staff**

- a) Ensure the integration and implementation of integrity-related programs and activities under this Circular within their respective offices and units, in accordance with existing policies and operational structures;
- b) Integrate integrity-related programs and activities under this Circular into their respective Annual Operational Plans and Budgets (AOPB) and PAPs under General Administrative Services, consistent with existing integrity and disciplinary mechanisms; and
- c) Perform such other tasks as may be directed.

**8) INTELLIGENCE GROUP (IG)**

- a) Provide intelligence support to IAS, upon proper coordination and request, relative to integrity-related concerns involving PNP personnel, particularly those assigned to frontline services;
- b) Assist in the conduct of complete background investigations (CBI) and other lawful intelligence activities on PNP personnel reported to be involved in graft, corruption, or serious misconduct, in accordance with existing laws, rules, and intelligence protocols;
- c) Generate and submit intelligence assessments and reports relevant to integrity risks, trends, or vulnerabilities to the DI and IAS, as appropriate, for proper disposition through established mechanisms; and
- d) Perform such other tasks as may be directed in accordance with its mandate.

**9) INTEGRITY MONITORING AND ENFORCEMENT GROUP (IMEG)**

- a) Provide support, upon coordination and request, in relation to information or indicators of graft, corruption, or serious misconduct involving PNP personnel identified during the implementation of the PNP Integrity Caravan for Ethical Policing;
- b) Assist in the validation, verification, and monitoring of integrity-related information involving personnel assigned to frontline services, consistent with existing laws, rules, and due-process requirements;
- c) Coordinate with the DI, IG, and IAS, as appropriate, to ensure lawful, coordinated, and non-duplicative integrity monitoring and enforcement actions; and

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- d) Submit findings and reports to the proper authorities for appropriate action through established administrative, investigative, or disciplinary channels.

**10) RDs, PROs and Ds, NSUs**

- a) Ensure the implementation and integration of integrity-related programs and activities under this Memorandum Circular within their respective offices and units, consistent with existing policies and operational structures;
- b) Integrate integrity-related programs and activities under this Circular into their respective AOPBs and PAPs under General Administrative Services, consistent with existing integrity and disciplinary mechanisms and without the conduct of barangay-level fora or community assemblies; and
- c) Perform such other tasks as may be directed.

**7. PROCEDURES:**

- a. Planning and Preparatory Phase
  - 1) IAS shall lead the planning and preparatory activities for the implementation of the PNP Integrity Caravan for Ethical Policing, to guide units in identifying priority integrity concerns in frontline police services and in aligning activities with program objectives.
  - 2) As part of the planning phase, IAS may conduct internal assessments, surveys, or reviews among PNP personnel and relevant stakeholders to identify:
    - a) Integrity risk areas and vulnerability points in frontline service delivery;
    - b) Ethical issues commonly encountered by police personnel;
    - c) Operational challenges affecting ethical compliance; and
    - d) Priority areas for ethics education and integrity reinforcement.
  - 3) IAS shall undertake coordination and planning conferences with units concerned, including RIAs, IDUs, Inspection and Audit units, RCADD, and other relevant offices, to harmonize implementation schedules, roles, and reporting requirements.
  - 4) A pilot implementation may be conducted in selected units or regions, as determined by IAS, to test program components, validate methodologies (including integrity education approaches and

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pressure testing protocols), and identify implementation gaps. Lessons learned from the pilot phase shall be used to refine strategies prior to wider implementation.

**b. Implementation**

- 1) During the conduct of proactive inspections and audits, the Inspection and Audit personnel of NIAS, RIAS, DIAS, PIAS, and CIAS shall coordinate with the heads of their respective IDUs to integrate Integrity Caravan activities, including:
  - a) Ethics and integrity lectures or orientations for PNP personnel rendering frontline services, focusing on ethical standards, integrity risks, and professional responsibilities;
  - b) Administration of the Integrity Pressure Test, strictly in accordance with the prescribed protocols, safeguards, and due-process requirements; and
  - c) Discussion of the purpose and significance of the PNP Six-Point Ethical Policing Guide, emphasizing its application in daily police duties and decision-making.
  
- 2) All IDUs at the national and regional levels shall actively participate in the implementation of the Integrity Caravan by:
  - a) Supporting on-the-ground ethics and integrity education activities;
  - b) Assisting in integrity testing and related preventive measures; and
  - c) Participating in integrity awareness initiatives and academic symposia on ethical policing, as may be initiated by RCADD and PROs, consistent with existing policies.
  - d) Complaints or reports involving PNP personnel rendering frontline services that arise during the implementation of the Integrity Caravan shall be referred to and investigated by the RIAS concerned, strictly in accordance with existing laws, rules, and procedures. The Integrity Caravan shall not assume any disciplinary or adjudicatory function.
  
- 3) All IDU personnel, both at the national and regional levels, shall:
  - a) Monitor feedback and complaints received through the Online IAS Desk ("I Am Speaking");
  - b) Conduct initial validation and verification of information, as necessary; and

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- c) Coordinate with the Investigation and Intelligence Divisions (IID) of NIAS/RIAS, the IG, or IMEG, as appropriate, for further verification or intelligence support, consistent with their respective mandates.
- 4) The implementation of the PNP Integrity Caravan for Ethical Policing shall be continuous and recurring, and shall form part of the PNP's regular preventive, integrity-building, and values-formation initiatives, rather than a one-time or event-based activity.

c. Monitoring and Evaluation

- 1) The IDU, NIAS, shall serve as the central monitoring, consolidation, and analytical unit for all data, feedback, and reports generated from the implementation of this Circular, including information from the Online IAS Desk and authorized field reports.
- 2) The IDU, NIAS shall conduct periodic analysis of implementation data to:
  - a) Identify trends, patterns, and recurring integrity issues;
  - b) Assess compliance with prescribed activities and safeguards;
  - c) Determine the effectiveness of ethics education and integrity interventions; and
  - d) Flag integrity risk areas requiring policy or operational attention.
- 3) Based on these analyses, the IDU, NIAS shall submit periodic evaluation reports to the Inspector General, IAS, and the Chief, PNP, containing findings, observations, and actionable recommendations for program improvement or policy refinement.
- 4) The Inspection and Audit Division (IAD) of NIAS and RIAS, in coordination with the DPCR, shall conduct periodic validation activities to ensure that implementation is consistent with the objectives, standards, and safeguards set forth in this Circular.
- 5) Results of monitoring and evaluation shall be utilized by IAS and the IAS Technical Working Group (TWG) as inputs for:
  - a) Program enhancement and refinement;
  - b) Recommendation of additional integrity-building activities; and
  - c) Continuous alignment with the objectives of the PNP IMP.

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**8. REPEALING CLAUSE:**

All PNP issuances, memoranda, and regulations that are contrary to or inconsistent with the provisions of this Circular are hereby rescinded or modified accordingly.

**9. EFFECTIVITY:**

This MC shall take effect after 15 days from the filing of a copy thereof at the University of the Philippines Law Center in consonance with Section 3, Chapter 2, Book VII of Executive Order 292, otherwise known as the "Revised Administrative Code of 1987," as amended.



**JOSE MELENCIO C NARTATEZ, JR**  
Police General  
Chief, PNP

**Distribution:**

- Command Group
- IG, IAS
- D-Staff
- P-Staff
- RDs, PROs
- Ds, NSUs
- DDs, NCRPO
- SPA to the SILG

OCPNP Signed 2025 S104990



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**Annex I – Legal and Policy Safety Clause**

- I.1 Statutory Compliance
- I.2 Protection of Rights
- I.3 Due Process
- I.4 Oversight and Accountability

## ANNEXES

### Annex A – PNP Integrity Caravan Framework

- **Objectives:** Strengthen personnel integrity, ethics, and accountability.
- **Scope:** Field operations + Online Desk feedback.
- **Pillars:** Values Development, Accountability, Personnel Engagement, Digital Feedback & Reporting.
- **Program Cycle:** Plan → Execute → Monitor → Online Desk Validation → Evaluate → Feedback Loop.

#### A1. Objectives

- Strengthen PNP personnel integrity, ethics, and accountability.
- Promote ethical decision-making in frontline and support functions.
- Enhance transparency and public trust through structured feedback and reporting.
- Institutionalize a continuous learning and integrity improvement cycle within the PNP.

#### A2. Scope

- Covers all PNP personnel, uniformed and non-uniformed, in frontline and administrative roles.
- Integrates field operations, lectures, Integrity Pressure Tests (IPTs), and community engagement activities.
- Includes digital feedback mechanisms through the IAS Online Desk (“I Am Speaking”) for personnel and community inputs.

#### A3. Pillars

1. **Values Development** – Strengthening core ethical values and professionalism.
2. **Accountability** – Reinforcing supervisory oversight, reporting, and evaluation mechanisms.
3. **Personnel Engagement** – Active involvement of personnel in integrity programs, ethical discussions, and reflection.
4. **Digital Feedback & Reporting** – Using the Online IAS Desk to track complaints, commendations, trends, and follow-ups.

#### A4. Program Cycle

The Personnel-Centered Integrity Caravan operates in a continuous, iterative cycle:

1. **Plan** – Identify priority areas, personnel groups, and potential risks for misconduct.
2. **Execute** – Conduct integrity lectures, training modules, and IPTs; launch field activities.
3. **Monitor** – Track performance, participation, and incidents in real time.
4. **Online Desk Validation** – Receive and verify submissions from personnel and the community; escalate concerns as needed.

5. **Evaluate** – Assess effectiveness of interventions, identify trends, and measure personnel ethical performance.
6. **Feedback Loop** – Adjust program strategies, training content, and accountability measures based on evaluation and Online Desk data

## **A5. Governance, Oversight, and Evaluation Mechanism (IAS TWG)**

### **A.5.1 Creation and Authority**

An Internal Affairs Service (IAS) Technical Working Group (TWG) for the PNP Integrity Caravan for Ethical Policing is hereby established to serve as the primary governance, oversight, evaluation, and assessment mechanism of the program.

The TWG shall operate under the direct supervision of the Inspector General, IAS, and shall have the authority to evaluate, assess, validate, and recommend improvements to the implementation of the Integrity Caravan in accordance with this Memorandum Circular, the PNP Integrity Management Program (IMP), and existing laws, rules, and regulations.

### **A.5.2 Composition**

The TWG shall be composed of the following:

- a. **Chairperson** – Deputy Inspector General
- b. **Vice Chairperson** – Chief, Planning and Research Division (PRD)
- c. **Members:**
  - Chief, Inspection and Audit Division (IAD)
  - Chief, Administrative and Financial Management Division (AFMD)
  - Chief, Information Technology Project Office (ITPO)
  - Chief Budget, Finance and Accounting Section, AFMD
  - Chief, Logistics Section, AFMD
  - Chief, Police Strategy Management Unit (PSMU)
- d. **Secretariat** – Designated personnel from the IDU, NIAS

### **A.5.3 Functions and Responsibilities**

The IAS TWG shall:

- a. Develop and maintain evaluation frameworks, indicators, and assessment tools for the Integrity Caravan;
- b. Conduct periodic and special evaluations, field validations, and desk reviews of Integrity Caravan activities at all levels of command;
- c. Assess compliance of PNP units with the provisions of this MC and related issuances;
- d. Consolidate and analyze data derived from:
  - Online IAS Desk (“I Am Speaking”)
  - Field inspection and audit reports
  - Integrity Pressure Test results

- Community and stakeholder feedback
- e. Identify implementation gaps, risks, and best practices, and recommend corrective measures;
- f. Prepare and submit quarterly and annual evaluation reports to the Inspector General, IAS, for endorsement to the Chief, PNP;
- g. Recommend the issuance of supplemental guidelines, policy amendments, or program enhancements to strengthen and institutionalize the Integrity Caravan; and
- h. Perform other functions as may be directed by the Inspector General, IAS or the Chief, PNP.

#### **A.5.4 Relationship with Disciplinary Mechanisms**

The evaluation and assessment functions of the IAS TWG shall be non-disciplinary in nature and shall not supplant or interfere with existing complaint handling, investigative, or adjudicatory mechanisms under NAPOLCOM and PNP rules.

Any information indicating possible misconduct uncovered during evaluation activities shall be referred to the proper offices for action in accordance with existing laws and regulations, ensuring due process.

#### **A.5.5 Monitoring, Reporting, and Review**

- a. The TWG shall meet at least quarterly, or as may be necessary;
- b. Evaluation results shall be used as the basis for:
  - Program improvement
  - Policy development
  - Institutionalization of best practices
- c. All data and information handled by the TWG shall comply with Republic Act No. 10173 (Data Privacy Act of 2012) and applicable PNP data protection policies.

The Internal Affairs Service (IAS) Technical Working Group (TWG) shall utilize the Monitoring, Evaluation, and Reporting Tools under Annex 'G', particularly Section G.5, as the official basis for evaluating and assessing the implementation and impact of the PNP Integrity Caravan for Ethical Policing.

## Annex B – Roles & Responsibilities Matrix

Unit / Office	Roles & Responsibilities	Online Desk Role
<b>B1. NIAS (National IAS)</b>	<ul style="list-style-type: none"> <li>• Overall program oversight and policy guidance</li> <li>• Consolidate national reports from regions</li> <li>• Provide standardized training modules and operational protocols</li> <li>• Establish coordination protocols between Integrity Caravan implementers and Online IAS Desk administrators</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor and validate Online Desk submissions nationwide</li> <li>• Generate national trend reports and policy recommendations</li> <li>• Ensure accuracy, consistency, and non-duplication in national data consolidation</li> </ul>
<b>B2. RIAS (Regional/ IDU)</b>	<ul style="list-style-type: none"> <li>• Implement integrity lectures, IPTs, and related programs at the regional level</li> <li>• Coordinate with PROs, NSUs, and field units on program execution</li> <li>• Ensure alignment of field activities with Online IAS Desk reporting protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Supervise and validate Online Desk submissions at the regional level</li> <li>• Ensure consistency between field reports and Online Desk data</li> <li>• Escalate verified issues and integrity concerns to IAS</li> </ul>
<b>B3. PROs (Police Regional Offices)</b>	<ul style="list-style-type: none"> <li>• Conduct field integrity activities, lectures, and Integrity Pressure Tests (IPTs)</li> <li>• Monitor and ensure personnel adherence to the Six-Point Ethical Policing Guide</li> <li>• Through DPRM/RPRMD, detail two (2) personnel assigned to the RCADD to serve as focal persons for the implementation of this Circular</li> <li>• Ensure monitoring of compliance with prescribed integrity programs and activities</li> <li>• Ensure coordination between Integrity Caravan implementers and Online IAS Desk administrators at the regional level</li> </ul>	<ul style="list-style-type: none"> <li>• Designate the RCADD-detailed focal persons as Online Desk focal persons</li> <li>• Ensure all field feedback, IPT results, and integrity-related inputs are logged, tracked, validated, and followed up in the Online Desk system</li> <li>• Prevent duplication of reporting between field submissions and Online Desk entries</li> </ul>
<b>B4. NSUs (National Support Units)</b>	<ul style="list-style-type: none"> <li>• Provide administrative, logistical, and technical</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure integration and utilization of Online Desk feedback in unit-level</li> </ul>

	support for Integrity Caravan activities	integrity and personnel programs <ul style="list-style-type: none"> <li>• Support accurate and timely submission of data to the Online Desk</li> </ul>
<b>B5. Commanders/ Supervisors</b>	<ul style="list-style-type: none"> <li>• Integrate the Six-Point Ethical Policing Guide in daily operations and decision-making</li> <li>• Act promptly on integrity findings and personnel performance issues</li> <li>• Ensure compliance with Integrity Caravan and Online IAS Desk protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Review Online Desk submissions involving their personnel</li> <li>• Initiate intervention, corrective action, or referral in accordance with established protocols</li> <li>• Ensure actions taken are properly recorded and reflected in the Online Desk</li> </ul>

### **Combined RIAS–PRO Integrity Caravan and Online IAS Desk Team Composition**

Pursuant to this Memorandum Circular, the Regional Integrity Caravan and Online IAS Desk Implementation Team shall be established at the regional level, jointly composed of RIAS and PRO personnel, to ensure integrated implementation, monitoring, validation, and reporting of integrity programs and Online IAS Desk operations.

#### **Team Composition and Functions**

##### **1. Team Leader – Regional Integrity Development Unit (RIAS) Chief**

- Provides overall leadership, direction, and supervision of the combined team
- Ensures alignment of Integrity Caravan activities with Online IAS Desk protocols
- Oversees validation of Online IAS Desk submissions and escalation of verified issues to IAS
- Ensure consistency, non-duplication, and accuracy of consolidated regional data

##### **2. Deputy Team Leader – PRO Designated Officer** (Designated by the Regional Director)

- Assists the Team Leader in the execution and coordination of Integrity Caravan activities
- Oversees field implementation, personnel participation, and compliance at the PRO level
- Serves as primary liaison between PRO units and RIAS

##### **3. Integrity Caravan and Online IAS Desk Focal Persons (Two [2] Personnel)** (Detailed by DPRM/RPRMD from RCADD)

- Serve as the official focal persons for the implementation of this Circular

- Coordinate and implement Integrity Caravan activities, including lectures, IPTs, and personnel engagement
- Manage encoding, uploading, tracking, and follow-up of field activity results, IPT outcomes, and feedback in the Online IAS Desk
- Ensure timely and accurate documentation to prevent duplication of reports

#### **4. Online IAS Desk Validation and Monitoring Officer (RIAS)**

- Supervises validation, monitoring, and quality control of Online IAS Desk submissions
- Ensures verified submissions are properly escalated and acted upon
- Generates regional integrity trend reports and submits the same to IAS Monitoring, Evaluation, and Compliance Officer (PRO)
- Monitors compliance of units and personnel with prescribed integrity programs and activities
- Tracks response time, resolution status, and follow-through of Online IAS Desk cases
- Reports gaps, delays, or recurring issues to the Team Leader for corrective action

#### **6. Data Privacy and Records Officer (RIAS/PRO)**

- Ensures compliance with RA 10173 (Data Privacy Act) in all data handling and processing
- Maintains confidentiality, access control, and proper records management
- Advises the team on lawful data use, retention, and disclosure

#### **7. Unit Commanders / Supervisors (Operational Support)**

- Enforce the Six-Point Ethical Policing Guide in daily operations
- Act on integrity findings and Online IAS Desk submissions involving their personnel
- Ensure that actions taken are properly documented and reflected in the Online IAS Desk

#### **Implementation Note**

The combined RIAS–PRO team shall operate as one integrated mechanism, ensuring that Integrity Caravan field activities and Online IAS Desk digital reporting are synchronized, free from duplication, and supportive of transparent, data-driven integrity management.

## Annex C – Gantt Chart of Activities (Annual Cycle)

- **Activities:** IPT, lectures, marker unveiling, Online Desk setup, monitoring, validation, reporting.  
(Gantt chart visually embedded, showing field + Online Desk activities on a monthly timeline)

### Key Activities & Monthly Timeline

Activity	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Integrity Lectures / Training	■	■	■	■	■	■	■	■	■	■	■	■
Integrity Pressure Tests (IPT)		■		■		■		■		■		■
Marker Unveiling (Six-Point Ethical Guide)	■											
Online Desk Setup & Orientation	■	■										
Field Personnel Engagement / Activities	■	■	■	■	■	■	■	■	■	■	■	■
Monitoring & Evaluation		■	■	■	■	■	■	■	■	■	■	■
Online Desk Validation		■	■	■	■	■	■	■	■	■	■	■
Reporting & Policy Recommendations					■				■			■

#### Legend:

- ■ = Activity scheduled in that month
- **Field activities:** lectures, IPTs, marker unveiling, personnel engagement
- **Online Desk activities:** setup, orientation, validation, reporting

## **Annex D – Operational Protocols**

1. **Integrity Lecture Protocol:** Follow-up via Online Desk.
2. **Integrity Pressure Test Protocol:** Results uploaded to Online Desk.
3. **Data Privacy Protocol:** Protect Online Desk submissions.
4. **Referral & Escalation Protocol:** Online Desk complaints → validation → referral → command intervention.
5. **Command Intervention Protocol:** Online Desk data informs supervisory actions.

### **1. Integrity Lecture Protocol**

- Conduct lectures and training for all personnel at regional and unit levels.
- Introduce personnel to the Six-Point Ethical Policing Guide.
- Provide orientation on Online Desk submission procedures, including how to report concerns or give feedback.
- Conduct follow-up activities and record outcomes via the Online Desk to track understanding, compliance, and engagement.

### **2. Integrity Pressure Test (IPT) Protocol**

- Administer standardized IPTs to frontline personnel.
- Evaluate results confidentially and objectively.
- Upload verified results to the Online Desk to track trends and support data-driven integrity initiatives.
- Use Online Desk data to identify personnel needing further guidance or training.

### **3. Data Privacy Protocol**

- Ensure all Online Desk submissions comply with RA 10173 – Data Privacy Act.
- Protect the identities of personnel and community submitters.
- Restrict access to authorized personnel only (IAS, IDU, RIAS, PRO focal persons).
- Maintain secure audit trails of submissions, validations, and resolutions.

### **4. Referral & Escalation Protocol**

- Step 1: Community or personnel submit feedback/complaint via Online Desk.
- Step 2: IDU verifies and validates information.
- Step 3: Verified complaints are referred to the appropriate regional or unit command.
- Step 4: Supervisors take necessary action guided by the Six-Point Ethical Policing Guide.
- Step 5: Actions and resolutions are recorded and tracked in the Online Desk system.

### **5. Command Intervention Protocol**

- Supervisors and commanders use Online Desk data to inform interventions and personnel management decisions.
- Apply Six-Point Ethical Guide in determining appropriate action.
- Record follow-up, outcomes, and lessons learned in the Online Desk.

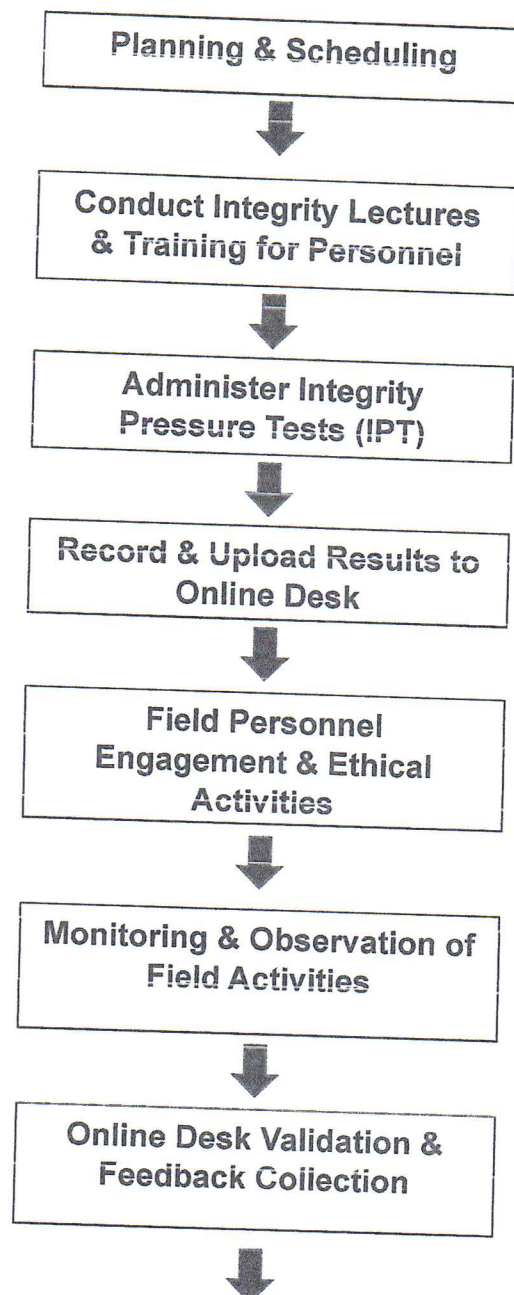
- Ensure transparency and accountability while safeguarding personnel rights

## Annex E – Flowcharts of Activities

- Integrity Caravan Implementation Flow: Personnel-focused activities + Online Desk workflow.
- Integrity Issue Handling Flow: Online Desk reporting → verification → escalation → resolution.

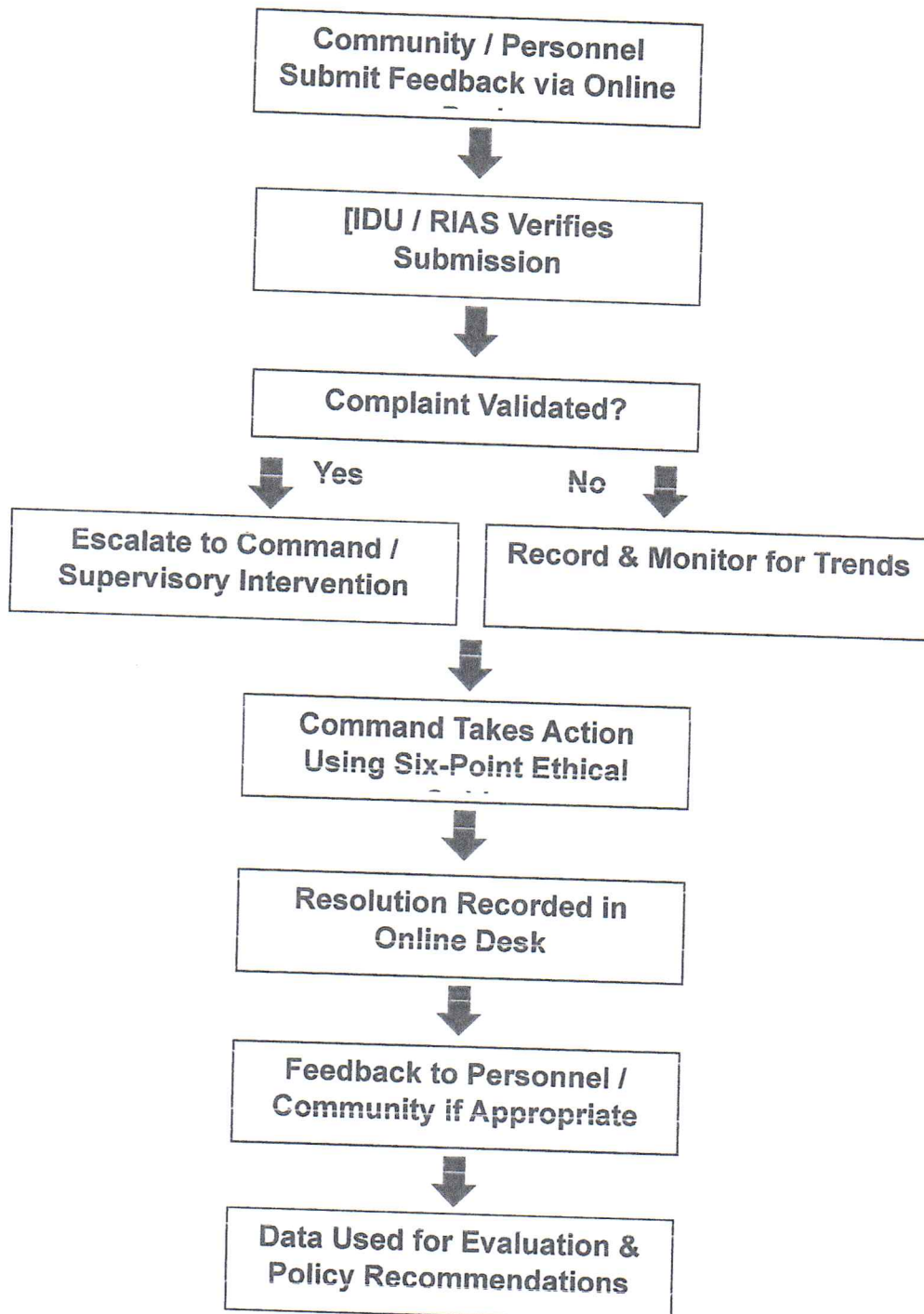
### E1. Integrity Caravan Implementation Flow

Flow Description (Personnel + Online Desk Integration):



## E2. Integrity Issue Handling Flow

Flow Description (Online Desk-Focused Complaint Management):



## **Annex F – Training Modules**

- Ethical Policing Foundations and Ethical Decision Making
- Command Responsibility
- Corruption Risk Areas
- Role of IAS IDUs
- Online Desk Operations & Protocols
- Case based Learning

### **F1. Ethical Policing Foundations**

- Core principles of the Six-Point Ethical Policing Guide.
- Emphasis on justice, integrity, accountability, public welfare, professionalism, and anti-corruption.
- Case studies on ethical dilemmas in day-to-day operations.
- Exercises on self-assessment and reflection.

#### **Ethical Decision-Making**

- Frameworks for making values-driven decisions in complex scenarios.
- Role-playing exercises on handling bribery, favoritism, and procedural lapses.
- Use of Online Desk reporting insights to inform decision-making.

### **F2. Command Responsibility**

- Supervisory obligations under the PNP Code of Professional Conduct and Ethical Standards.
- Role of commanders in preventing misconduct and promoting integrity.
- Use of Online Desk data to monitor, validate, and guide personnel performance.
- Procedures for escalation and intervention using verified feedback.

### **F3. Corruption Risk Areas**

- Identification of high-risk functions in frontline and administrative services.
- Understanding how misconduct manifests in personnel behavior and operational gaps.
- Use of IPT results and Online Desk feedback to proactively address risk areas.

### **F4. Role of IAS and IDUs**

- Functions of the Internal Affairs Service (IAS) in monitoring, evaluation, and disciplinary actions.
- Role of National and Regional Integrity Development Units (NIAS / RIAS) in training, mentoring, and program implementation.
- Integration with field activities and Online Desk operations for real-time oversight.

### **F5. Online Desk Operations & Protocols**

- How personnel and community stakeholders can submit feedback, complaints, or commendations.
- Step-by-step submission, verification, and escalation process.
- Data privacy, validation, and reporting protocols.

- How commanders, IDUs, and IAS use Online Desk data for evaluation, feedback, and policy improvement.

## **F.6 Case-Based Learning Modules (CBLMs)**

### **Purpose**

Case-Based Learning Modules (CBLMs) shall be utilized to reinforce ethical standards, command responsibility, integrity awareness, and proper use of reporting mechanisms through practical, scenario-driven discussions derived from validated, anonymized cases.

### **Scope and Sources**

- Cases shall be anonymized, sanitized, and non-attributable;
- Scenarios may be derived from:
  - Common frontline ethical dilemmas
  - Aggregated Online IAS Desk trends
  - Integrity Pressure Test (IPT) observations
  - Hypothetical or composite scenarios based on recurring issues
- No case under investigation or adjudication shall be used.

### **Core Case-Based Subjects**

#### **F.6.1 Frontline Ethics Scenarios**

- Acceptance or refusal of gifts, favors, or facilitation fees
- Proper handling of police clearances, custodial access, and traffic enforcement
- Ethical conduct during citizen interactions and service delivery

#### **F.6.2 Command Accountability Cases**

- Failure to act on verified complaints
- Delayed supervisory intervention
- Misuse or non-use of Online Desk data for corrective action

#### **F.6.3 Corruption Risk Simulation**

- Identifying early warning signs of misconduct
- Pressure situations involving quotas, influence, or patronage
- Use of IPT results to assess vulnerability and resilience

#### **F.6.4 Ethical Decision-Making Exercises**

- Balancing discretion with rules and due process
- Managing peer pressure and loyalty conflicts
- Whistleblower protection and ethical courage

#### **F.6.5 Online Desk and Data-Driven Scenarios**

- Proper handling of citizen feedback and complaints
- Avoiding retaliation and ensuring confidentiality

- Command decision-making based on verified trends

### **Learning Methodology**

- Facilitated group discussions
- Scenario analysis and role-playing
- Guided reflection and ethical self-assessment
- Post-exercise debriefs and values reinforcement

### **Safeguards**

- Case-based modules are training tools only
- They shall not be used as evidence in administrative or criminal proceedings
- All sessions shall comply with the Data Privacy Act of 2012

## **Annex G – Monitoring, Evaluation, and Reporting Tools**

- Consolidate field and Online Desk data.
- Metrics: submissions, validation, response time, trends.
- Generate monthly/quarterly reports for command review.
- Evaluation, Outcome, and Risk Assessment Matrix

### **G1. Data Consolidation**

- Integrate field activity results (Integrity Lectures, IPT outcomes, personnel engagement) with Online Desk submissions.
- Maintain a centralized database managed by IAS IDUs (NIAS/RIAS).
- Ensure secure storage and restricted access following the Data Privacy Act.

### **G2. Key Metrics**

- **Number of Online Desk submissions** (complaints, commendations, feedback).
- **Validation rate** – percentage of submissions verified for action.
- **Response time** – average time from submission → verification → escalation → resolution.
- **Integrity trends** – recurring issues, high-risk areas, and progress on personnel ethics.
- **IPT scores** – aggregated for personnel performance evaluation.

### **G3. Reporting**

- **Monthly Reports:** Summarize field activities, IPT results, and Online Desk submissions.
- **Quarterly Reports:** Highlight trends, recurring issues, corrective measures, and policy recommendations.
- Reports submitted to Command, IAS, and relevant RIAS units for review.
- Use findings to update training modules, integrity programs, and intervention strategies.

### **G4. Feedback Loop**

- Insights from reports feed into next cycle of Integrity Caravan activities.
- Adjust lectures, IPT focus areas, and supervisory interventions based on data-driven analysis.
- Maintain continuous monitoring to sustain personnel integrity and accountability.

## G.5 Evaluation Matrix – PNP Integrity Caravan for Ethical Policing

### A. Program Performance Evaluation Matrix

Key Result Area (KRA)	Indicator	Means of Verification	Frequency	Responsible Unit
Ethical Awareness	% of personnel oriented on the Six-Point Ethical Policing Guide	Attendance sheets, reports, photos	Quarterly	RIAS / IDU
Integrity Education	Number of ethics lectures and trainings conducted	Training reports, AVPs	Quarterly	IDU / RCADD
Frontline Integrity	% of personnel subjected to Integrity Pressure Test	Test records, validation reports	Semi-Annual	IDU / IAD
Community Engagement	Number of community forums / caravan activities	Activity reports	Quarterly	RCADD / RIAS
Complaint Handling	Number of complaints received via Online IAS Desk	IAS Desk analytics	Monthly	IDU
Responsiveness	Average resolution / validation time	Case monitoring logs	Quarterly	IID / IDU
Compliance	% of units compliant with MC provisions	Compliance checklist	Semi-Annual	IAS TWG

## B. Outcome and Impact Indicators

Outcome Area	Indicator	Target
Ethical Behavior	Reduction in validated integrity-related complaints	Year-on-year decrease
Public Trust	Increase in positive community feedback	Annual increase
Accountability	Increased reporting through official channels	Sustained increase
Institutionalization	Issuance of supplemental policies	At least one (1) per year

## C. Risk and Gap Assessment Component

Risk Area	Assessment Tool	Mitigation Measure
Token compliance	Random field validation	Command accountability
Data manipulation	Cross-checking with Online IAS Desk data	Data audit
Resistance from units	Leadership engagement	Command directives
Privacy risks	Data handling audit	Data privacy protocols

## **Annex H – Risk Management and Safeguards**

- **Online Desk Risks:** Unauthorized access, misinformation, misreporting.
- **Mitigation:** Secure platform trained focal persons, verification protocols, RA 10173 compliance.

### **H1. Identified Risks**

#### **Online Desk Risks:**

- Unauthorized access to data or system manipulation.
- Submission of false, misleading, or malicious reports.
- Misinterpretation of data leading to unfair personnel assessment.
- Breach of confidentiality or inadvertent disclosure of sensitive information.

#### **Field Activity Risks:**

- Personnel misunderstanding or misapplication of ethical standards.
- Resistance to program participation.
- Gaps in supervisory follow-up and accountability.

### **H2. Mitigation Measures**

#### **Online Desk Security and Compliance:**

- Implement secure, password-protected system with role-based access.
- Ensure Data Privacy Act (RA 10173) compliance: secure storage, consent, retention, and disposal policies.
- Designate trained focal persons to manage submissions, verification, and escalation.
- Apply strict validation protocols to prevent misinformation or misreporting.

#### **Personnel and Field Safeguards:**

- Conduct orientation and training on Online Desk use and integrity expectations.
- Incorporate feedback verification procedures to avoid unjust action against personnel.
- Ensure command oversight for all escalated cases.
- Use continuous monitoring and evaluation to identify and mitigate recurring risks.

### **H3. Reporting & Accountability**

- All incidents or irregularities related to Online Desk submissions must be recorded and investigated by IDUs/IAS.
- Regular risk assessments conducted to identify emerging threats and gaps.
- Risk management outcomes inform updates to protocols, training, and program design.

## **Annex I – Legal and Policy Safety Clause**

- Online Desk compliance with RA 10173.
- Protect rights of personnel and community submitters.
- Ensure due process for all personnel reports.

### **I1. Statutory Compliance**

- All Online IAS Desk operations shall fully comply with the Data Privacy Act of 2012 (RA 10173).
- Personal and sensitive data collected from personnel and community submitters shall be processed lawfully, transparently, and securely.
- Data retention, access, and disposal protocols shall adhere to RA 10173 standards.

### **I2. Protection of Rights**

- Personnel rights shall be safeguarded during all Online Desk reporting, verification, and subsequent disciplinary processes.
- Community submitters shall be protected from retaliation and assured that their information is handled confidentially.
- All submissions shall be used solely for program improvement, personnel integrity assessment, and lawful accountability measures.

### **I3. Due Process**

- Any allegations of misconduct arising from Online Desk submissions must undergo proper validation, investigation, and escalation by IDUs/IAS.
- Personnel shall be afforded full due process, in accordance with existing NAPOLCOM and PNP rules, before any action is taken.
- The Online Desk is complementary to formal disciplinary mechanisms and does not replace legal or administrative proceedings.

### **I4. Oversight and Accountability**

- IAS and IDUs shall monitor compliance with these legal and policy safeguards.
- Reports generated shall support transparency, fair treatment, and consistent enforcement of integrity standards.
- Regular audits and evaluations shall ensure that the Online Desk and field activities remain lawful, ethical, and personnel centered.



Republic of the Philippines  
 NATIONAL POLICE COMMISSION  
 NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE  
 INTERNAL AFFAIRS SERVICE  
 Camp BGen Rafael T Crame, Quezon City



IAS(PR)-250714-0577

**MEMORANDUM**

FOR : Chief, PNP

THRU : TADCA O.B. FEB 20 2026

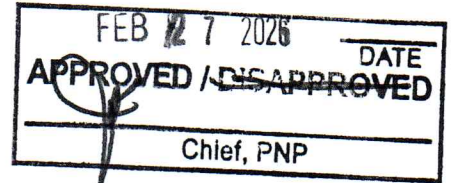
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TACDS FEB 18 2026

FROM : IG, IAS

SUBJECT : **Request Approval of the PNP Memorandum Circular Pertaining to the PNP Integrity Caravan for Ethical Policing**

DATE : January 6, 2026



1. References:

- a. Executive Order No. 176 entitled "Institutionalizing the Integrity Management Program (IMP) as the National Corruption Prevention Program in all Government Departments, Bureaus, Offices, Agencies, including Government-Owned and Controlled Corporations, Government Financial Institutions, State Universities and Colleges, and Local Government Units through the establishment of Integrity Management System (IMS)," dated December 1, 2014;
- b. NAPOLCOM Resolution No. 2012-319 dated August 13, 2012, entitled "Approving the Activation of the Philippine National Police Integrity Development Unit (PNP-IDU)";
- c. PNP Command Memorandum Circular No. 35-13 dated January 11, 2013, entitled "Activation of the PNP Integrity Development Unit under the Internal Affairs Service"; and
- d. PNP General Orders Number DPL-10-01A dated November 22, 2012, entitled "Activation of Unit (PNP Integrity Development Unit).

2. The PNP Integrity Caravan for Ethical Policing was conceptualized as a preventive, values-based initiative under the Integrity Management Program (IMP) of

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 Admin Officer V  
 AFMD, IAS

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OCPNP Form used 2021 P609478



\*P609478\*



the PNP. Anchored on Executive Order No. 176 and existing NAPOLCOM and PNP issuances, the Caravan serves as a proactive mechanism to strengthen ethical conduct, transparency, and accountability within the organization, while reinforcing public trust and confidence in the police service.

3. As the Vice Chairperson of the PNP IMP, IAS is mandated to oversee the implementation, coordination, and continuous improvement of integrity-building activities across all PNP units. In this context, the Integrity Caravan for Ethical Policing operationalizes the objectives of the IMP by mobilizing police units and engaging both internal and external stakeholders, including local government units, the academe, civil society, and the general public, in promoting ethical policing and shared accountability. It is designed to complement, not replace, existing disciplinary and investigative mechanisms, emphasizing prevention, education, and values formation as foundational pillars of professional police service.

4. As reflected in the updated version of the proposed MC, the PNP Integrity Caravan for Ethical Policing is characterized by a set of core features that distinguish it as a preventive, personnel-centered, and values-driven initiative. It integrates on-the-ground ethics and integrity education, sustained orientation on the PNP Six-Point Ethical Policing Guide, and structured community and stakeholder engagement to reinforce ethical awareness and shared accountability. The Caravan also incorporates the administration of a standardized Integrity Pressure Test for selected frontline service units, subject to clearly defined safeguards and due-process requirements. It also features the Online IAS Desk ("I Am Speaking") as the official platform for the receipt and validation of feedback and concerns with regard to the PNP and its members; emphasizing data-driven monitoring, inter-unit coordination, and continuous evaluation through the IAS and its Integrity Development Units, ensuring that insights generated from implementation are systematically used to strengthen policies, address integrity risks, and institutionalize ethical policing across all levels of the PNP.

5. In this regard, this Service respectfully requests for your approval and signature on the attached Memorandum Circular pertaining to the PNP Integrity Caravan. Attached, for your perusal, are the project details and components, which this Service is also ready to present, if needed be.

6. For consideration.

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*OCF*  
NUP OFELIA S TAPNIO  
Admin Officer V *23/03/26*  
AFMD, IAS

ATTY BRIGIDO J. DULAY  
Inspector General




BAGONG PILIPINAS

