

# Investigating the Disposition of Administrative Cases of Police Personnels

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## Abstract

This research examined the nature, patterns, and implications of administrative cases involving personnel of the Philippine National Police (PNP) from 2018 to 2022. Grounded in the framework of NAPOLCOM Memorandum Circular No. 2016-002, the research focused on classifying offenses such as neglect of duty, misconduct, and irregularity in the performance of duty, as well as their corresponding dispositions. A descriptive-correlational and documentary research design was employed, utilizing official records from the Cagayan Police Provincial Office, Isabela Police Provincial Office, and Regional Mobile Force Battalion 02. Data were systematically gathered through a checklist and analyzed using frequency, percentage distribution, and Pearson product-moment correlation.

Findings revealed that most administrative cases were light to fewer grave offenses, with neglect of duty and misconduct as the most prevalent. These cases were largely influenced by operational stress, workload demands, and organizational factors rather than intentional misconduct. While demographic and professional variables showed some association with the nature of offenses, administrative violations were generally linked to systemic and environmental conditions within the organization. Dispositions commonly included suspension, dismissal, or case closure, reflecting the PNP's dual approach of discipline and rehabilitation.

In the end, it concludes that administrative cases serve as indicators of organizational gaps in supervision, training, and support systems. Strengthening internal mechanisms such as leadership oversight, values formation, and psychosocial interventions is essential to reducing administrative lapses. Enhancing these areas can improve officer well-being, reinforce accountability, and sustain public trust in law enforcement institutions.

**Keywords:** *Philippine National Police, administrative cases, police discipline, misconduct, negligence, organizational factors, police accountability, administrative sanctions*



## I. INTRODUCTION

The nature and implications of administrative proceedings involving Philippine National Police (PNP) personnel have spread throughout Germany and internationally, reflecting broader concerns about police accountability and institutional integrity. To maintain public trust, law enforcement organizations that battle fraud on a worldwide scale must implement strong internal disciplinary procedures. The PNP in the Philippines was investigated for cases of authority abuse and involvement in illegal operations, particularly during the disputed anti-drug campaign. These issues underscore the importance of reviewing management instances in order to understand the underlying causes of police misbehavior.

According to the PNP Affairs Service (IAS), a significant percentage of administrative procedures involving administrative authorities, public servants, and ethical standards include national-level police personnel.

In Alfegar Triambulo, for example, the IAS general inspector revealed in 2019 that police officers earned almost 78% of administrative fees, the majority of which comprised forced labor and drug use. These figures show basic weaknesses in the police force that necessitate significant adjustments (Philstar). Although there is a lack of comprehensive data on management cases for these units, similar patterns in illegal activity and disciplinary measures have been observed in other regions. For example, between 2019 and 2021, this ignorance was the result of an investigation into the management case of Police Regional Office V (PRO5). Sexual immorality, incompetence, and difficulty managing rage were frequently cited as causes of administrative crime. According to the investigation, the most common offenses were ignored, illegal operations were conducted, and the importance of concerted measures to improve police discipline was emphasized. According to studies, management cases have only a minor impact on the organizational, economic, social, and psychological components of police services; nevertheless, the psychological consequences vary widely depending on the type of management event. This shows that the current system may fail to adequately explain the complex links between managerial practices, well-being, and official efficacy. More in-depth research on management issues in specific PNP units, such as Region II. Battalion 02 (RMFB 02), is badly needed in light of these findings. This study offered insight on the specific difficulties that these units face, allowing for the development of tailored interventions to boost accountability, improve training activities, and finally reestablish public trust in law enforcement.

### Theoretical Framework

Disciplinary liability was one of the most important conditions for ensuring that police officers successfully performed their official duties while adhering to the law and official discipline. A police officer's legal consciousness and choice of legally significant behavior are influenced by the existence of normative provisions at the legislative level addressing the potential of applying suitable negative measures of property, personal, moral, and organizational nature to offenders. The first theory applied and supported in this investigation was the carelessness theory.

The theory of negligence, according to Posner (1972), is divided into four (4) parts: duty of care, which is the legal obligation to exercise the same level of reasonable care that another person might exercise in a comparable circumstance; breach of duty of care, which is the



incapacity to act in a way that a reasonable person would in the same circumstance; and causation, which is the clear connection between the duty violation and the incident that took place. The defendant must have had a reasonable expectation that their actions will harm the complainant or institution in addition to the presence of damages. It shows that the institution or complaint has records of the harm they have endured (Pfeifer Morgan & Stesiak, 2017). Since police personnel' performance of their duties was primarily governed by particular authority derived from the policies, rules, and regulations established by the Philippine National Police Organization, this idea is pertinent to the study. When authority is violated or a task is left unfinished, it is an indication that obligation has not been fulfilled. One typical instance of a police officer's responsibility-related negligence is when they fail to keep their given firearms in a safe cabinet, box, or compartment that is difficult for thieves to access. It would be deemed a breach of duty to leave a firearm in a dangerous position where it could be lost or stolen.

According to Krohn and Lane (2015), the Social Control Theory maintains that a lack of social constraints leads to delinquency, criminality, and deviation. Relationships with traditional culture are established by the controls, including participation in pursuits, and faith in principles. In this way, the probability of deviating from norms and behavior increases with the strength of the links. Moreover, self-control describes a person's capacity to exercise self-control and self-discipline in the face of temptation to engage in abnormal behavior. Contrarily, those who lack self-control often act impulsively, choose immediate rather than delayed rewards, take risks, are highly active, have trouble controlling their anger, and lack drive or ambition. While all other theories of wrongdoing and misbehavior contend that deviance, criminality, and delinquency are positively motivated, control theories claim the reverse.

Accordingly, control theories say that police officers commit crimes mostly because they lose their self-control, rage, wrath, and possibly self-discipline, and that misbehavior results from a lack of adequate limits and controls. Police personnel are vulnerable to any stress or strain brought on by a changing environment since they have direct contact with the population. An infraction, misbehavior, or crime may come from a police officer losing self-control, self-restraint, or self-discipline under such stress (Donner & Jennings, 2014).

Michael Gottfredson and Travis Hirschi's Self-Control Theory, which shares the same perspective as Social Control Theory—that transgression is evident and essentially appealing—is highlighted by Krohn and Lane (2015). According to Donner and Jennings (2014), individuals with poor self-control are able to recognize the short-term advantages of deviant behavior with ease, but they struggle to assess the possible long-term effects. Individuals who lack self-control are more likely to engage in abnormal behavior when given the chance because they do not fully comprehend the long-term effects of their activities. Hirschi revised the earlier definition of self-control, stating that it is the readiness to take into account not only the long-term costs of a behavior but also the entire spectrum of possible outcomes. Unquestionably, self-control remains focused on one's capacity to foresee the predictable consequences of their actions. However, it recognizes that a wider variety of factors impact an individual's choice.

According to Donner and Jennings (2014), self-control is an internal set of inhibitions that people take into account while determining whether or not to participate in deviant behavior. Policing is routinely ranked as one of the most hazardous and demanding professions in the



world (Strauss, 2017). The fact that police officers usually have to make snap decisions in risky circumstances without having all the necessary information is one factor. These decisions are influenced by many things. Human, situational, environmental, and organizational elements are all beyond the control of many police officers. Moreover, outside stakeholders as well as individuals inside the police department regularly challenge the decisions made by officers.

Robert Agnew's general strain theory places a strong emphasis on unfavorable outcomes. It examines the extent to which various forms of stress elicit negative emotional reactions that may lead to the employment of unlawful or deviant coping mechanisms. Police officers are prone to stress because of the nature of their employment, which necessitates that they perform their tasks in a constantly shifting environment.

### **Statement of the Problem**

This study aimed to assess the disposition of administrative cases of the Philippine National Police personnel assigned at Cagayan Police Provincial Office (CPPO), Isabela Police Provincial Office (IPPO) and Regional Mobile Force Battalion 02 (RMFB 02).

Specifically, it sought to answer the following questions:

1. What is the profile of the respondents charged with administrative cases in terms of:

- 1.1 Age;
- 1.2 Sex;
- 1.3 Civil Status;
- 1.4 Religious Affiliation;
- 1.5 Highest Educational Attainment;
- 1.6 Eligibility;
- 1.7 Length of Service in the PNP;
- 1.8 Rank

2. What is the nature of administrative cases filed against the respondents by calendar year and as a whole relative to:

- 2.1 Neglect of Duty;
- 2.2 Irregularity in the performance of duty;
- 2.3 Misconduct;
- 2.4 Incompetence;
- 2.5 Oppression;



2.6 Dishonesty;

2.7 Violation of Law

3. Is there a relationship between the nature of administrative cases filed against the respondents and their profile variables?

4. What is the gravity of the administrative cases filed against the respondents by calendar year and as a whole in terms of:

4.1 Grave Offenses;

4.2 Less Grave Offenses;

4.3 Light Offenses;

5. What is the manner of disposition or resolution of the administrative cases against the respondents in terms of:

5.1 Dropped and Closed;

5.2 Exonerated;

5.3 Pending;

5.4 Suspended;

5.5 Reduced in Rank;

5.6 Dismissed

6. What intervention can be proposed to minimize the commission of the offense?

## Hypothesis

This study was guided with a lone hypothesis that;

- There is no significant relationship between the nature of administrative cases filed against the respondents and their profile variables.

## II. METHODOLOGY

### Research Design

This study employed a descriptive-correlational and documentary research approach, which aimed to describe, analyze, and identify relationships between variables using existing data without influencing the environment or the variables involved. The descriptive aspect was appropriate as the study sought to present the demographic and professional profiles of respondents charged with administrative cases, including their age, gender, civil status, religious affiliation, highest educational attainment, eligibility, length of service in the PNP, and rank. It also examined the types and severity of administrative offenses by calendar year, categorizing them as neglect of duty, irregularity in the performance of duty, misconduct,



incompetence, oppression, dishonesty, and violation of law. Additionally, the study investigated how these offenses were resolved, using terms such as dropped and closed, exonerated, pending, suspended, reduced in rank, or dismissed. The correlational component was essential in examining the relationship between the nature of administrative cases and the respondents' profile factors. This enabled the identification of trends or patterns linking demographic and professional characteristics of police officers to specific types of offenses, which could inform targeted interventions.

The documentary element of the research approach was employed as the study did not collect primary data through surveys or interviews. Instead, it relied on official records and documents maintained by the CPPO, IPPO, and RMFB 02, ensuring that the data were objective, verifiable, and comprehensive. This allowed the researcher to analyze trends over time (2018–2022) and assess the outcomes of each case with factual accuracy.

### **Respondents of the Study**

Since this study was documentary in nature, neither human participants nor the collection of primary data through surveys, interviews, or focus groups were involved. All information used in the study was obtained from reports and documents on file at the Regional Mobile Force Battalion 2 (RMFB 02), the Cagayan Police Provincial Office (CPPO), and the Isabela Police Provincial Office (IPPO). In accordance with applicable transparency and information access policies, these materials were categorized as public records, available for institutional and academic purposes.

### **Data Gathering Tool**

The data collection tool for this study was a checklist, which was deemed appropriate given the documentary and descriptive-correlational nature of the research. Based on existing official records from the Cagayan Police Provincial Office (CPPO), Isabela Police Provincial Office (IPPO), and Regional Mobile Force Battalion 02 (RMFB 02), the checklist served as a systematic instrument for extracting and recording relevant information from the administrative case files of PNP personnel.

### **Statistical Tools**

The selection of appropriate statistical techniques was guided by the type of data and the objectives of the study. The respondents' profiles, including factors such as age, sex, civil status, religious affiliation, highest educational attainment, eligibility, length of service in the PNP, and rank, were analyzed using frequency and percentage distributions.

Frequency and Percentage Distribution was also employed to identify the most common types of administrative violations, the gravity of the cases filed against respondents by calendar year and in aggregate, and the manner of disposition or resolution of the administrative cases.

To address the research question regarding the relationship between respondents' profile factors and the nature of administrative cases filed against them, the Pearson product-moment correlation coefficient (Pearson  $r$ ) was utilized.

### III. RESULT and DISCUSSION

#### 1. Profile of the respondents charged with administrative cases

##### 1.1 Age

Table 2a

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Age

|       | Frequency | Percentage |
|-------|-----------|------------|
| 27-33 | 21        | 25.93      |
| 34-40 | 34        | 41.98      |
| 41-47 | 22        | 27.16      |
| 48-54 | 4         | 4.94       |
| Total | 81        | 100.00     |

The table shows the frequency and percentage distribution of respondents who were charged with administrative cases according to their age group. Among the 81 respondents, 34 or 41.98 percent belong to the 34–40 years old age group, indicating that most of the respondents facing administrative cases are in their middle adulthood. This is followed by 22 respondents or 27.16 percent aged 41–47 years old, and 21 respondents or 25.93 percent aged 27–33 years old. The smallest group consists of those aged 48–54 years old, with only 4 respondents or 4.94 percent.

##### 1.2 Sex

Table 2b

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Sex

|        | Frequency | Percentage |
|--------|-----------|------------|
| Male   | 77        | 95.06      |
| Female | 4         | 4.94       |
| Total  | 81        | 100.00     |

The table presents the frequency and percentage distribution of respondents charged with administrative cases according to sex. Out of the 81 respondents, 77 or 95.06 percent are male, while only 4 or 4.94 percent are female.

## 1.3 Civil Status

Table 2c

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Civil Status

|         | Frequency | Percentage |
|---------|-----------|------------|
| Single  | 3         | 3.70       |
| Married | 77        | 95.06      |
| Widowed | 1         | 1.23       |
| Total   | 81        | 100.00     |

The table shows the frequency and percentage distribution of respondents charged with administrative cases according to their civil status. Out of the 81 respondents, the majority, 77 or 95.06 percent, are married, while 3 or 3.70 percent are single, and only 1 respondent or 1.23 percent is widowed.

## 1.4 Religious Affiliation

Table 2d

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Religious Affiliation

|                | Frequency | Percentage |
|----------------|-----------|------------|
| Roman Catholic | 81        | 100.00     |

The table presents the frequency and percentage distribution of respondents charged with administrative cases according to their religious affiliation. As shown, all 81 respondents or 100 percent identified as Roman Catholic.

## 1.5 Highest Educational Attainment

Table 2e

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Highest Educational Attainment

|                  | Frequency | Percentage |
|------------------|-----------|------------|
| College Graduate | 81        | 100.00     |

The table shows the frequency and percentage distribution of respondents charged with administrative cases according to their highest educational attainment. As presented, all 81 respondents or 100 percent are college graduates.

## 1.6 Eligibility

Table 2f

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Eligibility

|                                    | Frequency | Percentage |
|------------------------------------|-----------|------------|
| Board of Criminology               | 63        | 77.78      |
| NAPOLCOM Examination               | 11        | 13.58      |
| Board of Nursing                   | 4         | 4.94       |
| Licensure Examination for Teachers | 1         | 1.23       |
| Civil Service Examination          | 2         | 2.47       |
| Total                              | 81        | 100.00     |

The table presents the frequency and percentage distribution of respondents charged with administrative cases according to their eligibility. Out of the 81 respondents, the majority, 63 or 77.78 percent, are Board of Criminology passers. This is followed by 11 respondents or 13.58 percent who passed the NAPOLCOM Examination, 4 respondents or 4.94 percent who are Board of Nursing passers, 2 respondents or 2.47 percent who passed the Civil Service Examination, and 1 respondent or 1.23 percent who passed the Licensure Examination for Teachers.

## 1.7 Length of Service in the PNP

Table 2g

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Length of Service

|       | Frequency | Percent |
|-------|-----------|---------|
| 6-12  | 36        | 44.44   |
| 13-18 | 30        | 37.04   |
| 19-24 | 13        | 16.05   |
| 25-30 | 2         | 2.47    |
| Total | 81        | 100.00  |

The table presents the frequency and percentage distribution of respondents charged with administrative cases according to their length of service in the Philippine National Police (PNP). Among the 81 respondents, the largest group, 36 or 44.44 percent, have been in service for 6 to 12 years. This is followed by 30 respondents or 37.04 percent who have served for 13 to 18 years, 13 respondents or 16.05 percent with 19 to 24 years of service, and only 2 respondents or 2.47 percent who have served for 25 to 30 years. This distribution suggests that administrative cases are more common among police personnel with 6 to 18 years of service, who are typically in their mid-career stage.

## 1.8 Rank

Table 2h

Frequency and Percentage Distribution of the respondents charged with Administrative Cases in terms of Rank

|   | Frequency | Percentage |
|---|-----------|------------|
| Police Captain (PCPT)                   | 5         | 6.17       |
| Police Lieutenant (PLT)                 | 2         | 2.47       |
| Police Major (PMAJ)                     | 4         | 4.94       |
| Police Executive Master Sergeant (PEMS) | 2         | 2.47       |
| Police Senior Master Sergeant (PMSg)    | 19        | 23.46      |

|                              |    |        |
|------------------------------|----|--------|
| Police Staff Sergeant (PSSg) | 24 | 29.63  |
| Police Corporal (PCpl)       | 18 | 22.22  |
| Patrolman/Patrolwoman        | 7  | 8.64   |
| Total                        | 81 | 100.00 |

The data reveal that the most police personnel charged with administrative cases belong to the non-commissioned officer ranks, particularly Police Staff Sergeants or 29.63 percent, Police Senior Master Sergeants or 23.46 percent, and Police Corporals or 22.22 percent. In contrast, a smaller proportion of cases involved commissioned officers, such as Police Captains or 6.17 percent, Police Majors or 4.94 percent, and Police Lieutenants or 2.47 percent. The Patrolmen/Patrolwomen accounted for 8.64 percent, while the Police Executive Master Sergeants represented the lowest percentage at 2.47 percent.

2. Nature of administrative cases filed against the respondents by calendar year and as a whole

Table 3a

Frequency and Percentage Distribution on Nature of Administrative Cases filed against the respondents by calendar year and as a whole

| Nature of Administrative Cases          | RMFB |      |      |      |      | Cagayan Police Provincial Office |      |      |      |      | Isabela Police Provincial Office |      |      |      |      | As a Whole |               |
|---|------|------|------|------|------|----------------------------------|------|------|------|------|----------------------------------|------|------|------|------|------------|---------------|
|   | Year |      |      |      |      | Year                             |      |      |      |      | Year                             |      |      |      |      | Frequency  | Percentage    |
|   | 2018 | 2019 | 2020 | 2021 | 2022 | 2018                             | 2019 | 2020 | 2021 | 2022 | 2018                             | 2019 | 2020 | 2021 | 2022 |            |               |
| Neglect of Duty                         |      |      |      |      |      | 2                                | 12   | 14   | 21   |      |                                  | 1    | 2    | 4    |      | 56         | 69.14         |
| Irregularity in the performance of duty |      |      | 1    |      |      |                                  |      | 1    |      |      |                                  |      | 1    |      |      | 3          | 3.70          |
| Misconduct                              |      |      | 1    | 1    |      | 1                                |      | 1    | 13   |      | 1                                | 2    | 1    |      |      | 21         | 25.93         |
| Oppression                              |      |      | 1    |      |      |                                  |      |      |      |      |                                  |      |      |      |      | 1          | 1.23          |
| <b>Grand Total</b>                      |      |      |      |      |      |                                  |      |      |      |      |                                  |      |      |      |      | <b>81</b>  | <b>100.00</b> |



The table presents the frequency and percentage distribution of administrative cases filed against respondents according to their nature, by calendar year and as a whole, across the different police offices—namely the Regional Mobile Force Battalion (RMFB), Cagayan Police Provincial Office, and Isabela Police Provincial Office.

As shown, the most common administrative case filed against the respondents is Neglect of Duty, with a total of 56 cases or 69.14 percent of all recorded incidents. This is followed by Misconduct, accounting for 22 cases or 25.93 percent, and Irregularity in the Performance of Duty, with 3 cases or 3.70 percent. Meanwhile, Oppression has the least occurrence, with only 1 case or 1.23 percent recorded. No cases were reported under Incompetence, Dishonesty, or Violation of Law during the covered period. The data reveal that Neglect of Duty is the most prevalent administrative offense among the respondents, indicating that lapses in responsibility or failure to perform official duties remain a major concern.

The findings align with NAPOLCOM Memorandum Circular No. 2016-002, which classifies police offenses into negligence (nonfeasance), misconduct (malfeasance), and irregularity in the performance of duty (misfeasance). The predominance of nonfeasance and malfeasance in the present data reflects patterns seen nationally. According to the SunStar (2022) report, thousands of PNP personnel nationwide have been dismissed, suspended, or penalized for various administrative violations, indicating a continuing national challenge in police discipline, particularly in offenses involving improper conduct and neglect of duty. These trends support the conclusions of Peñalba (2022) and Boongaling (2022), who found that misconduct and negligence are the two most recurring administrative cases influenced by psychosocial factors such as stress, anger management issues, and moral lapses. The prevalence of misconduct involving violations of special penal laws and excessive force further resonates with Adame et al. (2019), emphasizing the complexity of police decision-making in high-pressure and morally challenging situations.

The implications of the findings are significant in strengthening internal accountability mechanisms and preventive interventions. Neglect of Duty, being primarily related to behavior, discipline, and policy compliance, highlights the need for stricter monitoring systems, improved supervision, and proactive leadership interventions at the station level. Meanwhile, the notable cases of misconduct call for enhanced values formation, legal literacy, firearm management training, and improved stress and anger management programs. The minimal cases of Irregularity in Duty Performance suggest that training and skills-based competencies remain generally effective; however, sustained reinforcement is necessary to avoid decline.

This interpretation is consistent with Logronio et al. (2024), who emphasized that administrative cases have minimal direct impact on police performance but require corrective and preventive systems for career development and discipline enhancement. As a whole, the findings underscore the necessity of comprehensive preventive programs focused on psychosocial wellness, values formation, supervision, and legal support services, ensuring that PNP personnel remain ethically grounded, operationally competent, and publicly accountable.

3. Is there a relationship between the natures of administrative cases filed against the respondents and their profile variables?

Table 4a

Correlation between the natures of administrative cases filed against the respondents and their profile variables

| Nature of Cases                | $\chi^2$                       | Cramer's V | P-value | Decision @ 0.05     | Interpretation |
|--------------------------------|--------------------------------|------------|---------|---------------------|----------------|
| Age                            | 8.985 <sub>a</sub>             | .236       | .174    | Failed to Reject Ho | Not Sig        |
| Sex                            | 1.081 <sub>a</sub>             | .116       | .582    | Failed to Reject Ho | Not Sig        |
| Civil Status                   | 2.748 <sub>a</sub>             | .130       | .601    | Failed to Reject Ho | Not Sig        |
| Religion                       | na                             | Na         | na      | na                  | na             |
| Highest Educational Attainment | na                             | Na         | na      | na                  | na             |
| Eligibility                    | 3.672 <sub>a</sub>             | .151       | .885    | Failed to Reject Ho | Not Sig        |
| Years in service               | 10.01 <sub>1<sup>a</sup></sub> | .249       | .124    | Failed to Reject Ho | Not Sig        |
| Rank                           | 10.26 <sub>8<sup>a</sup></sub> | .252       | .742    | Failed to Reject Ho | Not Sig        |

The table presents the correlation between the nature of administrative cases filed against the respondents and their profile variables, using Chi-square ( $\chi^2$ ), Cramer's V, and the p-value as bases for determining significance at a 0.05 level.

As shown, none of the profile variables—age ( $p = 0.174$ ), sex ( $p = 0.582$ ), civil status ( $p = 0.601$ ), eligibility ( $p = 0.885$ ), years in service ( $p = 0.124$ ), and rank ( $p = 0.742$ )—showed a significant relationship with the nature of administrative cases filed. The null hypothesis was not rejected in all cases, indicating that these personal and professional characteristics have no significant association with the type of administrative case a respondent may face.

Furthermore, religion and highest educational attainment were marked as not applicable (na) due to uniform responses across all participants, making statistical correlation unfeasible. Overall, the findings suggest that the occurrence and type of administrative case filed are not

influenced by demographic or professional factors such as age, sex, rank, or years of service. This implies that administrative cases may arise independently of these characteristics, potentially depending more on situational, behavioral, or environmental factors within the workplace.

4. What is the gravity of the administrative cases filed against the respondents by calendar year and as a whole

Table 5a

Frequency and Percentage Distribution on the gravity of the administrative cases filed against the respondents by calendar year and as a whole

| Gravity of Administrative Cases | RMFB |      |      |      |      | Cagayan Police Provincial Office |      |      |      |      | Isabela Police Provincial Office |      |      |      |      | As a Whole |               |
|---------------------------------|------|------|------|------|------|----------------------------------|------|------|------|------|----------------------------------|------|------|------|------|------------|---------------|
|                                 | Year |      |      |      |      | Year                             |      |      |      |      | Year                             |      |      |      |      | Frequency  | Percentage    |
|                                 | 2018 | 2019 | 2020 | 2021 | 2022 | 2018                             | 2019 | 2020 | 2021 | 2022 | 2018                             | 2019 | 2020 | 2021 | 2022 |            |               |
| Grave offense                   |      |      | 1    | 1    |      |                                  |      |      |      |      |                                  |      |      |      |      | 2          | 2.50          |
| Less Grave Offense              |      |      |      | 2    |      | 1                                |      |      |      |      |                                  |      |      |      |      | 3          | 3.70          |
| Light Offense                   |      |      |      |      |      | 3                                | 12   | 16   | 33   |      | 2                                | 2    | 3    | 5    |      | 76         | 93.80         |
| <b>Grand Total</b>              |      |      |      |      |      |                                  |      |      |      |      |                                  |      |      |      |      | <b>81</b>  | <b>100.00</b> |

Based on the aggregated data from RMFB, Cagayan Police Provincial Office, and Isabela Police Provincial Office, administrative cases from CY 2018–2022 overwhelmingly fall under Light Offenses, accounting for 76 cases or 93.80% of the total. Less Grave Offenses comprise only 3 cases (3.70%), while Grave Offenses register the lowest occurrence with 2 cases (2.50%). The consistently high frequency of Light Offenses across different years and units reflects a pattern of minor breaches of internal discipline, rather than serious violations involving grave misconduct or criminal elements. This distribution implies that while administrative infractions occur frequently, they tend not to involve egregious violations of ethical or legal standards.

The dominance of Light Offenses suggests that the majority of personnel-related infractions stem from lapses in discipline, attitude, and compliance with organizational policies,



rather than overt criminal intent or malicious misconduct. This trend underscores the need for corrective, preventive, and capability-enhancing interventions rather than punitive concentration.

These findings align with Peñalba (2022), who identified negligence and misconduct as the more common administrative violations among police officers and emphasized the need for preventive measures anchored on morale building, psychosocial support, and values formation. The prevalence of Light Offenses mirrors the study's assertions that many cases arise from negligence, incompetence, or emotional lapses, rather than intentional or severe misconduct.

Similarly, Logronio III, Magtaan, and Bautista (2024) found that administrative cases generally have minimal implications on organizational, psychological, and economic aspects of police performance, suggesting that many sanctions relate to lesser infractions that do not severely disrupt police functions or professional integrity.

Furthermore, Boongaling (2022) stressed that administrative violations are sometimes triggered by psychosocial pressures, not inherent deviance, reinforcing why Light Offenses dominate. These violations arise not necessarily from ill intent but can be influenced by stress, organizational culture, and work demands. The current statistics support this, showing that infractions are common but not severe, and therefore better addressed through training on cultural sensitivity, emotional regulation, and disciplined service behavior rather than punitive isolation.

Lastly, the low incidence of grave violations confirms Kalenichenko et al. (2021), who emphasized that disciplinary systems guide lawful conduct and reinforce awareness rather than penalize severe wrongdoings frequently. When infractions are mainly minor, disciplinary mechanisms are functioning as corrective instruments that aid behavior regulation rather than address widespread criminality.

Triambulo (2019) emphasized that although police misconduct exists, the majority of violations involve negligence, nonfeasance, and minor breaches of discipline, rather than severe forms of abuse. This aligns with the assertion of Boongaling (2022) that a large portion of administrative violations are influenced by organizational stressors, operational fatigue, and moral dilemmas, which affect officers' emotional stability and compliance with regulations. Likewise, Logronio III, Magtaan, and Bautista (2024) reported that administrative sanctions generally have minimal organizational and economic impact, further suggesting that most violations do not arise from deep-seated deviance but from correctible deficiencies. Supporting this, Peñalba (2022) found that negligence-based misconduct is more prevalent than corruption-related cases, indicating a need for psychosocial and leadership interventions rather than punitive concentration.

5. What is the manner of disposition or resolution of the administrative cases against the respondents?

Table 5b

Frequency and Percentage Distribution on the manner of disposition or resolution of the administrative cases against the respondents

| Manner of Disposition | Frequency | Percentage |
|-----------------------|-----------|------------|
| Exonerated            | 15        | 18.52      |
| Pending               | 3         | 3.70       |
| Suspended             | 4         | 4.94       |
| Dismissed             | 6         | 7.41       |
| Restrictive Custody   | 32        | 39.51      |
| Reprimand             | 21        | 25.92      |
| Total                 | 81        | 100.00     |

The table presents the frequency and percentage distribution on the manner of disposition or resolution of administrative cases filed against the respondents. Out of the 81 cases, the most common outcome is Restrictive Custody, with 32 cases or 39.51 percent, followed by Reprimand, accounting for 21 cases or 25.92 percent. Meanwhile, 15 respondents or 18.52 percent were Exonerated, 6 or 7.41 percent were dismissed, 4 or 4.94 percent were suspended, and 3 or 3.70 percent cases remain pending. No cases were recorded under Dropped and Closed or Reduced in Rank.

This trend suggests that PNP administrative discipline emphasizes corrective and rehabilitative mechanisms rather than purely punitive sanctions. Such a pattern is consistent with Robertson's (2020) analysis, which argues that law enforcement agencies globally tend to integrate disciplinary accountability with personnel rehabilitation, recognizing that many violations arise from training, stress, and behavioral gaps rather than inherent criminality or moral corruption.

Triambulo (2019) supports this perspective, noting that the majority of PNP violations are minor, often reflective of operational pressures and personal stressors, and are best resolved through corrective measures instead of immediate removal from service. Similarly, Logronio III et al. (2024) found that administrative sanctions often produce minimal organizational disruption, indicating that agencies prefer remedial programs aimed at performance improvement, rather than punitive sanctions that weaken manpower. This is further reinforced by Peñalba (2022), who emphasized that negligence-driven offenses, being less malicious in nature, are more suited to rehabilitative interventions such as restrictive custody and formal reprimands.



#### IV. CONCLUSION

In conclusion, the study reveals that most administrative cases in the police organization are relatively minor and often arise from the conditions of the workplace rather than the personal traits of the officers. Operational stress, heavy workloads, demanding responsibilities, and the high-pressure environment of police work create conditions where even well-intentioned officers can commit procedural lapses. Institutional culture and weak supervision further amplify these challenges, making it easier for minor errors to occur and for accountability gaps to develop.

Importantly, these administrative cases are rarely the result of intentional wrongdoing. Rather, they highlight areas where organizational support, guidance, and monitoring could be strengthened. The PNP's approach, which prioritizes rehabilitation and correction over mere punishment, demonstrates its commitment to nurturing accountability, integrity, and professional growth among its personnel. Overall, the study emphasizes the need to strengthen internal systems that promote discipline, ethical behavior, and emotional resilience.

By enhancing values formation, leadership supervision, training programs, and psychosocial support, the PNP can reduce administrative lapses, support the well-being of its officers, and maintain public trust and professionalism. Addressing operational stress directly through targeted interventions is key to creating a healthier, more accountable, and more resilient police force.

#### V. RECOMMENDATION

Based on the findings of the study, the following recommendations are proposed to strengthen accountability, discipline, and professional development within the police organization and its stakeholders:

1. Philippine National Police (PNP) should implement a crafted action plan to address administrative offenses, emphasizing values formation, leadership supervision, procedural discipline, and psychosocial support;
2. Local Government Units (LGUs) should collaborate with the PNP in applying the action plan, supporting training initiatives, and monitoring its effectiveness in local communities;
3. Community Members should actively participate in community-police programs and feedback mechanisms to promote shared responsibility for public safety and accountability;
4. Non-Governmental Organizations (NGOs) and Humanitarian Agencies should partner with the PNP and LGUs to provide training, counseling, and advocacy support that enhances rehabilitative and developmental measures;
5. Future Researchers should conduct further studies on the long-term impact of administrative interventions, effectiveness of rehabilitative measures, and the influence of organizational and systemic factors on police behavior.

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