



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

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MEMORANDUM CIRCULAR

No.: 2020 - 081

**PNP CRITICAL INCIDENT MANAGEMENT OPERATIONAL PROCEDURES
(CIMOP) (REVISED 2020)**

1. REFERENCES:

- a. Republic Act (RA) No. 11494, otherwise known as the "Bayanihan to Recover as One Act";
- b. RA No. 11469, otherwise known as the "Bayanihan to Heal as One Act";
- c. Proclamation No. 922 "Declaring a State of Public Health Emergency Throughout the Philippines" dated March 8, 2020;
- d. RA No. 11332, otherwise known as the "Mandatory Reporting of Notifiable Diseases and Health Events of Public Health Concern Act";
- e. RA No. 10121, otherwise known as "The Philippine Disaster Risk Reduction and Management Act of 2010";
- f. Executive Order No. 82, s. 2012 "Operationalizing the Practical Guide for Crisis Managers and The National Crisis Management Core Manual";
- g. ASEAN Joint Disaster Response Plan Book dated 30 September 2017;
- h. NDRRMC-NSC Joint Memorandum Circular No. 1, s. 2016 with subject: "Guidelines on the Formulation of Contingency Plans for Natural and Human-Induced Hazards and Adoption of the Contingency Planning Guidebook" dated August 30, 2016;
- i. National Disaster Response Plan dated October 21, 2014;
- j. PNP-AFP Joint Letter Directive No. 07-2010 "Creation of Joint Peace and Security Coordinating Center (JPSCC)";
- k. PNP Memorandum Circular (MC) No. 2018-008 "Policies and Guidelines on the Utilization of PNP Air Assets" dated January 19, 2018;
- l. PNP MC No. 2017-50 "PNP Red Teaming Guidelines and Procedures" dated August 5, 2017;
- m. PNP MC No. 2016-076 "Policies, Procedures, and Guidelines in the Prediction, Prevention, Preparation, Response, Investigation, and Conduct of Post Action and Assessment of Chemical, Biological, Radiological and Nuclear (CBRN)-related Incidents/Emergency and Criteria in the Activation of a CBRN Response Investigation Task Group (RITG)" dated November 17, 2016;
- n. PNP MC No. 2016-054 "Police Operational Procedures During Different Alert Levels" dated August 31, 2016;
- o. PNP MC No. 2016-059 "Police Operational Procedures in the Conduct of Condition Situation Response System" dated August 30, 2016;
- p. PNP MC No. 2016-017 "Red Teaming in all PNP Operations" dated April 19, 2016;

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- q. PNP MC No. 2014-034 "Emerging Infectious Diseases" dated September 3, 2014;
- r. PNP MC No. 2013-021 "Critical Incident Management Operational Procedures (CIMOP)" dated December 13, 2013;
- s. DIDM Investigative Directive No. 2016-11, "Guidelines and Procedures in the Creation and Activation of Special Investigation Task Group (SITG) to Handle Cases Related to Crowd Dispersal Incidents";
- t. Memorandum from TDPCR dated January 30, 2014 with subject; "IMPLAN SAKLOLO 2014: Policing During Disaster";
- u. Revised Philippine National Police Operational Procedures Manual December 2013; and
- v. PNP Incident Command System (ICS) Organizational Structure and Checklist Handbook 2012.

2. RATIONALE:

This Memorandum Circular (MC) prescribes the policies and general procedures in handling critical incidents to guide the PNP offices/units at all levels in addressing different crisis situations. It discusses the incident management procedures and the organization of the Critical Incident Management Committee (CIMC), Critical Incident Management Task Group (CIMTG), and Disaster Incident Management Task Group (DIMTG). It also establishes the authority to exercise their functions and define their specific roles. The CIMTG or DIMTG shall be activated to address human-induced or natural disaster critical incidents upon activation of the Office of the Civil Defense (OCD) response cluster or when the situation demands.

Continuing the excellence of public safety service operations by addressing the lessons learned from past incidents to improve/manage response operations, the PNP through the Directorate for Operations (DO) revised the PNP CIMOP MC No. 2013-021 to simplify tasks and align organizational structures with the ICS concept without restructuring the PNP organizational set up, to identify tasks and responsibilities of personnel, to eliminate confusion and to emphasize the Escalation Protocols during the occurrence of critical incidents such as: natural disasters, major epidemic and pandemic, civil disturbance, kidnapping, hostage-taking, major road accidents, destabilization, suicide bombings, and other acts of terrorism, among others.

The PNP, in its effort to stay true to its mandate of serving and protecting the community, continues to create measures that would ensure the safety and security of every citizen most especially if lives and properties are at stake.

3. SITUATION:

The geographical location of the Philippines, being situated between the Pacific and Eurasian Plates, makes it a constant target of highly destructive natural disaster and calamities such as storm surges, floods, tidal waves, landslides, volcanic eruptions, and earthquakes. With at least 22 tropical storms traversing every year and compounded periodically by high intensity earthquakes in an average of six years, the country experienced the dislocation of thousands of families, loss of

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many lives, massive destruction of properties and agricultural products, and tremendous effect on its economy.

Apart from natural hazards, human-induced hazards may happen such as suicide bombings, active mass shooting, and other acts of terrorism that threaten the lives of the communities. Moreover, crises or emergencies became even more complex with the phenomenon of the "new normal", characterized by the increasing frequency, magnitude, and scope of disaster. Thus, the PNP has to be on guard and be able to manage these situations through the established CIMOP and prepare for the possible consequences that may arise.

4. PURPOSE:

To provide and establish standard management operational procedures on critical incidents to PNP offices/units purposely to plan for response, manage major events and calamities, and to ensure that the community will be provided the highest possible standard of public safety, security, and protection operations.

To institutionalize proactive Disaster Risk Reduction and Management or "DRRM" approach which is the "systematic process of using administrative directives, organizations, operational skills and capacities to implement strategies, policies and improved coping capacities in order to lessen the adverse impacts of hazards and the possibility of disaster".

5. DEFINITION OF TERMS:

- a. **Advance Command Post (ACP)** - a place where the incident commander and staff control and organize their resources and exercise command;
- b. **CEREX** - refers to Critical Emergency Response Exercises;
- c. **Chemical/Biological/Radiological/Nuclear/Explosive (CBRNE)** - an acronym for chemical, biological, radiological, nuclear and explosive issues that could harm the society through their accidental or deliberate release, dissemination, or impacts;
- d. **Civil Disturbance** - is typically a symptom of, and a form of protest against, major socio-political problems; the severity of the action coincides with public expression(s) of displeasure. Examples of civil disturbance include, but are not limited to illegal parades, sit-ins, and other forms of obstructions, riots, sabotage, and other forms of crime. It is intended to be a demonstration to the public and the government but can escalate into general chaos;
- e. **Command Post (CP)** - a unit or sub unit's headquarters where the commander and the staff perform their activities. It is the principal facility employed by the commander to control operations;
- f. **Contingency Planning** - a forward planning process in a state or uncertainty, in which scenarios and objectives are agreed, managerial and

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technical actions defined, and potential response systems are put in place in order to prevent or better respond to an emergency or critical situation;

- g. **Crisis** - a crisis or emergency is a threatening condition that requires urgent action or response;
- h. **Crisis Management** - involves plans and institutional arrangements to engage and guide the efforts of government, non-government, voluntary and private agencies in comprehensive and coordinated ways to respond to the entire spectrum of crisis needs;
- i. **Criminality** - an act or omission against public law which tends to prejudice the community and is punishable by the courts of justice;
- j. **Critical Mass Rally** - the size and number of people conducting public assembly that cannot be normally suppressed by Civil Disturbance Management (CDM) security forces that may escalate into bloody violence and general chaos;
- k. **Critical Incident** - any incident or event whether human-induced or natural disaster including declaration or directives that requires the implementation of special tasks by one or more government agencies with the direct or indirect involvement of the PNP on the conduct of police interventions and operations;
- l. **Critical Incident Monitoring Action Team (CIMAT)** - serves as the secretariat of the Sub-Committee which monitors events, situations and developments of various human-induced and natural disaster critical incidents. It shall be the primary monitoring, coordination and communications center for the PNP during crisis or emergency;
- m. **Critical Incident Monitoring Action Team Captain (CIMATC)** - the Executive Officer of concerned Directorate tasked to supervise the CIMAT of the Sub-Committee on the monitoring and management of critical incidents. CIMATC is responsible for advocating inter-offices/units' collaboration to address crises;
- n. **Disaster Incident** - a serious disruption of the functioning of a community or a society involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community or society to cope using its own resources. Disasters are often described as a result of the combination of the exposure to a hazard, the conditions of vulnerability that are present, and insufficient capacity or measures to reduce or cope with the potential negative consequences. Disaster impacts may include loss of life, injury, disease and other negative effects on human physical, mental and social well-being, together with damage to property, destruction of assets, loss of services, social and economic disruption and environmental degradation;

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- o. **Emergency Planning** - decision-making prior to an actual crisis or disaster including the consideration of resources required to manage and resolve the event. The plan must also include the necessary steps during and after the crisis is resolved;
- p. **Epidemic** – refers to increase, often sudden, number of cases of an infectious diseases above what is normally expected in a given population in a specific area.
- q. **Executive Committee, National Security Council as the National Crisis Management Committee (EXECOM/NSC/NCMC)** - the EXECOM, NSC/NCMC - the highest executive policy-making body that addresses human-induced crisis at national level. The senior inter-agency department forum shall resolve policy issues concerning threats and the risks they pose to the populace. In a national level crisis, it shall inform the President of the situation and initial actions of government agencies/departments. It shall also recommend to the President, as Chairperson of the NCMC, appropriate inter-agency/department responses to resolve the crisis;
- r. **First Responder** - any person or unit who arrive first at the place of incident and endeavors to render assistance to the victim and to protect and secure the incident scene. Generally, in an incident, there are two types of first responders: the first refers to those who are on the scene of the incident (anybody who is coincidentally on the scene) and the second refers to the certified responders who are on standby for such occurrence (as mandated);
- s. **Health hazards** - are chemical, physical or biological factors in our environment that can have negative impacts on our short-or long-term health. Exposure can occur through touch, inhalation, and ingestion.
- t. **Human-Induced Critical Incident** - refers to acts of terrorism, destabilization/public disturbances, biological health hazards caused by either terrorists or by major epidemic and pandemic and/or criminal activities that require prompt implementation of police procedures or interventions to contain the incident and mitigate its impact as well as to normalize the situation;
- u. **Incident** - an event or occurrence;
- v. **Incident Action Plan (IAP)** - ensures that everyone is working towards the achievement of the same goal for that specific operational period. It provides a coherent means of communicating the overall incident objectives to all the members of the organization. The IAP may be either verbal or written depending on the degree of complexity of the incident;
- w. **Incident Commander (IC)** - person designated to provide the overall supervision of the incident. He manages the force and resources necessary to address the crisis. The IC assumes the overall command

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once the CIMTG/DIMTG is activated to ensure efficient and effective integration of resources and delivery of public services;

- x. **Incident Command System (ICS)** - a set of personnel, policies, procedures, facilities, and equipment, integrated into a common organizational structure designed to improve emergency response operations of all types and complexities;
- y. **Law and Order (LAO) Cluster** - an inter-unit cooperation of different PNP offices/units with their respective human-induced and natural disaster response operations and procedures aligned with the National Disaster Response Plan (NDRP) for the protection and preservation of the populace and properties and security of responding personnel;
- z. **National Crisis Management Committee (NCMC)** - a governing body that takes decisive actions to resolve crisis or emergency. It is primarily concerned with the formulation of crisis management policies and integration and orchestration of government and public efforts towards the control of the crisis;
- aa. **Natural Disaster** - any event or force of nature that has catastrophic consequences, such as landslide, earthquake, typhoon, flood, storm surge, tsunami, lightning, tornado, forest fire, and volcanic eruption;
- bb. **Operational Control (OPCON)** - the transferable command authority that may be exercised by a commander through which he can organize and employ units or agencies augmented to his organization, direct these units or agencies in accordance with their inherent mission and assigned task, designate objectives, and give authoritative direction over all aspects of operations and joint/inter-agency training necessary to accomplish missions assigned to the command. Operational control, however, does not, in itself, include authoritative direction for logistics or matters of administration, discipline, internal organization and unit training. Commanders exercising operational control of a unit or agency cannot assign separate employment of components of OPCON units;
- cc. **Pandemic** - an epidemic of infectious disease that spread through human population across a large region, multiple continents or even worldwide. Pandemics are caused by diseases that are able to infect humans and can spread quite easily and become disasters when they are associated with enormous numbers of deaths and illness.
- dd. **Planned Event** - an event of national or international significance, where the overall responsibility for the security rests with the host economy/nation. Examples of such planned events include major summits, conferences, and meetings wherein the participants are heads of states/governments and international sporting events. Considering the high-profile nature of these events, natural and human-induced disruptions to these events can have significant security implications that can cross local, national, and international boundaries;

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- ee. **PNP Critical Incident Management Committee (PNP CIMC)** - is the policy-making committee body that addresses human-induced and natural disaster at the national level. It is primarily concerned with the formulation of crisis management procedures, integration, and orchestration of concerned offices/units towards the prevention and control of critical incidents. All actions and decisions taken by the PNP CIMC shall be in adherence to the national policies;
- ff. **Quick Reaction Forces/Teams (QRF/T)** - refer to offices/units capable of rapidly responding to developing situations, to assist lower units in need of such or tasked to secure response teams operating in the affected area, provides security to the movement of people, goods, and equipment to the affected population and responding PNP units and other agencies;
- gg. **Red Team** - group of persons who are subject matter experts (SMEs) of various appropriate disciplinary background who acts as the adversary's advocate and knowledgeably role-play the adversary, using a controlled, realistic, interactive process during operations planning, training, and exercising. It is an independent group that challenges the organization to improve its effectiveness;
- hh. **Red Team Operations** - it is a procedure which includes role-playing the adversary, conducting a vulnerability assessment, or using analytical techniques to improve intelligence estimates. It is also the practice of viewing a problem from an adversary or competitor's perspective by exposing flaws and gaps in our ideas, strategies, concepts, and other new proposals;
- ii. **Response Clusters (RC)** - are part of the strategic action on providing humanitarian assistance and disaster response services. These are organized groups of government agencies that are designated to undertake coordination functions at the strategic level to provide resource support for tactical response;
- jj. **Risks** - the chance or possibility of danger, loss, injury or other adverse consequence; the combination of the potential negative impact of an event, determined by combining the likelihood of the event occurring with the impact should it occur. Risk is characterized by both the probability and severity of a potential loss that may result from the presence of an adversary or a hazardous condition;
- kk. **Sabotage** - is an act or acts with intent to injure, interfere with, or obstruct the national defense of a country or disrupt the normal activities of a civilized society by willfully injuring or destroying, or attempting to injure or destroy, any national defense or war material, premises, or utilities, to include human and natural resources;
- ll. **Site Task Group** - refers to the Police Regional Office (PRO) where the critical incident or planned event happened. The PRO ensures appropriate deployment of force and resources;

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- mm. **Special Events** - events/activities which include the following:
- 1) Presidential Visits - all activities wherein the President of the Republic of the Philippines is the Guest of Honor and Speaker or official/unofficial visits of the President in any part of the country;
 - 2) International Events and Visits of Foreign VIPs/Guests - international events held in the country and visits of foreign VIPs/Guests; and
 - 3) Yearly Recurring Events/Holidays like: Summer Vacation, Opening of Classes, Opening of the Regular Session of Congress and State of the Nation Address (SONA) of the Philippine President, All Saints/Souls Day, Rizal Day, Labor Day, Independence Day, Yuletide Season, and Election/Plebiscite.
- nn. **Sub-TG Emergency Preparedness** - refers to the preparation and overall emergency preparedness and response, lead consequence management efforts in the event of a terrorist attack, rallies and protest actions and for all disaster scenarios in all engagement areas, including storm surges, power outage, disruption of services and utilities, airport incidents and other emergencies and eventual implementation of contingency plans and prevention, risk reduction, and consequence management of Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE) scenario in close coordination with the concerned agencies;
- oo. **Sub-TG Peace and Order** - refers to the group in charge of security operations to ensure law and order in the working and general environment in all sites of operations and venue through sustained and extensive inter-agency anti-criminality campaigns, traffic management, public order, internal security operations, air defense, and other related campaigns to negate threats in the concerned area;
- pp. **Sub-TG Response Clusters** - refer to the inter-unit cooperation of different PNP offices/units and part of strategic action on providing humanitarian assistance and disaster response services. These are organized groups of offices/units that are designated to undertake coordination functions to provide resource support for tactical response in the concerned/affected area;
- qq. **Sub-TG Security** - refers to the group tasked to provide security to ensure the safety of responders and resources in all vital installations, seat of government, commercial districts, city centers, route, billets and venues to ensure continuity of public safety services; and
- rr. **Task Group Commander** - the overall in charge of an office/unit who has the full authority for making decisions and providing directions to manage an incident or planned event.

6. **GUIDELINES:**


a. **General Guidelines**

This MC shall apply to all PNP offices/units at the National, Regional, Districts of NCRPO, Provincial, City and Municipal level in addressing critical

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incidents (human-induced or natural disaster incidents) in accordance with existing protocols under Executive Order No. 320 - Peace and Order Councils (POC), Executive Order No. 82 - National Crisis Management Committee (NCMC) and the Disaster Risk Reduction Management Councils (DRRMC) under Republic Act 10121.

The following must be observed, considered, and implemented at all times:

- 1) Respect for human rights and dignity in all critical incident operations is a must;
- 2) All PROs, Districts, Police Provincial Offices/City Police Offices (PPOs/CPOs) and City Police Stations/Municipal Police Stations (CPS/MPS) shall adopt the organizational structures/annexes and shall formulate respective functions, tasks, duties, and responsibilities to be reflected in their respective Implementing Plans (IMPLANs), to be submitted 15 days upon approval of this MC;
- 3) All Sub-Committee (SC) Chairmen shall submit to the Chairman, PNP CIMC for approval, their respective IMPLAN which defines the role of their tasked units for efficient and effective execution/measures to fulfill their respective mandated critical incidents (human-induced and natural disaster) functions;
- 4) Concerned SC shall be activated once critical incident developed into a crisis. Escalation Protocol must be observed;
- 5) The CIMATs, as part of the Sub-Committees, are responsible for monitoring, supervising responses, execution of law and order of tasked units, and shall be activated/convened upon order;
- 6) The concerned SC shall convene a week before the upcoming planned major event or forecasted natural calamity to discuss public safety and contingency plan, security preparations, review historical data of previous similar incidents/events on lesson learned, best practices, and make necessary adjustment to the IMPLAN. The Chairman, or Vice-Chairman CIMC must be invited for guidance;
- 7) The CIMAT Captains (Ex-Os, DIDM, DO, DI and DPCR) of each Sub-Committee shall be responsible for the management of CIMAT pertaining to all operations directly applicable to the primary tasks of the CIMC, SC, CIMTGs and DIMTGs;
- 8) The PNP Reactionary Standby Support Force (RSSF) of NHQ, PROs and PPOs/CPOs shall be activated and ready for deployment on orders;
- 9) Members of CIMC, SC, CIMAT, CIMTGs and DIMTGs must understand the need to clearly define the authority, responsibility, and accountability of each member and that the principle of inter-operability must always be taken with due consideration to avoid confusion. This can only be attained through inter-units/offices coordination, cooperation, and communication during planning and execution, which can also be enhanced through drills, trainings, walk-through, and exercises;

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- 10) Adjacent PROs/PPOs/CPOs/CPSS/MPSs not affected by critical incidents will be the secondary responders including OPCON units when situation warrants;
- 11) In the conduct of critical incident relief operations, security and safety of personnel must always be paramount;
- 12) ACP of CIMTGs/DIMTGs shall be established as appropriate and necessary;
- 13) All tasked units shall operate on their existing logistical and financial allocation. NHQ shall provide additional logistic and financial support on a case to case basis;
- 14) Level of response of all task groups shall be done as much as possible at the lowest level and only elevated to the next level when resources (manpower and material) are not enough to manage the critical incident;
- 15) Timely report on critical incident operations shall be observed with appropriate protocols/policies;
- 16) Lateral and vertical coordinations between echelons of the Disaster Risk Reduction and Management Council, Peace and Order Council (POC), civil government, private organizations, and AFP units are encouraged;
- 17) All PNP units/offices complementing the task groups shall train their personnel in accordance with Standard Operating Procedures Number 2014-002, "Guidelines and Procedures in the Development of Standard Training Package (STP) on Critical Incidents Management" using their available resources;
- 18) All PROs shall collaborate with their respective OCD's on the conduct of trainings and among member agencies, including ICS concept and shall be incorporated in the PNP Annual Training Action Plan;
- 19) Personnel who shall compose the CIMTGs and DIMTGs must at least undergone ICS basic course or knowledgeable in critical incident operations;
- 20) All offices/units are required to conduct at least one table top exercise (TTX) and one simulation exercise (SIMEX/CEREX) on a quarterly basis or as the need arises to evaluate the effectiveness of plans and identify gaps and best practices for improvement;
- 21) When a higher level of CIMTG/DIMTG takes control of the situation, it is not necessary for the previously organized Task Group to be changed; the former CIMTG/DIMTG shall remain and continue to support the newly organized TG;
- 22) During an occurrence of critical incident, it is imperative that the Sub-Committee Chairman of a particular critical incident or his appropriate representative establishes physical presence at the local CIMTG/DIMTG ACP, purposely not to influence or intervene with the decisions and operations of the latter, but to see to it that the CIMC Sub-Committees' intents are adhered to and all available resources are properly appropriated and employed;
- 23) When two or more different incidents occur, the concerned SC and their CIMAT shall be activated and will act as co-Chairman;
- 24) When a critical incident occurs within an area administered by a semi-autonomous institution, such as the Subic Bay Metropolitan Authority

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(SBMA), the Ninoy Aquino International Airport (NAIA), and other Authority of protected zones/areas, the administering authorities are responsible in the management of crisis occurring within their area of jurisdiction. But such responsibility ends when conditions or situations, set at National Level critical incident are present; the Crisis Management Committee (CMC) of chartered government entity (SBMA, Clark International Airport, Cagayan Economic Zone, Bataan Economic Zone and the like), their respective Head, President or General Manager of affected area with crisis issues shall be the Chairman of the CMC with the PNP as one of the members and represented by the territorial police head of office (RDs, Provincial Directors, Chiefs of Police) depending on the escalation protocol. The PNP's representative in the CMC is responsible in the operational response and law and order operations in the affected areas, seaports, and zones;

- 25) Upon activation of the National Civil Aviation Security Crisis Management Committee or Crisis Committee of chartered government entities, the PNP CIMC and Sub-Committee on Terrorism and CBRNE (SCTC) shall also be activated;
- 26) The Task Group Commander is the overall in-charge and has the full authority for making decisions and providing directions to manage an incident or planned event and supervise the security and response operations;
- 27) The designated Incident Commander may not recommend the elevation of DIMTG/CIMTG as stated under the Escalation Protocols if he/she has the capabilities and has enough resources;
- 28) When the need to transfer or elevate the level of management arises, the Incident Commander and Chairman, Sub-Committee must be prepared to relinquish command and control to avoid further loss of lives and limbs and damage to properties;
- 29) There shall be a dedicated Red Team at the NHQ, PRO, PPO, NCRPO Districts and National Support Units (NSUs) to challenge, verify, and validate contingency plans at the Strategic, Operational and Tactical levels of authority/command;
- 30) When two or more PROs/Districts/PPOs and multiple offices/units are involved, the Task Group Commander shall provide necessary guidelines and management direction to enable offices/units with different functional authority or responsibility to accomplish objectives and strategies to address the critical incident;
- 31) When the national or local CMC/DRRMC assumes responsibility on critical incident, the PNP shall continue the Law and Order Operations as lead cluster in accordance with National Disaster Response Plan;
- 32) Post Action Review shall be conducted by the respective commanders every after critical incident;
- 33) Only the Chief, PIO or the Task Group Commander is authorized to update the public if necessary to avoid disinformation or inconsistencies of data that may result in disorganized and chaotic responses during critical incidents;
- 34) All offices/units involved in Critical Incidents Response Operations must observe the prescribed appropriate uniform;

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- 35) Tasked offices/units shall ensure the safety and security of all responders/personnel involved/dispatched in Critical Incident Response Operations;
- 36) Tasked offices/units must ensure that all responders/personnel deployed to any crisis situation must have at least 10 days food ration and observe appropriate rotation of details; and
- 37) Failure to observe protocols and guidelines provided in this PNP CIMOP shall be dealt with accordingly under the doctrine of command responsibility and accountability.

b. Responsibilities

1) DO

- a) Acts as Chairman, Sub-Committee on Destabilization, Public Disturbance and Planned Events and Sub-Committee on Public Health Hazards and ensure the implementation of this MC;
- b) Ensures appropriate Law and Order Operations in critical incident areas in compliance with NDRP;
- c) Supervises the conduct of regular drills, field training exercises (FTX), communication exercises (COMEX), SIMEX, TTX, and CEREX by CIMTGs/DIMTGs and assists to identify issues and gaps, and further provides the Chief, PNP with their evaluation, assessment, and recommendations;
- d) Issues/Upgrade Alert Levels on all types of critical incidents based on the prevailing situation;
- e) Ensures that appropriate escalation protocols are observed by affected areas prior dispatch of force and resources;
- f) Consolidates accomplishments of all tasked offices/units in the implementation of this MC;
- g) Requires the PNP Command Center (PCC) to disseminate information/directive of the Chairman, CIMC during the management of critical incidents both national and international events;
- h) Supervise the PCC on requests for flight directives and troop movements in the conduct of public safety operations during critical incidents;
- i) Monitors and supervises the deployment of EOD/K9, AVSEG, MG, CBRNE and other concerned NSUs on the management of critical incidents within their areas of concern;
- j) Coordinates with the NSC, NDRRMC and other concerned government agencies pertaining to public safety operations during critical incidents;
- k) Conducts quarterly evaluation and assessment of operational readiness of all PROs;
- l) Attends inter-agency coordination meetings pertaining to critical response operations;
- m) Ensures that critiquing after every major event activity is conducted in accordance with existing PNP templates;



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- n) Leads the cascading of this MC to PROs and units; and
 - o) Performs other tasks as directed.
- 2) **DI**
- a) Acts as Chairman, Sub-Committee on Terrorism and CBRNE;
 - b) Monitors and assesses the conduct of intelligence-related activities on critical incidents;
 - c) Provide timely assessment, recommendations, and courses of actions on suicide bombings health hazard related to terrorism, CBRNE and other related critical incidents and submit reports and recommendations to Chairman, CIMC;
 - d) Maintains database of threat groups engaged/involved in terroristic activities;
 - e) Provides appropriate responses and protocols in relation to suicide bombings, CBRNE and other human-induced incidents resulting in massive casualties and destruction;
 - f) Capacitates PNP personnel involved in frontline operations in responding to human-induced disaster incidents particularly suicide bombings, terrorism-related health hazard, CBRNE and other related critical incidents and report compliance in coordination with DHRDD and other concerned D-Staff on a quarterly basis to the Chairman, CIMC;
 - g) Determines and recommends condition of threat level as a basis for corresponding measures;
 - h) Assists the DIDM by providing valuable intelligence report in support to investigation efforts on critical incidents;
 - i) Assists in the conduct of regular drills, SIMEX, FTX, TTX, CEREX and COMEX to identify issues and gaps, and further provides evaluation, assessment, and recommendations;
 - j) Attends intelligence inter-agency coordination meetings pertaining to threat to National Security, Terrorism and CBRNE and other critical incidents;
 - k) Supervises and monitors the conduct of intelligence-related activities during occurrence of critical incidents; and
 - l) Performs other tasks as directed.
- 3) **DIDM**
- a) Acts as Chairman, Sub-Committee on Criminality;
 - b) Monitors and assesses the conduct of investigation-related activities on post action and assessment of the 5Ps of Crisis Management;
 - c) Provides timely investigative assessments, recommendations, and courses of actions on critical incidents;
 - d) Supervises, coordinates, and manages the investigation of critical incidents and conduct related legal offensives;
 - e) Provides appropriate number of investigators in critical incident affected areas;

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- f) Coordinates with the Department of Justice/Commission on Human Rights and/or Legal Departments of concerned government agencies in the prosecution of cases;
 - g) Assists in the conduct of regular drills, SIMEX, FTX, TTX, CEREX and COMEX to identify issues and gaps, and further provides evaluation, assessment, and recommendations;
 - h) Attends inter-agency meetings on crime-related critical incident investigations; and
 - i) Performs other tasks as directed.
- 4) **DPCR**
- a) Acts as Chairman, Sub-Committee on Natural Disaster;
 - b) OPR on the management of natural disaster-related critical incidents;
 - c) Assists in the formulation of IMPLAN for natural disaster critical incident management and response;
 - d) Assists in the conduct of regular drills, SIMEX, FTX, TTX, CEREX and COMEX to identify issues and gaps, and further provides evaluation, assessment and recommendations;
 - e) Monitors and supervises disaster management and response related trainings/courses within the PNP;
 - f) Attends inter-agency coordination meetings pertaining to preparation on Disaster Incident Management;
 - g) Ensures permanent PNP representative (Senior Police Commissioned Officer) in all-natural disaster related meetings including a liaison at OCD-NDRRMC;
 - h) Provides appropriate direction in addressing disaster risk reduction and management activities through the three stages approach (Pre-Disaster, Disaster Response and Post-Disaster Operations);
 - i) Activates the Sub-Committee on Natural Disaster during natural calamities detailing the CIMAT upon receipt of official forecast of a natural disaster and when an unexpected natural disaster suddenly occurs in the country to monitor the responses at SMR, PCC; and
 - j) Performs other tasks as directed.
- 5) **DHRDD**
- a) Formulates and programs regular training/courses related to critical incident management and responses specifically on suicide bombings, health hazards, CBRNE and other serious threat to humanity in coordination with the concerned D-Staff;
 - b) Monitors the implementation of critical incident-related trainings/courses conducted and submit reports and recommendations to Chairman, CIMC on a quarterly basis;
 - c) Develops doctrine and adopts best practices in responding to critical incidents; and
 - d) Performs other tasks as directed.

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- 6) **DPRM**
 - a) Issues appropriate order and awards for personnel involved in Critical Incident Response Operations;
 - b) Maintains, activates, and accounts NHQ Reactionary Standby Support Force upon declaration of Full Alert Status or as necessary, ready for deployment on orders; and
 - c) Performs other tasks as indicated.
- 7) **DC**
 - a) Provides sufficient funds and food ration to all duty personnel once the CIMC or its Sub-Committee is activated;
 - b) Programs/allocates funds for the implementation and cascading of this MC;
 - c) Allocates funds for capacity and capability building on critical incidents response operations; and
 - d) Performs other tasks as directed.
- 8) **DL**
 - a) Provides logistical requirements for the implementation of this MC;
 - b) Allocates resources for capacity and capability building on critical incidents response operations; and
 - c) Performs other tasks as directed.
- 9) **DIPOs**
 - a) Ensures the implementation of this MC in all PROs under its AOR;
 - b) Supervises the conduct of regular drills, CEREX, SIMEX, COMMEX, FTX, and TTX on critical incidents; and
 - c) Performs other tasks as directed.
- 10) **PCC**
 - a) Acts as Head Secretariat of the PNP CIMC;
 - b) Prepares appropriate memorandum for the activation of CIMAT, Sub-Committees or CIMC;
 - c) Supervises Situation Monitoring Room (SMR) during the activation of PNP CIMC, Sub-Committees, and CIMATs;
 - d) Prepares a Comprehensive Report on all significant events reported by lower units for the immediate information of SILG, the Chief PNP, Command Group, and other concerned offices;
 - e) Establishes liaison with AFP through the AFP Command Center for the successful conduct of current and contemplated operations;
 - f) Prepares and submits the duty details of CIMAT Captain and its members upon activation of CIMC including planned events;
 - g) Issues flight directives to D, SAF regarding the use of PNP Air Assets;
 - h) Consolidates IMPLANS of Sub-Committees and PROs;
 - i) Formulates appropriate matrixes for monitoring and compliances of tasked units;
 - j) Ensures open communication lines with higher authorities and other response units in case of escalation of any critical incident;

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- k) Submits Disaster Response Operations updated report to Emergency Operations Center of OCD; and
 - l) Performs other tasks as directed.
- 11) **PROs**
- a) Ensures the successful implementation, review, audit, and evaluation of this MC and submit results to DO;
 - b) Conducts regular drills, SIMEX, COMDEX, FTX, and TTX on scenario based/critical incidents on a quarterly basis;
 - c) Dispatches the required and appropriate force and resources to address the current situation/critical incident happening;
 - d) Initiates convening of Joint Peace and Security Coordinating Council, POC, other groups/agencies that are of help to the current situation if needed;
 - e) Acts as first responders in law and order operations, search, rescue and retrieval activities;
 - f) Maximizes utilization of Barangay Peacekeeping Action Teams (BPATs), Barangay Enforcement Teams (BETs) and other volunteer groups for effective delivery of public safety services during calamities;
 - g) Prepositions force and resources in affected areas with complete basic requirements;
 - h) Capacitates all PNP Mobile Forces to respond in specific critical incident in respective areas;
 - i) Identifies appropriate staging areas (primary and secondary) to accommodate all resources and Search, Rescue, and Retrieval (SRR) assets (air/sea/land) from foreign countries and international agencies responding to crisis;
 - j) Ensures that all communication assets in Tactical Operations Centers are in excellent condition at all times;
 - k) Submits updated report on Critical Incidents Response Operations to PCC copy furnished the Emergency Operations Center, OCD; and
 - l) Perform other tasks as directed.
- 12) **All other PNP Offices/Units** - Ensure the successful implementation and maximum support of this MC and submit respective IMPLANs to the DO (Attn: PSD) 15 days after approval of this MC.

7. PROCEDURES:


The PNP Critical Incident Management Operational Procedures (Revised 2020) shall complement the POCs, CMCs, and DRRMCs at all levels with common objectives of saving lives and properties, resolve critical incidents at the earliest possible time, and restore normalcy in the affected areas. Appropriate response of all PNP offices/units in addressing critical incidents is mandatory:

- a. **The Human-Induced Incident** - in the event of human-induced incidents, the PNP shall respond into two different situations:

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- 1) To manage an ordinary incident that could be resolved by the responding policemen without the involvement of the CMC (e.g. hostage-taking of a father of his son); and
 - 2) To manage a critical incident that needs a CMC directed operations that require the implementation of special tasks by one or more of the urgent services of the Philippine government (e.g. major epidemic and pandemic, raids or attacks by lawless elements on a community causing significant impacts on the social, economic, security, and political situation in the affected area). Both actions of the PNP in either situation shall follow the Incident Command System concept.
- b. **The Natural Disaster Incident** - in the event of natural disaster incidents, the PNP shall act as the first responder in the affected area in order to maintain law and order and to provide area security and support to the responders from DRRMCs.
- c. **The 5Ps of Crisis Management**
Based on the new National Crisis Management Core Manual series of 2012, the National Crisis Management Framework provides a comprehensive approach to understand the components of a crisis or the "5Ps of Crisis Management: Predict, Prevent, Prepare, Perform and Post-Action and Assessment."

Although the 5Ps are interrelated crucial components of effective crisis management, these components do not happen in phases, whether sequential or consequential. Addressing complex or multi-dimensional crises require activities under Predict, Prepare and Prevent to happen simultaneously and in a continuous manner even while executing activities under Perform or responding to an ongoing crisis or conducting Post-Action and Assessment activities.


The 5Ps are executed in three phases - Proactive Phase (Predict, Prevent, and Prepare), Reactive Phase (Perform) and Post Conflict Phase (Post-Action and Assessment).

- 1) **PROACTIVE PHASE** - is designed to predict or prevent the probability of occurrence of crises at the same time prepare to handle them when such occur.
 - a) **Predict** - attempts to remove uncertainty from the future. The Predict component is undertaken through Strategic, Operational and Tactical Situation Awareness (SA) processes. Strategic SA is producing foresight and conveying strategic warnings through Horizon Scanning or Strategic Forecasting. It scans the environment, identifying weak signals, drivers, inhibitors, wildcards, threats, hazards, risks, opportunities, and vulnerabilities, among others, develops foresight and conveys strategic warnings. Operational and Tactical SA is producing detailed reports against a specified threat, describing the operating environment where a

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threat or a crisis could emerge; the threat or the crisis itself, its potential of becoming a crisis and current efforts and capabilities of agencies/departments addressing the threat or crisis;

b) **Prevent** - a deliberate action aimed at avoiding future harm by addressing its causes. It is closely related to mitigation, which accepts that a potentially harmful incident cannot be prevented, but harmful consequences arising from it can be minimized by precautionary measures. There are two preventive measures: the first involves a long-term strategy that is expected to yield effects over years; and, the other is operational in nature (e.g. target hardening). Prevention capability is essentially physical security. It is the responsibility of government security forces with the support of Barangay Peacekeeping Action Teams (BPATs) and/or Barangay Enforcement Teams (BETs). For human-induced incidents, the same require vigilance and alertness to signs and manifestations of suspicious looking individuals; warning and alert systems have to be established to alert the population to minimize the effects of terrorism attacks in terms of casualties and damages, active and passive security measures; and

c) **Prepare** - essential for effective response. It covers six essential activities: Plan, Organize, Train, Equip, Exercise, and Evaluate and Improve. Simulation and tabletop exercises evaluate the effectiveness of preparations, bring out flaws and weaknesses and enable corrections and remedies to be undertaken, to heighten levels of readiness of systems, procedures, organization, equipment and logistics, to better cope with actual crisis.

2) **REACTIVE PHASE** - is the institution of passive and active security measures, remedy or solution to destabilizing factors or security flaws to such crisis, or emergency, vigilance and alertness to signs or manifestations of developing crisis, or emergency and establishment of alert systems:

Perform - the actual implementation of contingency plans when a crisis occurs, despite the proactive measures undertaken. Once a crisis occurs, priorities shift from building or enhancing capabilities to employing resources to save lives, protect property and environment, and preserve the social, economic, and political structure of the jurisdiction.


3) **POST CONFLICT PHASE** - is the situation when the proactive and reactive phases were all done, and plans for post action and recovery are the focus and put into full implementation:

Post-Action and Assessment - a component which begins when the crisis has been addressed and the situation is deemed clear. It is in this phase where the organization is returning to business as usual. Post-Action activities seek ways to evaluate and improve prevention,

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preparation and the actual execution. The essential activities may include, but are not limited to the following: investigation, legal action, reorganization, handover responsibility, and assessment.

d. The Stages in Disaster Management

1) Pre-Disaster Stage - Proactive Assessment (Level I - Green)

When there is no disaster or calamity:

- a) Conduct of Risk Mapping and identification of disaster-prone areas;
- b) Identification of staging areas, evacuation routes, temporary quarantine facilities, and evacuation centers;
- c) Conduct of disaster drills (earthquake, fire, etc.) simulation exercises and trainings;
- d) Holding of regular Task Groups and Sub-Task Groups meeting together with respective levels of the National Disaster Risk Reduction and Management Councils;
- e) Capability enhancement (Manpower, Machines, Materials, Money, and Methods);
- f) Production and distribution of Information Education Campaign materials;
- g) Conduct of community organizational work for various purposes such as:
 - (1) Sewerage clean-up;
 - (2) De-clogging of waterways, canals, esteros;
 - (3) Clearing of squatter shanties and unauthorized occupants in disaster prone areas; and
 - (4) Other community mobilization activities.
- h) To facilitate command and control, test communication lines periodically with higher authorities and other response units in case of escalation of critical incident and immediate transfer of responsibility; and
- i) Conduct assessment of government structures/buildings for the protection of records and ensure business continuity.

2) Disaster Response Stage - Disaster Incident Management (Level 2 - Red)

When there is an official forecast of an incoming natural disaster in the country and when an unexpected natural disaster suddenly occurs in the country:

- a) Activation of Sub-Committee on Natural Disaster (SCND) and Critical Incident Monitoring Team (CIMAT) to be co-located at the PNP Command Center;
- b) Activation of DIMITGs in areas expected to be hit by the weather disturbance 24 hours prior to the expected landfall or occurrence;
- c) Employment of alarm and warning systems as stipulated under DILG MC 2009-165, such as the use of police sirens and other portable warning systems capable of producing loud wailing sound;

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- d) Activation of the NHQ Disaster Incident Management Task Group (NHQ-DIMTG);
 - e) Open communication lines periodically with higher authorities and other response units in case of escalation of any critical incident and immediate transfer of responsibility;
 - f) Attend coordination meeting as lead agency on Law and Order Cluster with DRRMC in respective region, province and municipality to support its disaster response operations;
 - g) Prepare appropriate number of personnel to identify evacuation areas in coordination with LGUs;
 - h) Activation of command post by task groups whose area is hit by the disaster;
 - i) Forced relocation/pre-emptive evacuation of residents in flood-prone areas in coordination with corresponding LDRRC;
 - j) Conduct of timely and rapid disaster response according to the needs in the disaster/calamity area such as search and rescue operation, evacuation and relief operation, emergency medical services, and security and traffic management operation in support and coordination with NDRRMC;
 - k) Prepare appropriate number of personnel to identify evacuation areas in coordination with LGUs; and
 - l) Activation of Reactionary Reserve Standby Force (RSSF).
- 3) **Post-Disaster Stage - Support to Recovery and Rehabilitation Efforts (Level 3 - White)**
- a) Get reports from concerned Disaster Risk Reduction and Management Council on the Damage Assessment and Needs Analysis of the affected areas;
 - b) The PNP shall temporarily assume the lead role, being a member of the SRR Cluster of the Response Cluster under the National Disaster Response Plan (NDRP). The lead role shall be handed over to the AFP once they arrive at the area;
 - c) Deployment of relief personnel for relief operations;
 - d) Provide security and traffic assistance to returning evacuees;
 - e) Provide security to evacuation centers particularly to vulnerable members (children, women, senior citizens, pregnant, and PWDs);
 - f) Provide security to relief organizers and volunteers during transport and distribution of relief goods;
 - g) Open communication lines periodically with higher authorities and other response units in case of de-escalation of critical incident and immediate transfer of responsibility to lower level units;
 - h) Recovery and reconstruction of government records which are considered important government property after search, rescue and recovery efforts to save human lives have been terminated. Coordinate with other government agencies such as National Archives of the Philippines;
 - i) Submit After Disaster Response Report to the CPNP copy furnished DRRMC;

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- j) Maximize utilization of volunteer force multipliers particularly the Disaster Management Component as well as the private institutions and other service-oriented groups to create a wider scope of operational support and assistance;
- k) Crime Laboratory Office shall assume the lead role as STG Management of the Dead and Missing under the Operational/Plan staff in the DIMTG. The lead role shall be handed over to the Department of the Interior and Local Government (DILG) once they arrive at the area;
- l) De-activation of the Sub-Committee on Natural Disaster by the Chairman, CIMC when the situation is already manageable in disaster-stricken area; and
- m) Conduct debriefing and post assessment review.

e. The Alert Levels for Natural Disaster and Human-Induced Critical Incident

Appropriate alert level shall be disseminated by the DO to all concerned offices through the PCC during natural disaster and human-induced critical incident.

1) Normal Alert - a condition attended by any of the following:

- a) Peace and order situation is relatively stable;
- b) Threat is minimal;
- c) Terrorism Threat Advisory System is LOW (Level 1) i.e., there is no information to suggest a specific and imminent terrorism attack;
- d) Terrorism Threat Advisory System is MODERATE (Level 2) i.e. a terrorist attack is possible but not likely; and
- e) Security Condition 1 (SECCO 1) - Normal/Standard Operating Procedures.

2) Heightened Alert - a condition attended by any of the following:

- a) Unusual incidents of violence, riots, sabotage, terrorism (Level 3) civil disobedience, rallies, and other mass actions; perceived or actual threat to national security;
- b) Insurgents and other terrorist/criminal groups initiate hostilities;
- c) The peace and order situation is deteriorating but has not yet reached critical proportions;
- d) Bombings or terrorism incidents outside the country that may require special units to be ready for deployment anywhere in the country;
- e) Forecast of impending calamities like strong typhoon, storm surge, and tsunami alert;
- f) The president travels out of the country;
- g) Terrorism Threat Advisory System is HIGH (Level 3) i.e., terrorist attack is a strong possibility within a short period of time; and
- h) Security Condition 2 (SECCO 2) - condition will be used in the event of any suspected threat or information affecting any air

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carrier, aircraft or airport facility or any event occurring in the world that could possibly affect international civil aviation security.

3) **Full Alert** - a condition attended by the following:

- a) Imminent or actual threat to national security;
- b) The environment is characterized by large scale acts of violence, sabotage, riots, and other forms of violence, civil disobedience, rallies, demonstrations, and other nationwide mass actions;
- c) There are heightened and alarming escalations of violence and disturbances;
- d) Imminent danger to people's lives and communities exist (human-induced and natural disaster);
- e) The prevailing situation disrupts government functions, operations of public utilities, and the delivery of basic services to the general public;
- f) Peace and order situation becomes unstable;
- g) The conduct of national events (SONA and national and local elections), international events, and other similar major events-partnerships and cooperation like APEC summit, visit of relevant international personalities, i.e. Papal Visit; head of the state visits;
- h) Terrorism Threat Advisory System is EXTREME (Level 4), i.e., a terrorist attack is highly likely (SEVERE) or a terrorist attack has occurred or has just been pre-empted and follow-on attacks are (CRITICAL); and
- i) Security Condition 3 (SECCO 3) - condition will be used in the event of confirmed intelligence or threats against the air carriers, aircraft or airport facilities.

f. **Red Teaming Operations**

- 1) All Sub-Committees shall have a Red Team that will challenge, verify, and validate security and contingency plans at the Strategic Operational and Tactical aspects of the levels of authority/command:

Phases of Operations

- a) Education - Members of the Sub-Committee shall conduct review of the existing IMPLAN vis-a-vis their respective functions including the preparations of scenarios on critical incidents;
- b) Information Dissemination - issuance of memorandum to offices/units that compose the CIMTGs/DIMTGs regarding the planned Red teaming Operations and distribution of checklist for compliance;
- c) Organization of Red Teams - the Vice Chairmen, all Deputy Directors of D-Staff and concerned NSUs, CIMAT Team Captains, Head Secretariats, Division Chiefs of DO, DIDM, DI and DPCR; and

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d) Sustained Red Teaming Operations thru Simulation Exercises (SIMEX) and Critical Emergency Response Exercise (CEREX).

2) There shall be a mandatory CEREX to be done at least once in every quarter by the Sub-Committees with various incidents most particularly on human-induced and natural disaster critical incidents. The activity shall include the activation of the CIMC, Sub-Committees, CIMTGs and DIMTGs, ICS standards and complete with role players who will act as adversaries/enemies. Debriefing is a must after each activity.

g. The Escalation Protocols

The responsibility of addressing crisis can be transferred if the increasing needs in handling the incident are beyond the capability of the established CIMTG or DIMTG, or if there is jurisdictional change, when the incident moves location or area of responsibility crosses boundaries. The transfer of responsibility during crisis must always include transfer of command briefing which maybe oral, written or combination of both.

1) Human-Induced Escalation Protocol (CIMTG)


To attain a smooth transition of command responsibility, the table shows the conditions or situations in any crisis level that will be considered:

CIMTG Activation Level	Conditions or Situations
Municipal/City (MPS/CPS Numbered PS)	<ul style="list-style-type: none"> a) Local PNP and Local CMC are in control of the situation; and b) Appropriate resources are available and capable at either Municipal or Barangay level.
Provincial/District PPO/DPO	<ul style="list-style-type: none"> a) Local PNP at the Municipal/City level are unable to resolve the crisis within their capabilities; b) Municipal/City CMC recommends elevation of the crisis level; c) Situation requires employment of security forces and utilization of resources of the provincial level organization and beyond; and d) Incident affects two or more municipalities within the same province/district.
Regional (PRO/NCRPO)	<ul style="list-style-type: none"> a) Situation requires employment of security forces and utilization of resources of the Regional level organizations; b) Upon the recommendation of the Provincial CMC; c) Incident involves foreign nationals, either perpetrators or victims; and d) Incident affects two or more provinces/districts within the same region.
National (NHQ)	<ul style="list-style-type: none"> a) Terrorist attack resulting into mass casualties; b) Upon recommendation of the Regional CMC; c) Incident involves foreign national/s, either perpetrators or victims; d) National Security issues are at stake, such as food, water, energy, critical transportation and communication structure, and environment are threatened; and e) Incident affects NCR, or two or more regions. However, the Task Group Commanders/RDs remains in command in their respective PROs.

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The following are considered as human-induced critical incidents:

- a) Abduction involving prominent personalities such as national and local government officials, foreign nationals (diplomats, ambassadors, consuls, attaches, foreign tourists), religious leaders from various religious congregations, and other personalities whose involvement in incidents may result in controversies;
- b) Attacks on vital installations, communities, and prominent personalities;
- c) Jailbreaks;
- d) Heinous crimes like assassination, ambush involving prominent personalities;
- e) Robbery hold-up, armored van robbery, and bank robbery perpetrated by syndicated groups;
- f) Election-Related Violent Incident (ERVI);
- g) Major Events (International and National);
- h) Terrorism;
- i) Conflagration Incidents;
- j) Major Road Accidents;
- k) Mass Transport Accidents;
- l) Aircraft Hijackings;
- m) Sea Mishaps;
- n) Bombings;
- o) Indiscriminate active shooting;
- p) Mass actions;
- q) Mass poisoning;
- r) Drone attack;
- s) Gas Leaks;
- t) Nuclear and Radiation Accidents;
- u) Chemical Disaster;
- v) Biological Disaster;
- w) Cyber-attacks;
- x) Epidemic;
- y) Pandemic;
- z) Stampede;
- aa) Industrial Accident;
- bb) Oil Spills; and
- cc) Other similar human-induced critical incidents that may result in human casualties and/or mass destruction of properties and environment.


2) Natural Disaster Escalation Protocol (DIMTG)

DIMTG Activation Level	Areas Affected by Natural Disaster
CPS/MPS Level	Two or more barangays or the entire CPS/MPS
PPO/CPO Level	Two or more CPS/MPS or the entire PPO/CPO
PRO Level	Two or more Districts/PPOs/CPOs or the entire PRO
NHQ Level	Two or more PROs

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The following are considered natural disaster incidents:

- a) Floods;
- b) Landslides;
- c) Volcanic Eruption;
- d) Earthquake;
- e) Tsunami;
- i) Storm surge;
- j) Forest fire;
- k) Drought;
- l) Meteorite impact;
- m) Tornado; and
- n) Other natural hazards that may lead to colossal loss of lives and properties.

h. The Incident Command System (ICS)

In responding to Critical Incidents, this MC adopted the ICS template. Following are the PNP ICS roles in the Critical Incident Management Operations:

1) Incident Commander (IC) - the ICS Commander or Incident Commander is a single person who commands the incident response and is the final decision-making authority on the ground. It is the Incident Commander's role to efficiently and effectively integrate the people and resources to contain the current crisis. The command function of Incident Command may be conducted in one or two general ways.

a) Single Incident Command - shall be applied when incident occurs within a single jurisdiction and there is no jurisdictional or functional agency overlap. Overall incident management rests on the appropriate jurisdictional authority.

b) Unified Command - in some cases, where incident management crosses jurisdictional and /or functional agency boundaries, a single IC may be designated as agreed upon; shall be applied when a disaster or emergency affects several areas or jurisdictions or requires multi-agency engagement. A Unified Command typically includes a command representative from primarily involved agencies and one from each act as spokesman, though not designated as Incident Commander. A Unified Command acts as single entity; and

c) Unified Commander (UC) - a person designated to command on larger incidents, usually when multiple agencies are involved. UC as an incident management option provides the necessary guidelines to enable agencies with different legal, geographic, and functional authority or responsibility in every particular incident to

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jointly provide management direction through a common set of incident objectives and strategies and a single Incident Action Plan (IAP). Each participating agency maintains its authority, responsibility, and accountability.

- 2) Command Staff (CS) - provides technical advice to the IC and they are the following:
 - a) Safety Officer (SO) - monitors safety conditions and develops measures for assuring the safety of all assigned personnel;
 - b) Public Information Officer (PIO) - serves as the conduit for information to internal and external stakeholders, including other organizations directly seeking information on the incident or event;
 - c) Liaison Officer (LO) - serves as the primary contact for supporting agencies assisting at the incident;
 - d) Negotiation Team (NT) - serves as the lead team in communicating/negotiating with the suspects or perpetrators of the crisis incident. It will be included only when the critical incident requires it (e.g. hostage taking).
- 3) General Staff (GS) - provides planning and operations direction and supervision, resources procurement and allocation, and support services. They are primarily composed of:
 - a) Operations Staff - tasked with directing actions to meet the incident objectives;
 - b) Planning Staff - tasked with the collection and display of incident information, primarily consisting of the status of all resources and overall status of the incident;
 - c) Budget and Logistics Staff - tasked with tracking incident-related costs, personnel records, requisitions, and administrating procurement contracts required by Logistics; and
 - d) Administrative Staff - tasked with supervising all human resources and other administrative services and support required by the incident.

i. **The Major Event Critical Incident Response Operations**

The PNP shall adhere to the operational guidelines in the security and critical response operations when there is occurrence of human-induced or natural disaster during major event activities.

The Sub Committee on Destabilization, Public Disturbance and Planned Events (SC-DPP) shall be activated to oversee response operations of the CIMTG or DIMTG in the affected areas hand-in-hand with Sub Committee


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on Natural Disaster (SC-ND). Response operations of the Law and Order Cluster shall be supported by all member agencies through augmentation of force and resources.


Safety and security operations are, from this perspective, simply the primary means to assure safety of the participants/attendees and viewers during major event incidents in coordination with the respective Organizing Committees, other government agencies and Non-Governmental Organizations (NGOs) providing security to ensure effective, interoperability of all involved offices/units/agencies or support agencies. The structure of command and control are as follows:

- 1) Task Group Commander - shall orchestrate efforts of concerned response agencies on the security, response operations, and consequence management in the event of critical incident;
- 2) Deputy Task Group Commander - assist the Task Group Commander in all response operations and be ready to assume as Task Group Commander if necessary or as required;
- 3) Commander, Task Group Law and Order - extracts report from site task group commander/s and evaluates the preparations, preparedness, response of all Sub-Task Groups (Security, Peace and Order, Emergency Preparedness, Response Cluster and QRT). Acts as conduit to the Task Group Commander;
- 4) Commanders, Site Task Group - are the current Chiefs/Heads of Offices where the critical incident happened;
- 5) Commander, Sub-Task Group Security - ensures continuity of public safety operations including safety of responders and resources, vital installations, seat of government, commercial districts, city centers, billets, routes, venues, and others.
- 6) Commander, Sub-Task Group Peace and Order - ensures security and safety operations, law and order in the working and general environment in all sites of operations, venue through sustained and extensive inter-agency anti criminality campaign, traffic management, public order, internal security operation, air defense, and other related campaigns to negate threats in concerned areas;
- 7) Commander, Sub-Task Group Emergency Preparedness and Response - ensures responses to critical incident involving chemical, biological, radiological and/or nuclear and explosive (CBRNE) scenario in close coordination with concerned agencies;
- 8) Commander, Sub-Task Group Quick Reaction Team - ensures responses to developing situation, assists lower units in need of such or tasked to secure response team operating in the different area, provides security to movement of people, goods and equipment to the affected population and responding PNP units and other agencies; and
- 9) Commander, Sub-Task Group Response Cluster - ensures the security of responses operations of concerned/affected area upon activation of the cluster approach of the National Disaster Response Plan of the government.

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- j. **The National Disaster Response Plan - Law and Order (LAO) Cluster**
Based on the National Disaster Response Plan (NDRP) implemented by the (OCD-NDRRMC), the PNP as the lead agency on Law and Order Cluster (LAO) and member to other clusters shall actively participate in the operational response during disaster and critical incident management in the affected area. The LAO Cluster shall coordinate and collaborate with other concerned member cluster agencies based on the 11 clusters approach on the NDRP. (Annex "6")

The LAO Cluster shall function under the concept and structure of the ICS and the NDRP. The LAO cluster under the Operations Section of the ICS structure shall form part of the Response Teams that will enforce law and order during human-induced and natural disaster response operations.

The LAO cluster shall check-in resources and capability under ICS mechanism. On order by the NDRRMC, the LAO cluster led by the PNP shall undertake law and order and security operations in support to all Clusters in their respective disaster management operations. The LAO Team shall be established at the national, regional, provincial, city, and municipal levels.

At the tactical level on the ground, the LAO cluster which is under the Response Cluster, shall operate to provide security to response cluster, traffic management, law and order enforcement on the affected population and responding agencies. The Response Cluster (RC) teams shall abide by the principles of the ICS upon check-in, while performing their specific mandates, SOPs and technical expertise. The Incident Management Team (IMT) shall manage them tactically for proper placement and efficiency.

8. ORGANIZATIONAL STRUCTURE

In compliance with Executive Order No. 320, as amended, the National Peace and Order Council (NPOC) has constituted Crisis Management Committees (CMCs) at all levels specifically to take decisive action in emergency situations.

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PNP Critical Incident Management Committee (PNP CIMC)

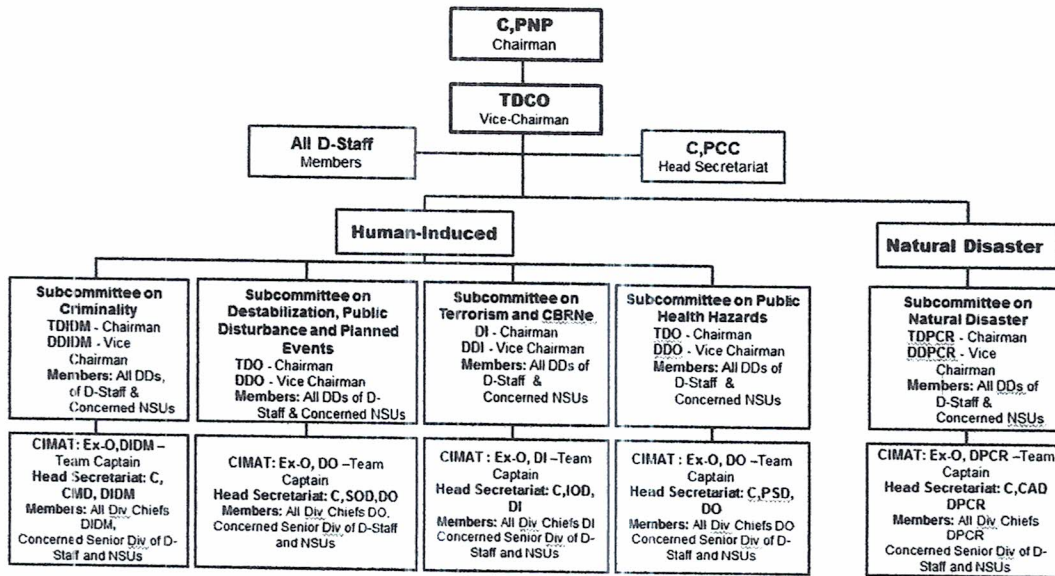


Figure 1

The CMCs are primarily concerned with the formulation of crisis management procedures, integration and orchestration of government, military/police, and public efforts towards the prevention and control of crisis incidents. All actions and decisions taken by the CMC shall be within the policies laid down by the corresponding POCs:

a. In support to the mandates of CMC, the PNP NHQ shall organize its Critical Incident Management Committee (CIMC) with five Sub-Committees namely:

- 1) **Sub-Committee on Criminality** - shall take cognizance on act/s or omission/s against public law/s which tend to prejudice the community and is punishable by the courts of justice;
- 2) **Sub-Committee on Destabilization, Public Disturbance and Planned Events** - shall take cognizance of threats posed by destabilizers which include demonstrations, rallies, sabotage of key installations, etc., or a combination thereof, undertaken separately or jointly by anti-government forces from the left and right of the political spectrum. These critical incidents, backed oftentimes by politicians with vested interest, are undertaken primarily to undermine the present leadership, thereby rendering it unstable and incapable of effective governance or surviving with the end in view of averting the status quo to replace the government;
- 3) **Sub-Committee on Terrorism and CBRNE** - shall take cognizance of acts punishable under any of the following provisions of the Revised Penal Code: Article 122 (Piracy in general and Mutiny in the High Seas

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or in the Philippine Waters); Article 134 (Rebellion or Insurrection); Article 134a (Coup d'état) including acts committed by private persons; Article 248 (Murder) thereby sowing and creating a condition of widespread and extraordinary fear and panic among the populace, in order to coerce the government to give in to an unlawful demand. The SCTC shall also take cognizance of any Cyber Security threats, threats to Air, Land, Rail, Maritime Transport System, Public Health and Chemical, Biological, Radiological, Nuclear, Explosive (CBRNE)-related incidents, accidents, and threats;

- 4) **Sub-Committee on Public Health Hazards** – shall take cognizance of all kinds of health hazards, except terrorism-related health hazards, which likely occur as major epidemic or pandemic and shall strictly monitor and supervise lower units on the PNP response to avoid and/or mitigate these risks; and
 - 5) **Sub-Committee on Natural Disaster** - shall take cognizance of acts of nature or natural disaster incidents and shall conduct disaster risk reduction and management activities thru the three stages approach on disaster management (Pre-Disaster, Disaster Response, and Post-Disaster Operations).
- b. **Critical Incident Monitoring Action Team (CIMAT)** - shall be responsible for the management and monitoring of all operations of their respective Sub-Committees on the execution of security and safety response operations, and directs the formulation and execution of subordinate unit operational plans, and request release of resources;
 - c. **Critical Incident Monitoring Action Team (CIMAT) Captain** - shall supervise and conduct meeting/briefing with CIMAT members. Receives information routinely or as requested about operations activities of CIMTG or DIMTG. The CIMAT Captain determines the adequacy of operations progress by approving changes to IMPLAN as necessary and provides information for the SC Chairman. Implements necessary changes in the response operations and handle unresolved problems within the CIMAT; and
 - d. The CIMC shall take cognizance of all critical incidents whether it is human-induced or a natural disaster and shall supervise/oversee operations of concerned offices/units to mitigate its effects on the general populace. It is primarily concerned with the implementation of policies and orchestration of PNP's force and resources and efforts towards the control and mitigation of critical incidents. The NHQ CIMTG/DIMTG shall also be activated and shall serve as a special operating task group of the CIMC.

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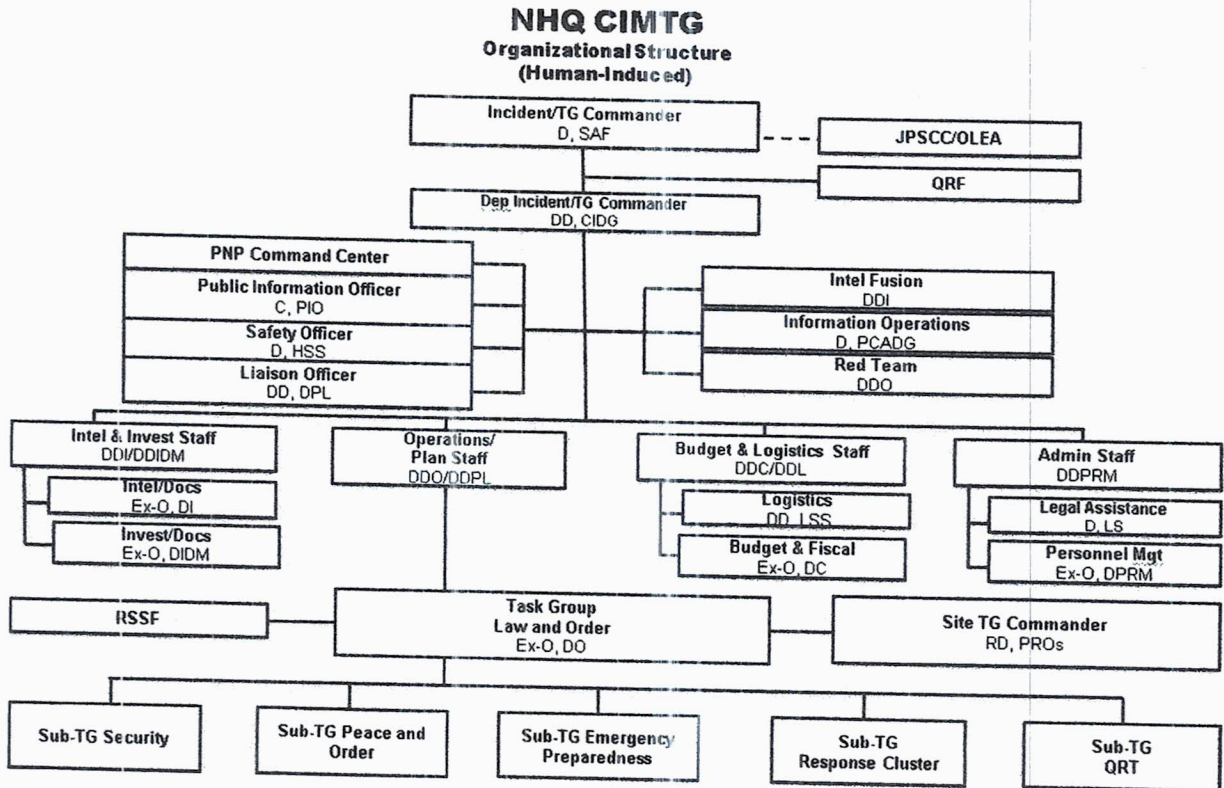


Figure 2

e. Tasks/Responsibilities of NHQ CIMTG

- 1) Task Group Commander - assumes the overall command once the CIMC is activated to ensure efficient and effective integration of resources and delivery of public services. The TG Commander has the following staff:
 - a) Intelligence Fusion - provides timely and accurate intelligence report against any group or individuals who are part of the disturbance or threat groups;
 - b) Information Operation - utilizes the quad media to influence the perception and decision of the general public that is favorable and appreciative of the PNP;
 - c) Red Team - monitors and assesses hazardous and unsafe situations, and developing measures for assuring personnel safety and effectiveness of the plans; and
 - d) Quick Reaction Force (QRF) - shall be utilized/deployed by the Incident/TG Commander when the need arises. Specialized Units/Groups/Teams can be mobilized for deployment on orders.

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- 2) PNP Command Center (PCC) - ensures that all Tactical Offices or Units are properly functioning. It serves as joint operations center and hub of coordination among members of the NHQ CIMC;
- 3) Incident Commander (IC) - assists in the implementation of the plans and deployment of force and resources;
- 4) Public Information Officer (PIO) - serves as the personal staff of the Incident/TG Commander and responsible for the collection, preparation of press statement/media briefs and release of unclassified/declassified vital information about the incident to the media, the general public, and other appropriate agencies and organizations;
- 5) Safety Officer (SO) - monitors and assesses hazardous and unsafe situations, and developing measures for assuring personnel safety;
- 6) Liaison Officer (LO) - coordinates activities of the involved units/agencies, and their designated representatives including the Bureau of Fire Protection, Philippine Red Cross, public works and engineering organizations and other law enforcement agencies;
- 7) Intelligence and Investigation Staff (IIS) - supervises the Task Groups on Investigation and Documentation, the TGs Investigation and Intelligence shall be responsible for developing airtight cases against lawless individuals, groups, organizations or associations that sow disturbance, fear or terror to advance their political agenda;
- 8) Budget and Logistics Staff (BLS) - ensures that all operations, forces, and resources are properly provided with appropriate support;
- 9) Administrative Staff (AS) - provides personnel resources in all response operation requirements;
- 10) Operations/Plan Staff (OPS) - ensures that management of all operations is directly applicable to the primary mission of the incident response operations;
- 11) Site Task Group - ensures appropriate deployment of force and resources in areas affected by critical incidents;
- 12) Sub-Task Group on Security - ensures continuity of public safety operations including safety of responders and resources, vital installations, seat of government, commercial districts, city centers, billets, routes, venues and others;
- 13) Sub-Task Group on Peace and Order - ensures security and safety operations, law and order in the working and general environment in all sites of operations, venue through sustained and extensive inter-agency anti criminality campaign, traffic management, public order, internal security operation, air defense, and other related campaigns to negate threats in concerned areas;
- 14) Sub-Task Group on Emergency Preparedness Response - ensures responses to critical incident involving chemical, biological, radiological and/or nuclear and explosive (CBRNE) scenario in close coordination with concerned agencies;
- 15) Sub-Task Group Response Cluster - ensures the security of responses operations of concerned/affected area upon activation of the cluster approach of the NDRP of the government; and
- 16) Sub-Task Group Quick Reaction Team - ensures responses to developing situation, assists lower units in need of such or tasked to secure response team operating in the different areas, provides

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security to movement of people, goods, and equipment to the affected population and responding PNP units and other agencies.

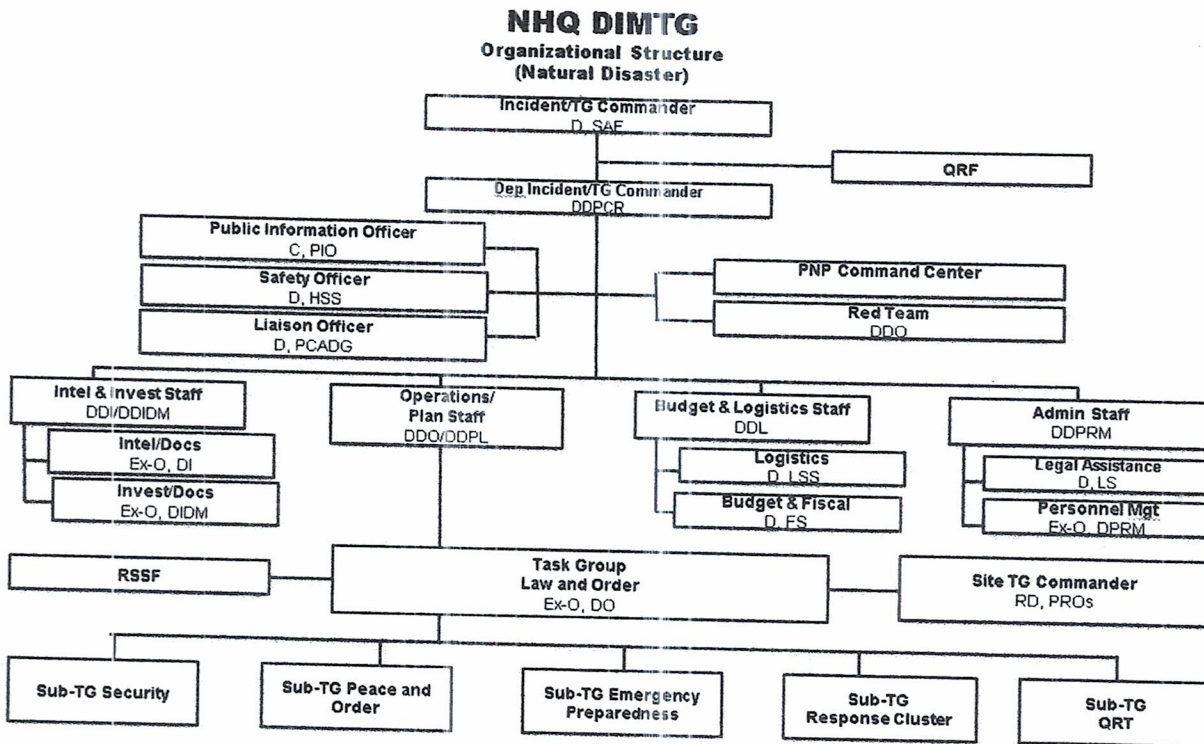



Figure 3

f. **Tasks/Responsibilities of NHQ DIMTG**

- 1) Task Group Commander - assumes the overall command once the CIMC is activated to ensure efficient and effective integration of resources and delivery of public services. The TG Commander has the following staff:
 - a) Red Team - monitors and assesses hazardous and unsafe situations, and developing measures for assuring personnel safety and effectiveness of the plans; and
 - b) Quick Reaction Force (QRF) - shall be utilized/deployed by the TG Commander when the need arises. Specialized Units/Groups/Teams can be mobilized for deployment on orders.
- 2) PNP Command Center (PCC) - ensures that all Tactical Offices or Units are properly functioning. It serves as joint operations center and hub of coordination among members of the NHQ CIMC;
- 3) Incident Commander (IC) - assists in the implementation of the plans and deployment of force and resources;


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- 4) Public Information Officer (PIO) - serves as the personal staff of the Incident/TG Commander and responsible for the collection, preparation of press statement/media briefs and release of unclassified/declassified vital information about the incident to the media, the general public, and other appropriate agencies and organizations;
- 5) Safety Officer (SO) - monitors and assesses hazardous and unsafe situations, and developing measures for assuring personnel safety;
- 6) Liaison Officer (LO) - coordinates activities of the involved units/agencies, and their designated representatives;
- 7) Intelligence and Investigation Staff (IIS) - supervises the preparation of airtight cases against lawless individuals or groups who committed crimes during natural disaster;
- 8) Budget and Logistics Staff (BLS) - ensures that all operations, forces, and resources are properly provided with appropriate support;
- 9) Administrative Staff (AS) - provides personnel resource requirements in all response operations;
- 10) Operations/Plan Staff (OPS) - ensures that management of all operations is directly applicable to the primary mission of the incident response operations;
- 11) Site Task Group - ensures appropriate deployment of force and resources in areas affected by critical incidents;
- 12) Sub-Task Group on Security - ensures continuity of public safety operations including safety of responders and resources, vital installations, seat of government, commercial districts, city centers, billets, routes, venues and others;
- 13) Sub-Task Group on Peace and Order - ensures security and safety operations, law and order in the working and general environment in all sites of operations, venue through sustained and extensive inter-agency anti criminality campaign, traffic management, public order, internal security operation, air defense, and other related campaigns to negate threats in concerned areas;
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- 15) Sub-Task Group Response Cluster - ensures the security of responses operations of concerned/affected area upon activation of the cluster approach of the NDRP of the government; and
- 16) Sub-Task Group Quick Reaction Team - ensures responses to developing situation, assists lower units in need of such or tasked to secure response team operating in the different areas, provides security to movement of people, goods, and equipment to the affected population and responding PNP units and other agencies.

9. **REPEALING CLAUSE:**

All other SOPs, policies, directives, and other issuances previously issued which are inconsistent with the policies/guidelines stated in this MC are hereby deemed repealed or modified accordingly.

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10. EFFECTIVITY:

This MC shall take effect 15 days from filing a copy thereof at the UP 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.




CAMILO PANGRATIUS P CASCOLAN
Police General
Chief, PNP

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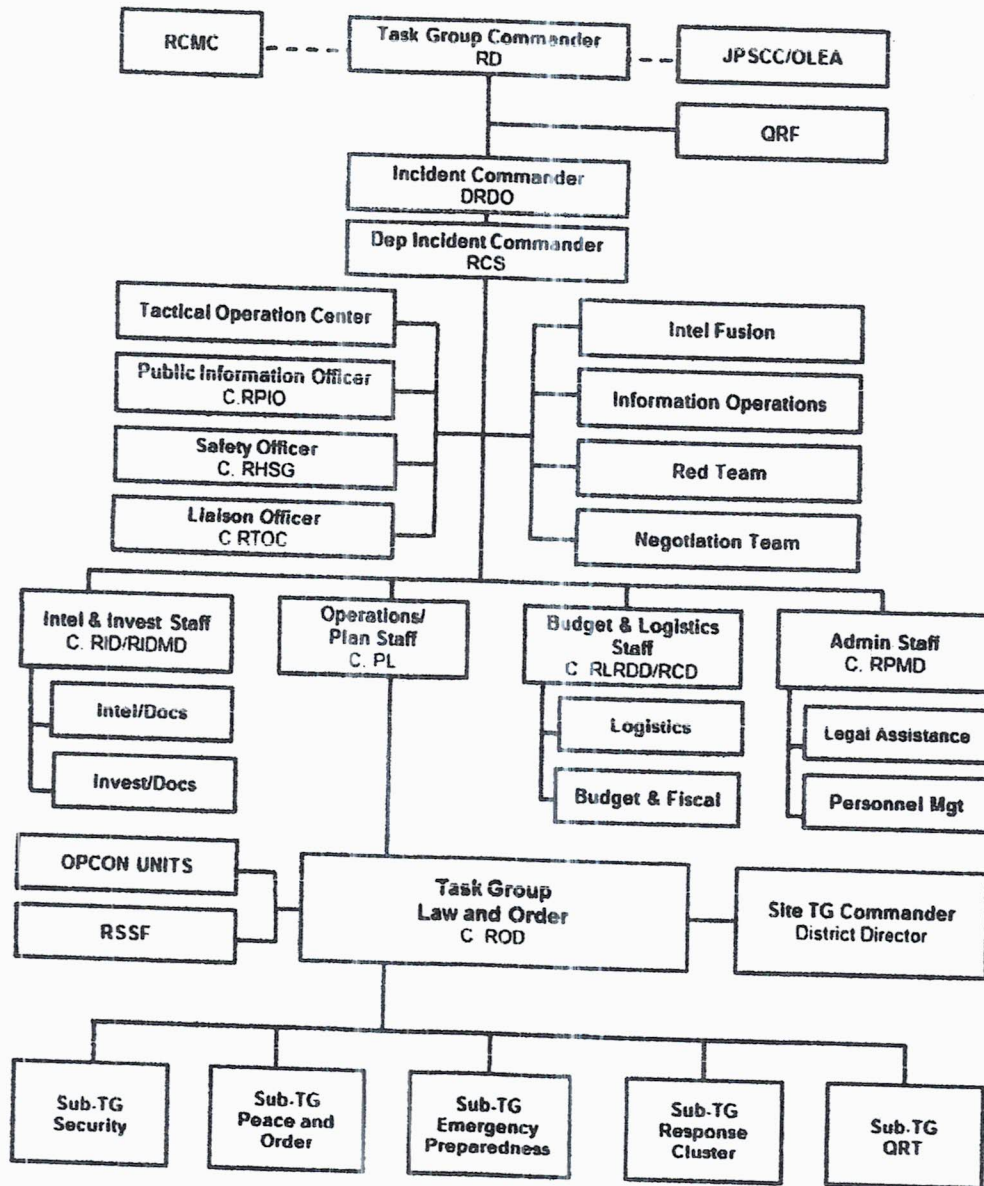
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ANNEXES

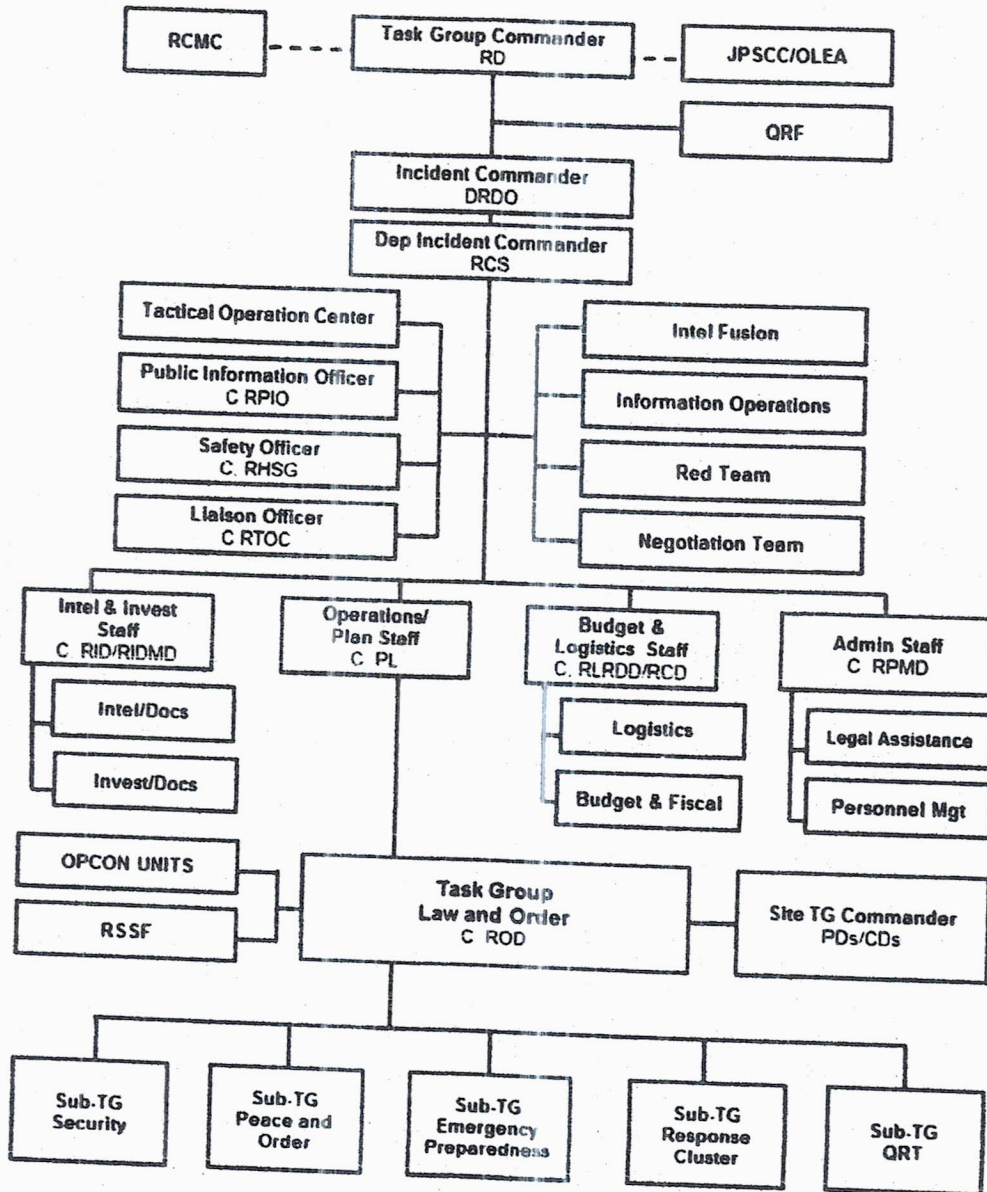
NCRPO CIMTG Organizational Structure (Human-Induced)	-	-	-	-	-	Annex "A"
PRO CIMTG Organizational Structure (Human-Induced)	-	-	-	-	-	Annex "B"
NCRPO District CIMTG Organizational Structure (Human-Induced)	-	-	-	-	-	Annex "C"
PPO/CPO CIMTG Organizational Structure (Human-Induced)	-	-	-	-	-	Annex "D"
CPS/MPS CIMTG Organizational Structure (Human-Induced)	-	-	-	-	-	Annex "E"
NCRPO DIMTG Organizational Structure (Natural Disaster)	-	-	-	-	-	Annex "1"
PRO DIMTG Organizational Structure (Natural Disaster)	-	-	-	-	-	Annex "2"
NCRPO District DIMTG Organizational Structure (Natural Disaster)	-	-	-	-	-	Annex "3"
PPO/CPO DIMTG Organizational Structure (Natural Disaster)	-	-	-	-	-	Annex "4"
CPS/MPS DIMTG Organizational Structure (Natural Disaster)	-	-	-	-	-	Annex "5"
National Disaster Response Cluster	-	-	-	-	-	Annex "6"

NCRPO CIMTG
Organizational Structure
(Human-Induced)

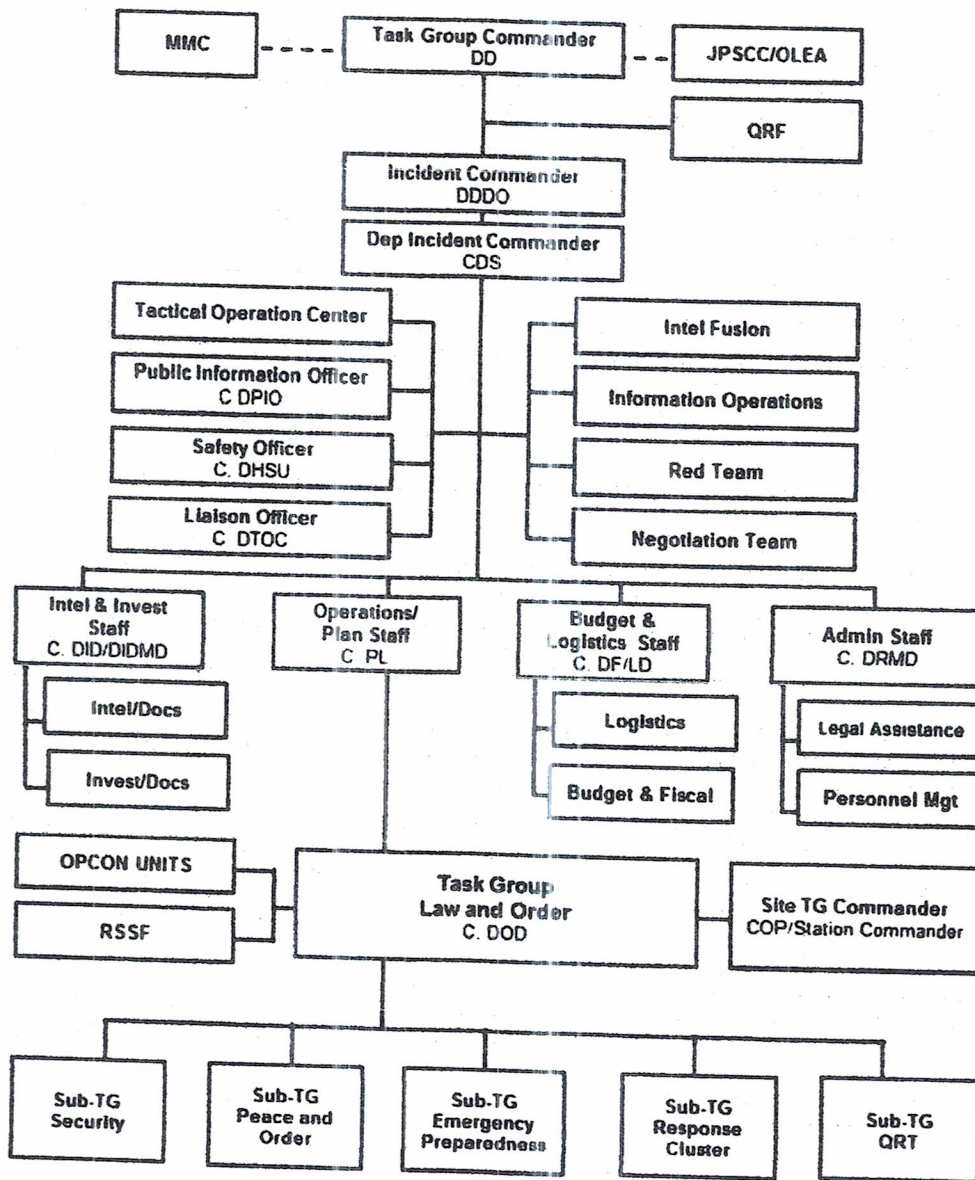


ANNEX "B"

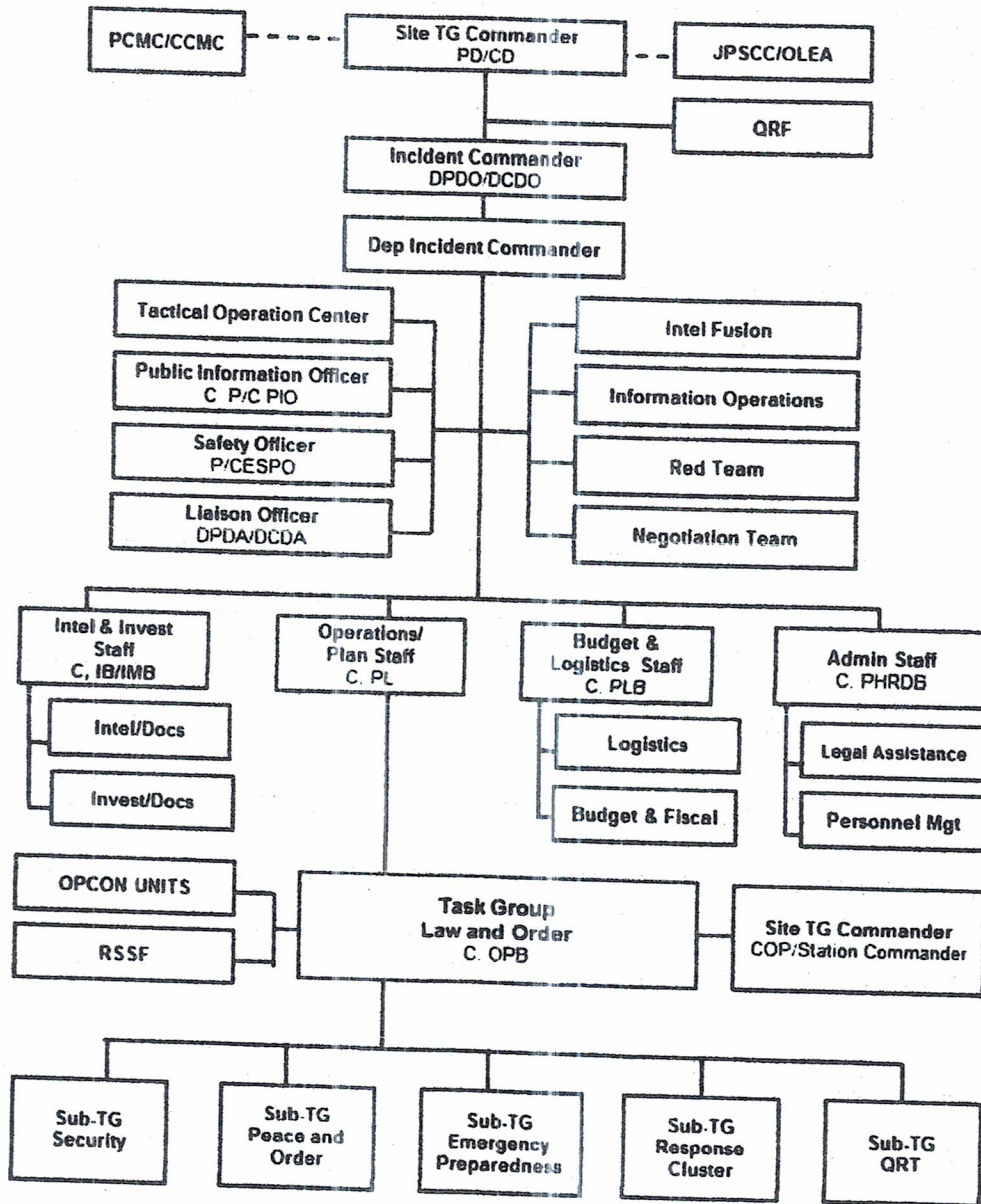
PRO CIMTG Organizational Structure (Human-Induced)



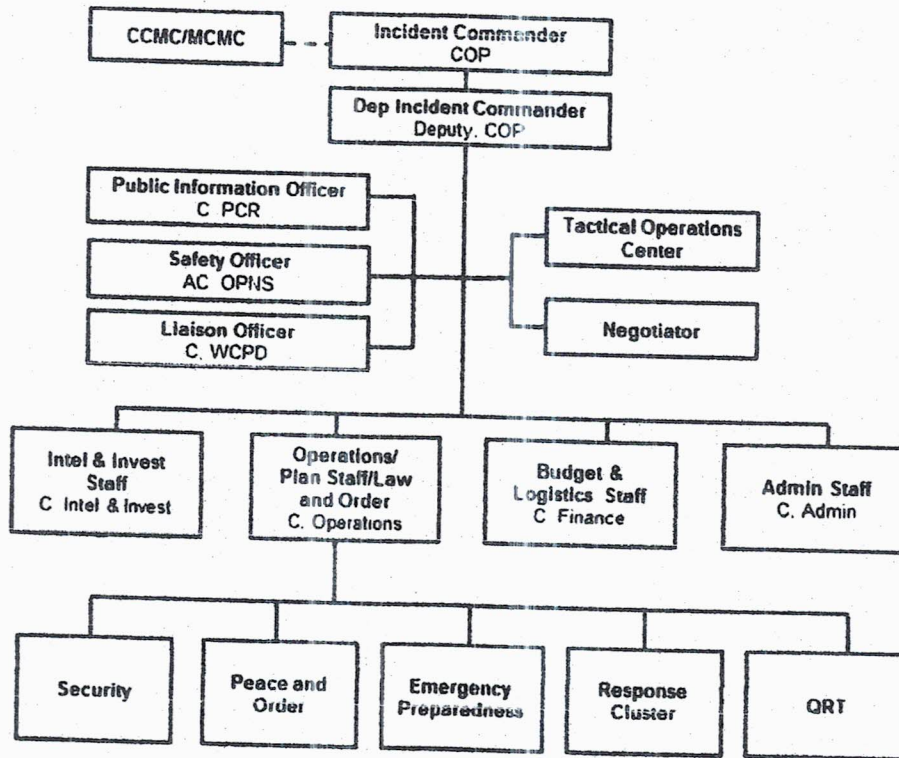
NCRPO District CIMTG
Organizational Structure
(Human-Induced)



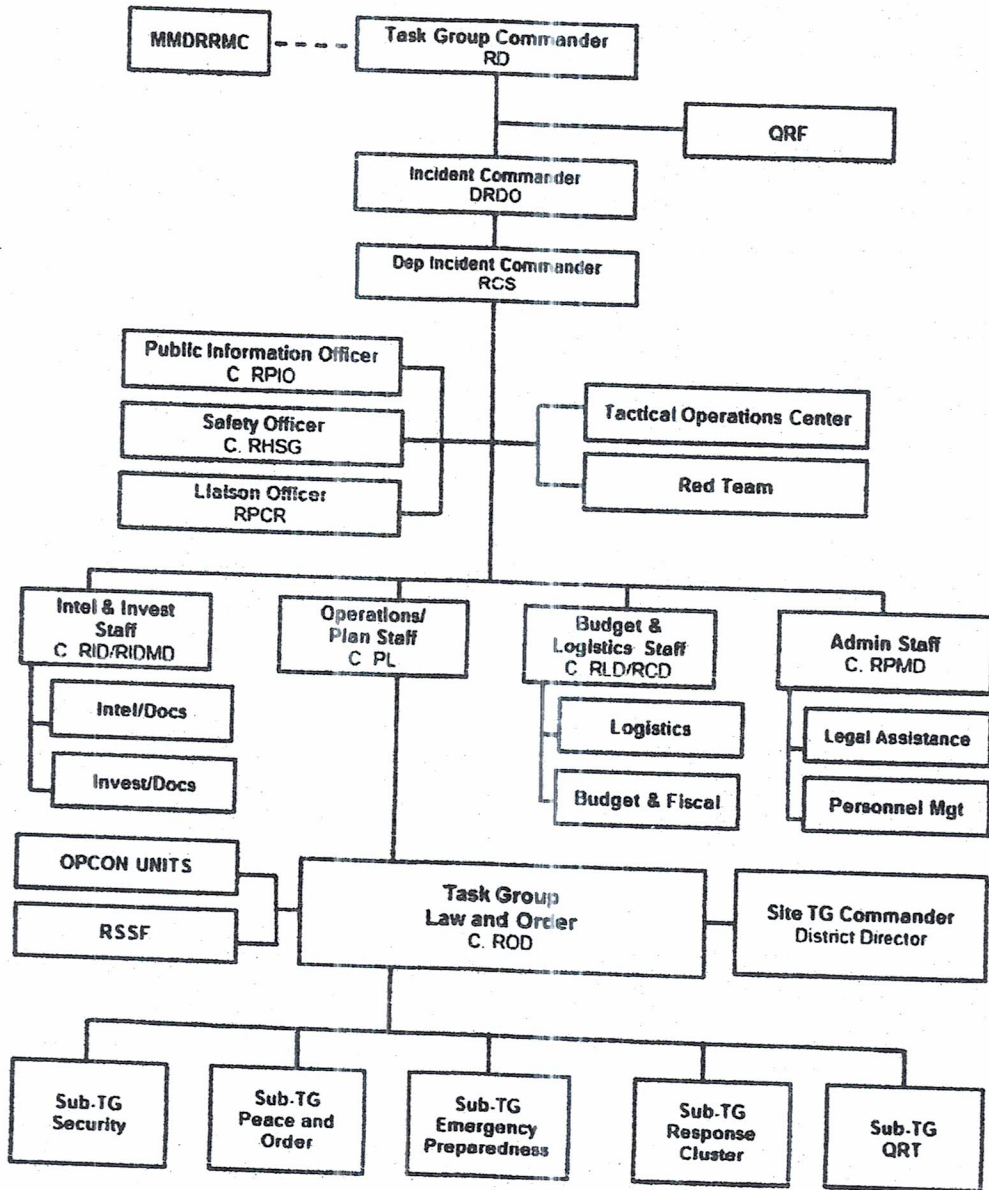
PPO/CPO CIMTG
Organizational Structure
(Human-Induced)



CPS/MPS CIMTG Organizational Structure (Human-Induced)

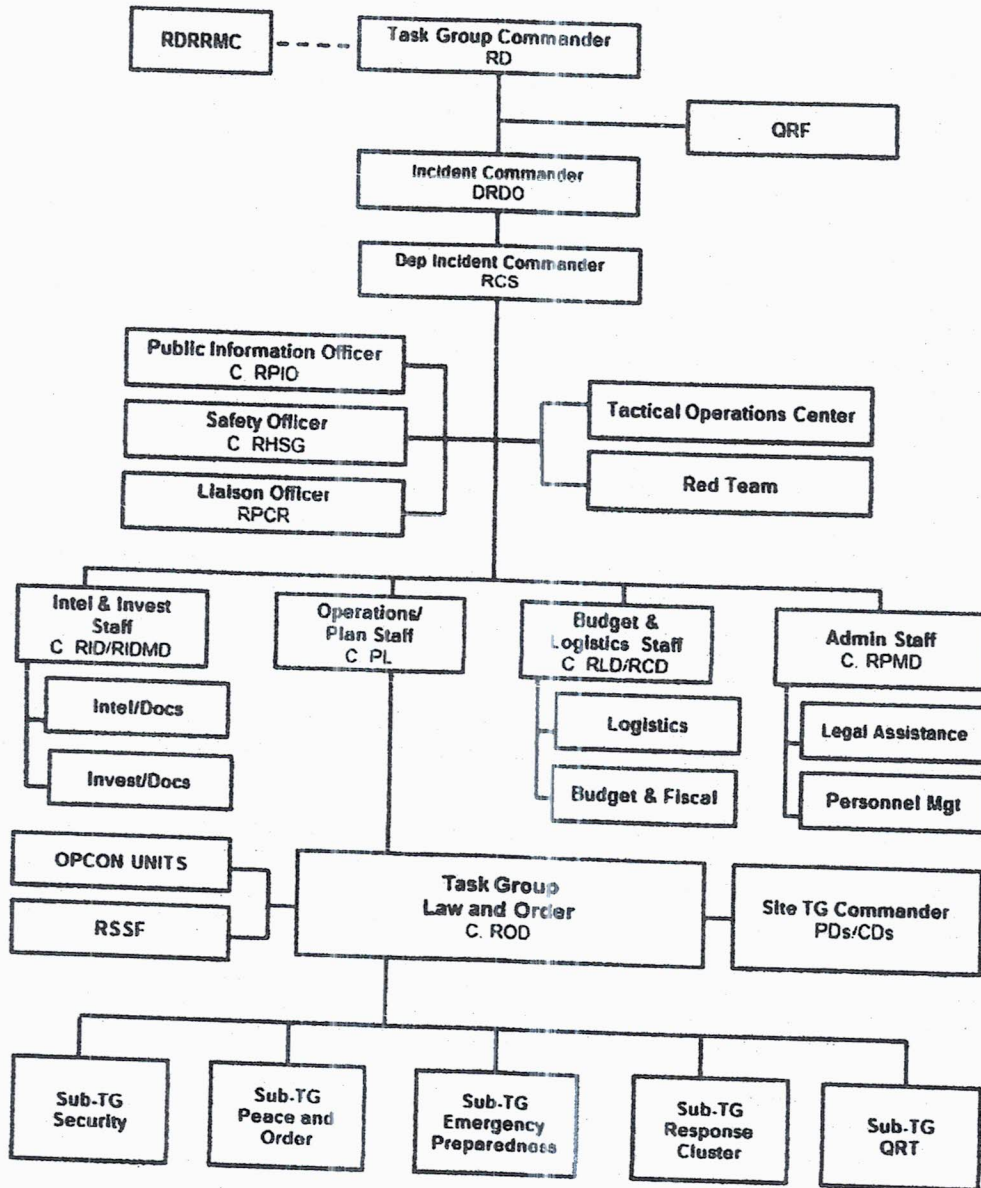


NCRPO DIMTG
Organizational Structure
(Natural Disaster)

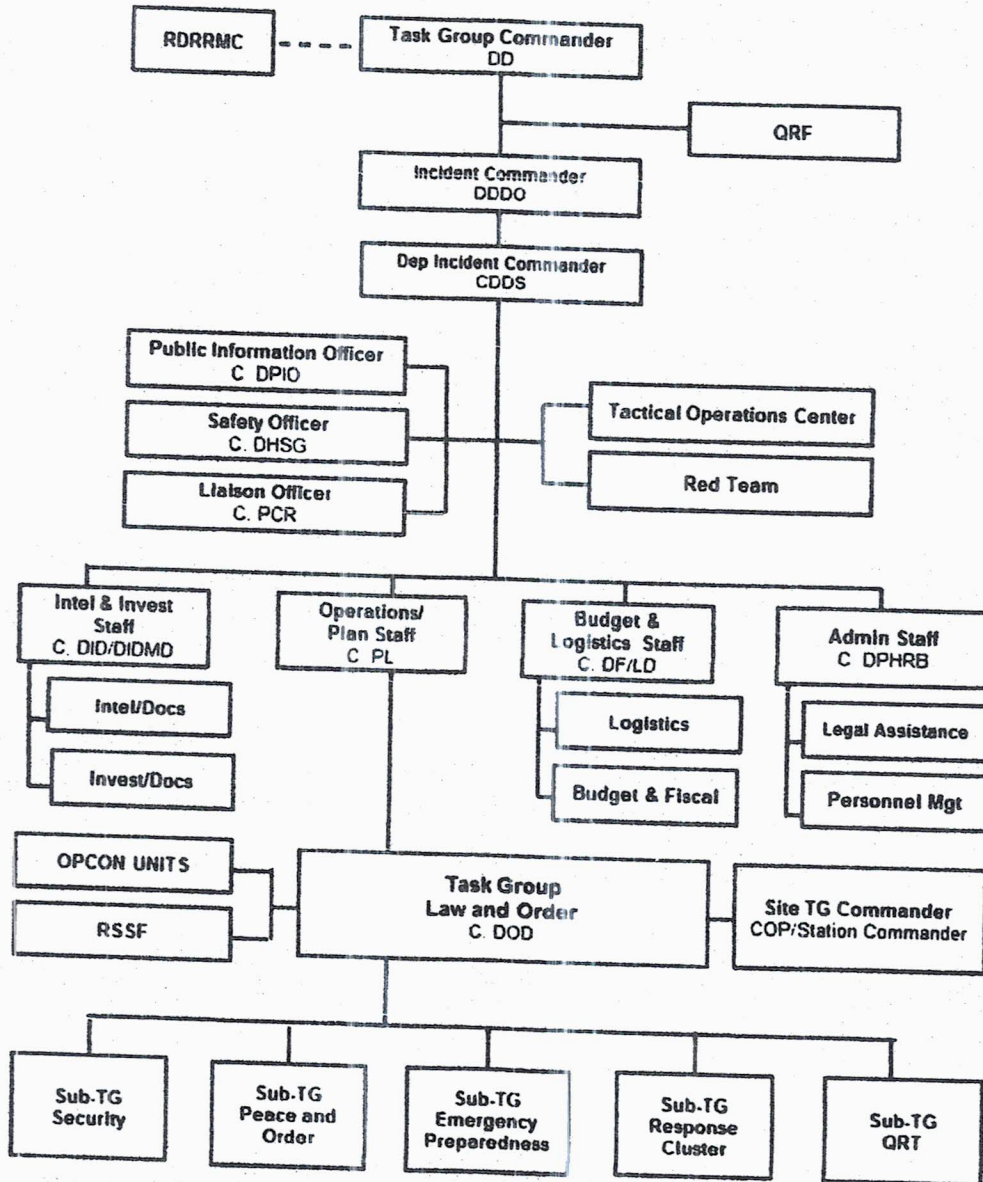


PRO DIMTG
Organizational Structure
(Natural Disaster)

ANNEX "2"

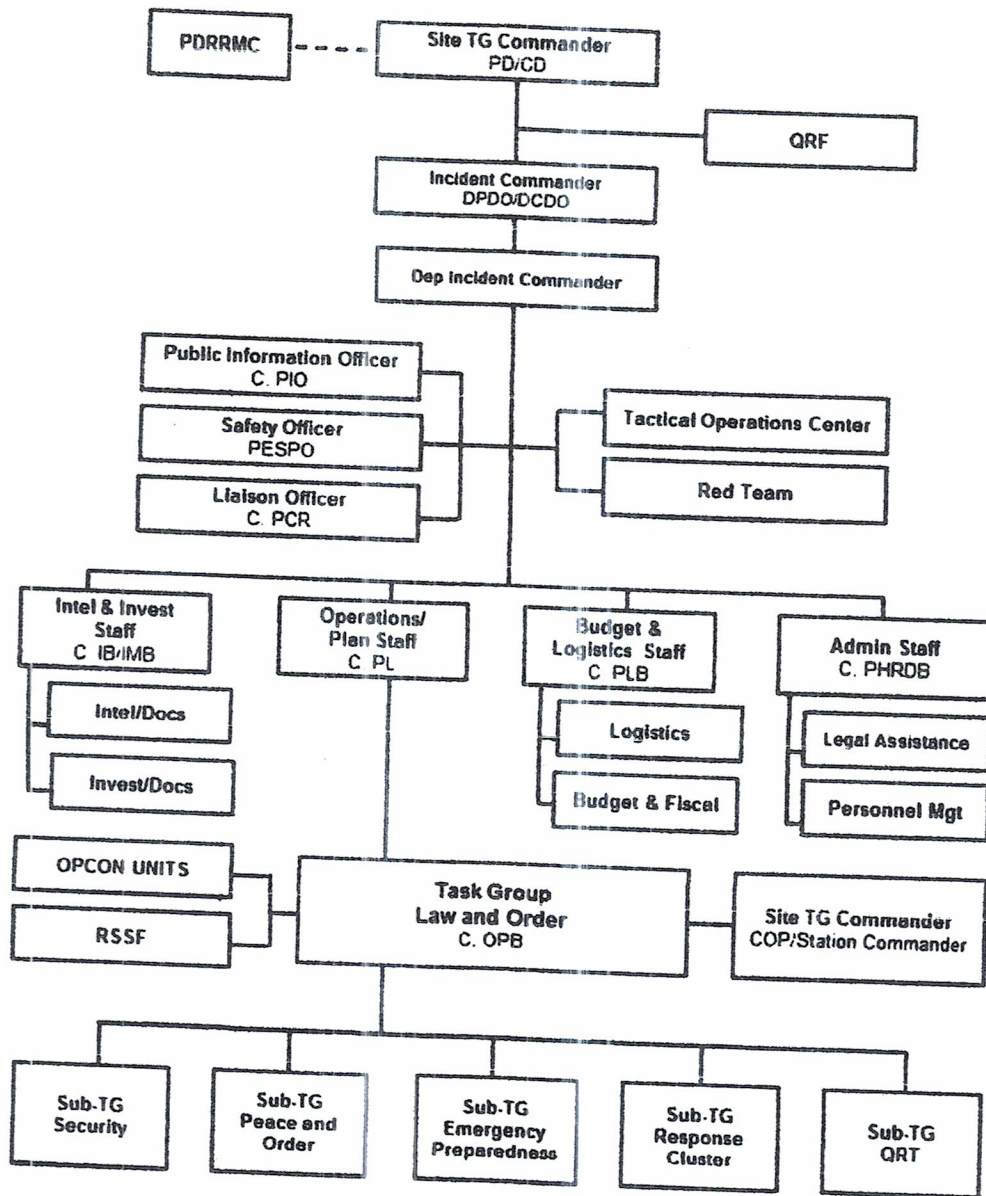


NCRPO District DIMTG
Organizational Structure
(Natural Disaster)



PPO/CPO DIMTG
Organizational Structure
(Natural Disaster)

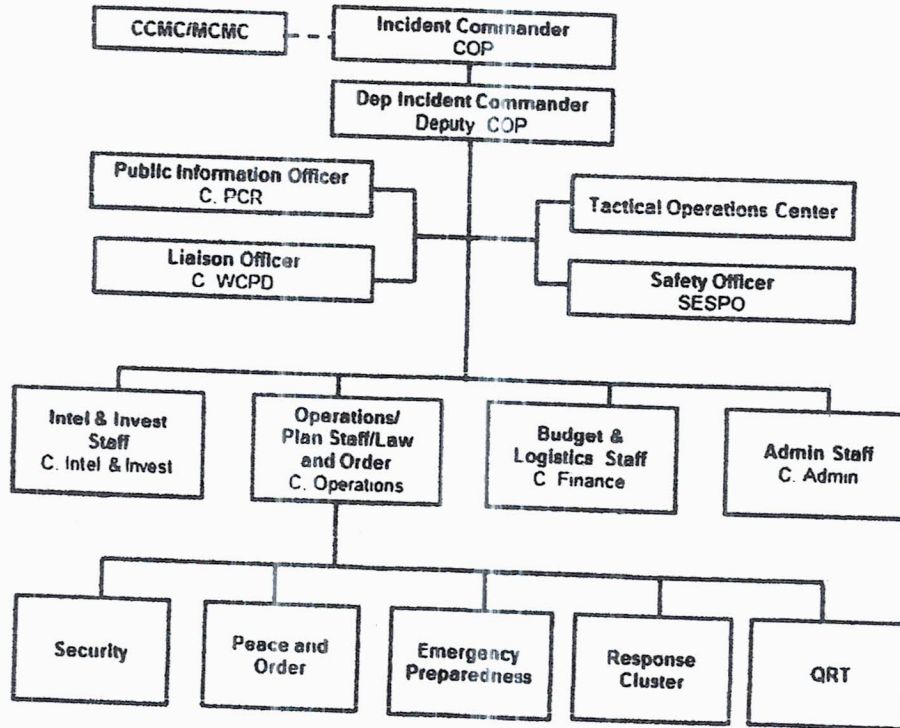
ANNEX "4"



CPS/MPS DIMTG

Organizational Structure
(Natural Disaster)

ANNEX "5"



ANNEX "6"

National Disaster Response Cluster			
Name of Cluster		PNP Level Office Primary Responsible	National Government Lead Agency
1	Law and Order	DO	PNP
2	Health, WASH, Nutrition and Psychosocial Services	HS	DOH
3	Food and Non Food items	PCADG	DSWD
4	Internally Displaced Person	PCADG	DSWD
5	Camp Management, Emergency Shelter and Livelihood	WCPC	DSWD
6	Logistics	DL	OCD
7	Emergency Telecommunications	CES	OCD
8	Search, Rescue and Retrieval	SAF	AFP
9	Management of the Dead and Missing	CL	DILG
10	Debris Management	HPG	DPWH
11	Education	PCADG	DepEd
12	International Humanitarian Assistance	DO	PNP