MEMORANDUM CIRCULAR
NO.: 2021 - 0 2 8

24 FEB 2021

REVISED GUIDELINES AND PROCEDURES IN THE DEVELOPMENT AND IMPLEMENTATION OF THE PNP HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM (HRMIS)

1. **REFERENCES:**

   a. Notice to Proceed of the Development and Implementation of PNP Human Resource Management Information System (HRMIS): Procurement of IT Equipment and Software dated December 27, 2019;

   b. PNP Command Memorandum Circular (CMC) No. 14- 2019 "Guidelines and Procedures in the Organization and Operationalization of the Interim Program Management Office (PMO) for the Implementation of the PNP Digital Transformation Plan also known as S.M.A.R.T. Policing dated April 17, 2019;

   c. PNP CMC No. 18 – 2016 "Guidelines and Procedures in the Development of the PNP Enterprise Resource Planning System (PNP ERPS)" dated June 23, 2016;

   d. Approved PNP Human Resource Management Information System (HRMIS) project proposal dated June 6, 2016;

   e. GO No. DPL 09 – 08 "Activation of the Directorate for Information and Communications Technology Management (DICTM)" dated April 1, 2009;

   f. PNP P.A.T.R.O.L. PLAN 2030; and

   g. Philippine Electronic Government Master Plan (eGMP).

2. **RATIONALE:**

   This PNP Memorandum Circular (MC) shall set the guidelines and procedures in the successful development and implementation of the PNP Human Resource Management Information System (HRMIS), the first leg of the PNP Enterprise Resource Planning System (ERPS) under the Administrative Information Management (AIM) module.

   It shall put in place an integrated information system that will serve as a central database and designed to manage and organize all information on recruitment, personal data, education and training, assignment, evaluation, promotion, equipage, personal identification/biometrics data, personal firearms data, criminal/administrative

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records, salary and allowances, insurance data, physical fitness, health and neuropsychiatric data, and retirement data.

3. SITUATION:

At present, there are 104 disparate Information Systems (IS) developed and deployed in the PNP nationwide of which 57 are utilized for administrative-related tasks.

There is no single source of personnel record in the PNP organization. The current information technology landscape in the PNP is challenged with the limited organizational processes and the absence of executive level reports that aid the decision makers in the aspect of human resource management. The information systems on personnel administration, personnel clearance, payroll, logistics, healthcare monitoring, and pension are being utilized and maintained separately. With this setup of disparate systems within the internal stakeholders, the use of these incongruent systems are limited only to information needed by their respective offices/units to carry out their respective mandated tasks.

The information systems are physically and logically separated from each other and use separate databases that limit generation of executive level reports. Likewise, it has disconnected organizational processes resulting in disparate systems and components. These dissimilar systems that use separate hardware, software, network, and people resources are more expensive than maintaining only one central integrated database.

For the Salary System alone, effecting changes in payroll undergoes a tedious process that takes about 15 days starting from updating of personnel information from offices/units to extraction of data. On the other hand, processing of retirement application takes nine months because of the lined-up process that the applicant needs to undertake.

The organization also uses the manual performance appraisal system that limits the capability of PNP executives to extensively monitor and evaluate the competence of personnel to hold key positions.

Further, this kind of disparate information systems and database setup are not aligned to the realization of a central database and a Secured, Mobile, AI-Driven, Real-Time Technology (S.M.A.R.T.) Policing of the PNP.

4. PURPOSE

The main objective of the HRMIS Project is to develop an integrated system that aims to provide accurate, real-time, unified transaction scheme, with standard procedures and reports on human resource, which shall be used by the decision makers to come up with a sound strategy related to personnel administration, training management, personnel clearance, payroll, logistics, healthcare monitoring, and pension.

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a. Specific Objectives

The project aims to provide:

1) Integration among the existing PNP IS on human resource;

2) Executive level reports;

3) Single access to information;

4) Fast and real-time information;

5) Establish a unified personal transaction; and

6) Promote personal responsibility and accountability.

5. DEFINITION OF TERMS:

a. **Administrative Information Management Module** – is a module of the PNP ERPS with sub-modules to sustain the administrative functions of the PNP. Initially, the Information Technology Management Service (ITMS) shall develop the HRMIS also known as Administrative Information Management System (AIMS) integrating the five mission critical systems of the PNP such as personnel administration, personnel clearance, payroll, logistics management, retirement and pension.

b. **PNP Online Personnel Accounting and Information System (PNP Online PAIS)** – a system that contains personal information of all PNP personnel.

c. **Non-Uniformed Personnel Online Application System (NUPOAS)** – is an online recruitment system for NUP which aims to establish a well-structured recruiting and selection program and professionalize the system of assessing and evaluating the applicants; hasten the selection process while facilitating an application system which requires fewer documents, and means to hire the most qualified applicants.

d. **PNP Online Recruitment System (PNP ORS)** – is an online Patrolman/Patrolwoman recruitment system that aims to centralize the application and recruitment of police officer of the PNP.

e. **FS Payroll Management System (PMS)** – is a system that aims to comprehensively collect and collate all data being used in all transactions involving PNP Funds and Budget allocated for its administration and operation.

f. **Learning Management System (LMS)** –is a system that systematically manages the PNP personnel's training records and career development path. The IS shall capture, manage and maintain comprehensive and complete profile of all PNP personnel to cover all their trainings, records on Physical Fitness Test (PFT) and Body Mass Index (BMI). The system

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shall provide updated list of trainings and pool of instructors as well as the online publication of programmed and unprogrammed trainings with their corresponding details, and the online registration and/or application for such.

g. **Police Retirees Information System and Management (PRISM)** – is a system that records the personal details of pensioners, automatically compute claims (Commutation of Accrued Leave (CAL), Lump Sum, Gratuity etc., and generates vouchers of claims).

h. **Pension Deduction and Loan IS (PDLIS)** – is a system that records the deduction of loan obligation of PNP pensioners.

i. **PNP Logistics Data Information and Management System (PNP LDIMS)** – is a customized web-based application purposely designed to establish a reliable and unified inventory of all PNP assets acquired through purchases, donations or loans and provides a real-time monitoring of actual status on procurement, storage, issuances, dispositions, preventive and corrective maintenance works to its eventual disposal.

j. **Retirement Management System** – is a system that computes the claims of the retirees. The system is also used in processing vouchers and issuance of clearances.

k. **Medical Records Management System (MRMS)** – is a system that stores accurate and updated medical information of PNP personnel and their stakeholders.

l. **Information Systems** – is a system of major processes or operations which facilitates the storage, processing, retrieval and generation of information for decision-making, planning, controlling and monitoring purposes. It also refers to a group of related processes designed to generate information for the exclusive support of a major functional area of an organization (e.g. Personnel Accounting Information System, Logistics and Data Information Management System, etc.)

m. **PNP Human Resource Management Information System** – is the first leg of the PNP ERPS, an integrated system that aims to provide accurate, standard procedures and reports on human resource which shall be used by decision makers to come up with a sound and real-time strategy related to personnel administration, personnel clearance, payroll, logistics management, retirement and pension.

n. **PNP Enterprise Resource Planning System** – is an integrated system of the PNP, which shall automate the PNP's core capabilities and transactions. As a result, PNP personnel can focus on routine tasks that cannot be automated such as but not limited to patrolling and other operational readiness.

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o. **Terms of Reference (TOR)** – is the written document of the system requirements of the HRMIS project.

6. **GUIDELINES:**

a. General Guidelines:

In reference to the Approved HRMIS Project and the MC on PNP ERPS, the DICTM through the ITMS has initiated the development and implementation of the HRMIS, the first leg of the PNP ERPS that will integrate databases and streamline processes related to administrative functions of the PNP.

The HRMIS is envisioned to be the central database of the PNP capable of streamlining the processes supporting its human resource-related functions.

The project includes the training for developers/integrators, systems administrators, end-users, and top-level managers. It will also include the awareness campaign of the project for its full acceptability within the organization with the change management programs. All related trainings will be conducted compliant to the minimum health standard and safety protocols under the "New Normal."

To sustain the implementation of the project, monitoring and evaluation will be put in place to assess the timely compliance and impact of the system to the overall administrative efficiency of the police organization.

The DICTM shall supervise the smooth implementation of this MC while ITMS shall be the OPR in the project management of the HRMIS. The DPRM being the human resource arm of the PNP and the largest stakeholder in the HRMIS project, shall be the project owner, thus, will be responsible for the successful implementation of the PNP HRMIS project.

To ensure the successful integration of data and streamlining of processes relative to the administrative functions of the PNP organization, all PNP offices/units shall render full support in this endeavor through but not limited in providing relevant information on processes, systems, and databases. Likewise, to work hand-in-hand to ensure the successful development and implementation of the PNP HRMIS.

Ultimately, the integration of information systems and processes will pave way for an improved human resource management in the PNP, which enables interactive transactions, increases access to multiple data sources, and generates real-time information. With an integrated system, there will be:

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1) **Integration of PNP Human Resource Management Information System.** The following existing IS shall be integrated into the PNP HRMIS:

   a) PNP Online PAIS;
   b) PNP ORS;
   c) NUPOAS;
   d) PNP LDIMS;
   e) PMS;
   f) Pension and Retirement System; and
   g) MRMS

   After the implementation of the PNP HRMIS, all other human resource-related information systems that will be subsequently developed shall also be integrated into the PNP HRMIS.

2) **Secured and Transparent Transactions.** Since there will be a single log in, log history can be easily monitored and transactions will be secured. It provides a chronological audit trail of every transaction.

3) **Connected Workflow and Organizational Processes.** Having a single unified platform ensures a single organizational and streamlined processes across the organization that ensures consistencies, hence, this setup saves time and resources and likewise promotes paperless transaction.

4) **Executive Level of Reporting and Analysis.** Having a single unified platform gives a single data source and single reporting environment nationwide, can generate reports as identified and can be expanded by the stakeholders, and provides predictive analysis anytime, anywhere. The system shall be able to generate the reports as indicated in the annexes."

5) **Common Self-Service Access.** There will be a unified common entry point only for authorized personnel designated by the concerned office/unit to ensure confidentiality, integrity and availability. The designated personnel of each concerned office/unit will be able to "access view" the data of the PNP HRMIS. Encoding, changing of inputs, deleting, and other similar activities is authorized only for those who are identified as systems owners (ex. DPRM for PAIS, DL for LDIMS).

6) **Single Data Entry Point because of Integrated Systems and Components.** In the old system, there are different entry points, while with the HRMIS, there will only be one data entry point, which reduces cost on maintenance of hardware, network, software, and peopleware, hence, eliminating the need to synchronize changes between multiple systems.

The HRMIS project initially integrates the databases of identified information systems relative to human resource management namely: (1) On-line PAIS; (2) PNP LDIMS; (3) LMS; (4) PNPGH Health Information Management System (PNPGH HIMS); (5) PMS; (6) Pensioner Information System (PIS) and any associated sub-modules thereof as may be necessary.

b. Specific Guidelines:

HRMIS Interim Program Management Office (PMO) shall be activated to ensure the timeliness and smooth implementation of the HRMIS project by providing project management support functions or direct management of projects.

The PMO shall be under the Office of the Chief, PNP and shall have the following objectives:
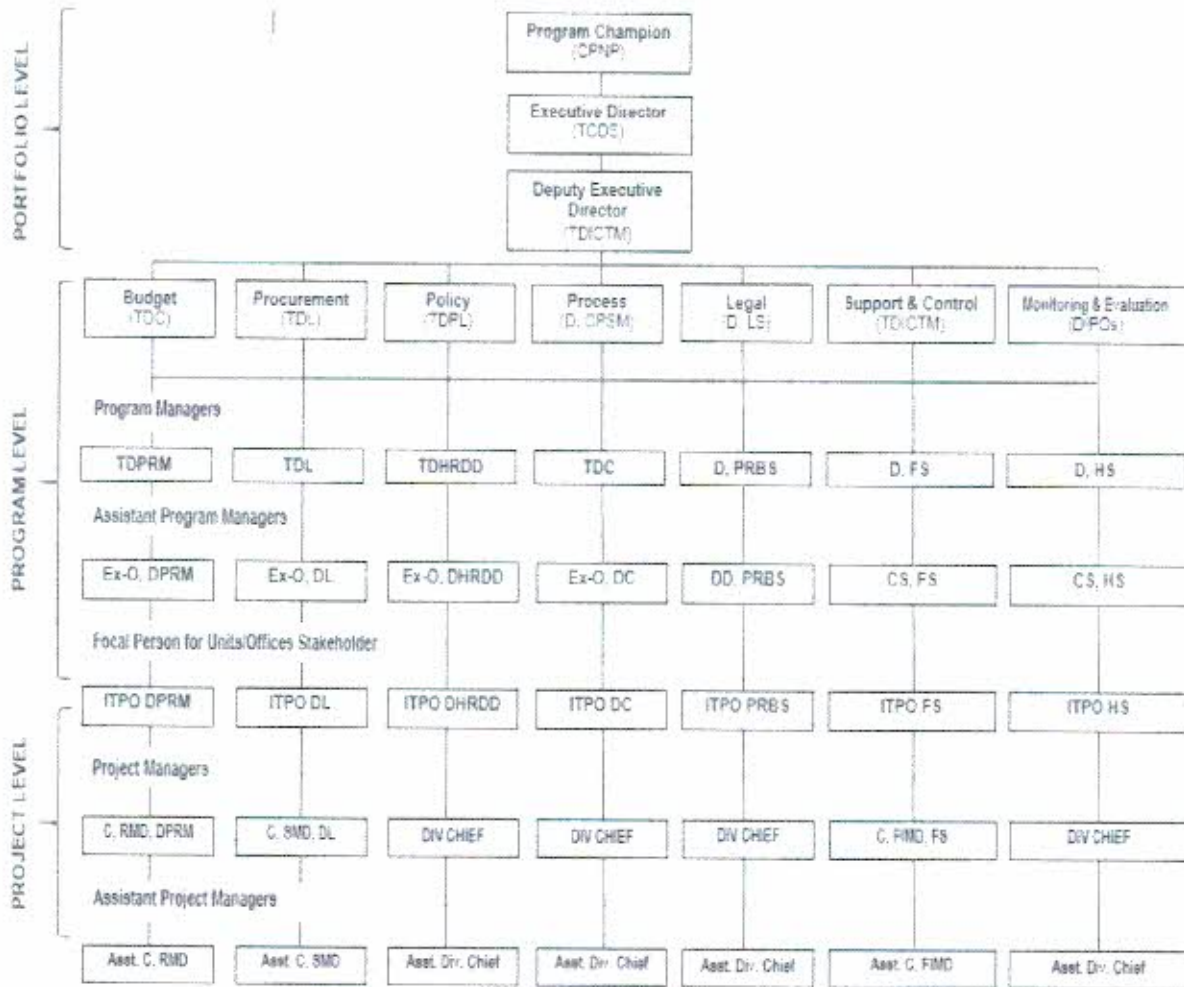
1) To create effective project oversight and control;

2) To minimize project "thrash" and promote greater project success;

3) To keep management better informed;

4) To improve integration of projects with the business;

5) To build project management expertise in the staff; and

6) To help define and then achieve business objectives.

Further, the PMO shall be headed by the CPNP as the Program Champion and will be assisted by TCDS and TDICTM as Executive Director and Deputy Executive Director, respectively. It shall be organized into three levels: Portfolio Level, the Program Level, and Project Level as shown in the organizational structure:

INTERIM PROGRAM MANAGEMENT OFFICE FOR HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM (HRMIS)
ORGANIZATIONAL STRUCTURE

PORTFOLIO LEVEL

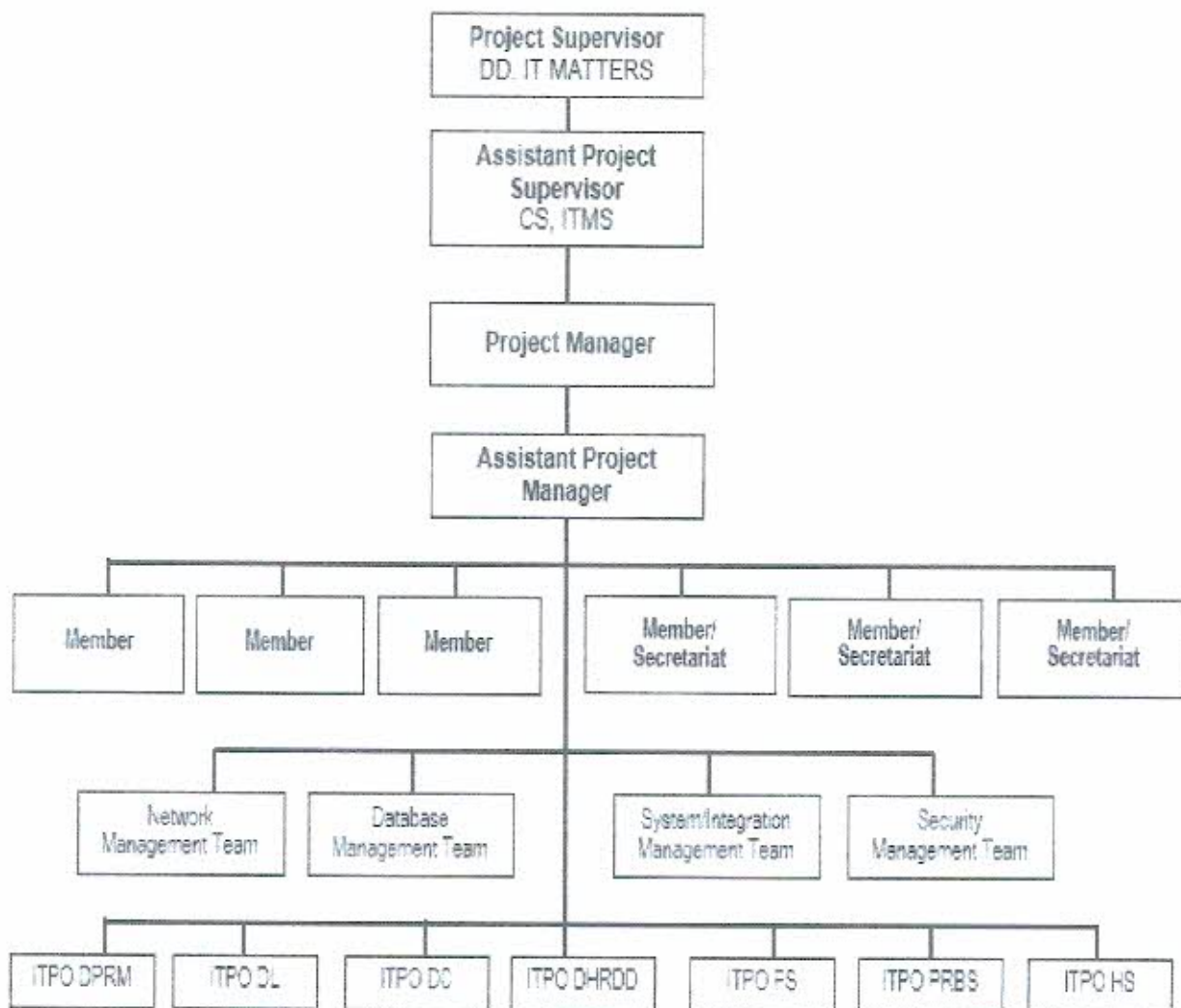- Program Champion (CPNP)
- Executive Director (TCDS)
- Deputy Executive Director (TDICTM)

Budget (TDC)	Procurement (TDL)	Policy (TDPL)	Process (D, DPSM)	Legal (D, LS)	Support & Control (TDICTM)	Monitoring & Evaluation (D/POs)

PROGRAM LEVEL

Program Managers

TDPRM	TDL	TDHRDD	TDC	D, PRBS	D, FS	D, HS

Assistant Program Managers

Ex-O, DPRM	Ex-O, DL	Ex-O, DHRDD	Ex-O, DC	DD, PRBS	CS, FS	CS, HS

Focal Person for Units/Offices Stakeholder

ITPO DPRM	ITPO DL	ITPO DHRDD	ITPO DC	ITPO PRBS	ITPO FS	ITPO HS

PROJECT LEVEL

Project Managers

C, RMD, DPRM	C, SMD, DL	DIV CHIEF	DIV CHIEF	DIV CHIEF	C, FMD, FS	DIV CHIEF

Assistant Project Managers

Asst. C, RMD	Asst. C, SMD	Asst. Div. Chief	Asst. Div. Chief	Asst. Div. Chief	Asst. C, FMD	Asst. Div. Chief

To clearly delineate the tasks and relationship between the portfolio, program, and project levels, the Interim PMO shall be guided by the following concepts on the organizational project management:

Organizational Project Management		
	Projects	**Programs**	**Portfolios**
Definition	A project is a temporary endeavor undertaken to create a unique product, service or result.	A program is a group of related projects, subsidiary programs and program activities that are managed in a coordinated manner to obtain benefits not available from managing them individually.	A portfolio is a collection of projects, programs, subsidiary portfolios, and operations managed as a group to achieve strategic objectives.
Scope	Projects have defined objectives. Scope is progressively elaborated throughout the project life cycle.	Programs have a scope that encompasses the scopes of its program components. Programs produce benefits to an organization by ensuring that the outputs and outcomes of program components are delivered in a coordinated and complementary manner.	Portfolios have an organizational scope that changes with the strategic objectives of the organization.
Change	Project Managers expect change and implement processes to keep change managed and controlled.	Programs are managed in a manner that accepts and adapts to change as necessary to optimize the delivery of benefits as the program's components deliver outcomes and/or outputs.	Portfolio managers continuously monitor changes in the broader internal and external environments.
Planning	Project managers progressively elaborate high-level information into detailed plans throughout the project life cycle.	Programs are managed using high-level plans that track the interdependencies and progress of program components. Program plans are also used to guide planning at the component level.	Portfolio managers create and maintain necessary processes and communication relative to the aggregate portfolio.
Management	Project managers manage the project team to meet the project objectives.	Programs are managed by program managers who ensure that program benefits are delivered as expected, by coordinating the activities of a program's components.	Portfolio managers may manage or coordinate portfolio management staff, or program and project staff that may have reporting responsibilities into the aggregate portfolio.
Monitoring	Project managers monitor and control the work of producing the products, services or results that the project was undertaken to produce.	Program managers monitor the progress of program components to ensure the overall goals, schedules, budget, and benefits of the program will be met.	Portfolio managers monitor strategic changes and aggregate resource allocation, performance results and risk of the portfolio.
Success	Success is measured by product and project quality, timeliness, budget compliance, and degree of customer satisfaction.	A program's success is measured by the program's ability to deliver its intended benefits to an organization, and by the program's efficiency and effectiveness in delivering those benefits.	Success is measured in terms of the aggregate investment performance and benefit realization of the portfolio.

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Particularly, the ITMS, being the OPR for the procurement and implementation of the HRMIS project, created its Interim Project Management Team (IPMT), to ensure close monitoring on the compliance of the winning proponent to the project TOR, to wit:

ITMS
INTERIM PROJECT MANAGEMENT TEAM FOR HRMIS
ORGANIZATIONAL STRUCTURE

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┌─────────────────────────┐
│   Project Supervisor    │
│     DD. IT MATTERS      │
└─────────────────────────┘
┌─────────────────────────┐
│   Assistant Project     │
│       Supervisor        │
│        CS, ITMS         │
└─────────────────────────┘
┌─────────────────────────┐
│     Project Manager     │
└─────────────────────────┘
┌─────────────────────────┐
│   Assistant Project     │
│        Manager          │
└─────────────────────────┘
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Member	Member	Member	Member/ Secretariat	Member/ Secretariat	Member/ Secretariat

Network Management Team	Database Management Team	System/Integration Management Team	Security Management Team

ITPO DPRM	ITPO DL	ITPO DC	ITPO DHRDD	ITPO FS	ITPO PRBS	ITPO HS

The ITMS IPMT for HRMIS shall closely coordinate with the winning proponent for the effective attainment of the HRMIS milestones comprised of the following:

NO.	MILESTONES	NUMBER OF CALENDAR DAYS
1	Project Preparation and Documentation	30 calendar days upon receipt of Notice to Proceed
2	Delivery of Hardware Equipment	60 calendar days upon receipt of Notice to Proceed
3	Installation of Delivered Hardware Equipment	90 calendar days upon receipt of Notice to Proceed
4	Integration of HRMIS System Process	270 calendar days upon receipt of Notice to Proceed
5	Training	270 calendar days upon receipt of Notice to Proceed
6	Change Management	30 calendar days after completion of development of HRMIS project
7	Project Closure and Handholding	360 calendar days upon receipt of Notice to Proceed

To be able to sustain the implementation of HRMIS, the project includes training for developers, network and systems administrators, end-users, and top-level managers. Also, monitoring and evaluation will be put in place to assess the timely compliances and impact of the system to the overall administrative efficiency of the police organization.

c. Responsibilities:

1) OTCDS
a) Designated as Over-all Supervisor in the implementation of this MC; and

b) Designated as the Executive Director of the Interim PMO.

2) DICTM
a) Designated to supervise the implementation of this MC;

b) Designated as the Deputy Executive Director of the PMO;

c) Ensure conformity of HRMIS to the PNP information system and database standards; and

d) Perform other tasks as directed.

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3) DPRM

    a) Designated as the Project Owner of HRMIS;

    b) Provide decision, support, and guidance to the successful implementation of the project;

    c) Issue appropriate orders for personnel who will compose the team for PMO;

    d) Identify and formulate complete business process flow charts related to personnel management;

    e) Ensure prompt and accurate encoding and updating of information in their respective databases;

    f) Provide all systems and databases being used by DPRM to ITMS; and

    g) Perform other tasks as directed.

4) DL

    a) Identify and formulate complete business process flow charts related to logistics management;

    b) Ensure prompt and accurate encoding and updating of information in their respective databases;

    c) Provide all systems and databases being used by DL to ITMS;

    d) Assist the Program Managers; and

    e) Perform other tasks as directed.

5) DHRDD

    a) Identify and formulate complete business process flow charts related to PNP training and education to ITMS;

    b) Ensure prompt and accurate encoding and updating of information in their respective databases;

    c) Provide all systems and databases being used by DHRDD to ITMS; and

    d) Perform other tasks as directed.

6) DC

    a) Identify and formulate complete business process flow charts related to financial management;

b) Ensure prompt and accurate encoding and updating of information in their respective databases;

c) Provide all systems and databases being used by DC to ITMS;

d) Ensure timely and prompt payment of the HRMIS milestone; and

e) Perform other tasks as directed.

7) DI

a) Issue security clearance of the winning proponent and its project management staff; and

b) Perform other tasks as directed.

8) FS

a) Identify and formulate complete business process flow charts related to financial management;

b) Ensure the prompt and accurate encoding and updating of information in their respective databases;

c) Provide all systems and databases being used by FS to ITMS duly authorized by Director, Finance Service; and

d) Perform other tasks as directed.

9) HS

a) Identify and formulate complete business process flow charts related to medical records management;

b) Ensure the prompt and accurate encoding and updating of information in their respective databases;

c) Provide all systems and databases being used by HS to ITMS; and

d) Perform other tasks as directed.

10) PRBS

a) Identify and formulate complete business process flow charts related to PNP retirement and pension claims;

b) Ensure prompt and accurate encoding and updating of information in their respective databases;

c) Provide all systems and databases being used by PRBS to ITMS; and

d) Perform other tasks as directed.

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11) LS
   a) Assist the DICTM in addressing legal issues and concerns in the development and implementation of this MC;

   b) Assist the Technical Working Group (TWG) that will formulate the streamline human resource process which is responsive to the current policies; and

   c) Perform other tasks as directed.

12) ITMS
   a) Designated as the OPR for the HRMIS Project Management;

   b) Supervise the development and implementation of HRMIS in collaboration with the winning proponent;

   c) Assist DICTM in the implementation of this MC;

   d) Ensure smooth project management, monitoring and evaluation of the HRMIS project;

   e) Ensure sustainability and continuity of the HRMIS by providing the needed technical team to maintain the software and hardware components of HRMIS; and

   f) Perform other tasks as directed.

d. Coordinating Instructions:
   1) DPRM, DHRDD, DL, DC, FS, PRBS, and HS with existing PNP human resource-related information systems of the PNP are required to support the migration, integration, and streamlining of systems and processes;

   2) DPRM, DHRDD, DL, DC, FS, PRBS, and HS shall provide to ITMS the processes and generated reports being asked by various offices/units nationwide relative to personnel administration;

   3) Lateral and vertical coordination with concerned offices/units involved in this activity is authorized and highly encouraged;

   4) Tasked offices/units shall designate personnel who will compose their respective IPMT to serve as the focal group to oversee the implementation of HRMIS in their offices/units; and

   5) Tasked offices/units shall submit their respective IMPLAN to ITMS and copy furnished DICTM not later than 15 days after approval of this MC.

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7. PROCEDURES:

a. Policies

1) **Streamlining of Business Process.** For purpose of successfully integrating vital databases that will constitute the entire HRMIS, the DICTM, through ITMS shall provide the necessary technical assistance to concerned PNP offices/units in the formulation of policies on streamlined business processes pertaining to personnel administration, personnel and property clearance, payroll, logistics management, and retirement and pension.

2) **Implementation of the HRMIS.** The ITMS as the primary unit responsible in the development, implementation and maintenance of systems and databases, is tasked to ensure the smooth implementation of the HRMIS in coordination, collaboration, and cooperation with all PNP offices/units nationwide.

3) **Integration of PNP's Administrative-Related Databases.** All PNP offices/units shall allow access and extraction of the admin-related databases currently being managed and administered by said offices/units. Further, these databases shall be integrated into one single platform that will be managed and administered by the ITMS. This new setup shall strengthen and enhance the 24x7x365 availability, integrity, and reliability of information across the PNP nationwide.

4) **Integrity of the HRMIS Database.** Designated encoders are enjoined to ensure prompt and accurate encoding and updating of information in the system.

5) **Authority to Develop, Administer, Implement, Maintain and Support Systems and Databases.** The PNP authorizes the ITMS as the primary unit responsible that shall develop, administer, maintain, implement and support reliable, robust and secure information systems and databases of the PNP organization to ensure its availability, integrity, and reliability.

6) **Creation of HRMIS Project Management Office.** For the purpose of implementing the provisions of this MC, the CPNP shall establish the HRMIS Project Management Team which will be tasked to plan and manage the implementation strategy.

b. Administrative Sanction

1) Immediate Supervisors and/or Heads of Offices/Units shall take action on the prescribed guidelines or be liable for Neglect of Duty in accordance with NAPOLCOM Memorandum Circular 2016-002; and

2) Deliberate or intentional manipulation of data or information in the HRMIS such as false entry/encoding or any other acts which shall not reflect the accurate or true information related to PNP personnel records, or accepting any gift or consideration for the favorable change in the personnel records shall constitute Grave Misconduct in accordance with NAPOLCOM Memorandum Circular Number 2016-002.

8. REPEALING CLAUSE:

All other policies, guidelines, issuances, rules and regulations that are not consistent with this MC are hereby revoked, rescinded or amended accordingly.

9. EFFECTIVITY:

This MC shall take effect after 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.

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Police General
Chief, PNP

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Distribution:
Command Group
TDPRM
TDICTM
TDHRDD
TDC
TDI
TDL
TDPL
DIPOs
D. CPSM
D. FS
D. LS
D. PRBS
D. HS

Attachment
Annex "A" – Generated Reports of the PNP HRMIS

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ANNEX A

Personnel Accounting and Information System (PAIS)

- PNP Personnel Pulis sa Barangay;
- List of PNP Personnel with Pending Case Filed;
- List of PNP Personnel who were dismissed from the PNP Service Due to Drug Cases but were reinstated;
- Conviction Rate;
- Reports on Court Duty;
- PNP Personnel with Human Rights Violation;
- Dictated Conference;
- Enhance Police Visibility and Security measures;
- Oplan Checkmate;
- List of PNP Personnel Facing Admin/Criminal Cases (For NAPOLCOM, IAS, CPO, OMBUDSMAN, PLEB, MTC, RTC, Provincial Prosecutor Office);
- Inventory of Pending Cases (Admin);
- Inventory of Pending Cases (Criminal);
- Statistics of PNP Personnel with Pending Cases;
- Court Duties (drug cases);
- Cases of Extortion Incident by PNP Personnel; and
- Inventory of PNP Personnel Deployed PNP Personnel with Human Rights Violation List of PNP Personnel Charged with Various Offenses (Criminal).

Logistics and Data Information Management System (LDIMS)

- Percentage fill-up;
- Equipment;
- Equipment by Unit classification (Headquarters/NSUs/PRO/PPO/CPO/District/Batallion/MPS/CPS/PS/Company/Platoon);
- Firearms by Caliber/Make/Kind/Source/Status;
- Equipment issuance history;
- Personnel with accountability;
- Material records with full details of the data;
- All Real Estate Properties;
- List of Properties by Region/Province;
- List of Properties by Status (titled/ for titling/others);
- List of Properties by Mode of Acquisition Recapitulation by Region and by Lot;
- List of Building and Infrastructure by Unit Classification (HQ/PRO/PPO/CPO/CPS/MPS/Etc.);
  - By Structure
  - By Design Type
  - By Priority

- Recapitulation by Region/ by Unit classification, by structure classification;
- Ad Hoc Reports; and
- Issued Clearances.

Retirement and Pension Administration

- Monthly master list of Pensioners;
- Full listing of activation and deletion of pensioner;
- Pensioner's history of pension; and
- List of disqualified pensioners.

Payroll Management (PNP Active Personnel and Pensioners)

- Payroll reporting (Funding Warrant);
- Pension reporting; and
- Audit trails.

Learning Management System

- Physical Fitness Test Information of PNP Personnel;
- Physical Fitness and Sports Development Program;
- BMI Information;
- Pool of Instructor's Rank/Salutation/Name/Age/Gender/Contact Number;
- Pool of Instructor's Current Unit Assignment/ Unit Contact Number;
- Pool of Instructor's Training Categories and trainings (Specialized ourses);
- Pool of Instructor's Ongoing schedule of conduct of training;
- List of Personnel with Specific Training (Mandatory, specialized courses and/or seminar);
- Personnel category;
- User-defined customized classification for ad hoc reporting;
- Training Lineal List;
- List of qualified personnel by Unit, Rank, class; and
- Auto check on list of disqualified personnel to go on schooling (HS, DLOD, DI clearance, others)

Medical Records Management System

- Spouse and Family Details of Medical patient's/client's; and
- Medical patient's/client's records in the following tables:
    - Tbl_ActivityLog - A table that contains records about the action done to the system by the system user;
    - Tbl_Admission_Register - A table that contains the information of the patient's admission;
    - Tbl_AllergyHistory - A table that contains information on the history of patient's allergy;

- Tbl_CancerHistory - A table that contains information on the history of patient's cancer;
- Tbl_ Chart - A table that contains compilation of nurse's note in managing the patient;
- Tbl_Diagnosed_Disease - A table that contains information of the disease;
- Tbl_Edocs - A table that contains scanned documents of patient;
- Tbl_ER_Register - A table that contains the details of patient's admission with ER Register;
- Tbl_FamilyHistory - A table that contains information on the history of family illness;
- Tbl_FeedingHistory - A table that contains information on the feeding history of patient;
- Tbl_GeneralSurvey - A table that contains information of the general survey done to patient;
- Tbl_ImmunizationHistory - A table that contains the immunization history of patient;
- Tbl_OBHistory - A table that contains the details of the OB history of patient;
- Tbl_OPD_Registration - A table that contains the details of patient's registration in OPD;
- Tbl_PastMedicalHistory - A table that contains the details patient's past medical history;
- Tbl_Patients - A table that contains general information of the patients;
- Tbl_PersonalSocialHistory - A table that contains information of the patient's personal or social history;
- Tbl_PNPGH_Personnel - A table that contains information of PNPGH personnel;
- Tbl_VitalSigns - A table that contains vital signs information of the patient;
- Tbl_SurgeryHistory - A table that contains details of the history of surgery;
- Tbl_UserLogin - A table that contains information of the system user and its access rights;
- Tbl_Ref_ActivityType - A reference table that contains list of activities in the system;
- Tbl_Ref_AdmissionSource - A reference table that contains list;
- Tbl_Ref_AdmissionType - A reference table that contains list of patient's type of admission.
- Tbl_Ref_ AllergenCategory - A reference table that contains list of allergen category.
- Tbl_Ref_ Allergies - A reference table that contains list of the causes of allergies.
- Tbl_Ref_ArrivalType - A reference table that contains list of patient's type of arrival.
- Tbl_Ref_ BodyPart - A reference table that contains list of body parts.

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- Tbl_Ref_CancerType - A reference table that contains list of cancer type.
- Tbl_Ref_CaseType - A reference table that contains list patient's case type.
- Tbl_Ref_City - A reference table that contains list of cities.
- Tbl_Ref_CivilStatus - A reference table that contains list of civil status.
- Tbl_Ref_Clinics - A reference table that contains list of PNPGH clinics or hospital units.
- Tbl_Ref_Disease_Category - A reference table that contains list of disease category.
- Tbl_Ref_Disease_Specific - A reference table that contains list of diseases.
- Tbl_Ref_Disease_Type - A reference table that contains list of the type of disease.
- Tbl_Ref_DispositionNature - A reference table that contains list of patient disposition.
- Tbl_Ref_ EmergencyType - A reference table that contains hospital units for emergency depending on the type of emergency.
- Tbl_Ref_EmployeeStatus - A reference table that contains list of employment status.
- Tbl_Ref_ER_Disposition - A reference table that contains list of ER disposition.
- Tbl_Ref_Gender - A reference table that contains list of gender;
- Tbl_Ref_GlasgowComaScore - A reference table that contains Glasgow Coma Score;
- Tbl_Ref_Immunization - A reference table that contains immunization status;
- Tbl_Ref_Nationality - A reference table that contains list of nationality;
- Tbl_Ref_PatientClass - A reference table that contains list of patient's class;
- Tbl_Ref_PatientType - A reference table that contains list of patient type;
- Tbl_Ref_PatientTypeStatus - A reference table that contains list of status of patient depending on its type;
- Tbl_Ref_PhilHealthType - A reference table that contains list type of membership in Philhealth .t patient's source of admission;
- Tbl_Ref_ProcessType - A reference table that contains list of type of process in PNPPGH.
- Tbl_Ref_Province - A reference table that contains list of provinces.
- Tbl_Ref_PulhesProfileCategory - A reference table that determine the physical profile of personnel. It includes the physical capacity or stamina, upper body, lower body, hearing, eyes, and stability or psychiatric.

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- Tbl_Ref_Rank - A reference table that contains list of PNP ranks.
- Tbl_Ref_RecordType - A reference table that contains list of records in the system.
- Tbl_Ref_Region - A reference table that contains list of regions.
- Tbl_Ref_Religion - A reference table that contains list of religion.
- Tbl_Ref_SelectiveAdminData - A reference table that contains list of selective administrative data.
- Tbl_Ref_Unit - A reference table that maintains list of PNP units.
- Tbl_Ref_UserAccessType - A reference table that contains list of access type and level that may be access by the user in a system.
- Tbl_Ref_Vaccines - A reference table that contains list of vaccines.
- Tbl_Ref_WardType - A reference table that contains list of ward type.
- Tbl_Rpt_LeadingCauses - A table that contains statistics of leading causes of discharge classified into type of discharge
- Tbl_Rpt_MMR_Stats - A table that contains statistics of the Member Medical Records