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Medium-Term Development Plan for the Criminal Justice System (2007-2010)

FINAL REPORT

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MEDIUM-TERM DEVELOPMENT PLAN FOR THE CRIMINAL JUSTICE SYSTEM (2007-2010)

LAW ENFORCEMENT | PROSECUTION | COURTS | CORRECTION | COMMUNITY

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I. Background

The Judicial Reform being undertaken by the Philippine Government, with assistance from the United Nations Development Programme (UNDP) and other funding institutions, includes among other things the strengthening of the Criminal Justice System (CJS). The Supreme Court has adopted a vision of CJS as follows:

“to provide the public an effective system or process in the community by which crimes are investigated, and the persons suspected thereof are taken into custody, prosecuted in court and punished if found guilty, with provision being made for their correction and rehabilitation, and to provide the people the ability to seek and obtain a remedy through formal or informal institutions, and in conformity with human rights standard.”

The CJS is envisioned as being supported by five pillars (Law Enforcement, Prosecution, Courts, Corrections, and the Community), with each pillar composed of the following agencies of government performing functions under each pillar:

Law Enforcement	Philippine National Police (PNP), National Bureau of Investigation (NBI), Philippine Drug Enforcement Agency (PDEA), National Intelligence Coordinating Agency (NICA), Anti-Money Laundering Council (AMLC), Armed Forces of the Philippines (AFP), and 34 Other Related Agencies <i>Mission.</i> Prevention and Control of Crimes, Detention/ Arrest of Suspects, Investigation and Filing of Case, Assisting in Prosecution
Prosecution	National Prosecution Service (NPS), Office of the Ombudsman, Public Attorney’s Office (PAO) <i>Mission.</i> Conduct preliminary investigation of cases filed in the prosecutor’s office and prosecutes cases filed in the court against alleged offenders after probable cause is established.
Courts	Supreme Court (SC), Court of Appeals (CA), Court of Tax Appeals (CTA), Sandiganbayan, 1 st and 2 nd Level Courts <i>Mission.</i> Adjudication of justice and rendering judgment.
Correction	Bureau of Corrections (BuCor), Bureau of Jail Management and Penology (BJMP), Board of Pardons and Parole (BPP), Parole and Probation Administration (PPA), Department of

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Social Welfare and Development (DSWD), Department of the Interior and Local Government for provincial & sub-provincial jail, Philippine National Police (PNP) for district, city, and municipal jails

Mission. Correction, Inmates Welfare and Development, Rehabilitation, Jail/Prison Management, and Reintegration.

Community

Non-Government Organizations (NGOs), Civil Society Organizations (CSOs), Commission on Human Rights (CHR), Department of Social Welfare & Development (DSWD), Public Attorney's Office (PAO), Schools/Universities, Church/Religious Groups

Mission. Work with communities and organized groups in fighting criminality, collectively impose limitations on individual behavior of citizens that defer criminality/criminal behavior for the common good of civilized and democratic society, and serve as society at large where a person convicted of a crime goes back to after serving his/her sentence.

A number of studies have been made over the past five years to assess these pillars and the problems affecting their effectiveness have been identified. These studies, have been observed, however, to have focused more on institutional arrangements for the criminal justice system, and, thus, present the pillars from the 'supply side' management only, or from the 'duty-bearers' perspective. The UNDP, the primary funding institution for these studies on the CJS, believes that for any reforms in the CJS to be effective, it should consider the 'demand side', namely the side of those seeking access to justice, or the 'claimholders'. In particular, focus should be on how the poor and disadvantaged can have access to justice.

II. Objectives

This short project seeks the development of the Medium-Term Development Plan (MTDP) for the CJS that focuses on the demand side. The UNDP Practitioner's Guide to the CJS serves as guide in contextualizing access to justice from this perspective. Access to Justice, as defined in this document, means "the ability of people to seek and obtain a remedy through formal or informal institutions of justice, and in conformity with human rights standards." The MTDP is to be formulated with the participation of representatives from the five pillars. The UP National College of Public Administration and Governance-Center for Policy and Executive Development (UP NCPAG-CPED) has been engaged by the Program Management Office of the Supreme Court to facilitate the development of the MTDP.

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III. Methodology

The Medium-Term Development Plan (MTDP) for the Criminal Justice System (CJS), with a plan horizon of four years (2007-2010), was developed after a series of structured consultations with the members of the Technical Working Group (TWG) and representatives of the five pillars. As agreed, the SC-PMO was responsible for all administrative arrangements including the identification and invitation of participants, while UP NCPAG-CPED assumed responsibility for the program design, facilitation, and implementation.

A. Pre-Program Orientation Workshop

A one-day briefing for TWG members, and Program Officers and Facilitators was organized to introduce the concept of 'Access to Justice' from the demand side management. Ma. Socorro I. Diokno of the Free Legal Assistance Group (FLAG) conducted the orientation workshop on 30 October at the NCPAG Assembly Hall.

B. Planning Workshops

To ensure the participative involvement of all the agencies composing the five pillars of the CJS, two-day planning workshops were conducted: three in Manila and three in the regions, as follows:

Planning Workshop I. Inter-Pillar Planning Workshop held at the Pearl Manila Hotel on 6-7 November 2006. This workshop brought together members of the core Technical Working Groups which had been organized earlier with representatives from each pillar, to discuss with other officials from the pillars the cross-cutting issues between and among the pillars.

Planning Workshop II. The Intra-Pillar Planning Workshop for the Law Enforcement, Prosecution, and Community Pillars held simultaneously at the Hyatt Hotel on 9-10 November 2006 brought together the TWG members from the two pillars to interact with invited officials from these pillars, to focus on the issues and plan of actions of these three pillars.

Planning Workshop III. The Intra-Pillar Planning Workshop for the Courts and Corrections Pillars held at the Pan Pacific Hotel on 14-15 November 2006 was participated in by the TWG members and representatives of these pillars.

C. Regional Planning Workshops

The Regional Workshops were held in Baguio City (on 20-21 November at Venus Parkview Hotel), Cagayan de Oro City (on 23-24 November at the Dynasty Hotel) and Cebu City (on 28-29 November at Montebello Villa Hotel).

D. Validation Workshop

A validation workshop was held on 11 December at Manila Pavilion Hotel which reintegrated the core TWG and senior level officials of the agencies of the five pillars to finalize the MTDP and to draft a Commitment of Support to the program.

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IV. Outputs

The planning workshops produced three outputs, namely (1) the Consolidated Medium-Term Development Plan that defines the priority goals of the plan, the strategies adopted by the participants to achieve these goals, the key result areas or outputs, and the responsible agencies; (2) the Intra-Pillar Medium-Term Development Plan, which translates the goals and strategies in the Consolidated Plan into specific programs for each pillar, set the outputs expected from these activities, and establishes the milestones and timelines for these activities; and (3) the Inter-Pillar Action Plan which addresses cross-cutting issues or the problems that each pillar has with other pillars that affects that pillar's effectiveness in performing its functions. The Inter-Pillar issues are for the TWG to address.

V. Consolidated Medium-Term Development Plan for the CJS

Priority Goals, Strategies, and Key Results Area

GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
To enhance understanding by 'claimholders' of the CJS, the government institutions involved, their mandates, their services, and the basic operational procedures, thus empowering them to access the justice system	✓ Massive, aggressive, and sustained information dissemination, education, and communication (IEC) campaign	Production of Information Materials, TV/Radio Programs, print media	All agencies in the pillars with assistance of the PIA
	✓ Develop a comprehensive CJS Information Manual or Primer	A comprehensive manual/primer of CJS produced with specific parts on the five pillars	
	✓ Use barangays as focal point for IEC campaign on the entire Criminal Justice System by training barangay officials and establishment of Barangay Information System	Barangays trained on CJS and provided all information dissemination materials	All agencies in the pillars with assistance of the PIA With assistance of DILG

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
	<ul style="list-style-type: none"> ✓ Establish information desk in each agency with knowledgeable and customer-friendly staff ✓ Agencies to prominently display on agency walls the functions of agency, the unit involved, and the process flow of work, and key officials involved 	<p>A public information officer designated to assist 'claimholders'</p> <p>Flowcharts posted in each agency</p>	All agencies in the pillars with assistance of the PIA
	<ul style="list-style-type: none"> ✓ Inclusion of CJS in school curricula 	Policy in school curriculum of DepEd and CHED	
	<ul style="list-style-type: none"> ✓ Partnership with POs, NGO 	Programs and projects in collaboration with POs and NGOs	All agencies in the pillars
	<ul style="list-style-type: none"> ✓ National level CJS Consciousness Week 	An official declaration	SC
To educate citizens of their basic human rights	<ul style="list-style-type: none"> ✓ Tri-media grassroots IEC campaign on basic human rights 	Planned TV, radio, print programs (include in scripts of popular TV or radio programs)	CHR in coordination with PIA and other government agencies
	<ul style="list-style-type: none"> ✓ Integration in education curriculum of human rights 	Elementary/ secondary curricula with Human Rights provisions	CHR, SC, DepEd, CHED
To develop trust on the CJS 'duty-bearers' by altering present negative perception of justice providers	<ul style="list-style-type: none"> ✓ Transparency of records and transactions 	CJS Inter-Pillar Policy and Programs coordinated through TWGs	Each agency coordinated by core TWG
	<ul style="list-style-type: none"> ✓ Organized visits of the public/ students to the CJS agencies in the five pillars 		

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
	<ul style="list-style-type: none"> ✓ Capacity-building and values reorientation programs ✓ Sanctions to errant CJS personnel ✓ Incentives to performing CJS providers ✓ Guided media exposure of good examples ✓ Benchmarking best practices 		
To remove or minimize economic barriers (i.e. prohibitive costs) in accessing justice	<ul style="list-style-type: none"> ✓ Volunteer program for free legal assistance ✓ Revision of rules for fees and simplify procedures or basic steps in CJS 	SC Resolution	SC
	<ul style="list-style-type: none"> ✓ Free legal assistance to be credited to Mandatory Continuing Legal Education (MCLE) ✓ Speedy action on all steps, from investigation to court hearing, etc., to reduce expense of time and money by the poor ✓ Expand the alternative means of dispute resolution by strengthening the Phil. Mediation Center ✓ Decriminalization of minor offenses ✓ Adopt standard time to conduct investigation, hearing, etc. ✓ Para-legal assistance from universities/law schools (non-passers in bar) 	SC Resolution	SC

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
	<ul style="list-style-type: none"> ✓ Review/reduce legal fees for indigents ✓ Regulate professional fees of lawyers ✓ Reduce requirement for copies of complaints, etc. 		<ul style="list-style-type: none"> SC, all agencies in CJS SC, IBP Courts
	<ul style="list-style-type: none"> ✓ More PAO lawyers with better pay ✓ Community financial assistance for the poor in payment of certification, transportation, etc., for those seeking justice 	<ul style="list-style-type: none"> Increased budget and positions for PAO NGOs, POs network to provide financial assistance 	<ul style="list-style-type: none"> PAO Community and other government agencies
	<ul style="list-style-type: none"> ✓ More Courts, Judges, & Prosecutors 	<ul style="list-style-type: none"> Speedier resolution of cases 	<ul style="list-style-type: none"> SC, OCA
To remove/reduce language barrier	<ul style="list-style-type: none"> ✓ Provide legal forms in both English and Filipino and other local dialects 	<ul style="list-style-type: none"> Legal forms, IEC materials, in English, Filipino, or local dialect 	<ul style="list-style-type: none"> Each agency with PIA assistance
	<ul style="list-style-type: none"> ✓ Transaction flow-charts in English, Filipino, or local dialect 		
	<ul style="list-style-type: none"> ✓ More court interpreters 	<ul style="list-style-type: none"> Greater litigants' understanding of their cases 	<ul style="list-style-type: none"> SC, OCA
To introduce/adopt specific Gender-Sensitive Policies that will respect privacy of women and minors, support the program on Gender and Development (GAD), Violence Against Women and Children (VAWC), Special Protection of	<ul style="list-style-type: none"> ✓ Inter-pillar policy/programs with special treatment for women and children in all aspects of CJS 	<ul style="list-style-type: none"> Policies adopted, programs implemented <ul style="list-style-type: none"> o Trained women investigators o Separate areas for women during investigation, detention, etc. o Trained CJS providers, conscious of the special rights for women and 	<ul style="list-style-type: none"> Every agency in the pillar Each agency
	<ul style="list-style-type: none"> ✓ Training on psychology of women and children 		
	<ul style="list-style-type: none"> ✓ Training for all CJS providers on the rights of women and children, protection against the violation of their rights, i.e. physical and sexual 		

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
Children Against Abuse, Exploitation and Discrimination Act (RA7610), Anti-Trafficking of Persons, and Juvenile Justice and Welfare Act (RA 9344), among others.	harassment, abuse, rape, etc., and promotion of their welfare	children	
	✓ 'Whisking' handling of women, minors, and elderly	Separate rules and procedures on women, minors, and elderly	DSWD with NGOs, GOs, women's groups, other involved agencies in the five pillars
	✓ Primer/Manual on Gender and Development	Manual on Gender/VAWC and agencies involved in protection of women and minors' rights	
	✓ Organized CJS support to programs for women and minors' rights		
	✓ Tri-media programs to promote the rights of women and minors	TV sitcom to consider gender issues Organized training for barangays on GAD and VAWC	
Expeditious actions on all CJS functions through improving of internal policies/procedures and operational efficiency and effectiveness, and strengthen inter-pillar undertaking and coordination activities	✓ Design/simplification of procedures	Declogging/reduction of cases in CJS	SC
	✓ Establish a Case Management/Monitoring System or revive the National Crime Information System (NCIS) or develop administrative and information systems in turning-over of files/records of Courts to Corrections	NCIS and Case Management System	SC-PMO Agencies of five pillars
	✓ Decriminalize minor offenses	De-clogging of jails through timely release of detainees	SC
	✓ Legal and technical education and training of law enforcers on handling complaints,	Fast and successful filing and prosecution of cases	SC, Philippine Judicial Academy, PNP

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
	collecting evidence, documentation, and case preparation		
	✓ Value formation of officials/employees in all pillars	Effective agency operations and efficient personnel	All agencies
	✓ Training of law enforcers and correction officers on professional handling of detainees	MOA between the agencies on CJS	PNP, BuCor, BJMP, CHR
	✓ Foster closer partnership of Community with Law Enforcement, Prosecution, Courts, and Correction in supporting the pillars' functions.	Inter-agency MOAs	Each agency, TWG
	✓ Community to assist in all pillars of CJS the reporting of crimes, support to witness, gathering of evidence, rehabilitation, follow-up/review of detainees for release/parole, and reintegration of released detainees	Consolidated program of DSWD, NGOs, POs, and barangays	TWG, all agencies, the barangays
	✓ Coordination between Prosecution and Law Enforcement pillars in preparation for filing of cases, between Prosecution and Courts	Expeditious arraignment and hearing of cases	NPS, and Law Enforcement agencies
Education of the youth against drugs to reduce drug-related cases/victims	✓ Use the Sangguniang Kabataan as focal point for IEC and reporting of cases	Legislation clarifying responsibilities of SK	SK, DILG, Law Enforcement Agencies
To reduce political intervention and	✓ Establish mechanisms for community	Legislation/policy on recruitment, selection	All pillars

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GOALS	STRATEGIES	KEY RESULTS AREA (KRA)/ OUTPUTS	RESPONSIBILITY CENTER
corruption through improved professionalized system of recruitment, assignment, and promotion	participation in developing standards criteria for selection and promotion		
	✓ Adopt Code of Ethics and implement for all offices in the CJS a penalties/incentives system		
	✓ Appointing authority of SC for judges noted of Office of the President	Transfer appointing authority of the President on judges to SC Chief	SC
To provide a system of community evaluation of performance of CJS pillars and agencies	✓ Develop a scorecard system for evaluating performance of CJS pillars by citizens	An agreed and accepted Citizen Score Card on CJS	Joint Community and CJS providers

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VI. Integrated Intra-Pillar Action Plans

VI.1. LAW ENFORCEMENT PILLAR

VI.1.1. General Issues And Recommendations

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Lack of claimholders' understanding of the Law Enforcement system, the agencies involved, and the services they provide, which contributes to their vulnerability to have their rights abused</p>	<ol style="list-style-type: none"> 1. Aggressive, sustainable and continuing information campaign on CJS, reaching grassroots level of community, through mass-media informational materials. 2. Strict implementation of the policy of posting transaction flowcharts in government offices written in English, Tagalog or local dialect. 3. Establish linkages and networking with LGUs, GOs and NGOs in IEC activities 4. Assign women law enforcers during investigations for cases involving women's rights, physical/sexual harassment, rape, etc. 5. Support and strict compliance with laws and policies to protect the rights of women, elderly, and children, i.e. VAWC, RA9344, RA 7160, etc.
<p>Lack of legal knowledge and services of law enforcers</p>	<ol style="list-style-type: none"> 1. Strengthen legal training program for Law Enforcers. 2. Institutionalize involvement of prosecutors in the training of law enforcers through a MOA between PNP, IBP and NPS and an SC Resolution for MCLE credit. 3. Seminars for barangay officials and citizens provided by lawyers shall be credited as MCLE. 4. Training for law enforcers on gender-related laws and policies.
<p>Negative Perception on the CJS Providers particularly Law Enforcers</p>	<ol style="list-style-type: none"> 1. Aggressive information campaign to showcase best practices, model police officers, and office accomplishments, and providing sanctions to errant personnel. 2. Inclusion of values awareness and agency visits to CJS offices in elementary and high school curricula. 3. Publication of police officers on AWOL and/or separated from the service.
<ol style="list-style-type: none"> 1. Socio-cultural pressures which include issues on "professionalism" and police 	<p>Revisit and suggest amendment of PNP Law regarding appointments through selection of local chief executive</p>

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
being “beholden” to local chief executives who supports appointment and approval to the position.	
2. Inability of law enforcers to improve their work or fully extend their responsibilities due to threats of being ‘sued’.	Creation of an office or unit that would render legal assistance to law enforcers involved in high-profile/meritorious cases, and would provide measures to insulate them against harassment and shouldering the legal expenses of enforcers victimized by such cases.
3. Political interventions in investigations which jeopardizes the credibility of criminal investigations	Legislate more punitive laws against obstructing and unduly influencing or intervening criminal investigations.
4. Non-commensurate compensation to law enforcers thus increasing the incidents of corruption, extortion and other forms of abuses	Amend PNP Law to rationalize compensation for law enforcers
5. Declining quality of LE recruits	Improve the screening process
6. Multiple tasking of PNP officers and units which leads to inefficiency in task performance	Empowering other law enforcement agencies to lessen their dependence on the PNP
Low morale and dedication of law enforcers to service due to the abovementioned reasons ^(1, 2, 3)	<ol style="list-style-type: none"> 1. Boost morale of law enforcers (i.e. increase in salary, individual and group recognition of achievements) 2. Implementation of moral recovery programs for law enforcers
Lack of resources and facilities hampers effective performance of functions and often results to corruption and additional costs already prohibitive to victims, i.e. serving of warrant of arrest.	<ol style="list-style-type: none"> 1. Rationalize and ensure proper distribution of budget for field offices and operations 2. Make LGU Peace & Order Fund accessible to the police
Negative impact of media on Law Enforcement (i.e. sensationalism vs. law enforcers, premature media reporting of operations)	<ol style="list-style-type: none"> 1. Enter into agreements with media regarding engagements in law enforcement operations 2. Issuance of clear guidelines (whether by legislation or at the agency level) to prevent abuses in pursuit of media mileage, sensationalism and publicity-itch
Lack of PNP Personnel vis-à-vis their responsibilities	<ol style="list-style-type: none"> 1. Revision of the PNP Recruitment Program 2. Re-deployment of PNP Personnel

VI.1. LAW ENFORCEMENT PILLAR

VI.1.2. Specific Action Plans

LEGISLATIVE ACTIVITIES

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Revisit and amend the PNP Law which allows appointments through of local chief executives to address the issue of having law enforcers “beholden” to local chief executives 1. Review PNP Law. 2. Draft amendment. 3. Submit to congress.	Draft amendment of the PNP Law removing / revising provision on LGU chief’s role in appointments	DILG, PNP, Congress, NCIS Lobby groups																
Strengthen training program for Law Enforcers 1. Part of compliance option by February 2007 2. Continuing activity 1. Drafting of MOA 2. Signing of MOA	SC Resolution to include the training of law enforcers by prosecutors, in cooperation with NPS and IBP, and credit it to the MCLE MOA between Law Enforcement Agencies (LEAs), IBP and NPS to increase participation of prosecutors in training for law enforcers	SC, IBP, NPS PNP, NPS																

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Institutionalize support for Law Enforcers 1. Submission of a draft bill for congressional approval 2. Continuing advocacy until the law is passed.	Enacted law which would provide LEA personnel free legal assistance and witness protection for lawsuits filed against him in relation to the proper performance of her/his functions	PNP, NPS, DILG																
Creation of a unit that would render legal assistance to law enforcers with meritorious cases against harassment suits, and assist in providing legal expenses incurred by them. 1. Consultations 2. Draft proposal 3. Submit draft to Congress	Draft amendment of the PNP Law particularly the provision for Support Units of PNP to include a Legal Service Unit tasked to render legal assistance. The amendment should allow the hiring of more lawyers to be members of the PNP	PNP, DILG Lobby Groups																
Legislate more punitive laws against obstructing and unduly influencing or intervening in criminal investigations using RA 9165 as model 1. Consultations 2. Draft proposal 3. Submit draft to Congress 4. Continuing advocacy	Legislation which will punish or increase penalties for obstructing and unduly influencing or intervening in criminal investigations Draft/amendment of the PNP Law revising provision on LGU Chief's role in appointments of Directors	DILG, PNP Technical Committee Lobby groups																
1. Draft MOA 2. Signing of MOA	MOA between LEAs and NPS to increase participation of prosecutors in training law enforcers	PNP, NPS																

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME																
			2007				2008				2009				2010				
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	
Rationalize compensation package for law enforcers (10% higher compensation for those directly performing actual law enforcement 1. Preparation of draft bill (Draft bill ready) 2. Identify “champion/s” for the bill and submit to Congress 3. Continuing advocacy	Passage of the Law	PNP (DPL-NHQ)																	
Make LGU Peace and Order Fund accessible to the police 1. Consultation 2. Bill Preparation 3. Submit to Congress 4. Continuing advocacy	Draft Bill that allocates or set up a certain percentage of their budget to the local PNP	DILG, PNP Congress																	
	Enacted Law	Congress																	

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME																			
			2007				2008				2009				2010							
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4				
Strict implementation and monitoring of the policy on posting of workflow charts 1. Reimplementation	100% compliance (posting of workflow charts in the agencies)	All agencies in the pillar	■	■	■	■																
Publication of listings of police officers on AWOL and/or separated from the service	Inventory of personnel and publication of listings	PNP (DPRM-NHQ)			■				■				■				■				■	
Improve the screening process 1. Urgent issuance of a directive	Directive to be issued by NHQ for an extensive background check/investigation on PNP recruits	Chief PNP and DI	■	■	■	■																
Strengthening of LEA Recruitment and Selection Program 1. Revisit PNP Recruitment Program 2. Revision	Policy professionalizing PNP Recruitment, Assignment, and Promotion Program	Napolcom, PNP	■	■	■	■																
Rationalization of LEA Personnel Deployment	LEA Policy regarding re-deployment	PNP, Napolcom, LGU	■						■				■				■				■	

PROGRAMS/AGENCY ACTIVITIES

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME																			
			2007				2008				2009				2010							
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4				
Seminars for barangay officials and citizens on CJS, especially Law Enforcement functions/ agencies (to be part of compliance option by Feb. 2007 and should be a continuing activity)	Lawyers to provide for the seminar as MCLE Credit in cooperation with the SC and IBP	Supreme Court IBP, DILG, LGUs, DOJ Media, Government Networks, Government Media Groups	■				■	■	■	■												
Aggressive information campaign on Criminal Justice System 1. Produce and collate material 2. Dissemination	Informational materials collated from existing resources on law enforcement mandates and procedures (citizens' charter)	DILG, LGUs, DOJ, PIA, Media, Government Media Groups	■								■	■	■	■								
Enter into agreements with media regarding engagements in law enforcement operations (media relations program)	The designated personnel of each office each office should be the only one to have interaction with the media (point person)	Heads of law enforcement agencies	■																			
Conduct of continuing training of Moral Recovery Program for Law enforcers	Revise current MRP for law enforcers to make it more responsive to the times and more comprehensible for the ordinary law enforcer to understand	DILG, PNP, with the Community, Church, Schools	■				■				■				■							

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Establish linkages and networking with LGUs, GOs and NGOs in IEC activities 1. Coordination with stakeholders 2. Implementation	Directive reiterating PNP policy for field offices to partner with LGUs, GOs and NGOs in IEC activities	Chief PNP and DPCR-NHQ, PNP Field Offices PNP (DPRM-NHQ)																
Intensify information drive on remedies available against erring police officers 1. Follow up to ensure compliance of field offices regarding implementation of past directives regarding the matter	Reviewed institutional directives	PNP (DPL-NHQ)																
2. Review of existing remedies, processes and overlapping jurisdictions of multiple entities exercising disciplinary authority over police officers and drafting of proposal/s for process simplification	Policies on: 1. Over-layering/multiple jurisdictions 2. Disciplinary actions 3. Process simplification																	

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VI.2. PROSECUTION PILLAR

VI.2.1. General Issues And Recommendations

PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>Economic Barriers Pursuit of criminal cases in dealing with law enforcement agencies, defense attorneys, prosecution and courts is prohibitive in cost terms to the detriment of the claim holders thereby discouraging the latter the justice they aspire for and deserve.</p> <p><i>Underlying Issues</i></p> <ol style="list-style-type: none"> 1. There are numerous requirements of documents pursuant to prosecution. 2. Gathering and storing of facts and evidence is cumbersome and disorganized. 3. Too many filing fees subject to motions petitioned in court. 4. There is an overload of cases handled in courts deterring the hearing of other cases. 5. The quality of litigation with legal practitioners is subject to the competencies provided for by concerned duty bearers. 6. Affordability of litigants is a barrier to access. 	<ol style="list-style-type: none"> 1. Proforma forms of complaint (for BP 22 only pr subject to type of court case as it might prejudice the rights of the victims) 2. Reduce required number of copies of complaints and annexes to 5 copies at the Prosecutors' Office or use E-Courts 3. Encourage the practice of preliminary investigation and other efforts of settlement at the level of the Prosecutor. 4. Review filing fee rates at Prosecution Offices 5. Redefine "indigent" litigants to those with monthly family income of P15,000 (gross), P13,000.00 in Cagayan de Oro City, and accept any PAO client as indigent as the PAO can do indigency test. 6. Limit last submitted pleading at preliminary investigation to counter-affidavit before resolution of the Prosecutor. 7. Encourage LGUs to cover other expenses in terms of office equipment and personnel. 8. Promote early settlements of cases to save on foregoing expenses through pre-litigation consultation by PAO and Prosecutor office (except the Ombudsman which mandate requires prosecution). 9. Unclog the dockets in courts by decriminalizing light offenses, e.g. BP 22, etc. 10. Align the filing fees as part of lien or awards in the judgment if the parties/complainant cannot afford outright (except the Ombudsman).
<p>Lack of Legal Services With the proliferation in incidence of crime, varied legal services needed to speed up court trials is lacking in form and personnel support.</p> <p><i>Underlying Issues</i></p> <ol style="list-style-type: none"> 1. There is insufficient supply of information with regards to court procedures and trial case 	<ol style="list-style-type: none"> 1. Reforms for the Public Attorney's Office 2. Prosecutors should provide legal counsel to complainants or seek advise from the IBP 3. Expand the Philippine Mediation Center for alternative dispute resolution. 4. Prosecutors to observe sensitively the language to be used for gender-specific cases to minimize trauma of victims, i.e. violence against women and children, children's welfare, juvenile cases, etc. 5. Observe strictly the Canon of Judicial Ethics or create

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PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>implications.</p> <ol style="list-style-type: none"> 2. Support staffs are overworked, underpaid and undermanned. 3. There are instances where precedent court rulings are unknown resulting to overlaps or delays in case decisions. 4. Widening gap between a growing population and the justice service providers. 5. Movements in posts of duty bearer are increasing way ahead of their replacements. 	<p>a Code of Ethics for Prosecution and OMB.</p> <ol style="list-style-type: none"> 6. Legal Services provides DOJ Action Center found at the Regional State Prosecutor's Office 7. Increase the Plantilla allocation for Prosecution to address the 30 percent case backlog, as in the regional offices. 8. Equate salary scale of judges and prosecutors to that of private lawyers and doctors to address the low take-up rate. 9. Improve the availability of updates in jurisprudence by increasing subscription in books, e.g. SCRA and textbooks, CDs, e.g. Lex Libris, also through continuing professional development via seminars and lectures. 10. Disproportionate ratio of Prosecutors, judges, and PAO lawyers to a growing population, therefore increase of legal services should be proportional to population growth rate. 11. Increase compensation of Public Prosecutors to allure private practitioners to enter Prosecution and PAO service. 12. Improve and facilitate immediate replacement of vacancies and new appointees by the national office where processing is done.
<p>Claimholders' lack of knowledge about their rights in the CJS Many of claim holders are unfamiliar with their inalienable rights and the processes in criminal justice system.</p> <p><i>Underlying Issues</i></p> <ol style="list-style-type: none"> 1. Lack of Information in court procedures and basic laws dissuades litigants. 2. Legalese are written and spoken in English and Latin making it incomprehensible and incommunicable. 3. Children grow up without learning the fundamentals of the justice system realizing later as adults the intricacies of its practices. 	<ol style="list-style-type: none"> 1. Barangay lectures (including videos) and outreach programs in coordination with the LGUs. 2. Incorporate in the curriculum for law degree courses the need to conduct legal education to the communities. 3. Produce and distribute 'unified' primers on basic rights and agencies involved in the protecting said rights relative to the Criminal Justice System (e.g. PAO, Prosecution, Courts, Police, etc.) 4. Posting of instructions/flowchart of procedures in lingua franca/create comics for guidance on how to follow the procedures at local Prosecution Offices 5. Explore the possibilities of using internet in information dissemination. 6. Utilize tri-media campaign for massive information dissemination. 7. Inclusion into the primary/secondary education curriculum basic rights, justice system, and

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PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>4. Different approach of the same undertaking confuses the public on handling of cases.</p>	<p>civic/moral obligations to promote and uphold justice</p> <p>8. Conduct lectures on CJS as part of continuing career professional development.</p>
<p>Negative perception on the Criminal Justice System Duty-bearers undermine the importance and relevance of their role in society & overall improvement in the quality of life.</p> <p><i>Underlying Issues</i></p> <ol style="list-style-type: none"> 1. News media sensationalizes crimes as information to sell for the consuming public. 2. Seeing the closeness of the PAO with Prosecutors adds distrusts to the CJS increasing suspicion of corruption. 3. Disagreement with court decisions against the accused raises disgust with the CJS. 4. Some prosecutors behave in a disturbing conduct defeating ethics and professionalism. 	<ol style="list-style-type: none"> 1. Value formation - refresher/reorientation on legal/professional ethics 2. Press releases and media guestings and appearance of Prosecutors 3. Put PAO under a separate office outside DOJ like OSG, Ombudsman while keep the State Prosecutor under DOJ (Include in PAO Bill) 4. Create Code of Ethics for Prosecutors similar to Judicial Ethics. 5. Create the awareness that the public image of Prosecutor is associated with Persecutor while the Fiscal is Fix Cal. 6. Dissatisfaction on the outcome of court cases is a natural result which would requires further clarification and explanation from Prosecutors' Office. 7. In cases of suspected corruption among court participants, both parties should be vigilant. 8. Advocate in media sector to be more responsible in reportage and not selective, i.e. sensationalism.
<p>Lack of participation and consultative mechanism on the part of witnesses & complainants complicate the pursuit for litigation.</p> <p><i>Underlying Issues</i></p> <ol style="list-style-type: none"> 1. There is overwhelming fear of those in power over the security of the disadvantaged. 2. Growing apathy among the involved parties aggravates the situation. 	<ol style="list-style-type: none"> 1. Advocacy as part of the information dissemination efforts/programs above 2. Expand and explore the limits of the protection program for complainant and witnesses. 3. Create website for announcements.

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VI.2. PROSECUTION PILLAR

VI.2.2. Specific Action Plans

ADMINISTRATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
<i>Prohibitive Cost of Access to Justice</i>						
Proforma forms of complaint	Forms designed/ Developed patterned after the Cebu Prosecutor's Office	DOJ-Office of the Chief State Prosecutor	■			
	Forms implemented nationwide	DOJ, Local Prosecution Offices	■			
Reduce required number of copies of complaints and annexes to 5 copies at the Prosecutors' Office or use e-courts	Amend manual for Prosecutors	DOJ-Office of the Secretary	■			
	Create a data centre/ system design <ul style="list-style-type: none"> • Systems analysis and design • Application Programming • System Testing • Full Implementation 		Year 1	Year 2	Year 3	Year 4
Review filing fee rates at Prosecution Offices	Issue a Department Order	DOJ-Office of the Secretary	■			

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Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
<p>Redefine "indigent" litigants to those with monthly family income of P15,000 (gross)</p> <p>Accept any PAO client as indigent as the PAO can do indigency test determined by them.</p>	<p>Amend IRR of RA 9279</p> <p>Strict implementation of the existing memorandum issue by the Secretary of Justice</p>	<p>DOJ-Office of the Secretary</p> <p>DOJ-Office of the Secretary</p>	<p>■ ■ ■ ■</p> <p>■ ■ ■ ■</p>			
<p>Limit last submitted pleading at preliminary investigation to counter-affidavit</p>	<p>Strict adherence to the Rules on Criminal Procedures and the DOJ Manuals</p>	<p>Local Prosecution Office</p>	<p>■ ■ ■ ■</p>			
<i>Lack of Information</i>						
<p>Incorporate in the curriculum for law degree courses the need to conduct legal education to the communities as practicum</p>	<p>Course Syllabus</p>	<p>DOJ, UP Law Center, SC, CHED</p>	<p>■ ■ ■ ■</p>			

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PROGRAMS/AGENCY ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
<i>Negative Information</i>						
Value formation - refresher/ reorientation on legal ethics	Conduct of retreats and seminars	Local Prosecution Offices				
Press releases and media guestings of Prosecutors	Actual press releases and guestings	Local Prosecution Offices	continuing			
<i>Lack of Participation on the part of witness and complainants</i>						
Revive the principles of GMRC (Good Manners and Right Conduct) Advocacy as part of the information dissemination programs above	Teachers acting the role	DepED				
<i>Lack of Legal Services</i>						
Improve and facilitate immediate replacement of vacancies and new appointees by the national office where processing is done.	Submission of the qualified applicants to the Office of the President for appointment endorsed by the DOJ	DOJ and Local Prosecutor's Office concerned	3 months immediately upon vacancy			

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Proposed Action Plan of the Public Attorney's Office (PAO)

LEGISLATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	Time Frame
Addressing the problem of PAO lawyers' voluminous work load by expanding the jurisdiction of Katarungang Pambarangay	Amended RPC decriminalizing other light offenses Amended Local Government Code	DILG to study and draft laws redefining the jurisdiction of Katarungang Pambarangay, consider other light offenses which may be settled with finality before the KP	2007 - preliminary consultation 2008 - submission of position paper for the sponsorship of the proposed bill
Addressing the problem of inadequate number of PAO lawyers vis-à-vis voluminous work load	PAO Bill and the consequent amendments of relevant laws	Congress (Awaiting for the plenary presentation)	2007 - implementation
Review, amend, modify existing laws relating to Rights of the Accused and Protection of Witnesses	Expanded the coverage of witness protection program by law	Congress to study and draft laws NGOs, GOs, CHR and other affected agencies should introduce the bill and lobby for its passage	2007 - preliminary consultation 2008 - implementation
Law on the creation of school for interpreters	Draft bill leading to the eventual passage of a law	PAO/Courts to study and draft laws NGOs, GOs, CHR and other affected agencies should introduce the bill and lobby for its passage Supreme Court provide guidelines for the qualifications of regional interpreters for local dialects	2007 - preliminary consultation 2008 - implementation

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ADMINISTRATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	Time Frame
Redefinition of Pauper Litigant to remove barrier to access to justice	Review court issuances and PAO mandate concerning the definition of Pauper Litigant Review of legal fees Free TSN	Supreme Court and PAO for harmonious determination of Pauper Litigant	First and second quarter of 2007, preliminary consultation Third quarter 2007, drafting of guidelines Last quarter 2007, SC to issue Administrative Circular redefining Pauper Litigant
MOA with other private legal groups (IBP, FLAG, Legal Aid Centers of different law schools etc) for the handling of cases, cognizable by the agency	Drafting of MOA	PAO, IBP, FLAG, Law Schools	2007 – preliminary consultation 2008 – implementation
Improving the capability and knowledge of PAO lawyers	Foreign and Local Scholarship grants for PAO lawyers Organizational Studies International conferences, seminars, workshops for PAO lawyers	DOJAC, PAO, UNDP, CSC, NEDA, SC, Foreign Institutions	2007
Allocate the hearing of cases in a regular eight-hour a day,	SC to issue an order directing the conduct of alternate hearings in the morning & afternoon to accommodate the availability of PAO lawyers	SC	2007 - implementation

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PROGRAMS/AGENCY ACTIVITIES

Activities	Outputs	Responsibility Centers	Time Frame
Conduct seminar-workshops for PAO lawyers	PAO Convention every three years (MCLE)	PAO, DBM	
Information dissemination, barangay level <ul style="list-style-type: none"> • Rights of the Accused • Child's Rights and other • Basic Human Rights • Memo Circular No. 18 	<p>Conduct seminar-workshops for Barangay Officials</p> <p>Regular Legal Counseling, barangay level</p> <p>Free airtime TV and Radio Networks</p> <p>PAO to provide Memo Circular No. 18, and to direct Radio and TV programs providing legal aid to read relevant provisions</p>	<p>PAO, DOJ, DILG, DBM, UNDP, UNICEF</p> <p>PIA, KBP, ABS-CBN, GMA-7 and other commercial network</p>	2007 – implementation
Develop an integrated criminal justice monitoring/data base system	Prototype for 2007 criminal cases	PAO, DOJ, DILG, DBM, UNDP, UNICEF	2007- system analysis and design
Attend international conferences	Allocate funds for attendance to conferences by the grantor or donor agencies in exchange of Paper submission	UNDP, UNICEF	2007- system analysis and design
Review of the existing mandate for PAO, including RPC and other Special Penal Laws by concern agencies	Draft revision on PAO mandate	SC, PAO, other agencies	2007- system analysis and design

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VI.3. COURTS PILLAR

VI.3.1. General Issues And Recommendations

PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>The cost of pursuing criminal cases in the court is prohibitive to poor claim-holders particularly court filing fees, document reproduction costs and transportation expenses.</p>	<p>Review and improve the Rules of Court</p>
<p>The perception of delayed administration of justice dampens the complainants' intention of addressing their grievances through appropriate legal action. Upon closer inspection, this perception can be traced to a number of factors within the CJS service providers:</p> <ol style="list-style-type: none"> 1. Human resource issues & inadequacy of other court facilities <ol style="list-style-type: none"> a.) Lack of courts, judges, court personnel, etc. b.) Lack of disciplinary mechanisms for judges and other court personnel 2. Congested court dockets 	<ol style="list-style-type: none"> 1. Additional Courts, Court rooms, and facilities 2. Increased compensation of judges, justices, and court personnel (implementation ongoing). 3. Private practitioners and new BAR passers should be encouraged to render <i>pro bono</i> services in exchange or as part of MCLE units 4. Impose stiffer penalties on habitual tardy and absenteeism of judges and court personnel. 5. Continuing Education for Court personnel including intensified effort to disseminate Code of Conduct for Court personnel 6. Review and improve the Rules of Court 7. Decriminalize certain offenses under the revised penal code and special laws and codification of criminal law specifically prostitution, vagrancy, BP 22, gambling, municipal/city ordinances 8. Strict enforcement/implementation of the periods provided for under the Rules of Court (demand and provider side) 9. Adopt mechanisms for enforcing strict compliance to mandatory continuous trial and pre-trial 10. Re-enforcement of Alternative Dispute Resolution (ADR) and mediation 11. Uniform system of implementing court procedures or more specific processes 12. Strict implementation of Saturday duty and equivalent 1-day day-off and implementation of Night Shift Courts 13. Improve system of keeping court records

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PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>Lack of information regarding individual rights and court procedure puts the poor at a disadvantage from pursuing legal recourse, either as complainant or defendant.</p>	<ol style="list-style-type: none"> 1. Public information campaign <ol style="list-style-type: none"> a.) school symposia b.) barangay-level campaign 2. Inclusion in educational curriculums 3. Non-bar law graduates should be tapped for education and a source of legal advice with provision of allowances. 4. Posting of court-procedure flowcharts
<p>The general public has misgivings about resorting to legal remedies because it questions the courts' reputation as an unbiased and independent institution for dispensing justice.</p>	<p>Transparency of court proceedings by:</p> <ol style="list-style-type: none"> 1. Educating the media on legal processes and other legal matters and continuous dialogue with media practitioners regarding CJS issues 2. Redefining duties of executive judge to include public information through creation of an office under the Executive Judge for a such purpose
<p>Use of language other than the local dialect creates barriers for locals to understand and access legal remedies.</p>	<p>Institutionalize legal forms in both English and Filipino and other local dialects</p>

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VI.3. COURTS PILLAR

VI.3.2. Specific Action Plans

LEGISLATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Creation of additional courts	Bill re-filed at the Congress	SC	1 st -2 nd quarter			
Decriminalization of certain offenses	Draft bill	SC	1 st -2 nd quarter			

ADMINISTRATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Review and improve the Rules of Court	Proposal to the SC En Banc on Revised Rules of Court to indicate the items below:	SC-Committee on Revision of Rules	■			
<ol style="list-style-type: none"> 1. Definition of "indigents litigants": Indigents -family (average of six members) receiving monthly income of Php10,000 and below, no real properties registered in their names. The Certificate of Indigency should be issued by a single agency only (the Barangay) or the PAO as a screening agency for pauper/indigent litigants. 2. Reviewing Filing fees, i.e. remove Appellate Fees, to balance/consider benefits to Court Personnel. 3. Implement electronic payment of legal fees, electronic case filing, and electronic delivery of summons, orders and notices (no objection so long as they are properly implemented and the necessary infrastructure is in place) 4. Adopt teleconferencing as substitute for personal appearances of accused and witnesses (so long as implemented with proper infrastructure) through coordination between Court and Correction Pillars. 5. Increase the grounds for motion to quash 6. Section 5(b), Rule 113 on warrantless arrest, for review by legal luminaries/law enforcement experts to protect the constitutional rights of the accused at the same time to give teeth to the powers of the arresting officers 7. Review of the time standards for lower and higher level courts through strict implementation and enforcement 8. Procedures for the litigation process for specific types of cases 9. Encourage judges to assign cases to private practitioners on a pro bono basis 						

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PROGRAMS/AGENCY ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Lack of Information						
<i>Public Information Campaign</i>						
Educate Media on legal processes and legal matters	MOA	SC, IBP	■			
Redefine duties of Exec. Judge to include public info and creating an office for such		OCAD, Office of the Exec. Judge		■		
Conduct of seminars and symposia to schools	Preparation of materials	SC, IBP, DepEd, NGOs (Bantay-Bata), CHed	■			
	Training of trainers/coordinating with schools concerned		■			
	Implementation			■		
Conduct of seminars and symposia at the barangay level with the help of NGOs (e.g. women, juvenile, OSY, farmers, etc.)	MOA with DILG	SC, IBP, DepEd, NGOs (Bantay-Bata), CHed	■			
	Training of least 2 barangays per LGU within NCR and the fifth judicial region (Pilot-testing in the rural area)			■		
	Evaluation/finalization				■	
	Implementation 1. municipal level				■	

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Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
	2. one barangay LGU to be attended by the <i>Liga of Barangay</i>					
Production, distribution of information materials for the public in English and local dialect <ul style="list-style-type: none"> ▪ flowcharts ▪ posters (e.g. Do's and Don'ts, "No Gifts") 	Design & content conceptualization Editing and approval of dummy materials Printing and production Posting in each Hall of Justice (HOJ)	SC, IBP, DepEd,	■			
Integration in the educational curriculum	Proposal for integration with school curriculum under MAKABAYAN subject	SC		■		
Private practitioners and new BAR passers should be encouraged to render <i>pro bono</i> services and create incentives for such services	Proposal to the Supreme Court and IBP	SC, IBP	■			

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Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Law graduates should be tapped for education and paralegal services	Proposal to the Supreme Court and IBP	SC, IBP, Office of the BAR Confidante (OBC)	■			
High Cost of Justice						
<i>Reduction of Paper Pleadings</i>						
<ul style="list-style-type: none"> ▪ Computerization (ongoing) ▪ E-Documentation of pleadings, annexes, presentation of evidence by means of CD-ROM applicable specifically to accused who are in prison for other offenses in other places other than the court where they are being prosecuted or the same accused is being prosecuted in different courts distant from each other <p><i>(pilot testing in Lapu-Lapu City)</i></p>	Proposal to the SC	SC-Com. on MISO OCAD (implementation)	■			
Negative Perception						
Transparency thru Case Management System				Implementation Ongoing		
Language Barrier						
Institutionalize legal forms in both English and Filipino	Review the legal forms with regards to language use	Commission on Filipino Language with the Committee on Rules		■		
Continuous	Reproduction				■	

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Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
education of court interpreters	<p>of translated legal forms</p> <p>Study the possibility of translation to Bisaya</p>					
Improve selection of Judges	<p>Less politicized appointment of judges – career-oriented appointment of 1st-2nd level judges by the SC through a non-political JBC</p>					
Enhance the integrity and competence of judges, court personnel and all other officers of the court	<p>Better (positive) perception by the people especially the poor and the marginalized</p> <p>Lifestyle check of court officials (<i>may require legislative action</i>)</p> <p>Courts of different levels should follow strictly the time standards set forth in the Constitution and other laws</p>	Supreme Court				■

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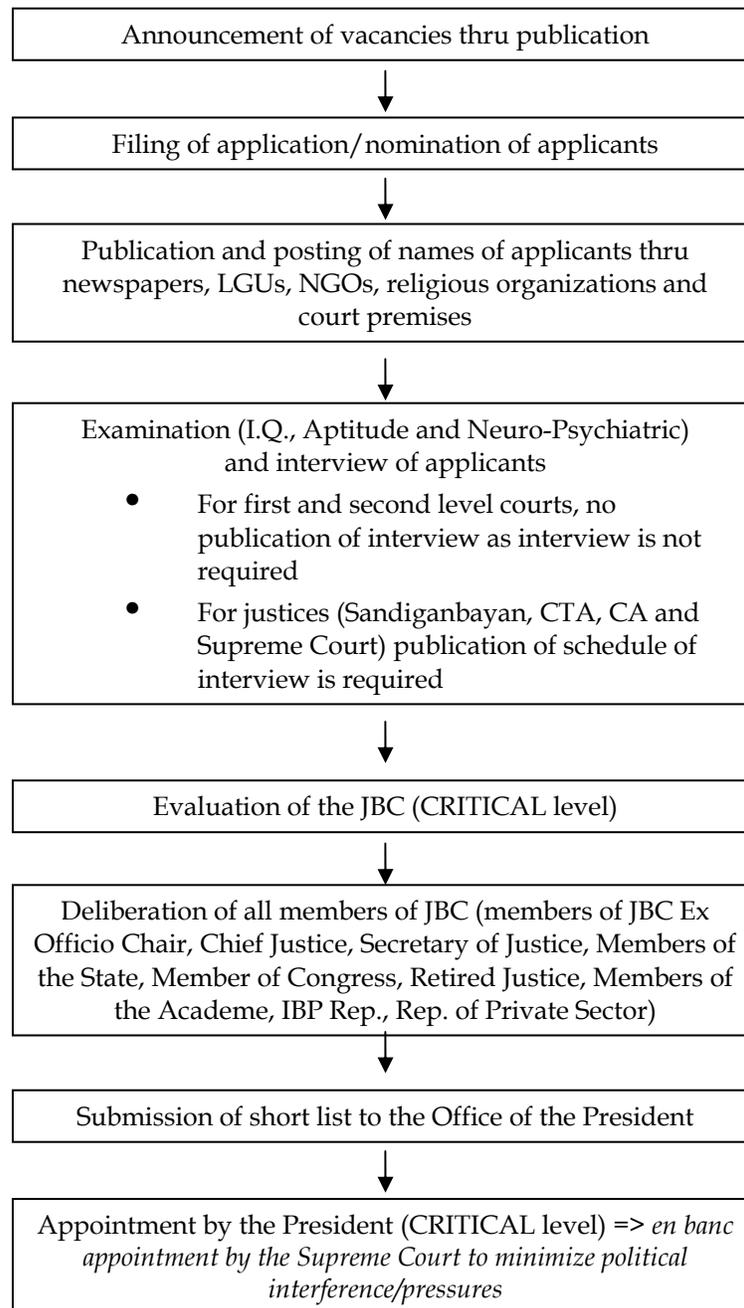
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Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Creation of an Information Officer position	Functional information center			■		
Improve the procedures in the prosecution of crimes made against tourists specifically the requirement for the appearance of the private complainants	More conviction of accused who committed crimes against tourist Admin. circular by the SC	Supreme Court		■		
Avoid discrimination against court personnel (lower court personnel)	Issuance of memorandum allowing the conduct of national board meetings conventions of different associations	OCA	■			

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SAMPLE FLOWCHART OF JBC RECOMMENDATION for 1st & 2nd Level Courts



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VI.4. CORRECTIONS PILLAR

VI.4.1. General Issues And Recommendations

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Prohibitive fees and charges in securing records check and certification or clearance for detainees/ parolees/ pardonees.</p>	<ol style="list-style-type: none"> 1. Strengthen or expand inter-agency representations on request of records, i.e. certifications, clearances, other related services. Government to government representations, particularly the PPA and BuCor regional offices, and requests of these documents should require minimal or no fees/charges at all. This, however, has been operationalized already in the central office and some regional offices. The Bureau of Jail Management is encouraged to undertake a MOA with LGUs on fast-tracking documents and other related services. 2. Subsidize for the poor detainees the cost of securing these documents, particularly the certificate of preventive imprisonment and other documents required for their release.
<p>Inadequacy of correctional and legal services for detainees/ probationers/ parolees.</p>	<ol style="list-style-type: none"> 1. Revitalize volunteer aide probation program (adopt JICA as a model system for community service) through a MOA/MOU to provide for incentives, i.e. discounted bus fare, etc., to encourage citizen's awareness and volunteerism, and rename Volunteer Aide to Volunteer Probation Officer. 2. Form partnerships or joint ventures with the private sector MOUs with church, civic groups and other entities for private grants/funds (on access to programs and services). 3. Tap civic organizations, law groups, law schools/alumni to help the marginalized clients in litigation/notarial services, and paralegal services (through MOAs, partnerships with local universities/law schools etc). This should be further institutionalized in law schools by the requiring students to rendering paralegal services, i.e. practicum, internship, before completing the degree. <ol style="list-style-type: none"> a. Improve the efficiency and effectiveness of the different agencies in the Corrections Pillar

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
	<p>by tapping foreign funding institutions in the implementation of capital-intensive programs and reforms.</p> <ul style="list-style-type: none"> b. Enhance the rehabilitation objective by harmonizing After Care Programs. c. Legislative proposals, as follows: <ul style="list-style-type: none"> i. Amend the law providing for the corresponding logistical augmentation (personnel, budget, and infrastructures) in relation to the proposed amendments on the probation law, and other legislative proposals. ii. Disqualification of minor offenses (public order cases): decriminalize offenses such as libel, BP22, traffic violations, etc. iii. Institutionalization of skills/vocational/livelihood programs for detainees. iv. Probation Law <ul style="list-style-type: none"> 1. Expand the coverage of the probation law from 6 years below to 6 to 12 years. 2. Revise provisions on fines and crimes. v. Restructure the Corrections System through the passage of the Corrections Act <ul style="list-style-type: none"> 1. Authority for BJMP to grant Good Conduct Time Allowance (GCTA) which will reduce the cost of maintaining and operating jails by 30% 2. Revisit/amend GCTA policy by increasing the no. of days credited as GCTA. 3. Provide for pre-sentence investigation for special cases 4. Include actual observations as points for GCTA (attendance, finishing therapeutic community training, and other community service) 5. Deputize jail wardens to compute/grant the GCTA 6. Expand coverage of community-based corrections 7. Regionalization of Board of Pardon and Parole, pending unification under a Department of Corrections, as included in

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
	<p>the proposed restructuring of the corrections system.</p> <ul style="list-style-type: none"> vi. Bill on Pre-Trial Release Program to decongest prison facilities. vii. Amendment of the Revised Penal code on: <ul style="list-style-type: none"> 1. Imposable penalty on drug cases: amend provisions on lesser offenses; include penalty of community service as part of <i>aresto menor</i> and <i>mayor</i>. 2. Revise provisions on subsidiary penalty (the present policy of one day per Php8.00 remained the same since its implementation in the 1930s) and update it to the daily minimum wage as issued by DOLE. <p>In the absence of a unified corrections system or a Department of Corrections, there should be an effective inter-agency monitoring and assessment system which will identify the implementation status of different programs and strategies of agency-members of the pillar and other intra-pillar administrative issues and concerns, and will unify the thrusts of the Corrections Pillar.</p>
<p>Lack of information on how the Correction and Rehabilitation systems work.</p>	<ul style="list-style-type: none"> 1. Maximize existing information drive activities using the local dialect: <ul style="list-style-type: none"> i. Inclusion in the intermediate grade, High School and College education curricula about the CJS, human rights, and gender-related issues (women and children) which focus on restorative justice philosophy that should address the dissonance of perspectives on the correction system. ii. Posting of information materials about the basic human rights, rights of a child, and other gender related issues. iii. Display in conspicuous areas the vision/mission and mandate of the agency, its procedural rules and guidelines, and transaction flow charts. iv. Public information drive through the use of PIOs of agencies, LGUs, members of the media, and support from the private sector.

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
	<ul style="list-style-type: none"> v. Encourage volunteer groups/NGOs/free legal assistance groups to visit penal facilities to help the information campaign of the respective agency. 2. Establishment of Barangay Information System which should serve as a focal point in grassroots information dissemination.
<p style="text-align: center;">Negative information on Correction and Rehabilitation systems.</p>	<ul style="list-style-type: none"> 1. Institutionalize a capacity building and values reorientation programs for personnel in the correction pillar, as well as volunteer probation aides, to improve its image, to have an effective coordinated manpower system, and to enhance their technical competence. 2. Promote correctional services, by: <ul style="list-style-type: none"> i. Encouraging private sector participation in community-based activities, e.g. allowed visitation, medical missions, tree planting, consciousness week commemoration, etc. ii. Doing agency open-house activities on a regular basis (once a year activity). iii. Administering a bidding system to sell products of detainees from livelihood programs, i.e. handicraft works, furniture, etc., which will promote awareness in the community. iv. Maximizing radio and TV program guestings and exposures of officials of the agencies in the correction pillar to promote their advocacies and encourage community participation in their correctional programs and other related activities. Government and private media outfits may be tapped to sponsor information dissemination or as venues to discuss general issues and negative public information on the pillar. v. Maintaining and posting of up-to-date information bulletins, done at agency level. vi. Tapping Volunteer Probation Aides as agents of positive information dissemination. vii. Strengthening coordination with LGU officials on correctional programs and activities

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Prolonged detention due to slow disposition of cases which contributes to jail congestion.</p>	<ol style="list-style-type: none"> 1. Institutionalize and implement an effective case records management, including shared interagency access to pertinent information, i.e. clearances or records check. 2. Revive the National Crime Information System (NCIS) by assigning the project to another department, e.g. DOTC or the Office of the President, which shall effectively implement and distribute the program regionally. 3. Stronger and more effective implementation of the Alternative Dispute Resolution Law, diversion proceedings under Republic Act 9344, and the Barangay Justice System through mandatory regular training (once a month), starting at the barangay level up to the national level, by the DILG, agency-members of the Corrections system, and pillar-members of the CJS. 4. Strengthen Referral System by requiring jail wardens to observe regular referral/update to Prosecutor's Office, including PAO, and to the Courts for speedy disposition of cases. 5. Regular visitation of PAO lawyers, CHR officers, judges, social workers, volunteer legal assistance groups, etc., to inform/update status of cases.
<p>Problems of reintegrating released offenders back to the community which include deficiency of support and funds for Post-Release Programs.</p>	<ol style="list-style-type: none"> 1. LGUs to develop and implement reintegration programs with the assistance of the government agencies concerned and network these programs with employers or business establishments in providing employment referrals, or in providing funds for livelihood programs/micro-financing assistance (not on individual basis) for released offenders. 2. Engage in activities that will educate and include members of the community in programs on therapeutic community modality, restorative justice approach and voluntarism programs, gender-sensitive issues on women and children and protection of their rights. 3. Maximize use of penal farms and capitalize on human resource of prisoners, without compromising their human rights and keeping

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Injustice to offenders/detainees due to inadequate correctional facilities and the varied operational standards in detention centers, such as inhumane living conditions, maltreatment, over-congested facilities, etc.</p>	<p>the objectives of rehabilitative them, for productive/income-generating activities which will benefit both the detainees and the agency.</p> <ol style="list-style-type: none"> 1. Ensure the passage of Corrections Act which shall improve or provide for the following: <ol style="list-style-type: none"> i. Establishment of Department of Corrections for effective management with singular policy direction, synchronicity of programs, prioritization of funds, which will unify the fragmented Corrections Agencies. ii. Integrated jail system that is managed by one department which will have a more focused outlook on the issues of the correction pillar. This shall set an integrated jail system for Luzon (from NCR to San Mateo), the Visayas and Mindanao. iii. Guidelines for better living conditions which observe the basic human rights standards. iv. Transfer of administrative and operational control and supervision of provincial jails to BJMP. v. Strict implementation of having separate cells/facilities for minors or the Children in Conflict with the Law (CICL) and female offenders. vi. Additional manpower who will monitor CICL vii. Establish an alternative detention program and effective implementation of the law on release of prisoners who have served their sentence already.
<p>Marginal priority of the Congress on proposals and advocacies to reform the Corrections System (the Senate and the Congress view the system as an administrative liability). Issues of additional budgetary support, passage of bills and resolutions addressing the living conditions of the inmates, and other legislative initiatives remain pending.</p>	<ol style="list-style-type: none"> 1. Invite participation from Upper and Lower House (Technical Working Group) to work with the Supreme Court in realizing the reforms necessary for the Corrections System to become more effective. 2. More determined advocacy works and championing for the bills. 3. Presently, by lobbying and forming partnerships with local government units and private sector, their financial support strengthens the existing programs of the different agencies in the pillar.

VI.4. CORRECTIONS PILLAR

VI.4.2. Specific Action Plans

LEGISLATIVE ACTIVITIES

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Undertake the following legislative proposals: – Re-filing of Bill on the Expansion of Probation Law – Corrections Act – Pre-Trial Release Program – Amendments in the Revised Penal Code 1. Inter-agency coordination/lobbying 2. Drafting of the bill (for new proposals) 3. Championing/submit proposal to Congress 4. Advocacy works, until passage of the Bill (continuing)	Draft or re-filed Bill	All agencies in the Corrections Pillar with the TWG members and assistance of other involved agencies in other pillars of the CJS Lobby groups																
			Revisit Presidential Proclamation on prison lands. as inalienable	Declaration of Prison Lands as inalienable land	BJMP, BuCor, DILG, PNP, DOJ with TWG heads													

ADMINISTRATIVE ACTIVITIES

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Adopt/undertake a Memorandum of Agreement (MOA) or Memorandum of Understanding or Administrative Circulars on the following Inter and Intra Pillar proposals: <ul style="list-style-type: none"> - Minimize fees and charges - More effective interagency records check and information management - IEC Campaign - Reintegration Services - Revitalization of the Volunteer Program - Partnership and Networking - Jail Decongestion (<i>compliance</i>) <ol style="list-style-type: none"> 1. Study proposal/ dialogues with stakeholders 2. Preparation of draft MOA/MOU/Circulars 3. Consultation 4. Signing of agreement 5. Implementation (continuing) 	MOA/MOU/ Administrative Circular	All agencies in the Corrections Pillar with the TWG members Involvement of media groups and members of the Community Pillar																
Establish a coordinating committee that will monitor the	An inter-agency monitoring committee (may be headed	All agencies of Corrections Pillar																

ACTIVITIES	OUTPUTS	RESPONSIBILITY CENTERS	TIMEFRAME															
			2007				2008				2009				2010			
			1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
3. Evaluation 4. Reimplementation of activities done annually		TWG heads																
Effective utilization of jail farms and penal camps (jail farms being squatted) by adopting more skills-development programs for detainees and other vocational activities. This may be done by networking with business sector, LGUs, civic groups, etc. to outsource certain services they provide for the inmates. <i>Continuing activity</i>	Productive commercial use of livelihood and vocational products of inmates for agency improvement of its programs	BuCor, private sector, LGUs																

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VI.5. COMMUNITY PILLAR

VI.5.1. General Issues And Recommendations

PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
<p>Inability of 'claimholders' to access justice due to lack of/limited legal services</p>	<ol style="list-style-type: none"> 1. Encourage IBP and its local chapters to provide free legal counseling at the barangay level. 2. Tap volunteers from academic institutions and enter into a MOA with the concerned barangay to provide paralegal services/opinions / assistance to Lupon members of the barangay as the need arises. 3. Encourage Civil Society groups to organize support groups to monitor the CJS (e.g. gather data/ information of detainees and prisoners in order to provide assistance for overstaying detainees and prisoners). 4. Encourage claimants and aggrieved parties in participating in pre-litigation proceedings for possible settlement to understand the repercussion of prolonged court proceedings. 5. Paralegal groups to monitor cases and do data gathering. 6. Apply and examine further the proliferation of Philippine Mediation Center as piloted in Baguio City and assess its impact in the Cjs 7. Increase the Plantilla of Public Attorneys in PAO subject to approval of DBM. 8. Punong Barangay to form a group to monitor cases of detained prisoners from the barangay especially whose sentences has been served by them but still in jail and provide assistance in the disposition of their cases. 9. To petition the Supreme Court to issue a resolution requiring lawyers to render community legal services to the barangay to be credited as part of their mandatory continuing legal education (MCLE). 10. Creation of plantilla positions for Shari'a Courts
<p>Inability to access justice due to lack of knowledge/ understanding of what services are available, by what agency, where, etc.</p>	<ol style="list-style-type: none"> 1. To request the CHR to provide technical assistance in the production of information materials on the basic human rights of a person under the CJS. 2. To encourage all agencies in the five pillars of

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PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
	<p>justice to disseminate and observe the laws and policies for the protection of women and children, i.e. Gender and Development, Violence Against Women and Children Act, Children's Welfare Act, Anti-Trafficking in persons, Juvenile Justice Act, through continuing gender related programs</p> <ol style="list-style-type: none"> 3. That DOJ and the Supreme Court will provide programs and projects for strengthening educational / advocacy activities on the five pillars of justice, the agencies involved, and what services they can demand from them. 4. To use barangay/public assemblies in the grassroots level as venue for information dissemination about roles and functions of PNP community relations officers. 5. PNP to continue supporting and strengthening their community relations office. 6. To encourage partnership between PO's / NGOs and LGUs, GOs in the conduct of continuing information dissemination and advocacy activities in coordination with PIA. 7. To support the improvement of the image of the CJS providers through media that highlights good examples, e.g. policemen, PAO, courts, etc. 8. To encourage the participation of the academe (school representatives, PTA, etc.) and religious organizations in seminars and fora concerning the CJS (classroom and the pulpit as venues). 9. Continuing training program and exposure of barangay officials on CJS/human rights issues. 10. Encourage and maintain the regular use of tri-media channels in discussing and highlighting issues and concerns in the CJS. 11. Continue the conduct of legal outreach programs in communities and assess its effectiveness although an increase in PAO clients are noted (Baguio City PAO). 12. Conduct massive and continuing information to educate people down at the Barangay level to maximize/utilize existing Community Programs/services from the different agencies

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PROBLEMS / ISSUES	RECOMMENDATIONS / SOLUTIONS
	<p>starting training with the Barangay Captains/Officials to be conducted by DILG/LGU.</p> <p>13. Conduct lectures on Rights, Crime Prevention for Juvenile, Gender Crimes, Drug Abuse Prevention, etc., in schools and communities.</p>
<p>Lack of Participation and Programs/ Consultative Mechanisms on the part of witnesses and complainants</p>	<ol style="list-style-type: none"> 1. Encourage Civil Society to organize an institutional support for witnesses on the barangay level working together with the barangay council for the witness protection. 2. Use the Barangay Assembly as a venue for encouraging interest in the CJs. 3. To foster close coordination and cooperation among the 5 pillars of the CJS to ensure justice. 4. Encourage and advocate among involved parties to participate in all aspect of the CJS. 5. Expand further the Witness Protection Program to cover and secure not only the witness but the immediate family and household members. 6. For the Barangay Tanods to provide protection to witnesses from the barangay team. 7. Encourage claimants to pursue cases especially when they are prematurely resolved particularly crimes against properties, e.g. Cellphone snatching, or decriminalizing light offenses. 8. Encourage self-help groups in creating awareness and moral support to aggrieved parties. 9. strengthen and institutionalize Dispute Settlement & Conflict Resolution management practices as done among the indigenous groups with Council of Elders, e.g. Peace Pacts between tribal groups. 10. SK to be responsible to provide programs and projects for the out of school youth and drug awareness program and rehabilitation. 11. Barangay council to provide programs and education on the integration of the criminal offender and assistance to victims in filing their cases in courts. 12. Courts to furnish copies of the Decision to the barangay council to enable them to monitor cases involving their barangay members.

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VI.5. COMMUNITY PILLAR

VI.5.2. Specific Action Plans

LEGISLATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Make more lawyers available for free legal counsel/ services to the poor to augment PAO	Recommend to the Supreme Court to issue a resolution requiring lawyers to render community legal services to the barangay to be credited as part of their mandatory continuing legal education. -Directory of Lawyers	PMO	■			
Barangay Human Rights Action Centers (BHRAC) mandatory to all barangays by the year 2007	Bill creating BHRAC in all barangays Statistics on barangays w/ BHRAC	CHR, Community Lobby groups, Community, NGOs	■	■	■	■

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ADMINISTRATIVE ACTIVITIES

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Increase free legal counselling/ assistance to barangays/constituents	Issuance and Implementation of SC Resolution for IBP to provide free legal services to the poor	Supreme Court, IBP	██████████			
Increase access to justice especially by the poor and indigenous groups by recognizing and strengthening the local 'council of elders' in dispute resolution	Strengthen the role of COUNCIL of ELDERS among Indigenous People in the settlements of disputes and conflicts. Documentation of proceedings by certified experts like socio-anthropologist.	Community	Present like NSIP (Office of the Muslim affairs)		██████████	
Community evaluation system to assess the performance of key agencies and the pillars of the CJS	Adopt a monitoring group or scorecard system	Community with the TWG heads	██████████ Conceptualization and Consultation	██████████ Pilot implementation of Scorecard system		██████████

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PROGRAMS

Activities	Outputs	Responsibility Centers	2007	2008	2009	2010
Advocacy for the immediate implementation of RA 9344 and in the passage of local ordinance of LGUs to support this law, and implementation of community-based services for CICL.	Establishment of Juvenile Justice Network	SC, NGOs, JJWC, LGUs, POs	■			
RA 9262 for Violence against Women and Children	same	SC, Law Enforcement	■			
RA 9208 for the Anti-trafficking of Persons		Law Enforcement			■	
Enhance assistance and protection of the poor from human rights abuse	Activate and strengthen BHRAC	Lobby groups (PO's, NGO's, Church etc)	■	■	■	■

AGENCY ACTIVITIES

Measures	Activities/Outputs	2007	2008	2009	2010
Community to provide agencies with information on gaps that they should address and be included in the information materials with CHR, DSWD, barangay level and support groups	Production and dissemination of info materials and agency manuals/primers at barangay and in CJS offices. Distribution of info materials (CHR)	■			

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Measures	Activities/Outputs	2007	2008	2009	2010
Continuing information, education, and communication at barangay/public assemblies in the grassroots	Regular conduct of barangay/public assemblies (5 Pillars of CJS)	■	■	■	■
Public information on the existence of PNP Public Safety Office	Information Materials	■	■	■	■
Increase awareness/discussion by the community of human rights issues	Conduct of human rights related fora for Barangay Constituents (CHR, NGOs, LGUs)	■	■	■	■
Establish partnership among LGUs with NGOs/POs in the community on CJS issues	Formal agreements between LGUs and NGOs/POs on CJS programs	■	■	■	■
To encourage all agencies in the CJS for a continuing gender related program in the action plan (GAD, VAWC, RA 7610, Anti-Trafficking in Persons, Juvenile Justice and Welfare Act of 2006.	Continuing development and enhancement of programs	■	■	■	■
Implementation of elementary and high school curricula with focus on human rights empowerment	Full implementation in elementary and high school curricula of principles of basic human rights	■	■	■	■
Using government owned media, TV, radio and print media to Maximize opportunities for public service through the media	CJS agencies to develop and implement an IEC Program using government-owned media facilities More space/airtime in the media	■	■	■	■

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Measures	Activities/Outputs	2007	2008	2009	2010
Strengthen the Witness Protection Program	DOJ will coordinate the formation of organizations, community to handle the Witness Support Program and automatically be placed under the physical custody of proper government agencies (the witness including family)				
	More people willing to testify				
That the 5 Pillars of the CJS with the cooperation of the barangays and other NGO's to handle the advocacy of the release of overstaying detainees/ prisoners	Integrated program of cooperation among pillars to ensure proper handling and advocacy for release of overstaying detainees.				
	Lesser overstaying detainees/prisoners				
Advocacy work on non-discrimination of released offenders and provision of after care services by the respective LGUs in coordination with civic organizations and religious groups for skills training, livelihood and other productive projects for them.	Adopt and implement program for non-discrimination of released offenders.				
	Increased work opportunities for released offenders				
To forge an agreement with civic groups like Chamber of Commerce, Rotary Clubs, etc. for employment opportunities of released offenders	MOA (DOLE or per agency)				

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VII. Integrated Inter-Pillar Plans

VII.1. LAW ENFORCEMENT PILLAR

VII.1.1. Law Enforcement vis-à-vis Prosecution

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Inability of claimholders to have cases filed due to lack of legal knowledge by law enforcement of requirements of prosecution in the filing of cases, and results to dismissal of cases	Continuing legal training and seminars for PNP/ law enforcers
Lack of facilities, particularly crime laboratories which results in the possible loss of evidence	Additional crime laboratories, initially at the provincial level
Corruption, especially in evidence collection and of down-grading of cases	<ol style="list-style-type: none"> 1. The evidence inventory receipt should be done under oath or verified 2. Re-shuffling of operations team leaders and prosecutors to prevent or minimize possibility of collusion, especially in drug cases 3. Continuing “bombardment” of values and spiritual formation programs for law enforcers 4. Legislating higher penalties for law enforcers and prosecutors involved in manipulating evidence to cuddle or protect criminals

VII.1.2. Law Enforcement vis-à-vis Courts

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Failure to pursue case by claimholders due to lack of interest or failure of law enforcers to testify in court as witnesses, frequent non-appearance of law enforcers as witnesses in Courts, and inadequacy of documentary evidence prepared by law enforcers which usually lead to case dismissal	<ol style="list-style-type: none"> 1. SC Resolution prescribing higher penalties against PNP personnel who fails to testify in court without valid reason <ul style="list-style-type: none"> - legislate a more punitive law - imposition of administrative sanctions - institutionalize exercise of courts’ contempt powers against erring law enforcers 2. Re-orientation on morals and values 3. Law enforcement agencies should allot for funds for allowances of law enforcers obligated to appear as witnesses 4. Upgrading law enforcers’ knowledge through continuing legal training and education
Corruption, as manifested in giving of false or down-played testimonies in Court by law enforcer-witnesses	<ol style="list-style-type: none"> 1. Impose higher penalties for law enforcers who would give false, down-played testimonies to favor the accused. 2. Legislate a more punitive law 3. Imposition of administrative sanctions 4. Institutionalize exercise of courts’ contempt powers against erring law enforcers

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VII.1.3. Law Enforcement vis-à-vis Corrections

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Lack of prison/ detention cells	Construction of prison/ detention cells conducive for rehabilitation
Mishandling of detained persons by law enforcers and corrections officers	<ol style="list-style-type: none"> 1. Building a culture of professionalism in handling detainees through training and values orientation 2. Strict implementation and compliance with detention prisoners guidelines and policies 3. Intensify rights awareness campaign through mass multi-media to prevent abuse

VII.1.4. Law Enforcement vis-à-vis Community

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Claimholders hesitate to seek law enforcers due to negative impression and distrust against law enforcers	<ol style="list-style-type: none"> 1. Common programs and activities for the community and the PNP such as sports fests, free clinics and consultations 2. Law enforcement agencies to showcase and publicize best practices 3. Build a favorable image in the eyes of the public through using mass multi-media 4. Institutionalize police and community dialogues and consultations at the barangay level
Passive response of the community against crime prevention especially due to the "Piaget must die" mentality	<ol style="list-style-type: none"> 1. Strengthen the witness protection program 2. Barangays should be officially informed of the presence of accused felons within their jurisdiction 3. Law enforcement assistance programs for complainants and witnesses should be institutionalized and properly implemented

VII.2. PROSECUTION PILLAR

VII.2.1. Prosecution vis-à-vis Law Enforcement

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Victims or complaints unable to get help in filing cases due to inadequacy in technical know-how of law enforcers on case preparation, mishandling of evidence and in enforcing arrests that leads to violation of due process, and insufficient equipment.	<ol style="list-style-type: none"> 1. Continuing orientation and seminars in handling complaints for investigation, collection of evidence, and preparation of case. 2. Require all law enforcers to submit to psychological and drug tests every 3 months. All police officers are required to have credits in law subjects, particularly in criminal law procedures and evidences including continuing seminars and orientation. 3. Exchange programs or seminars/training from experts in the field of case preparation, collection of evidence, serving of warrants, etc.

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Delay in filing of complaints to the prosecution by the Enforcers	Strict compliance in filing of complaints within the reglementary period, irrespective of weekends/holidays.
Overlapping of functions	SOP for dereliction of duty
Lack of collaboration/ coordination between the law enforcement and prosecution in conducting investigation and preparing the case	Review/ make guidelines by classified experts on the field (academe or agency before and after the fact) and to see to it that it will be strictly implemented.
Organized crime	Strict enforcement of the law

VII.2.2. Prosecution vis-à-vis Courts

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Delay in the schedule of arraignment	Set a deadline for arraignment, which should be within 10 days from commitment of the accused.
Delay in prosecution due to twice weekly raffling of cases	Daily raffling of cases
Lack of Judges/Prosecutors	Immediate filling of Vacancies
Victims are being victimized	Sworn video statements so victims need not relive his/her traumatic experience
Witness will not appear in court	Video conference
Language barrier	Hearing in English and Tagalog or local dialect
Delay in the proceedings due to fiscal/prosecutor's values	Fiscal/prosecutors to be trained and observe the rules

VII.2.3. Prosecution vis-à-vis Corrections

PROBLEMS / ISSUES	RECOMMENDATION / STRATEGY
Delay in resolution of cases due to limited facilities to transport detainees to the Prosecutor's Office during preliminary investigation	Provisions of High Security Service Vehicles in ALL Jails or modern telecommunications with Video-conference capability.

VII.2.4. Prosecution vis-à-vis Community

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Lack of Cooperation among Witnesses and in Gathering of Evidences	Provide free orientation seminars to the community in cooperation with LGUs, NGOs, etc.
Tanod's jurisdiction	Training/ Lectures with manuals.
Organized crime	Strict enforcement of the law
Increase in juvenile and drug related abuse cases (e.g. SK Chairman pusher)	<ol style="list-style-type: none"> 1. Collaborate with DILG's youth development programs and education of parents on this issue. 2. Reform the SK system. 3. Legislation/DILG policy making SK responsible for campaigns vs drugs in the barangay (education of youth, assistance in rehabilitation, etc.)

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VII.3. COURTS PILLAR

VII.3.1. Courts vis-à-vis Law Enforcement

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<u>Problems with Warrant of Arrest</u> <ul style="list-style-type: none"> - Service of the warrant - Return of the warrant - If arrested, persons are released - Failure to commit body of accused to the BBRC/CPDRC and/or other BJMP jails 	<i>Warrant of Arrest</i> <ul style="list-style-type: none"> - Strict monitoring of returns of issued Warrants - PNP to impose stricter sanctions of erring personnel
<u>Problems with Testimonies</u> <ul style="list-style-type: none"> - Affidavits are unintelligible - Failure to appear in court despite subpoena - Testimony inconsistent with his affidavit - Failure to inform the court of the change of assignment/station of the police witness 	<i>Testimonies</i> <ul style="list-style-type: none"> - Training of Police Investigators - Station Commanders be given the responsibility ensure appearance of police witnesses - More coordination with the “Internal Affairs” office and the Clerks of Court in the prosecution of the erring police officers - Inform the court where the police officers are witnesses
<u>Evidence</u> <ul style="list-style-type: none"> - Lack of system in keeping/turn-over of the custody of object evidence - In isolated circumstances, police officers change the evidence submitted to the prosecutor/court 	<i>Evidence</i> <ul style="list-style-type: none"> - System of the chain of custody between police and prosecution be clearly set up - More coordination with the “Internal Affairs” office and the Clerks of Court in the prosecution of the erring police officers - Code of Ethics
<u>Other Issues</u> <ul style="list-style-type: none"> - Police officers facilitating the release of prisoners on bail by acting as agents of bonding companies/sureties - Engage in “moonlighting” activities by following-up the cases filed in court - Misrepresentation in the procurement of search warrants 	<i>Other Issues</i> <ul style="list-style-type: none"> - More coordination with the “Internal Affairs” office and the Clerks of Court in the prosecution of the erring police officers - Revisit the rules on misrepresentation of facts in securing the search warrant with a view of imposition of stiffer penalties for erring penalties - Code of Ethics
Lack of coordination between Law Enforcement and the Courts	Organize committee between Courts and Law Enforcement Agencies to conduct monthly dialogue
Claimholders’ inability to exercise their constitutional rights	<ol style="list-style-type: none"> 1. Training for law enforcers on the constitutional rights of an individual 2. Put on the wall of police stations the statement of the rights of an individual.

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VII.3.2. Courts vis-à-vis Prosecution

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p><u>Administrative Problems</u></p> <ul style="list-style-type: none"> - Fees assessed are perceived to be “excessive” especially in the Affidavit of Desistance Errors in the preparation of Information filed in court (e.g. reliance on clerks in the preparation of Information without review) - Re-assignment of Prosecutors causing delay in the presentation of evidence 	<p><i>Administrative</i></p> <ul style="list-style-type: none"> - Review of the schedule of fees assessed especially on the “pauper litigants” - State Prosecutor/RSP to ensure the equal distribution of prosecutors in cities and provinces - Preparation of template which they can use - Coordination with the courts before re-assignment of prosecutors
<p><u>Trial</u></p> <ul style="list-style-type: none"> - Lack of Preparation resulting in delay and/or eventual dismissal - Prosecutors do not appear on time, if at all they appear - Custody of Object Evidence - Period for the re-investigation is not followed - In case of Ombudsman prosecutors, the need to seek permission from the Ombudsman regarding the consent to the plea bargaining proposal 	<p><i>Trial</i></p> <ul style="list-style-type: none"> - Retraining and values reorientation program for prosecutors - Code of Ethics - Systematizing the custody of evidence - Strict observance of the period - Courts to look into this problem
<p>Passing the problem to the court by filing the case in court and letting the court decide if there is a strong evidence against the accused</p>	<ol style="list-style-type: none"> 1. Courts and Prosecution Reorientation Program 2. Prosecutors should dismiss the case at their end if they find out that the evidence against the accused is weak
<p>Failure to file on time comments and other pleadings required by the court despite the period given which cause delay in the disposition of cases</p>	<p>The court should assign a personnel to follow up the prosecutor’s concern</p>

VII.3.3. Courts vis-à-vis Corrections

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Inability of accuser/accused to have speedier resolution of case due to administrative problems, i.e. no system in the turn-over of files/record of prisoners</p>	<ol style="list-style-type: none"> 1. Improve system of records of file or adopt a case management system. 2. Systematize the administrative offices of BJMP
<p>Non-availability of an accused during the hearing due to unavailability of vehicles and manpower to bring them to court</p> <ol style="list-style-type: none"> 1. Prisoners do not come on time, 	<p>There should be enough vehicles and manpower to provided by the DILG or the local government in order to ferry the accused and escorts regularly to court to attend court proceedings</p> <ol style="list-style-type: none"> 1. LGU to fund maintenance of vehicles

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>if at all brought to court</p> <p>2. Prisoners fail to appear in court because they are in poor health</p>	<p>2. LGU to improve the facilities</p>

VII.3.4. Courts vis-à-vis Community

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Failure to get support of witnesses to crime investigation & resolution, especially those involved in heinous crimes, due to fear, indifference, and lack of appreciation of the roles and responsibilities in the CJS.</p>	<p>The witness protection program of the government should be strengthened and made effective because the clamor of the witnesses is that the case are sometimes resolved and nothing has been done to protect them and their families as there are plenty of bureaucratic requirements</p>
<p><u>Public Attorney's Office</u> Lack of personnel to render services to community</p>	<ul style="list-style-type: none"> - Revisit the pay structure of the PAO lawyers to make it more attractive for lawyers to join the service - New BAR passers to render "community service"
<p><u>Complainants</u></p> <p>1. Complainants/witnesses fail to appear during trial</p> <p>2. Lack of information of the system, process,</p>	<ul style="list-style-type: none"> - NGOs to render support services to complainants and their witnesses - Information, Education, and Communication campaign

VII.4. CORRECTIONS PILLAR

VII.4.1. Corrections vis-à-vis Law Enforcement

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p><u>Lack of police / law enforcers (1:1000)</u></p> <ul style="list-style-type: none"> - Delayed execution/serving of warrant of arrest for erring probationers recommended for revocation of probation - Lack of commitment/determination to serve the warrant, or preferential execution - Probationers/jail escapees 	<p><u>Lobby for the PNP Recruitment Program</u></p> <ul style="list-style-type: none"> - Recommend the deputation of barangay officials (may require legislation) to do the arresting function (if imminently needed) in the absence of law enforcers - Lateral coordination with the LGU officials, promote vigilance in the community through information drives
<p>Lack of commitment in serving the warrant of arrest for offending released parolees/pardonees who violated conditions of their privilege</p>	<p>Improved coordination between Law Enforcement and Courts</p> <ul style="list-style-type: none"> - Courts to furnish Law Enforcement copies of the warrant of arrest - Law Enforcement to serve the warrant on time (if not served, return to Courts with complete detail on the failure to serve the warrant of arrest)

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p><u>Abuse & violation of human rights of probationers/ parolees/ pardonees/ and released offenders/suspects</u></p> <ul style="list-style-type: none"> - Stereotyping suspects with police records as probable suspects in another crime - Frame-up/planting of evidence to meet the arrest quota - Utilized as asset in police operations against the will of the released offender - Involuntary servitude - Summary killing/salvaging 	<p><u>Advocate/immerse in the PNP perspective the “restorative justice” philosophy, practices, and strict adherence to the principles of due process</u></p> <ul style="list-style-type: none"> - Intensify education of human rights standards - Values reorientation/moral recovery programs - Police debriefing - Strict adherence to the Miranda doctrine
<p>Delayed processing/ issuance of records check (clearance, certification, etc.) especially the NBI</p>	<p>Integrated computerization of records for agencies involved in the CJS</p> <ul style="list-style-type: none"> - MOA between NBI and PPA to regionalize release of records to have an expeditious issuance of records check. - Strengthening of finger print/photograph checking between NBI and PPA
<p>Enhance claimholders’ access to justice by providing competent investigators</p>	<p>Training of police on investigation by legal experts/groups</p>

VII.4.2. Corrections vis-à-vis Prosecution

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Delayed preliminary investigation</p>	<p>Lobby for additional prosecutors</p>
<p>Exorbitant filing and other legal fees</p>	<p>Socialize imposition of filing fees with proviso for availment of free filing fee for ‘legitimate’ indigents</p>
<p>Delayed filing of cases</p>	<p>Regular follow-up/coordination by DSWD with the Prosecutor’s Office</p>
<p>Delayed scheduling/hearing</p>	<p>Regular follow-up/coordination by the Provincial Jail with the Prosecutor’s Office</p>

VII.4.3. Corrections vis-à-vis Courts

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
<p>Lack of judges delays issuance of resolution of probation reports to the prejudice of probationer & petitioner</p>	<p>Lobby for additional judges, network with the courts</p>
<p>Delayed action on request for records check</p>	<ul style="list-style-type: none"> - Establish rapport with Courts personnel to fast track requests - Encourage the Courts to implement the NCIS - Improved records management, rapport with Courts personnel to fast-track requests, efficient administrative work, and lobby for early retirement program

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VII.4.4. Corrections vis-à-vis Community

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Claimholders unable to Lack of community support for the thrusts and programs of the community-based corrections system	<ul style="list-style-type: none"> - Engage in community-based services of parolees and probationers which will increase public awareness, encourage community acceptance and shift/transform the traditional retributive mindset of the community to restorative justice - Volunteer Resource Development (Training, Organization, Utilization as Supervisors/Resource Individuals) - Institutionalization of the Volunteer Movement with full support from the govt. and private sector - Documentation and publication of success stories of reintegrated offenders - AFTERCARE Program - Form linkages with NGOs, GOs, private donors, and LGUs for financial support to strengthen the existing livelihood programs and provide micro-financing assistance for released offenders. - Establishment of Halfway Houses and work furlough - Network with private sector in providing employment referrals

VII.5. COMMUNITY PILLAR

VII.5.1. Community vis-à-vis Law Enforcement

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Negative perception of claimholders of duty-bearers or their fear towards law enforcers so they don't report crimes or criminals and their impression of inability of law enforcers to protect them.	<ol style="list-style-type: none"> 1. Information campaign to uplift the image of the law enforcers e.g. billboards about as protector of the people 2. Police involvement in community activities e.g., church activities, sports 3. Police modeling of good conduct and behavior 4. Police as integral part of community and therefore they should be seen as part of the community. 5. Increase police visibility and penalize corrupt police officers.
Natural indifference to get involved in criminal incidents for fear of being implicated (" <i>ayaw makialam</i> " culture)	Church to preach and for our educational system to include in the curriculum the role of the police and the social responsibility of the community in the CJS
Insufficiency of details in the preparation of the complaint affidavit.	The police investigator should thoroughly investigate and make of record all the details of the testimony of the witness, ask searching and relevant questions
Affidavit written in vernacular.	Should be written in the English language
Police officers who commit crimes	Automatic administrative investigation within the police office and sanction should be meted immediately even before the criminal prosecution has begun.

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VII.5.2. Community vis-à-vis Prosecution

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Inability to get legal assistance due to lack of knowledge on the existence of PAO, Prosecutor's Office and other govt. agencies that can provide free assistance	Information, education and communication programs on the agencies of govt. and the assistance that they provide in the CJS, including their location, e.g. billboards in the municipal or barangay halls
Fear to act as witnesses due to lack of protection and financial support	Community to provide recognition and incentive to witnesses of high-profile crimes (scholarships for their children, programs for law-abiding citizens e.g., during commencement exercise, etc.
Fear to testify for fear of retribution or personal safety	
Delayed filing of Resolution/Information in court.	<ul style="list-style-type: none"> - The period to make resolution and information of cases should be strictly followed and monitored - The prosecution who caused the delay should be penalized
Parties to the preliminary investigation cannot receive subpoena.	<ul style="list-style-type: none"> - The arresting officers should get the complete address both the complainant and the accused during police investigation - The process server of the Prosecutor's Office should exert diligent effort to personally locate the parties
Inability of the complainant to understand the CJS at the Prosecutor's Office level.	<ol style="list-style-type: none"> 1. The investigating fiscal should take time to explain patiently to the party the relevant matters pertaining to the case. 2. Install 'one-stop-shop' from legal groups.

VII.5.3. Community vis-à-vis Courts

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Victims and witnesses to petty crimes do not report because of the perception that courts are slow in the administration of justice	<ol style="list-style-type: none"> 1. Courts should aim to expedite disposition of cases to assure the public that justice is swift available for the rich and the poor alike 2. Judges should behave in manner that would develop respect and trust by the community
Fear to testify for fear of retribution or personal safety	<ol style="list-style-type: none"> 1. Improve witness protection program 2. Training on responsibilities of everyone on the CJS.
Prohibitive costs resulting to settlement of cases for a fee, thereby depriving the other pillars of justice	<ul style="list-style-type: none"> - Raise similar revenue-generation schemes like "piso para sa pondo ng bayan" for indigent litigants - Govt. to provide funds for poor litigants through PAO (for fare, food, etc.)
Manipulation in raffling of cases.	Transparency in raffling of cases for should be made transparent to interested parties
Lack of knowledge on the part of the complainant regarding service of Warrant of Arrest (W/A).	<ul style="list-style-type: none"> - The Court should have a standard and uniform system regarding release of W/A and this should be known to the party asking for it - Posting of flow charts in the bulletin boards regarding this procedure

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PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Delayed and expensive Transcripts of Stenographic Notes (TSN)	<ul style="list-style-type: none"> - Stenographers should observe the required number of words per page of the TSN and follow SC Circular regarding this matter - TSN be made available on time even if no party is asking for it
Impartiality of the presiding judge.	If one of the party believes that the presiding judge is bias or impartial, it should be made a ground for inhibition
Unreasonable exercise of the contempt power.	Contempt powers should be used sparingly and fairly and his basis must be reasonably acceptable in citing a person in contempt

VII.5.4. Community vis-à-vis Corrections

PROBLEMS / ISSUES	RECOMMENDATIONS / STRATEGIES
Poverty makes prison attractive because it is a source of shelter and food for the poor, thus, encouraging commission of crimes	<ul style="list-style-type: none"> - Improve the economy, generation of employment, availability of micro-financing, etc. - Skills training and sheltered workshops for employment of ex-detainees (DSWD and the LGUs)
Negative community attitude towards ex-detainees, thus the unwillingness to provide them with jobs	Church intervention to dissipate the stigma towards ex-detainees through sermons that are more socially relevant
Overstaying inmates in the BuCor.	Religious monitoring/follow-up on the cases of inmates
Inhumane condition of detention centers.	DOJ and LGU should increase the budget to improve the sanitation and food allocation of inmates
Value formation of inmates.	The Jail Management should invite religious groups to conduct spiritual trainings and seminars
Inmates' inability to earn livelihood.	The BuCor should tap TESDA to provide programs for inmates to acquire skills in order to be productive and profitable while in detention.

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Baguio City Regional Action Planning Workshop 20-21 November 2006, Venus Parkview Hotel

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Julio S. Lizardo	ROPD Pro-Cor, PRO-COR
Frisco F. Domagsin	PA IV PAO
Placido Gomez	ARD-CAR, PPA-CAR
Atty. Lida Nañoz	I.O III NBI-CAR

MEDIUM-TERM DEVELOPMENT PLAN FOR THE CRIMINAL JUSTICE SYSTEM (2007-2010)

LAW ENFORCEMENT | PROSECUTION | COURTS | CORRECTION | COMMUNITY

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PSI Crispin M. Ongican
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PO3 Viernico C. Tiotioen
PO2 Gil Cesario P. Castro
J/Sr Insp Julio T. Joaquin
J/Supt Miguel Agcawi
Ruth P. Bernabe
Manuel G. Co
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Clerk of Court V, OCC-RTC
Clerk of Court V, OCC-RTC Baguio
Clerk of Court VII, RTC-OCC Baguio
Clerk of Court V, RTC
BCPO
COP, BCPO
RPA, PAO
Chief Investigator, BCPO
C. OPNS, BCPO
BCPO
BCPO
Intelligence Operative, PDEA
ORD, CAR
BJMP
Pros. I, OCP Baguio
Regional Director, PPA
Warden, BJMP
Rehab NOR, BJMP
PDEA

Cagayan de Oro City Regional Action Planning Workshop 23-24 November 2006, The Dynasty Hotel

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Melba T. Cabigon
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Judith A. Navarro
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Rosemarie P. Conde
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Susan Gavino
Ulysses O. Mercado
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Joseph D. Bahian

Clerk of Court , RTC BR 23
Clerk III, RTC BR 23
Court Interpreter, RC BR 25
Legal Researcher, OIC, RTC BR 25
Legal Researcher, OIC, RTC BR 18
Interpreter, RTC BR 23
Process Server , RTC BR 23
Sheriff IV, RTC BR 18
Stenographer III, RTC BR 18
Dist PA, PAO
Clerk III, RTC BR 25
Stenographer III, RTC BR 23
Process Server RTC BR 25
SWO II DSWD
Clerk III, RTC BR 25
PNP BR 10
COC II 5TH MCTC
SWO III, DSWD
RTC
CJRPO SC PMO
Clerk III, 5TH MCTC
RD, DOJ-PPA
ARD, PPA-RO-Y

MEDIUM-TERM DEVELOPMENT PLAN FOR THE CRIMINAL JUSTICE SYSTEM (2007-2010)

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Edgardo Antonio T. Mocerro, Jr.
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Cebu City Regional Action Planning Workshop 28-29 November 2006, Montebello Villa Hotel

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Beverly Presas	Legal Researcher, RTC, Branch 7
Nucllyde R. Mabanag	Interpreter III RTC, Branch 7
Maye Sheryl Sarigumba	Clerk II, RTC, Branch 7
Dolores Lagrimas	Legal Researcher, RTC, Branch 27
Christine D. Doller	Legal Researcher, RTC, Branch 9
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Mary Margaret Leyva	Clerk in Charge, Civil Cases RTC, Branch 9
Carla Ymbong	Clerk in Charge, Civil Cases RTC, Branch 27
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Aida Alarde	Clerk III, MTCC, Branch 5
Ferdinand Kintanar	Legal Researcher, MTCC, Branch 5
Ma. Rommi Rota	Clerk III, MTCC, Branch 5
Susana M. Tanihon	Clerk III, MTCC, Branch 5
Hon. Francisco A. Seville, Jr.	Acting Presiding Judge, MTCC, Branch 6
Atty. Rodelio Fernandez	Acting Clerk of Court MTCC, Branch 6
Jose Legaspi	Legal Researcher, MTCC, Branch 6
Milagros Piol	Court Stenographer, MTCC, Branch 6
Bert Guarin	Court Sheriff, MTCC, Branch 6
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Atty. Florencio Diloy	PAO
Atty. G-ree Calinawan	PA III, PAO
Ellen C. Gran	CAV
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Corazon P. Retuya	Court Stenographer, MTCC Br. 6
Hon. Geraldine Faith Econg	Presiding Judge, Branch 9
Thelma Chiong	VP, CAV
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PSInsp Randi Patiño	PRO 7

MEDIUM-TERM DEVELOPMENT PLAN FOR THE CRIMINAL JUSTICE SYSTEM (2007-2010)

LAW ENFORCEMENT | PROSECUTION | COURTS | CORRECTION | COMMUNITY

Validation Workshop

11 December 2006, Manila Pavilion Hotel

Cynthia Rosales	Acting Chief, IRU PNP-PMO, PNP
Agrifina Dela Cruz	Training Specialist V EX-O, NBI
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DG Dionisio Santiago	Dir. Gen., PDEA
Rosalina P. Aquino	Sr. State Prosecutor, NPS
Atty. Andre Calizo	SC-PMO
SP Dennis M. Villainacio	Special Prosecutor, OMB
Pros. Andrew Felix De Castro	Asst. Special Prosecutor OMB
Pros. Anna Isabel Aurellano	OMB
Atty. James Navarette	OCA
Atty. Josefina G. San Juan-Torres	Executive Clerk of Court III, CA
PJ Ernesto Acosta	CTA
Atty. Rosendo Evangelista	CTA
Atty. Suzanne Cobarrubias-Nabaza	CTA
Atty. Renato Bocar	SB
Chief Supt. Antonio C. Cruz	OIC, BJMP
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