Research Article

Assessing The Impact of Random Drug Testing on The Internal Cleansing of The Philippine National Police in Police Regional Office 12

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ABSTRACT

This study assessed the impact of Random Drug Testing (RDT) on the internal cleansing efforts of the Philippine National Police (PNP) in Police Regional Office (PRO) 12. Using a quantitative research design, structured surveys were conducted with 16 PNP personnel across various ranks, designations, and years of service. The study analyzed RDT results from 2020 to November 2024, showing a low overall positivity rate of 0.03%. Most units demonstrated strong compliance, although Sarangani PFU reported two positive cases, and General Santos City Forensic Unit did not conduct any RDTs, highlighting a need for uniform implementation. Respondents strongly agreed on RDT's role in identifying substance abuse, ensuring fairness, and promoting a drug-free culture. However, privacy concerns were raised by some participants, indicating varying perceptions about the potential invasion of privacy. Statistical analysis revealed no significant differences in perceptions based on rank, designation, or length of service, suggesting a consistent view of RDT's effectiveness across groups. An expert forensic chemist affirmed the reliability of the drug testing protocols. This study provided valuable insights into the benefits and challenges of RDT in enhancing internal discipline within the PNP and offered recommendations for policy improvement and uniform implementation across all units.

Keywords: Random Drug Testing (RDT), Internal Cleansing Program, Program Enhancement, Law Enforcement, Philippine National Police (PNP)

Introduction

The Philippine National Police (PNP) is guided by its fundamental motto, "To serve and protect." Alongside this, the PNP's duties include enforcing laws, preventing and addressing criminal activities, maintaining public order, and safeguarding the community's safety, all of which are achieved with the proactive participation of the public (De Castro, 2020). However, over time, this mission seems to have been overshadowed. The PNP, which was entrusted with the responsibility of safeguarding the public, has

faced numerous allegations of involvement in illegal drug activities. These accusations have led to a tarnished image of an organization whose core duty is to serve the people. Since its inception in 1991, the PNP has struggled to earn the full trust of the public (Adorador, 2024). To uphold its commitment to professionalism and integrity, the PNP has implemented random drug testing for its personnel, which has yielded significant results (De Leon, 2023).

As part of the Philippine National Police's (PNP) "internal cleansing" initiative, a surprise drug test was conducted for police officers and personnel stationed at the Police Regional Office (PRO) 12 (Soccsksargen) headquarters. This serves as a key point for assessing the effectiveness of random drug testing (RDT) as a tool for internal cleansing (Gubalani, 2020). Lt. Col. Lino Capellan emphasized that this initiative is part of PRO-12's ongoing efforts to rid the ranks of potential drug users. He also assured that the results of the drug tests would be made public to ensure transparency (Gubalani, 2020).

Section 36, Article III of Republic Act 9165, also known as the Comprehensive Dangerous Drugs Act of 2002, requires the conduct of random drug testing for officers and employees in both public and private offices, as specified in the company's work rules and regulations. The cost of this testing is to be shouldered by the employer, with the aim of minimizing workplace risks. In the Philippine National Police (PNP), Random Drug Testing (RDT) goes beyond being a mere administrative procedure; it reflects the organization's dedication to purging its ranks of individuals whose actions undermine its mission. This initiative is not only a preventive measure but also a means of identifying personnel who may need rehabilitation, prioritizing support over punishment. This approach aligns with the broader goals of internal cleansing, which seek to promote ethical conduct, accountability, and professionalism among police officers.

Moreover, Police Chief Gen. Benjamin Acorda Jr. emphasized that officers and personnel assigned to the PNP drug enforcement units should have no derogatory record. He also called for stricter vetting of police officers who are to be assigned to the PNP Drug Enforcement Group and other anti-narcotics units. Despite this, the effectiveness of Random Drug Testing (RDT) in achieving these goals remains a matter of debate. Critics raise concerns about its scope, the consistency of its implementation, and its potential impact

on the morale of police personnel. On the other hand, supporters argue that RDT is an essential step in fostering a culture of accountability and promoting drug-free policing (Cabrera, 2023).

Thus, the study aimed to assess the impact of random drug testing (RDT) on the internal cleansing efforts of the Philippine National Police in Police Regional Office 12, focusing on its effectiveness in reducing drug-related incidents within the ranks and improving public trust in the organization as part of the PNP's broader internal cleansing program. Additionally, the study sought to gather insights from police officers regarding their perceptions of the program. By evaluating its strengths and identifying areas for improvement, the study aimed to provide actionable recommendations for enhancing the PNP's internal cleansing initiatives.

Statement of the Problem

Generally, the study aims to assess the impact of random drug testing (RDT) on the internal cleansing efforts of the Philippine National Police in Police Regional Office 12.

Specifically, it aims to answer the following questions;
1. What is the demographic profile of the respondents in terms of;

1.1 Rank
1.2 Designation
1.3 Unit Assignment
1.4 Years in Service
2. What is the level of effectiveness of random drug testing (RDT) on the internal cleansing efforts of the Philippine National Police in Police Regional Office 12 perceived by;
   2.1 PNP Personnel
   2.2 Expert Witness (Forensic Chemist)
3. Is there a significant difference in perceived effectiveness of random drug testing (RDT) on the internal cleansing efforts of the Phil-ippine National Police in Police Regional Office 12 when grouped according to its demographic profile?
4. What are the action plans or measures to be proposed for enhancing the PNP's internal cleansing initiatives?

Hypothesis (H0): There is no significant difference in perceived effectiveness of random drug testing (RDT) on the internal cleansing efforts of the Philippine National Police in Police Regional Office 12 when grouped according to its demographic profile

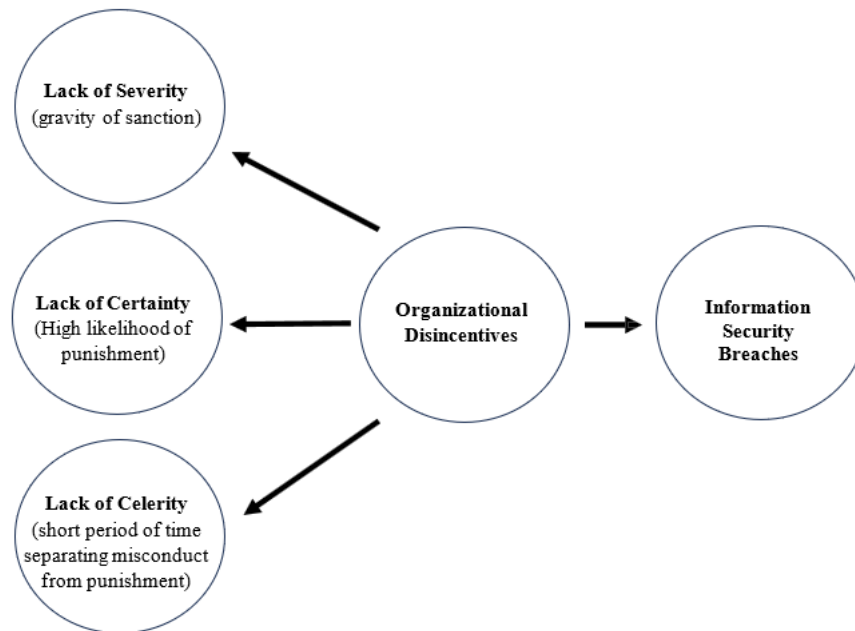## Theoretical Framework

Figure 1. Theoretical framework of the study

Figure 1 shows the theoretical framework of the study which is the Deterrence Theory. It serves as framework for understanding the impact of Random Drug Testing (RDT) in the Philippine National Police (PNP). The framework emphasizes that the effectiveness of deterrence relies on the perception of certainty, severity, and swiftness of consequences (Kuhn, John & Courtney, James & Morris, Bonnie, 2014). In the study's context, RDT functions as a preventive measure by establishing the certainty of being tested and facing disciplinary actions for violations. This ensures that PNP personnel are aware of the consequences, which fosters compliance and discourages engagement in drug-related activities.

The framework illustrates how deterrence mechanisms—such as strict monitoring (RDT) and sanctions—contribute to behavioral change among PNP personnel. It highlights the pathway from RDT implementation to reduced drug-related incidents, cultivation of a drug-free workplace, and enhanced public trust in law enforcement. By leveraging the principles of deterrence, the PNP aims to strengthen internal discipline, restore credibility, and uphold professional standards, aligning its objectives with broader institutional reforms. The

interconnected elements of the framework represent how deterrence operates at multiple levels to achieve these desired outcomes.

Scope and Limitations

This research will focus on the members of the personnel of Police Regional Office 12 particularly during the period under study when random drug testing was carried out as one of the PNP internal cleansing programs.

The research will focus on several demographic data including rank, number in service, and their place of assignment within the PRO 12 to seek to develop possible relationships pertaining to the use of drugs and the internal reforms of the police organization. On the other hand, due to geographical limitations and other logistical challenges, it is possible that only limited data will be collected from the various units, and operational requirements may render some officers unable to respond.

Review Of Related Literature

Maintaining the integrity of law enforcement agencies is essential to ensuring public trust and effective governance. The Robina Institute of Criminal Law and Criminal Justice (2020) explains that drug testing is commonly evaluated within the context of broader supervision programs, making it difficult to isolate its individual effects on outcomes. Primarily, research on drug testing for individuals on probation or parole revolves around intensive supervision strategies or the application of immediate and fair sanctions

for failed tests. Furthermore, drug testing is designed to monitor substance use with the aim of deterring illegal drug consumption and ultimately minimizing the chances of reoffending.

Globally, particularly in the United States, drug testing has become a common condition of supervision. Individuals under supervision may be required to undergo drug testing either randomly or on a pre-scheduled basis. However, there is no universal standard for how often these tests should be conducted, as the frequency is typically determined by an individual's risk and needs assessment as well as their level of supervision. Those who test positive for drug use often face consequences imposed by their supervising officer, which can range from verbal warnings to revocation of supervision. Similarly, failing to appear for a scheduled drug test can result in comparable sanctions (Robina Institute of Criminal Law and Criminal Justice, 2020).

Research conducted by Hyatt and Barnes suggests that increasing the intensity of supervision, which includes more frequent drug testing, does not effectively lower recidivism rates. Instead, heightened supervision tends to lead to higher detection of technical violations and elevated incarceration rates, partly due to increased drug testing (Robina Institute of Criminal Law and Criminal Justice, 2020).

In the Philippines, internal cleansing programs within the Philippine National Police (PNP) have gained prominence, particularly through strategies like the Comprehensive Internal Cleansing Strategy. Notably, all police officers subjected to random drug testing in the Cordillera Region tested negative, as reported by the Police Regional Office-Cordillera (Agoot, 2022). Additionally, Senator Rafael "Raffy" T. Tulfo has called on the PNP to implement stricter quarterly random drug testing, especially for officers involved in drug enforcement, to prevent criminal activities within the force (Ordoñez, 2024).

The Philippines' drug testing policy is rooted in Republic Act 9165, or the Comprehensive Dangerous Drugs Act of 2002, which outlines the legal framework for addressing drug-related issues in the country. This law, enacted during the twelfth congress and signed by then-President Gloria Macapagal- Arroyo, replaced the Dangerous Drugs Act of 1972. It details the activities considered illegal in handling dangerous drugs and their corresponding penalties, emphasizing severe consequences for violations,

including imprisonment and fines (Dangerous Drugs Board, 2018, 2019). Additionally, this act mandates drug testing in schools and workplaces as a measure for deterrence and enforcement.

The implementation of Random Drug Testing (RDT) is a cornerstone of the Philippine National Police's (PNP) internal cleansing initiatives. In the Soccsksargen region, two police officers tested positive for drug use in surprise

tests conducted in November 2019, leading to their relief from duties (Gubalani, 2019). The region's law enforcement plays a crucial role in maintaining the integrity of the PNP by upholding drug-free policies through initiatives like RDT.

Furthermore, the effectiveness of drug testing programs has been highlighted as a tool for promoting safety and accountability. Studies have shown that proactive drug testing can identify substance abuse issues, prevent workplace accidents, and foster a safe and trusting environment (Fastest Labs, 2024). However, challenges persist, particularly in the context of rigid and punitive approaches to drug use. Critics argue that not all drug use necessitates surveillance or punishment and advocate for reforms to Republic Act 9165 to prioritize support and evidence-based interventions over harsh penalties (Lasco, 2023).

Further complicating the issue, innovations in drug testing are necessary to keep pace with evolving drug trends. Experts suggest that multidisciplinary collaboration among scientists, law enforcers, medical professionals, and policymakers is essential to improve drug testing protocols and address the complexities of drug abuse (Dioquino & Gerona, 2022). Additionally, adopting modern analytical methods and updating testing cut-offs based on their specific purposes—whether for rehabilitation, workplace monitoring, or toxicology—can enhance the accuracy and relevance of drug testing programs.

In conclusion, while RDT and other drug testing measures are instrumental in the PNP's internal cleansing efforts, the broader policy framework requires modernization and a shift toward a more balanced approach. Combining innovative methods, cross-disciplinary collaboration, and policy reforms can strengthen the Philippines' efforts to combat drug abuse while promoting public health and justice (Dioquino & Gerona, 2022).

Methodology
Research Design
The study utilized a quantitative research approach to evaluate the impact of Random Drug Testing (RDT) on the internal cleansing initiatives of the Philippine National Police (PNP) in Police Regional Office 12. Through structured surveys and statistical analysis, the study collected measurable data on the effectiveness, challenges, and perceptions of RDT among police personnel. By examining numerical trends and relationships, the research sought to provide evidence-based insights into the role of Random Drug Testing (RDT) in the PNP's internal cleansing efforts.

Sampling and Participant Selection
The study employed purposive sampling to ensure that the selected participants were highly relevant and directly knowledgeable about the implementation and impact of Random Drug Testing (RDT) within Police Regional Office 12. This method was particularly appropriate given the study's aim to evaluate the effectiveness of RDT and identify associated challenges.

By specifically targeting police personnel involved in or affected by RDT, purposive sampling enabled the research to focus on a specialized group with firsthand experience, thereby enhancing the reliability and depth of the data collected. This approach ensured that participants could provide informed perspectives on the effectiveness of RDT in reducing drug-related incidents and fostering a drug-free workplace.

Furthermore, purposive sampling allowed the study to concentrate on a subset of individuals whose insights were critical to achieving its objectives, as the broader population might include individuals with limited or no experience related to RDT. This targeted strategy helped avoid diluting the findings with irrelevant or uninformed responses, ensuring that the data were both focused and meaningful.

In essence, purposive sampling was justified because it aligned with the study's objectives, prioritized the inclusion of knowledgeable participants, and maximized the relevance and applicability of the findings, as highlighted by Stratton (2024).

Data Collection Method
The study used a structured survey as its main method of data collection to obtain rele-

vant information from police personnel in Police Regional Office 12. The survey contained thoughtfully crafted questions designed to assess participants' perceptions, experiences, and observed outcomes regarding the implementation of Random Drug Testing (RDT) as part of the PNP's internal cleansing program. Questionnaires were distributed to the chosen participants, with assurances of anonymity and confidentiality to promote honest and accurate responses. This method facilitated the gathering of quantitative data, which was then analyzed statistically to evaluate the impact of Random Drug Testing (RDT).

Statistical Treatment

The study employed various statistical techniques, including descriptive statistics and inferential analysis, to analyze the data and achieve its objectives.

Descriptive Statistics

Mean. The mean was used to compute the average of the collected data, providing a central tendency measure that reflects the typical response among participants. It summarizing participants' average perceptions of RDT's effectiveness.

$$x - bar = \frac{\sum X}{n} \tag{1}$$

where:

x-bar = mean

$\sum$x = sum of all data points

n = number of data points

Standard Deviation. This statistic measured the variability or dispersion of responses around the mean, helping to identify the consistency or spread of data points. It provides insights into the spread of opinions on RDT's effectiveness.

$$\delta = \sqrt{\frac{\sum_{i=1}^{n} (xi - \dot{x})^2}{n - 1}}$$

Where:
S = standard deviation
N = number of participants
X = mean
xi = value of the item
Σ = sign for summation process

Percentage. Percentages were calculated to represent frequencies as proportions of the total sample, making it easier to interpret trends and comparisons. Presented demographic data (e.g., rank, designation, years in service) and frequencies of specific responses, making trends and distributions more interpretable.

$$P = \frac{F}{n} * 100$$

Where:
P = percentage F = Frequency
N = number of participants

Inferential Statistics

ANOVA analysis. The test compares means of groups, generally three or more groups, to analyze the variance. Used to determine whether there is a significant difference in the perceived effectiveness of RDT when grouped by demographic factors such as rank, designation, unit assignment, and years of service.
F = MSB/MSW

Where:
F = coefficient of ANOVA
MSB = Mean sum of squares between the groups MSW = Mean sum of squares within groups

Ethical Consideration

The study followed strict ethical guidelines to ensure the protection and respect of all participants. Confidentiality and anonymity were prioritized, with all responses securely stored and any identifying information excluded from the analysis and reporting to protect participants' privacy. Participation was entirely voluntary, and informed consent was obtained from all participants, ensuring they were fully aware of the study's purpose, scope, and potential implications. Furthermore, the research handled sensitive data, particularly related to

substance use, with care to prevent any misuse or unintended harm. These precautions were implemented to maintain the integrity of the study and safeguard the rights and well-being of the participants.

Results and Discussion
Demographic profile of the respondents
Table 1. Profile of respondents by rank

RANK		FREQUENCY	PERCENTAGE (%)
PLT		2	12.50%
	PLTCOL	4	25.00%
	PMAJ	4	25.00%
PCPT		6	37.50%
	TOTAL	**16**	**100.00%**

Table 1 showed that among the 16 participants, the majority (37.50%) held the rank of Police Captain (PCPT), followed by an equal representation of Police Lieutenant Colonel (PLTCOL) and Police Major (PMAJ) at 25.00% each. The smallest group comprised Police Lieutenants (PLT), accounting for 12.50% of the respondents.

Table 2. Profile of respondents by designation

DESIGNATION	FREQUENCY	PERCENTAGE (%)
Forensic Chemist	3	18.75%
Provincial chief	1	6.25%
Station Commander	1	6.25%
Officer-in-Charge	3	18.75%
Chief of Police	5	31.25%
Operations Officer	1	6.25%
C, FAIS	1	6.25%
Provincial Superintendent and Summary Hearing Officer	1	6.25%
TOTAL	**16**	**100.00%**

Table 2 showed that the majority (31.25%) held the designation of Chief of Police, followed by an equal representation of Forensic Chemists and Officers-in-Charge, each comprising 18.75% of the respondents. Other designations included Provincial Chief, Station Commander, Operations Officer, C, FAIS, and Provincial Superintendent and Summary Hearing Officer, each accounting for 6.25% of the total participants.

Table 3. Profile of respondents by unit assignment

UNIT ASSIGNMENT	FREQUENCY	PERCENTAGE (%)
Regional Forensic Unit 12	4	25.00%
PS10 Calumpang	1	6.25%
Tulunan MPS	1	6.25%
Isulan MPS	1	6.25%
Cotabato Provincial Internal Affairs Service, RIAS 12	1	6.25%
NCPFU	1	6.25%
Esperanza MPS	1	6.25%

UNIT ASSIGNMENT	FREQUENCY	PERCENTAGE (%)
Koronadal City Police Station	1	6.25%
MAASIM MPS	2	12.50%
Palimbang MPS	1	6.25%
Alabel Municipal Police Station	1	6.25%
South Cotabato Provincial Forensic Unit	1	6.25%
TOTAL	16	100.00%

Table 3 showed that the largest group (25.00%) was assigned to the Regional Forensic Unit 12, followed by smaller groups from various police stations and units, each accounting for 6.25%. These included stations such as PS10 Calumpang, Tulunan MPS, Isulan MPS, and others. A few respondents were from MAASIM MPS (12.50%).

Table 4. Profile of respondents by years in service

YEARS IN SERVICE	FREQUENCY	PERCENTAGE (%)
5 years and below	1	6.25%
6 to 10 years	1	6.25%
11 to 15 years	3	18.75%
16 to 20 years	4	25.00%
21 to 25 years	4	25.00%
More than 25 years	3	18.75%
TOTAL	**16**	**100.00%**

Table 4 showed that the largest groups were those with 16 to 20 years and 21 to 25 years of service, each comprising 25.00% of the total respondents. This was followed by respondents with 11 to 15 years of service (18.75%) and those with more than 25 years of service (18.75%). A smaller portion of respondents had 5 years and below, and 6 to 10 years of service, each accounting for 6.25%.

Results of RECAP (Random Drug Test) PRO 12 CY 2020 to November 2024
Table 5. Random Drug Test PRO 12 (2020- 2024)

OFFICE	TOTAL NO. OF REQUEST FOR RDT	TOTAL NO. OF PNP PERSONNEL THAT UNDERGONE RDT	TOTAL NO. OF PNP PERSONNEL POSITIVE FOR DANGEROUS DRUGS
Regional Forensic Unit 12 HQ (RHQ)	52	1848	0
North Cotabato Provincial Forensic Unit (NC PFU)	199	2989	1
Sultan Kudarat Provincial Forensic Unit (SK PFU)	32	1211	0
South Cotabato Provincial Forensic Unit (SC PFU)	115	2657	0
Sarangani Provincial Forensic Unit (Sar PFU)	105	1312	2

OFFICE	TOTAL NO. OF REQUEST FOR RDT	TOTAL NO. OF PNP PERSONNEL THAT UNDERGONE RDT	TOTAL NO. OF PNP PER- SONNEL POSITIVE FOR DANGEROUS DRUGS
General Santos City Forensic Unit (GSCFU)	0	0	0
TOTAL	**503**	**10017**	**3**

Table 5 showed that across the six forensic units under PRO 12, a total of 503 RDT requests were made, involving 10,017 personnel. The results indicate that only three personnel tested positive for dangerous drugs, translating to an overall positivity rate of approximately 0.03%. Among the units, the North Cotabato Provincial Forensic Unit (NC PFU) conducted the highest number of RDTs, with 199 requests covering 2,989 personnel, resulting in one positive case. The Sarangani Provincial Forensic Unit (Sar PFU) reported the highest number of positive cases (2) out of 1,312 personnel tested from 105 RDT requests. Notably, the Regional Forensic Unit 12 HQ, Sultan Kudarat PFU, and South Cotabato PFU all reported zero positive cases, reflecting strong adherence to anti-drug policies. Meanwhile, the General Santos City Forensic Unit (GSCFU) did not conduct any RDTs during the period, leaving a gap in compliance monitoring. To address gaps in data collection, particularly the absence of RDTs in units like

GSCFU, strict guidelines should mandate all forensic units to conduct regular tests, with compliance monitored through a centralized reporting system. Unit heads must be held accountable for implementing RDTs, and logistical challenges should be addressed through adequate resource allocation. Training programs and feedback mechanisms can further enhance awareness and address challenges, promoting accountability and the consistent application of anti-drug policies.

The data implicates the effectiveness of RDT specifically unannounced or surprised testing as a preventive measure against drug use among PNP personnel, with most units achieving high compliance. However, the units with positive cases, particularly Sarangani PFU, indicate the need for increased vigilance and intervention strategies. Additionally, the absence of RDTs in the GSCFU highlights the importance of ensuring uniform implementation across all units to maintain accountability and discipline within the organization.

Assessment in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 12 perceived by PNP Personnel

Table 6. Assessment in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 12 perceived by PNP Personnel

INDICATORS	MEAN (X)	STANDARD DEVIATION (SD)	VERBAL INTERPRETATION
1. Drug tests effectively identify substance abuse in employees.	4.88	0.34	Strongly agree
2. The current drug testing methods used are reliable and accurate.	4.75	0.45	Strongly agree
3. Drug testing reduces the likelihood of drug-related incidents in the workplace.	4.88	0.34	Strongly agree
4. I believe drug tests can deter individuals from using illegal substances	4.88	0.34	Strongly agree
5. Drug testing is transparent and fair to all employees.	4.88	0.34	Strongly agree

INDICATORS	MEAN (X)	STANDARD DEVIATION (SD)	VERBAL INTERPRETATION
6. Results from drug tests are communicated clearly and timely.	4.81	0.40	Strongly agree
7. Drug testing protects the health and safety of the employees.	4.81	0.40	Strongly agree
8. Drug tests are not invasion of privacy for employees.	4.06	1.12	Agree
9. The cost of implementing drug testing is justified by its benefits.	4.81	0.40	Strongly agree
10. Regular drug testing promotes a drug-free workplace culture.	4.94	0.25	Strongly agree
OVERALL	**4.77**	**0.32**	**STRONGLY AGREE**

Scale	Mean Interval	Verbal Interpretation
1	1.00 – 1.79	Strongly disagree
2	1.80 – 2.59	Disagree
3	2.60 – 3.39	Neither agree nor disagree
4	3.40 – 4.19	Agree
5	4.20 – 5.00	Strongly agree

Table 6 presented the result there is a generally positive perception of RDT's effectiveness, with most indicators rated as "Strongly Agree." The highest mean scores were recorded for the statements, "Drug tests effectively identify substance abuse in employees," and "Drug testing reduces the likelihood of drug- related incidents in the workplace," both at 4.88, indicating strong support for RDT's role in addressing substance abuse and enhancing workplace safety. Other indicators such as the reliability and accuracy of drug testing methods (4.75), the transparency and fairness of the process (4.88), and the promotion of a drug-free workplace culture (4.94) also received high ratings, underscoring the perceived value of RDT in fostering a healthy and accountable work environment. The findings hold significant implications for policy development. The strong support for the effectiveness of Random Drug Testing (RDT) highlights the potential benefits of expanding the program across all PNP units, particularly in promoting a drug-free workplace and bolstering public trust in the police force. Policymakers might consider increasing the frequency of unannounced testing to strengthen deterrence and ensure comprehensive compliance. Additionally, the perceived credibility and transparency of the RDT process emphasize the need for clear, consistent, and equitable procedures to sustain personnel support. Moreover, emergent themes such as police initiative, effective planning, job satisfaction, concerns over personal and family security, and

recognition for achievements reflect the operation's impact on personal and professional careers (Ceniza, 2019).

While most indicators had strong support, the statement "Drug tests are not an invasion of privacy for employees" had a slightly lower mean of 4.06, with a higher standard deviation (1.12), indicating some variation in respondents' perceptions regarding privacy concerns. Privacy concerns, if not carefully managed, can undermine employee trust, particularly in organizations like the Philippine National Police (PNP). Striking a balance between ensuring safety and respecting individual privacy rights is vital. When officers view drug testing as an invasion of privacy, their confidence in the fairness and transparency of the process may

diminish, leading to resentment or hesitance to participate in future tests. This could, in turn, compromise the effectiveness of Random Drug Testing (RDT) programs in fostering a drug-free workplace. While RDT is a standard practice in safety-critical sectors, it has been subject to limited critical analysis. These programs face significant ethical challenges, making it essential for employers to ensure that their policies are scientifically grounded, logically aligned with workplace safety objectives, and ethically defensible (Christie, 2015).

Overall, the respondents strongly agreed that RDT specifically unannounced or surprised testing positively impacts internal cleansing within the PNP, with an overall mean of 4.77 and a standard deviation of 0.32, reflecting a consensus on the effectiveness of the program in promoting a drug-free and safe workplace.

During the 122nd Police Service Anniversary of Police Regional Office 8 (Eastern Visayas), Lt. Gen. Rhodel Sermonia, the PNP Deputy Chief for Administration, emphasized that drug testing remains a key initiative to ensure that no police officer is involved in illegal drug use. He highlighted a significant decrease in drug-related cases within the police force, with over 200 personnel testing positive in 2016 compared to much lower numbers in recent years. This decline reflects the Philippine National Police's commitment to eliminating misconduct and upholding ethical standards among its ranks (Meniano, 2023). Further showcasing this commitment, a surprise drug test was recently conducted, involving PNP

Chief Gen. Benjamin Acorda Jr. and 89 senior officials, including members of the PNP command group,

directorial staff, regional directors, and national support unit directors. Administered by the PNP Forensic Group, all tests returned negative results, reaffirming the organization's dedication to professionalism and ethical integrity (Mangosing, 2023).

Significant difference in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 1 when grouped according to respondents' profile perceived by PNP Personnel

Table 7. Significant difference in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 1 when grouped according to respondents' profile

RESPONDENTS PROFILE	IMPACT OF RANDOM DRUG TESTING			
	F-VALUE	P-VALUE	DECISION	INTERPRETATION
a. Rank	0.85	0.49	Do not reject H0	No significant difference
b. Designation	2.99	0.07	Do not reject H0	No significant difference
c. Unit assignment	0.23	0.98	Do not reject H0	No significant difference
d. Years in Service	0.51	0.76	Do not reject H0	No significant difference

Significance level = 0.05

Table 7 presented the results of the analysis to determine whether there is a significant difference in the impact of Random Drug Testing (RDT) on the internal cleansing of the Philippine National Police (PNP) in Police Regional Office 12 when respondents are grouped according to their profile characteristics. The analysis focused on four variables: rank, designation, unit assignment, and years in service.

The F-values and corresponding p-values for all four factors were as follows: rank (F = 0.85, p = 0.49), designation (F = 2.99, p = 0.07), unit assignment (F = 0.23, p = 0.98), and years in service (F = 0.51, p = 0.76). Since all p-values were greater than the significance level of 0.05, the decision was to "not reject the null hypothesis (H0)" for each factor, indicating that there is no significant difference in how RDT impacts internal cleansing across different groups of respondents. These findings suggest that the perceptions of RDT's effectiveness specifically unannounced or surprised testing are consistent, regardless of rank, designation, unit assignment, or years of service.

Furthermore, Lt. Gen. Rhodel Sermonia, the PNP deputy chief for administration, urged commanders to enforce internal disciplinary mechanisms and strengthen their efforts in emphasizing the doctrine of command responsibility and adherence to police operational procedures among officers on the ground (Meniano, 2023).

Assessment in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 12 perceived by Expert Witness (Forensic Chemist)

Table 8. Assessment in the impact of Random Drug Testing on the internal cleansing of PNP in Police Regional Office 1 perceived by Expert Witness (Forensic Chemist)

INDICATORS	MEAN (X)	STANDARD DEVIATION (SD)	VERBAL INTERPRETATION
1. During the collection of urine specimens, only the authorized specimen collector and the forensic chemist of the PNP Forensic Group or its personnel can collect urine specimens	5.00	0.00	Strongly agree
2. Use of only approved drug test kits by the PNP should be used during the conduct of screening tests. i.e., Safe check DT kits and Blue Screen DT kits.	5.00	0.00	Strongly agree
3. Confirmatory testing using GC-MS or LC-MS provides definitive identification of drug compounds	5.00	0.00	Strongly agree
4. All urine specimens that yielded a negative result during the conduct of screening test shall not be subjected to a confirmatory test	5.00	0.00	Strongly agree
5. Confidentiality of drug test results must be strictly maintained	5.00	0.00	Strongly agree
6. Results in this "Challenged Confirmatory Test" shall not be subject to the cut-off concentration level that was established from the same tested confirmed specimen. Results of the challenge test shall be the basis for the final determination of the drug test results	4.67	0.58	Strongly agree
7. No PNP personnel should subjected to random or surprise drug testing alone to avoid being singled out and may arising legal issues in the future and to better serve the purpose of the random drug test in selecting PNP personnel in a random manner	5.00	0.00	Strongly agree
8. Random drug testing is a justified practice foe ensuring workplace safety	5.00	0.00	Strongly agree

INDICATORS	MEAN (X)	STANDARD DEVIATION (SD)	VERBAL INTERPRETATION
9. Intelligence-driven random drug testing is another way to catch PNP personnel allegedly using dangerous drugs	5.00	0.00	Strongly agree
10. There a high chance of PNP personnel using dangerous drugs to be caught when conducting a surprise on unannounced random drug test	5.00	0.00	Strongly agree
OVERALL	4.97	0.06	**STRONGLY AGREE**

Scale	Mean Interval	Verbal Interpretation
1	1.00 – 1.79	Strongly disagree
2	1.80 – 2.59	Disagree
3	2.60 – 3.39	Neither agree nor disagree
4	3.40 – 4.19	Agree
5	4.20 – 5.00	Strongly agree

Table 8 presents the assessment of the impact of Random Drug Testing (RDT) on the internal cleansing of the Philippine National Police (PNP) in Police Regional Office 1, as perceived by an Expert Witness, specifically a Forensic Chemist. The findings demonstrate strongly agreement across most indicators, with nine out of ten receiving a perfect mean score of 5.00. This reflects the strong affirmation of the effectiveness of RDT procedures specifically unannounced or surprised testing in identifying substance abuse, ensuring workplace safety, and maintaining ethical standards within the PNP.

Key indicators such as the proper collection of urine specimens by authorized personnel, the use of approved drug test kits, the application of confirmatory testing using GC-MS or LC-MS, and the strict confidentiality of drug test results all received perfect scores. These results emphasize the critical role of following stringent protocols in conducting drug tests to preserve accuracy, fairness, and trust within the organization.

The only exception was the indicator regarding "challenged confirmatory test results," which received a mean score of 4.67 and a standard deviation of 0.58, indicating slightly less accord among respondents but it still strongly agrees as interpreted. Nonetheless, the overall mean of 4.97 with a very low standard deviation of 0.06 highlights the high level of consensus on the positive impact of RDT specifically unannounced or surprised testing in supporting the PNP's internal cleansing initiatives

Furthermore, Ilagan and Olase (2021) highlighted in their study that the PNP Patrol Plan 2030 serves as one of the key programs supporting the PNP's internal cleansing efforts. Among its initiatives, the proper monitoring of filed cases was perceived by personnel as the most positive aspect of the program.

Conclusion

Based on the results, the study concludes that the data gathered from Police Regional Office 12 indicates a strong and consistent positive perception of Random Drug Testing (RDT) specifically unannounced or surprised testing as an effective tool for internal cleansing within the Philippine National Police (PNP).

The results of the Random Drug Tests (RDT) conducted by the Police Regional Office (PRO) 12 from 2020 to November 2024 demonstrate the effectiveness of RDT as a preventive measure against drug use among PNP personnel, with a very low overall positivity rate of 0.03%. Most units showed strong compliance, particularly the Regional Forensic Unit 12 HQ, Sultan Kudarat PFU, and South Cotabato PFU, which reported zero positive cases. However, the Sarangani PFU, with two positive

cases, highlights the need for increased vigilance and intervention. Additionally, the absence of RDTs in the General Santos

City Forensic Unit signals the need for uniform implementation of drug testing across all units to ensure accountability and discipline within the organization.

Moreover, the respondents, regardless of their rank, designation, unit assignment, or years of service, all strongly agreed on the impact of RDT in identifying substance abuse, promoting a drug-free workplace, and ensuring workplace safety. The high mean scores across various indicators demonstrate broad support for the program's effectiveness, transparency, and fairness.

While there was some variation in responses regarding privacy concerns, with a slightly lower mean for the statement on invasions of privacy, the overall sentiment remained positive. Furthermore, the analysis revealed no significant differences in how different respondent groups perceived the impact of RDT, suggesting a uniform understanding and agreement on its benefits.

The expert witness, a forensic chemist, reinforced these conclusions by affirming the reliability, fairness, and efficiency of existing drug testing protocols. These findings highlight RDT's critical role in promoting discipline and professionalism within the PNP, with recommendations for enhanced and uniform implementation to maximize its impact in achieving a safe and accountable police organization. The results underscore the importance of continuing and strengthening the implementation of RDT as part of PNP's internal cleansing efforts.

Recommendations

Based on the findings, the following are recommendations to enhance the random drug testing program and improve internal cleansing outcomes within the Philippine National Police (PNP):

1. Enhance the effectiveness of RDT by increasing the frequency and unpredictability of the tests. This could involve more frequent unannounced tests to deter drug use effectively.
2. Address privacy concerns by ensuring that drug testing procedures are conducted

ethically and with respect for individual rights.
3. Continue collaborating with forensic experts to ensure the reliability and fairness of drug testing protocols. Regular reviews and updates to testing methods can help maintain their effectiveness.
4. Implement comprehensive training and awareness programs for all personnel to reinforce the importance of a drug-free workplace and the role of RDT in achieving this goal. This could include workshops and seminars led by experts.
5. To ensure uniform implementation of Random Drug Testing (RDT), PNP should develop and implement clear, standardized protocols for RDT across all units. This ensures that all units follow the same procedures, from the selection of personnel to the administration of tests and reporting of results. These protocols should be periodically reviewed and updated to reflect best practices and legal requirements. Lastly, conduct regular training programs for personnel involved in drug testing, including PNP medical staff, forensic units, and administrative officers. Training should cover topics such as the proper collection and handling of samples,
6. To address public perceptions and ethical concerns surrounding Random Drug Testing (RDT) in the PNP, there should be clear and consistent communication about the purpose, procedures, and benefits of drug testing should be made available to the public, emphasizing its role in maintaining a drug-free and accountable police force. Additionally, PNP should ensure that drug testing procedures respect the privacy of individuals by adhering to strict confidentiality protocols and minimizing intrusiveness.

Furthermore, the following are recommendations for future research directions:
1. Conduct longitudinal studies that could track changes in drug use rates, disciplinary actions, and overall workplace culture over several years to provide insights into the sustained impact of RDT.

2. Undertake comparative studies involving different regional offices to identify best practices and areas needing improvement, offering a broader understanding of how regional differences affect outcomes.
3. Research alternative or complementary internal cleansing methods, such as psychological evaluations, peer support programs, or enhanced training modules.
4. Investigate the impact of RDT on organizational culture, including aspects such as trust, morale, and perceptions of fairness and privacy

Acknowledgement

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