

Barangay Public Safety Officers as Force Multipliers: Basis for Capacity Building Plan

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ABSTRACT

This study assessed the effectiveness of Barangay Public Safety Officers (BPSOs) as force multipliers in maintaining peace and order in Barangays 188 and 185, North Caloocan City. It examined key areas, including peace and order, security and safety, traffic management, barangay patrol, emergency response, and competence, as perceived by BPSOs, residents, and Philippine National Police (PNP) personnel. The study also identified challenges faced by BPSOs and proposed strategies to enhance their capabilities.

Using a descriptive research design, data were collected through a self-made survey questionnaire administered to 150 respondents comprising barangay officials, residents, and police officers. Descriptive statistics, including frequency counts, percentage distributions, and weighted means, were used to analyze responses, while One-Way Analysis of Variance (ANOVA) determined significant differences in perceptions among respondent groups at a 0.05 significance level.

Findings revealed that BPSOs are generally effective, receiving high ratings for competence, patrol activities, emergency responsiveness, and coordination with the PNP. However, challenges such as manpower shortages, limited infrastructure (e.g., street lighting and CCTV coverage), and gaps in community perception were identified. Differences in assessments among BPSOs, residents, and PNP personnel underscore the need for improved communication and alignment among stakeholders.

In response, a capability-building plan was proposed, focusing on recruitment and manpower expansion, comprehensive training and professional development, resource and infrastructure enhancement, strengthened community engagement, improved coordination, and continuous monitoring and evaluation. This plan provides a structured framework to address gaps, improve operational efficiency, foster public trust, and sustain BPSO effectiveness.

The study concludes that while BPSOs play a vital role in community safety, implementing the proposed strategies is essential to enhance performance, ensure adequate manpower and resources, and strengthen collaboration between the barangay and the community, ultimately promoting a safer and more resilient environment. Accordingly, it recommends increased recruitment, better resource allocation, ongoing training, strengthened coordination, enhanced public awareness, and expanded preventive programs to sustain and improve barangay peacekeeping efforts.

Keywords: Barangay Public Safety Officers (BPSO), Barangay Tanod, Capability building plan peace and order, public safety, force multipliers.

INTRODUCTION

Barangay Public Safety Officers (BPSOs), commonly known as barangay tanods, are considered the frontliners in maintaining peace and order at the grassroots level in the Philippines. They are supervised by barangay

officials and work closely with the Philippine National Police (PNP) in performing essential functions such as patrolling, crime prevention, emergency response, and enforcement of local ordinances. As the lowest level of law enforcement, BPSOs play a crucial role in ensuring the safety and security of their respective communities.

Over time, the concept of policing has evolved from a purely reactive approach to a more proactive and community-oriented system. This shift emphasizes the importance of collaboration between law enforcement agencies and the community in preventing crime and maintaining order. In this context, BPSOs serve as force multipliers of the PNP, helping bridge the gap between the police and the community by promoting participation, trust, and shared responsibility in maintaining peace and security.

The presence of BPSOs is particularly significant in areas where police visibility and resources are limited. Their familiarity with the local environment enables them to respond quickly to incidents, monitor suspicious activities, and assist in resolving conflicts within the community. Through their active involvement, they contribute to the overall effectiveness of law enforcement efforts and help create a safer and more organized environment for residents.

This study focuses on assessing the effectiveness of BPSOs in selected barangays in North Caloocan City, specifically Barangay 188 and Barangay 185. It aims to evaluate their performance in key areas such as peace and order, security and safety, patrol operations, and emergency response. Furthermore, the study seeks to identify challenges encountered by BPSOs and propose recommendations to enhance their capabilities and strengthen their role in community-based policing.

Statement of the Problem

1. How do the respondents assess the effectiveness of the barangay police officer in terms of the following:
 - 1.1 Peace and Order;
 - 1.2 Security and Safety;
 - 1.3 Traffic;
 - 1.4 Barangay Patrol;
 - 1.5 Barangay Assistance and Emergency Situation; and
 - 1.6 Competence?
2. Is there any significant different in the assessment of the three groups of respondents in connection to the above-mentioned variables in sub problem 1?
3. What are the challenges encountered by the BPSO on their performance as peacekeeper?
4. What are the possible solutions can be offered to address the challenges encountered?
5. What recommendations may be proposed towards a capability building?

Scope and Delimitation of the Study

This study focused on assessing the effectiveness of Barangay Public Safety Officers (BPSOs) as force multipliers, serving as the basis for a proposed capacity-building plan in selected barangays of Caloocan City. Specifically, it aimed to gather the respondents' perceptions and experiences regarding the performance of BPSOs in terms of peace and order, security and safety, traffic management, barangay patrol, emergency response, and competence.

The study was limited to Barangay 188 in Tala, Caloocan City, and Barangay 185 in Malaria, Caloocan City. Other barangays within the city, as well as other barangay patrol volunteers, were not included. The respondents were divided into three groups: (1) fifty (50) appointed and elected barangay officials, BPSOs, and peacekeepers; (2) fifty (50) selected barangay residents and business owners; and (3) fifty (50) police officers assigned within the same areas. The study covered the academic period from August 2025 to March 2026, and all other studies conducted outside this timeframe were excluded.

REVIEW OF RELATED LITERATURE

Peace and order is a fundamental pillar in achieving societal stability and national development. According to Mendoza (2020), peacekeeping efforts, whether at the international or local level, require competence, operational efficiency, and strong institutional support to be effective. Studies on peacekeeping operations of the Armed Forces of the Philippines (AFP) revealed that personnel demonstrated adequate competence and operational management regardless of deployment location, emphasizing the importance of training and preparedness. Similarly, at the community level, barangay tanods or Barangay Public Safety Officers (BPSOs) play a crucial role in maintaining peace and order by assisting law enforcement agencies. Langit (2019) found that the presence of tanods and regular patrols significantly deter criminal activities, although challenges such as limited manpower and insufficient logistical support persist.

In terms of security and safety, community-oriented policing has been widely recognized as an effective strategy in crime prevention. Challinger (2019) emphasized that strengthening relationships between police officers and community members can reduce crime and disorder. However, barriers such as poor communication and lack of trust may hinder effective collaboration. Pelfrey (2020) further noted that police-community relations require a participatory approach and a deeper understanding of social dynamics within communities. Supporting this, the Police Community Relations Manual (2018) highlighted that partnerships between law enforcement and other public service sectors are essential in improving overall community safety and quality of life. Joaquin (2019) also stressed that strong cooperation between police and the community leads to improved crime prevention and faster resolution of incidents.

Traffic management is another important aspect of public safety, particularly in urban areas experiencing rapid population growth. Saloma (2019) introduced alternative traffic assignment models that can improve traffic flow efficiency, highlighting the role of barangay personnel in assisting traffic management during peak hours. Espada (2019, 2020) discussed how rapid urbanization in the Philippines has led to increased traffic congestion, resulting in economic and social costs. Moreover, Siy (2022) emphasized that local traffic management systems often prioritize vehicles over people, which may negatively impact overall mobility. The Metropolitan Manila Development Authority (MMDA, 2022) has implemented technological solutions, such as integrated traffic management systems, to address these issues and improve urban mobility.

Barangay patrol operations are essential in ensuring visibility and deterring criminal activities at the community level. Aydinan (2020) found that barangay enforcers are generally knowledgeable about their duties, particularly in patrolling and hazard identification, which contributes to effective crime prevention. Cruz (2019) further emphasized that the performance of barangay tanods is influenced by training, experience, and community support. However, challenges such as inadequate compensation and limited training opportunities may affect their efficiency. Caliguind (2019) also highlighted the effectiveness of Barangay Peacekeeping Action Teams (BPATs) in crime prevention, particularly in apprehending offenders and conducting checkpoints, while recommending increased community participation and support from the Philippine National Police (PNP).

Barangay assistance and emergency situations require prompt response and effective disaster management capabilities. Yaneza (2021) emphasized the importance of capability-building programs for Barangay Rescue Teams (BRTs), particularly in areas prone to disasters. The study revealed that training, coordination, and resource allocation significantly affect the effectiveness of emergency response. Similarly, Carpio (2020) found that while disaster preparedness programs exist, their implementation remains insufficient due to limited awareness and training. Maguigad (2018) also identified issues such as inadequate equipment, insufficient

funding, and lack of manpower as major challenges in emergency management. These findings highlight the need for continuous training and improved disaster preparedness strategies at the barangay level.

Finally, competence of BPSOs is a critical factor influencing their overall effectiveness. Studies indicate that competence is shaped by knowledge, skills, training, and experience. Mendoza (2020) noted that peacekeepers' competence remains consistent across different operational environments, suggesting that training plays a vital role in performance. Similarly, Aydinan (2020) and Cruz (2019) found that barangay enforcers generally possess adequate knowledge of their duties; however, continuous training and professional development are necessary to further enhance their capabilities. Vicente (2020) also emphasized that the effectiveness of barangay services depends on proper resource management, strong organizational capacity, and continuous evaluation of performance.

In summary, the reviewed literature underscores the importance of strengthening the roles of Barangay Public Safety Officers through continuous training, adequate resource allocation, and strong collaboration with the community and law enforcement agencies. The integration of these factors contributes to improved peace and order, enhanced public safety, and more effective community-based policing systems.

Conceptual Framework

This study was anchored on the concept that Barangay Public Safety Officers (BPSOs), as force multipliers of the Philippine National Police, played a vital role in maintaining peace and order at the barangay level. Guided by the Local Government Code of 1991 and relevant DILG and NAPOLCOM policies, BPSOs performed essential functions such as crime prevention, patrol operations, law enforcement assistance, and emergency response, which directly contributed to public safety and community stability.

As illustrated in the study paradigm, the effectiveness of BPSOs was assessed based on key variables: peace and order, security and safety, traffic management, barangay patrol, and emergency situations. The perceptions of respondents from Barangays 188 (Tala) and 185 (Malaria), including barangay officials, residents, and police officers, served as the basis for evaluating these variables. The findings were then analyzed to determine significant differences, identify challenges encountered, and formulate appropriate recommendations.

Ultimately, the results of the assessment served as the foundation for developing a capacity-building plan aimed at enhancing the competence and performance of BPSOs. This framework emphasized the relationship between BPSO functions, community assessment, and the formulation of strategies to strengthen peacekeeping and public safety at the grassroots level.

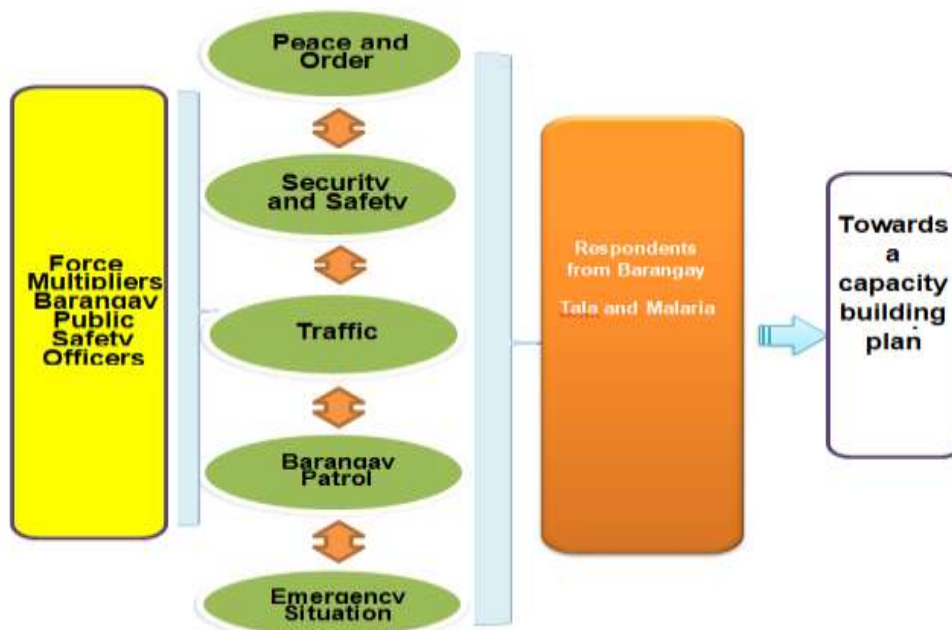


Figure 1. Paradigm of the study

METHODOLOGY

Research Design

This study employed a descriptive research design, which allowed for a comprehensive assessment of Barangay Public Safety Officers (BPSOs) as force multipliers in maintaining peace and order. The study focused on key areas including peace and order, safety and security, traffic management, barangay patrol, barangay assistance, emergency response, and competence. The descriptive design was appropriate as it enabled the collection and interpretation of factual data based on the lived experiences of participants, while also allowing the identification of significant differences among the assessed variables.

Respondents of the Study

The study involved a total of 150 respondents, divided into three groups. The first group consisted of fifty (50) barangay officials, BPSOs, and peacekeepers from Barangays 188 and 185. The second group included fifty (50) barangay residents and business owners from the same barangays. The third group comprised fifty (50) police officers assigned within the same locations. These respondents were selected for their direct experience and involvement with the peace and order operations in their respective barangays.

Sampling Technique

The study utilized purposive sampling, a non-probability sampling method in which participants were selected based on the judgment of the researcher. This approach allowed for the deliberate inclusion of respondents who possessed relevant knowledge and experience regarding BPSO operations, enabling the researcher to gather focused and meaningful data. The technique ensured that findings could be generalized to the population of interest while maintaining a manageable sample size.

Research Instrument

Data were collected through a self-made survey questionnaire, developed based on the Barangay Manual of Operations for BPSOs and revised to fit the scope of the study. The questionnaire consisted of three parts: the first part gathered the demographic profile of respondents, including age, gender, civil status, and educational attainment. The second part assessed BPSO effectiveness in terms of peace and order, safety and security, traffic, barangay patrol, barangay assistance, emergency situations, and competence using a modified Likert scale. The third part identified challenges encountered by BPSOs in performing their duties. Verbal interpretations and numerical ranges were clearly defined for agreement, seriousness, and recommendation levels to ensure consistent responses.

Validation of the Instrument

The questionnaire underwent content validation by the adviser and oral examination committee, and a pilot test was conducted with random residents to ensure reliability and clarity. Feedback from the pilot test was used to refine the instrument prior to formal administration. These steps ensured that the questionnaire accurately measured the intended variables and captured relevant insights from respondents.

Data Gathering Procedure

Permission to conduct the study was obtained from the chairmen of Barangays 188 and 185, with letters routed through the Dean of the Graduate School of the University of Caloocan City. The researcher conducted courtesy calls to the barangay offices before distributing questionnaires individually to selected respondents. Completed questionnaires were collected, recorded, tallied, and collated, with the assistance of a statistician to ensure accurate data presentation, analysis, and interpretation.

Statistical Treatment of Data

Data were analyzed using both descriptive and inferential statistics. Descriptive statistics, including frequency counts, percentage distributions, and weighted means, were used to examine respondent profiles and assess the effectiveness of BPSOs across the identified variables. Inferential statistics, specifically One-Way Analysis of Variance (ANOVA), were applied to determine whether significant differences existed in the assessments among the three respondent groups at a 0.05 level of significance. These statistical treatments allowed for systematic summarization and interpretation of the data to support valid conclusions.

Ethical Consideration

The study strictly observed ethical principles, ensuring that participants were not subjected to harm, coercion, or embarrassment. Participants’ identities were kept confidential, informed consent was secured, and the privacy and dignity of respondents were protected throughout the research process.

RESULTS AND DISCUSSIONS

Table 1. Effectiveness of Barangay Public Safety Officers as Assessed by the Respondents

Variable	BPSO		Residents		PNP		AWM	VI
	WM	VI	WM	VI	WM	VI		
Peace and Order	3.90	SA	3.13	A	3.21	A	3.41	SA
Security and Safety	3.90	SA	3.13	A	3.21	A	3.41	SA
Traffic	3.94	SA	3.46	SA	3.96	SA	3.79	SA
Barangay Patrol	4.00	SA	3.63	SA	3.91	SA	3.85	SA
Barangay Assistance and Emergency Situation	3.99	SA	3.35	SA	4.00	SA	3.78	SA
Competence	4.00	SA	4.00	SA	4.00	SA	4.00	SA
Overall Weighted Mean	3.96	SA	3.45	SA	3.76	SA	3.71	SA

Scale: 1.00-1.75-Strongly Disagree (SDA); 1.76-2.50-Disagree (DA); 2.51-3.25-Agree (A); 3.26-4.00-Strongly Agree (SA)

The assessment of Barangay Public Safety Officers’ (BPSOs) effectiveness, as shown in Table 1, indicates a generally positive perception across all respondent groups—BPSOs themselves, barangay residents, and Philippine National Police (PNP) personnel. BPSOs rated their own performance highly, expressing strong agreement with their effectiveness in maintaining peace and order, ensuring security and safety, managing traffic, conducting barangay patrols, providing assistance during emergencies, and demonstrating competence. Residents and PNP officers also expressed favorable views, although residents tended to rate peace and order as well as security and safety slightly lower compared to other variables, suggesting areas where community concerns may remain. Notably, all groups consistently rated competence and patrol-related activities among the highest, reflecting recognition of BPSOs’ skills and active roles in these functions. The overall weighted mean across all variables and groups was 3.71, interpreted as “Strongly Agree,” demonstrating broad agreement on the effectiveness of BPSOs as essential contributors to community safety and order. The slight variation in ratings highlights the importance of continuous engagement and improvement in addressing specific community needs, especially in peace and security.

In conclusion, the findings confirm that Barangay Public Safety Officers play a vital and effective role as force multipliers in maintaining peace and order within their communities. Their high competence and active involvement in traffic management, patrol, and emergency assistance are widely acknowledged by both internal and external stakeholders. However, the relatively lower resident ratings in certain areas point to the need for ongoing efforts to enhance public trust and address specific security concerns. Strengthening resources, training, and community collaboration will be critical to sustaining and improving the performance of BPSOs in their peacekeeping mandate.

Table 2 Test of Significant difference in relation to SOP number 1 variables

VARIABLE	COMPUTED F	CRITICAL F	INTERPRETATION	DECISION OF THE NULL HYPOTHESIS
Peace and Order	21.027	3.354	Significant	Rejected Ho
Security and Safety	3.864	3.354	Significant	Rejected Ho
Traffic	17.781	3.354	Significant	Rejected Ho
Barangay Patrol	13.888	3.354	Significant	Rejected Ho
Barangay Assistance and Emergency Situation	15.607	3.354	Significant	Rejected Ho
Competence	32.647	3.544	Significant	Rejected Ho

The table presents the results of the One-Way ANOVA test examining significant differences in the assessments of various variables related to the effectiveness of Barangay Public Safety Officers (BPSOs) across different respondent groups. For all variables—Peace and Order, Security and Safety, Traffic, Barangay Patrol, Barangay Assistance and Emergency Situation, and Competence—the computed F-values exceed the critical F-values, indicating statistically significant differences in perceptions among the groups. Consequently, the null hypothesis, which assumes no significant difference, is rejected for all variables.

In conclusion, the differing assessments among Barangay Public Safety Officers, residents, and Philippine National Police personnel highlight variations in how each group perceives the effectiveness of BPSOs. This suggests a need for improved communication, alignment, and shared understanding among stakeholders to enhance collaboration and overall public safety outcomes.

Table 3. Challenges Encountered by the Barangay Public Safety Officers as Assessed by the Three Groups of Respondents

Variable	BPSO		Residents		PNP		AWM	VI
	WM	VI	WM	VI	WM	VI		
Lack of cooperation from the community on programs pertaining to peace and order.	1.04	NS	1.52	NS	1.06	NS	1.21	NS
Lack of logistical support from local government to effectively implement different programs of the barangay.	1.02	NS	1.62	NS	1.00	NS	1.21	NS
Lack of barangay police personnel to fully implement programs of the barangay.	3.94	VS	4.00	VS	2.88	LS	3.61	VS
Lack of coordination between barangay officials and police officers.	1.02	NS	2.86	LS	1.06	NS	1.65	NS
Presence of arrogant BSPO personnel during their duty.	1.00	NS	2.06	LS	1.00	NS	1.25	NS
There are no clear guidelines on the specific functions of BSPO in the barangay.	1.00	NS	1.78	LS	1.04	NS	1.27	NS
Presence of criminal elements in the barangay that cannot be prevented by authorities.	1.24	NS	1.82	LS	1.12	NS	1.39	NS
Unfamiliarity of terrain.	1.00	NS	1.44	NS	1.00	NS	1.15	NS

There is no information drive on peace and order programs implemented by barangay.	1.00	NS	1.54	NS	1.00	NS	1.18	NS
Lack of opportunities to some basic elements inimical to peace and order	1.10	NS	1.52	NS	1.14	NS	1.25	NS
Overall Weighted Mean	1.34	NS	2.01	LS	1.23	NS	1.53	NS

Scale:1.00-1.75-Not Serious (NS);1.76-2.50-LessSerious (LS); 2.51-3.25-Serious (S);3.26-4.00-Very Serious (VS)

The data presented in Table 3 indicates that the most pressing challenge facing the Barangay Public Safety Officers (BPSO) is a significant shortage of manpower. This is evidenced by the "Lack of barangay police personnel" receiving the highest scores across all groups, resulting in an Average Weighted Mean of 3.61, which is interpreted as "Very Serious" (VS). Both the BPSOs and the Residents reached a consensus on this issue, with the Residents providing a perfect 4.00 mean score. This suggests that while the existing safety programs may be well-designed, the lack of "boots on the ground" is the primary bottleneck preventing full implementation and effectiveness in the community.

In contrast, the majority of the other surveyed variables were deemed "Not Serious" (NS) by the respondents, leading to an Overall Weighted Mean of 1.53. Factors such as unfamiliarity with the terrain, the quality of information drives, and community cooperation received very low scores, suggesting that the operational foundation of the BPSO is relatively stable. However, a notable discrepancy exists in the perception of residents compared to the authorities. Residents rated issues like coordination with police, the presence of criminal elements, and even the "arrogance" of personnel as "Less Serious" (LS), whereas the BPSO and PNP largely dismissed these as "Not Serious." This gap indicates a need for improved professional conduct and better public relations to align the community's experience with the officers' self-assessment.

The conclusion can be drawn that the barangay's peace and order efforts are not failing due to a lack of community support or geographical knowledge, but rather due to a lack of human resources. To improve the safety landscape, the local government must prioritize the recruitment and deployment of more personnel. Additionally, addressing the minor friction points identified by residents—specifically regarding the clarity of officer functions and professional behavior—could bridge the gap in trust and coordination, moving the overall safety rating from "Not Serious" challenges to a highly efficient public safety environment.

Table 4. Solutions Offered/Recommended to Address the Problems Encountered by the Barangay Public Safety Officers as Assessed by the Three Groups of Respondents

Variable	BPSO		Residents		PNP		AWM	VI
	WM	VI	WM	VI	WM	VI		
The barangay officials must encourage the participation of the community to be involve on programs pertaining to peace and order.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
The barangay officials must make a request for budget allocation from the local government unit for logistical support to effectively implement different programs of the barangay.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
The barangay chairman must ensure that there is enough manpower to be involve in the implementation of programs of the barangay.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
The barangay officials must coordinate properly and seek the assistance of police officers to ensure success maintenance of peace and order.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
The barangay chairman must not tolerate rude	4.00	HR	4.00	HR	4.00	HR	4.00	HR

and arrogant behaviors of BSPO members.								
The need to enhance the existing guidelines on the specific functions of BSPO in the barangay for the improvement of their performance.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
Strengthen police visibility in crime prone areas of the barangay to deter criminalities.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
BSPO must ensure of familiarity of the different areas in their barangay particularly those infiltrated with high criminalities.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
Strengthen information drive initiated by barangay officials to maintain peaceful and orderly situation.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
The barangay officials must provide opportunities such as livelihood programs to alleviate poverty which may lead to criminality.	4.00	HR	4.00	HR	4.00	HR	4.00	HR
Overall Weighted Mean	4.00	HR	4.00	HR	4.00	HR	4.00	HR

Scale:1.00-1.75-Not Recommended (NR);1.76-2.50-Less Recommended (LR); 2.51-3.25-Recommended (R);3.26-4.00-Highly Recommended (HR)

The data presented in Table 4 reflects a rare and unanimous consensus among the BPSOs, Residents, and the PNP, with every single proposed solution receiving a perfect Weighted Mean of 4.00. This universal score results in an Overall Weighted Mean of 4.00, categorizing every recommendation as "Highly Recommended" (HR). Such absolute agreement indicates that there is no ambiguity or disagreement between the community and the authorities regarding the necessary steps to improve public safety. The stakeholders have collectively identified that a successful strategy must balance administrative improvements—such as securing budget allocations and increasing manpower—with social interventions like livelihood programs to address the root causes of criminality.

This total alignment across all indicators suggests that the proposed solutions are viewed as vital mandates rather than mere suggestions. By giving a perfect rating to measures like enhancing BSPO guidelines and increasing police visibility, the respondents are calling for a more professional, better-funded, and more present security force. Furthermore, the unanimous support for community involvement and information drives highlights a shared belief that peace and order cannot be achieved by the authorities alone, but require a collaborative partnership between the government and the citizenry.

In conclusion, the data serves as a clear and powerful mandate for the Barangay leadership to take immediate action. Since all three groups are in total agreement on the path forward, the primary challenge is no longer identifying what needs to change, but rather the effective execution of these strategies. The "Highly Recommended" status of every variable underscores a community-wide expectation for the Barangay Chairman to prioritize resource acquisition and professional development, ensuring that the previously identified lack of personnel and logistical support is addressed through the specific, validated actions outlined in this study.

Proposed Capability Building Plan for Barangay Public Safety Officers (BPSOs)

Rationale

The proposed capability building plan stems from the findings of the study, which identified both the strengths and challenges of Barangay Public Safety Officers in maintaining peace and order. While BPSOs were recognized for their competence, active patrols, emergency response, and overall effectiveness, the study revealed significant gaps in manpower, resources, infrastructure, and community perception. Addressing these gaps is crucial to sustaining and enhancing the performance of BPSOs, ensuring that peacekeeping efforts are consistent, efficient, and aligned with community expectations.

This plan emphasizes a holistic approach, integrating recruitment, training, resource allocation, community engagement, coordination, and continuous evaluation. By systematically developing the capabilities of BPSOs, the barangay can strengthen operational readiness, improve public trust, and foster a collaborative environment where law enforcement and residents work together to maintain safety and security. The proposed strategies, budget allocation, and timeline are designed to provide a structured and feasible roadmap for the barangay leadership to implement long-term improvements while responding to immediate needs, ultimately ensuring a safer and more resilient community.

Capability Building Area	Objectives	Strategies/Activities	Resource Person/s	Estimated Budget	Timeline
Recruitment and Manpower Expansion	Address the critical shortage of personnel to improve operational coverage and responsiveness.	- Conduct recruitment drives	Barangay Officials and NGOs and HOA Officers	Php50,000.00	3months
		-Encourage the Homeowners Associations or Neighborhood Association to formulate a Barangay Tanod Volunteers		Php20,000.00	Continuous
Comprehensive Training and Professional Development	Enhance skills, competence, discipline, and public relations of BPSOs	- Regular skill training and workshops - Ethics and communication modules - Joint training with PNP	Barangay Officials and Employees and PNP Personnel	Php100,000.00	Continuous
Resource and Infrastructure Enhancement	Provide adequate tools and facilities to support effective service delivery	- Purchase equipment (radios, uniforms) - Upgrade lighting, CCTV, patrol outposts -maintenance plan	Barangay Officials	Php800,000.00	6-12 months for upgrades; ongoing maintenance
Strengthening Community Engagement and Awareness	Build public trust, clarify BPSO roles, and foster cooperation between the community and officers.	- Community forums and info drives - Public education campaigns - Volunteer and neighborhood watch programs	Barangay Officials and Employees; HOA, NGOs and PNP Personnel	Php50,000.00	Continuous
Improved Coordination and Communication Mechanisms	Align perceptions and operations between BPSOs, PNP, and other stakeholders for cohesive public safety efforts.	- Form coordination committees - Regular meetings and digital communication tools	Barangay Officials and Employees; HOA, NGOs and PNP Personnel	Php30,000.00	Continuous

CONCLUSION

Based on the findings of the study, it is concluded that the Barangay Public Safety Officers play a vital and effective role in maintaining peace and order, security, traffic management, patrol operations, and emergency response within the barangay. The Barangay Public Safety Officers (BPSO) are perceived as highly competent and well-prepared, supported by effective training, coordination with the PNP, and active involvement in community safety initiatives.

Despite the overall positive assessment, disparities in perceptions among stakeholders indicate the need for continuous evaluation and feedback mechanisms. While most challenges do not significantly hinder operations, the shortage of barangay police personnel poses a serious concern that may affect coverage, responsiveness, and sustainability of peace and order programs.

Overall, the effectiveness of the Barangay Public Safety Officers (BPSO) is strengthened by strong institutional support and community cooperation; however, addressing manpower limitations and improving infrastructure-related interventions are essential to further enhance public safety and service delivery.

RECOMMENDATIONS

Based on the findings of the study, the following recommendations are proposed to enhance the effectiveness of Barangay Public Safety Officers (BPSOs) in maintaining peace and order:

1. **Increase Recruitment and Manpower:** The local government should prioritize the hiring and deployment of additional BPSOs to address the critical shortage of personnel, ensuring sufficient coverage and timely response to community safety needs.
2. **Enhance Training and Professional Development:** Regular and comprehensive training programs should be implemented to improve the professional conduct, skills, and coordination capabilities of BPSOs, bridging the gap between public perception and officer performance.
3. **Improve Resource Allocation and Infrastructure:** Allocate adequate budget and resources to provide necessary equipment, better lighting, CCTV coverage, and strategically placed barangay outposts to support the officers' operational effectiveness.
4. **Strengthen Community Engagement and Public Relations:** Develop and implement community outreach programs and information drives to foster trust, clarify the roles of BPSOs, and encourage active cooperation between residents and law enforcement personnel.
5. **Enhance Coordination with Police and Other Agencies:** Establish formalized communication channels and collaborative protocols between BPSOs, the Philippine National Police, and other stakeholders to ensure a unified approach to peace and order initiatives.
6. **Future studies may explore qualitative approaches or comparative analyses across different barangays to further examine factors influencing Barangay Public Safety Officers (BPSO) effectiveness and community safety outcomes.**

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