

Republic of the Philippines  
Department of the Interior and Local Government  
**NATIONAL POLICE COMMISSION**  
Makati City

**MEMORANDUM CIRCULAR NO. 2011-001**

**AMENDING ITEM I, SECTION II OF MEMORANDUM CIRCULAR NO. 2007-009  
ENTITLED "PRESCRIBING THE PROCEDURES AND GUIDELINES FOR THE  
RECRUITMENT, SELECTION AND APPOINTMENT OF PNP UNIFORMED  
PERSONNEL AND TERMINATION OF SERVICE OF NEWLY  
APPOINTED POLICE OFFICER 1(PO1) WHILE STILL  
IN TEMPORARY STATUS"**

**WHEREAS**, the Commission issued Memorandum Circular No. 2007-009 entitled "*Prescribing the Procedures and Guidelines for the Recruitment, Selection and Appointment of PNP Uniformed Personnel and Termination of Service of Newly Appointed Police Officer 1 (PO1) While Still in Temporary Status*" that serves as guidepost in the recruitment and appointment of new police officers;

**WHEREAS**, the primary objective of the abovementioned issuance is to ensure the entry of highly qualified individuals into the police service and to strengthen the human resource capability of the PNP;

**WHEREAS**, Section 15, R.A. No. 8551 prescribes that "*the age, height, weight, and educational requirements for initial appointment to the PNP may be waived only when the number of qualified applicants fall below the minimum annual quota*" and that "*a waiver for height requirement shall be automatically granted to applicants belonging to the cultural communities*";

**WHEREAS**, item I, Section II of Memorandum Circular No. 2007-009 provides for the policy on the grant of waiver for initial appointment in the PNP, as follows:

- "1. *The age, height and weight requirements for initial appointment in the PNP may be waived only when the number of qualified applicants falls below the approved quota after the final interview of the recruiting unit.*

*The application of a member of an indigenous group for height waiver shall be processed regardless of whether or not the number of applicants falls below the annual quota.*

*Age, height, weight or educational waiver for applicants other than the members of indigenous group may be granted by the Commission en banc only while height waiver to indigenous people is granted by the NAPOLCOM Regional Directors."*

**WHEREAS**, the said policy does not explicitly provide for a regulation as to where the members of indigenous groups may opt to apply- - whether it is limited in their place where they are considered indigenous or anywhere they may opt to be appointed;

**WHEREAS**, for purposes of clarity and uniformity in the interpretation and application of the said policy by the different recruitment screening committees, there is a need to further clarify the same;

**NOW THEREFORE**, the NAPOLCOM, pursuant to its Constitutional mandate to administer and control the PNP, **HAS RESOLVED TO AMEND, AS IT HEREBY AMENDS**, item I, Section II of Memorandum Circular No. 2007-009 to read as follows;

- "1. *The age, height and weight requirements for initial appointment in the PNP may be waived only when the number of qualified applicants falls below the approved quota after the final interview at the national/regional level. Provided, that the application of a member of an indigenous group for height waiver shall be processed and **APPROVED** regardless of whether or not the number of applicants fall below the annual quota. **PROVIDED, FURTHER THAT QUALIFIED APPLICANTS BELONGING TO INDIGENOUS GROUPS WITH GRANTED HEIGHT WAIVERS MAY OPT TO APPLY IN AREAS (OFFICES/UNITS) OTHER THAN IN AREAS (OFFICES/UNITS) WHERE THEY ARE CONSIDERED INDIGENOUS, SUBJECT TO OTHER QUALIFICATION REQUIREMENTS AND ADDITIONAL GUIDELINES AS MAYBE DEEMED NECESSARY BY THE APPOINTING AUTHORITY OF THE RECRUITING OFFICE/UNIT.***

*Age, height, weight or educational waiver for applicants other than the members of the indigenous group may be granted by the Commission en banc only while height waiver to indigenous people is granted by the NAPOLCOM Regional Director."*

**APPROVED** this 6<sup>th</sup> day of JANUARY 2011 at Makati City, Metro Manila.



Republic of the Philippines  
DEPARTMENT OF THE INTERIOR  
AND LOCAL GOVERNMENT  
IN REPLYING, PLS CITE:  
SILG10-005379



*Jesse M. Robredo*  
**JESSE M. ROBREDO**  
Secretary, DILG/  
Chairman, NAPOLCOM

*Eduardo U. Escueta*  
**EDUARDO U. ESCUETA**  
Commissioner  
Vice Chairman and Executive Officer

*Luisito T. Palmera*  
**LUISITO T. PALMERA**  
Commissioner

*Alejandro S. Urro*  
**ALEJANDRO S. URRO**  
Commissioner

*Constancia P. de Guzman*  
**CONSTANCIA P. DE GUZMAN, Ph. D.**  
Commissioner

*Raul M. Bacalzo*  
**RAUL M. BACALZO**  
Commissioner

Attested by:

*Adelmalyne A. Munieza*  
**Ms. ADELMALYN A. MUNIEZA**  
Chief, Secretariat