

Republic of the Philippines  
**NATIONAL POLICE COMMISSION**  
371 Sen. Gil J. Puyat Ave.  
Makati City

**MEMORANDUM CIRCULAR NO. 2003-003**

**AMENDING FURTHER SECTION 7 OF NAPOLCOM MEMORANDUM CIRCULAR NO. 98-08 DATED FEBRUARY 26, 1998, ENTITLED, "GUIDELINES AND PROCEDURES GOVERNING THE SELECTION AND PLACEMENT OF POLICE COMMISSIONED OFFICERS TO KEY POSITIONS IN THE PNP."**

**WHEREAS**, Napolcom Memorandum Circular No. 95-04 dated January 12, 1995, amended under Memorandum Circular No. 95-027, dated December 20, 1995, provides for guidelines and procedures governing the selection and placement of police commissioned officers to key positions in the PNP;

**WHEREAS**, Napolcom Memorandum Circular No. 95-027 dated December 20, 1995 as amended by Memorandum Circular No. 98-08 provides for guidelines to ensure that all the merged components of the PNP who are qualified and competent are given equal access and opportunity for professional growth and career advancement, their associational and professional groups must have representatives in the PNP Placement and Promotion Board;

**WHEREAS**, Section 14 of the 1987 Philippine Constitution provides that "*The State recognize the role of women in nation building, and shall ensure the fundamental equality before the law of women and men*";

**WHEREAS**, Section 31 of Republic Act No. 8551 provides that a rationalized promotion system for uniformed and non-uniformed personnel of the PNP shall be gender fair and shall ensure that women members of the PNP shall enjoy equal opportunity for promotions as that of men;

**WHEREAS**, Republic Act No. 7192 otherwise known as "Women in Development and Nation Building Act" promotes the integration of women as full and equal partners of men in development and nation building;

**WHEREAS**, to ensure that women members of the PNP shall enjoy equal opportunity for professional growth and career advancement, policewomen associational and/or professional group must have representative in the PNP Placement and Promotion Board;

**NOW THEREFORE**, the Commission in the exercise of its constitutionally vested power of administration and control over the PNP, HAS RESOLVED AS IT HEREBY RESOLVES that Section 7 of NAPOLCOM Memorandum Circular No. 98-08, dated February 26, 1998 is amended further to read:


Section 7. Creation of PNP Placement and Promotion Board:


- a. There is hereby created a PNP Placement and Promotion Board composed of the following:

Chairman	-	DCA
Vice Chairman	-	DCO
Members	-	TCDS
	-	DPRM
	-	DI
	-	DO
	-	DL
	-	DPL
	-	DPCR
	-	DIDM
	-	DHRDD
	-	DRD
	-	IG
	-	D. MDS
	-	1 Senior Officer from Philippine Association of Women Police

- b. Provided, that the Association of Women Police shall first be officially formed and accredited by the PNP and Napolcom, and that the respective representative to the SOPPB shall be duly authorized through a Resolution of the Group.

This Memorandum Circular shall take effect immediately. Done at Makati City, Philippines this 10th day of January in the year Two Thousand Three.

  
**JOSE D. LINA**  
Chairperson

  
**LINDA MALENAB-HORNILLA**  
Commissioner  
Officer In-Charge, OVCEO

  
**CELIA SANIDAD-LEONES**  
Commissioner

**HERMOGENES E. EBDANE, JR.**  
Commissioner

Attested:

  
**ADELMALYN A. MUNIEZA**  
Acting Chief, Secretariat