

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

MEMORANDUM CIRCULAR NO. 95-013

**FURTHER AMENDMENT TO MC 92-016, S-92 PROVIDING FOR SPECIFIC
POLICIES/RULES ON PROMOTION OF PNP UNIFORMED PERSONNEL**

WHEREAS, Section 6, Memorandum Circular No. 92-016 dated November 26, 1992 specifies the factors to be considered for promotion of PNP uniformed personnel;

WHEREAS, among the factors for promotion, included therein are: performance, educational attainment, training, time-in-grade, service reputation, roundness of experience acquired in previous command, staff and instructor's duty assignment and potential ability;

WHEREAS, as a result of the study made by the Sub-Committee No. 3 of the Special Action Committee, two (2) other factors have not been included but are deemed important, namely: physical condition of the PNP member and previous geographical assignments;

WHEREAS, the Commission is cognizant of the importance of the need for inclusion of these factors for promotion:

NOW, THEREFORE, BE IT RESOLVED, AS IT IS HEREBY RESOLVED, that Sec. 6 of MC 92-016 be amended as follows:

"Sec. 6. Factors Considered For Promotion. In determining the most qualified and capable candidate for promotion, the following factors shall be considered, namely: performance, educational attainment, training, time-in-grade, service reputation, roundness of experience acquired in previous command, staff and instructor's duty assignment, potential, physical fitness and personality traits;"

RESOLVED, FURTHER, that in evaluating roundness of experience acquired in previous duty, geographical assignments shall be taken into consideration;

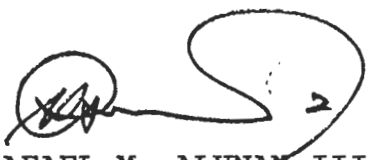
RESOLVED FINALLY, that the following additional guidelines be adopted:

1. As soon as the promotional appointment is issued, a notice announcing the promotion shall be posted by the Directorate for Personnel and Records Management on the bulletin board of the National Headquarters or regional offices concerned.
2. The Promotion Boards shall maintain records of deliberation which shall be available for inspection by the Napolcom and the Civil Service Commission.

3. An appeal mechanism at all levels of command should be provided allowing those aggrieved competent and qualified personnel to file a protest on the promotion.
4. A Merit Promotion Plan, approved by the National Police Commission and the Civil Service Commission should be established.

This Memorandum Circular shall take effect immediately.

Done at the City of Makati, this 28th day of July 1995.



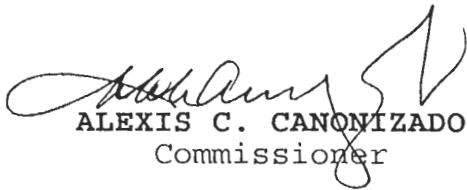
RAFAEL M. ALUNAN III
Secretary, DILG and Chairman, Napolcom



GUILLERMO P. ENRIQUEZ, JR.
Commissioner
Vice-Chairman and Executive Officer



EDGAR DULA TORRES
Commissioner



ALEXIS C. CANONIZADO
Commissioner

Attested by:



REYNALDO JD CUADERNO
Deputy Executive Director IV