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A POLICY FOR THE PROMOTION AND DEVELOPMENT OF A CULTURE OF EXCELLENCE AMONG UNIFORMED PNP PERSONNEL

PNP CIRCULAR NO. 2006-007, May 12, 2006

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REFERENCES:

1. Section 26, Republic Act 6975, entitled: Powers, Functions and Term of Office of the PNP Chief;

2. Section 33 (a), Republic Act 8551, entitled: Rationalized Promotion System;

3. NAPOLCOM Memorandum Circular 92-016 dated November 26, 1992, entitled' Providing for Specific Policies/Rules on Promotion of the PNP Uniformed Personnel;

4. NAPOLCOM Memorandum Circular Number 92-007, dated September 18,1992 entitled: PNP Officer Career Management and Development Program; and,

5. PNP Memorandum Circular 99-012 dated February 18,1999, entitled: Guidelines and Procedures for PNP Personnel in Taking Mandatory Career Courses/Training and Other Related Matters.

II. RATIONALE:

1. Section 33 (a), RA8551 provides that; "A uniformed member of the PNP shall not be eligible for promotion to a higher position or rank unless he or she X X X has satisfactorily completed the appropriate and accredited course in the PNPAor equivalent training institutions XXX." To pursue this specific provision, the NAPOLCOM in its Memo Circular 92-016 listed the mandatory career courses for uniformed PNP personnel, both for PCOs and PNCOs, as a requirement for promotion.

2. The aforementioned provisions of law and other regulations by implication has an end in view of enhancing the academic proficiency of uniformed PNP personnel thereby further promoting professionalism in the PNP

3. However, interview conducted among the recent graduates of the different career courses as to the significance of the course they have recently completed revealed that almost all complied with the requirement only for the sake of compliance. Most of them also revealed that no extra effort was ever exerted to pursue academic excellence. Rather, they were contented just to pass the course for the sake of passing. Another interview was conducted among senior officers and they expressed similar sentiments and comments.

4. This attitude, if left unchecked and uncorrected would later develop into a culture of mediocrity among uniformed personnel which most probably will be imbedded into the PNP as an organization.

III. PURPOSE:

This PNP Memorandum Circular therefore aims to correct the aforementioned attitude, and instead, develop a culture of excellence among all uniformed PNP personnel.

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IV. DEFINITION OF TERMS:

1. Academic proficiency - Having a high degree.of skill in something relating to education, educational studies, an educational institution, or an educational system;

2. Professionalism -The skill, competence, or character expected of a member of a highly trained profession.

3. Attitude -An opinion or general feeling about something;

4. Culture-The beliefs, customs, practices, and social behavior of a particular group of people;

5. Mediocrity - The quality that is adequate or acceptable, but not very good; the state of being lacking in the desired competences;

6. Excellence - The quality or state of being outstanding and superior;

7. Defermenf-The act of putting off, postponement or cancellation of one who was earlier included or given training slot in a particular course without any justifiable reason;

8. Returned to unit- One who was terminated from training or schooling whether due to his/her fault or not;

9. Quitter- Somebody who gives up easily with no justifiable reason at all.

V. POLICY GUIDELINES AND PROCEDURES:

1. A training lineal list (TLL), which will contain the priority list of all uniformed personnel who are due to take up mandatory career courses shall be formulated, maintained and updated by DHRDD thru the Training and Education Information System (TEIS)

2. Those personnel who are at the upper bracket of the TLL shall be given priority and considered to go on mandatory/career schooling/training.

3. The upper 50% of each class graduating from a career course are automatically qualified to take the next higher career course, as required.

4. On the other hand, those in the lower 50% belonging to the same class will still be included in the TLL and allowed to take the next higher career course, provided they pass and comply with the following requirements:

a. A written test to be formulated and administered by the DHRDD;
b. A physical fitness test also to be conducted by the DHRDD;
c. Other similar test/s or requirement/s as the C, PNP may deem necessary.

5. Those who failed in the above tests shall lose their priority in the TLL, which means that their names will be listed at the bottom of the TLL.

6. Those who quit, returned to unit or requested for deferment without any justifiable reasons shall automatically lose their priority in the TLL.

7. The following are the justifiable reasons for quitting, returning-to-unit or deferring from schooling, to wit:

a. Sickness or physical incapacity of a candidate for schooling as certified by the Director, HS or the Regional Health Officer.
b. Filing of a criminal or administrative case against a candidate for schooling before or on the duration of the course that taking the same would affect the proper adjudication of same.
c. Death of any member of his/her immediate family (parents, spouse or children) and his/her presence is necessary and would affect his/her training/ schooling.

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d. During disasters or calamities where he/she or his/her immediate family are the victims that would prevent him/her to regularly attend classes.

8. Requests for deferment under the above-mentioned circumstances shall be favorably indorsed in writing by the Director/Chief of Office/Unit concerned, certifying to the validity of the reasons cited therein. The same request shall be submitted to the DHRDD for approval.

9. All mandatory/career courses, or their equivalent shall, be opened/scheduled with the approval of the DHRDD in coordination with the PPSC or the PNPTS, as the case maybe.

10. No personnel shall apply for a mandatory/career course or its equivalent directly to PPSC or the PNPTS. All applications should be submitted directly to the DHRDD or through the RPHRDDofthe Regional Offices, or the equivalent offices of the NSUs,

11. Candidates for schooling shall submit a folder containing the following documents duly authenticated by the issuing unit/agency for evaluation namely:

a. Result of PPSC Qualifying Examination/Result of DHRDD Qualifying Examination and PFT if the candidate belongs to the lower 50% in his previous mandatory career schooling, or its equivalent -
- Tab "A"
b. PNP PDS
- Tab "B"
c. Medical Certificate
- Tab "C"
d. Neuro/Psychological Exam
- Tab "D"
e. Affidavit of Non-Pending/Criminal/Administrative Case
-Tab "E"
f. CSC/NAPOLCOM Eligibility
- Tab "F"
g. College Diploma
Tab "G"
h. Diploma and Order or Merit of Mandatory Career Course previously taken
- TAB "H"

12. The DHRDD, in coordination with the DPRM and PPSC, shall facilitate and ensure the issuance of orders for schooling of those personnel who are qualified to undergo the same before it is formally opened.

13. Finally, the PNP shall ensure that only the best and the brightest police officers/ personnel will be assigned with the PPSC or the PNPTS, as the case may be. To complement this Circular, TDHRDD in coordination with TDPRM, TDPL, Director LS, Director, PNPTS and the President, PPSC shall formulate a detailed implementing rules and procedures immediately for the purpose.

VI. RESCISSION:

All other PNP issuances inconsistent with the provisions of this Circular are hereby rescinded and/or modified.

VII. EFFECTIVITY:

This Circular shall take effect fifteen (15) days from the date of filing of a copy hereof at the University of the Philippines Law Center in consonance with Sections 3 and 4 of Chapter 2, Book VII of Executive Order No, 292, otherwise known as "The Revised Administrative Code of 1987, as amended."

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Adopted: 12 May 2006

(SGD.) ARTURO C. LOMIBAO
Police Director General
Chief, PNP

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