



Republic of the Philippines
NATIONAL POLICE COMMISSION
NATIONAL HEADQUARTERS, PHILIPPINE NATIONAL POLICE
OFFICE OF THE CHIEF, PNP
Camp BGen Rafael T Crame, Quezon City

DRRM
Local 4301
PCMB
Re-Assignment

MEMORANDUM CIRCULAR

26 MAR 2020

NO.: 2020-023

**POLICIES AND PROCEDURES GOVERNING THE ASSIGNMENT,
REASSIGNMENT, PLACEMENT, AND PROMOTION OF THE PHILIPPINE
NATIONAL POLICE ACADEMY (PNPA) AND THE NATIONAL POLICE TRAINING
INSTITUTE (NPTI) UNIFORMED PERSONNEL**

1. REFERENCES:

- a. Republic Act (RA) No. 11279, entitled: "An Act Transferring the Philippine National Police Academy (PNPA) and the National Police Training Institute (NPTI) from the Philippine Public Safety College (PPSC) to the Philippine National Police (PNP), amending for the Purpose Sections 24, 35, 66, 67 and 68 of the Republic Act No. 6975, otherwise known as the Department of the Interior and Local Government Act of 1990, as Amended, Appropriating Funds Therefor and for other Purposes" dated April 12, 2019;
- b. RA No. 6975, entitled: "An Act Establishing the Philippine National Police Under a Reorganized Department of the Interior and Local Government, and for other Purposes" dated December 13, 1990.
- c. RA No. 6713, otherwise known as Ethical Standard for Public Official, and Employees to Uphold the Time-Honored Principle of Public Office being a Public Trust, Granting Incentives and Rewards for Exemplary Service, Enumerating Prohibited Acts and Transactions and Providing Penalties for Violations thereof and for other purposes, dated March 2, 1989;
- d. Presidential Decree No. 1780, entitled: "Providing the PNPA with an Academic Charter and Expanding its Curricular Programs" dated January 15, 1981
- e. NAPOLCOM Resolution No. 2018-340 dated July 11, 2018, entitled: "Amending Section IV-B of NAPOLCOM Resolution No. 91-18, entitled: "Rationalizing the Structure of Allowances and Incentive Pays Over and Above the Basic Pay and Longevity Pay of Uniformed Personnel of the Philippine National Police";
- f. NAPOLCOM Resolution No. 2010-145 dated May 6, 2010, entitled: "Revised Guidelines and Procedures on the Detail of Philippine National Police (PNP) Uniformed Personnel to other Government Offices/Agencies";
- g. Section 9 of NAPOLCOM Memorandum Circular (MC) No. 93-013 dated September 7, 1993, entitled: "Additional Guidelines, re Deputation of Local Chief Executives as Representatives of the

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NAPOLCOM and the Exercise of their Powers as NAPOLCOM Deputies”;

- h. Article 3, Section 2 Para 2.7, Sections 3 and 7 of the PNP Code of Professional Conduct and Ethical Standards dated March 12, 1992;
- i. PNP MC No. 2018-048, dated January 3, 2019, entitled: “Revised Policies and Guidelines Governing the Regular Promotion Program for 2nd Level PCOs and PNCOs”;
- j. PNP MC No. 2018-011 dated March 27, 2018, entitled: “Placement and Promotion System for PCOs to the 3rd level Position”;
- k. PNP MC No. 2017-039, entitled: “Policies and Guidelines Governing the 2nd Level PCOs and PNCOs Regular Promotion Program”;
- l. PNP MC No. 99-016, entitled: “Guidelines on the Transfer/ Reassignment of PNP Personnel”;
- m. PNP Command Memorandum Circular (CMC) No. 37-2018 dated November 16, 2018, entitled: “PNP Transition Plan on the Transfer of the PNPA and NPTI from the PPSC to PNP”.

2. RATIONALE:

This Memorandum Circular (MC) provides the policy and guidelines that shall govern the career path of uniformed personnel assigned with the PNPA and the NPTI.

3. SITUATION:

The PNPA and the NPTI for such a long time have been under the PPSC, but are dependent upon the PNP for their personnel complement especially uniformed personnel. These uniformed personnel who came from various units of the PNP volunteered to be assigned there through a Detail Order signed by the Secretary of the Interior and Local Government (SILG). Their tour of duty is six months and renewable for another six months upon the request of the receiving office or agency, which shall be with the concurrence of the personnel, but in no case shall exceed two years as provided for under NAPOLCOM Resolution No. 2010-145.

Unfortunately, this is not being strictly followed due to various reasons like shortage of volunteer personnel, needs of the PNP organization, reluctance of Unit Commanders to let go of their personnel. among others.

But perhaps, the biggest discouragement of the uniformed personnel assigned thereat is that they do not have career advancement and career development in terms of schooling/training as a motivation to stay in their assignment and they are not likewise given quota for promotion.

With the passage of Republic Act No. 11279 entitled, “An Act Transferring the Philippine National Police Academy (PNPA) and the National Police Training Institute (NPTI) from the Philippine Public Safety College (PPSC) to the Philippine National Police (PNP), amending for the Purpose Sections 24, 35, 66, 67, and 68 of Republic Act No. 6975, otherwise known as the DILG Act of 1990, as amended,

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Appropriating Funds Therefor and for other Purposes," the need to establish policies and guidelines to govern the uniformed personnel in said units is thus necessary.


4. PURPOSE:

To establish a comprehensive policy and guidelines governing the assignment, placement, promotion, and reassignment of Uniformed Personnel at the PNPA and NPTI.

5. DEFINITION OF TERMS:


- a. Assignment – refers to the place of work of PNP uniformed personnel.
- b. Cadet – is a person undergoing training in the armed forces or the police for the purpose of acquiring the necessary education and professional competence for the development of a potential officer.
- c. Commissionship – refers to the conferment of rank and authority. In the PNP, it pertains to the entry into the police service as a Police Commissioned Officer (PCO). It is reckoned by the date/year of actual appointment into officership in the PNP.
- d. Complete Background Investigation (CBI) – is an investigation conducted by the Directorate for Intelligence (DI) through its operating units like the Intelligence Group (IG) and the Regional Intelligence Division (RID). CBI shall determine the reputation and possible involvement of a person in any criminal activities, violent incidents, or membership in any dubious or terrorist organization.
- e. Derogatory Information – is an information which reflects unfavorably on the character, integrity, morality, honesty, loyalty and reliability of an individual. It can be classified into two categories: security-related derogatory information and non-security related derogatory information.
- f. Detail – is a temporary movement of a Uniformed Personnel (UP) from the PNP to other government office/agency which does not involve a reduction in rank, status or salary and issuance of an appointment but requires the issuance of PNP orders.
- g. Instructor's Duty Pay – is an incentive allowance provided to all PNP uniformed personnel assigned in PNP training schools/centers or detailed with the PPSC and who are required to teach, convey or communicate knowledge or supervise training activities or conduct researches or perform duties as training aides in one or more subjects.
- h. Line Service Officers – refer to the Police Commissioned Officers (PCOs) mandated to perform essential and purely police functions, i.e. law enforcement, crime prevention and investigation, intelligence, internal security operations, and related administrative work.

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- i. Mandatory Career Course Training – refers to training/course conducted by PPSC which is part of the Civil Service Commission (CSC) Qualification Standards for promotion to different PNP ranks such as Public Safety Officers Senior Executive Course (PSOSEC), Public Safety Officers Advance Course (PSOAC), Public Safety Officers Basic Course (PSOBC), Public Safety Officers Orientation Course (PSOOC) for Lateral Entrants, Public Safety Officers Candidate Course (PSOCC), Public Safety Senior Leadership Course (PSSLC), Public Safety Junior Leadership Course (PSJLC), and Public Safety Basic Recruit Course (PSBRC).
- j. Placement – refers to the selection and designation of a qualified police officer to a certain position of responsibility that requires competency, experience, and other qualifying circumstances.
- k. PNP Personnel – refer to the Uniformed and Non-Uniformed Personnel (NUP) of the PNP.
- l. Promotion – is an advancement of personnel from one position to a higher position with an increase in duties and responsibilities as well as increase in salary and benefits as authorized by law.
- m. Reassignment – refers to the movement of the PNP personnel from one office/unit to another within the PNP which does not involve reduction of rank, status, salary and does not require the issuance of an appointment.
- n. Second Level Police Personnel – refer to active PNP uniformed personnel with the rank of Patrolman (PAT) up to Police Lieutenant Colonel (PLTCOL).
- o. Technical Service Officers – refer to the Police Commissioned Officers (PCOs) who were appointed to the PNP via Lateral Entry, by virtue of their special technical skills and competencies (i.e. Medical Doctors/Officers, Dentists, Nurses, Lawyers, Priests, Imams, Pastors, Forensic Specialists, Criminologists, Information Technology Officers, etc.).
- p. Third Level Police Personnel – refer to Police Commissioned Officers (PCOs) with the rank of Police Colonel (PCOL) up to Police General (PGEN).
- q. Trainee – is a police recruit with the rank of Patrolman/Patrolwoman who was appointed in temporary status pending compliance with the Field Training Program (FTP).
- r. Undesirable Attitude – is a bad, harmful, and unpleasant way of thinking and behaving.

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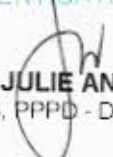
6. GUIDELINES:

a. General Guidelines:

Recognizing the fact that the PNPA, being the premier institution for police education and training for PCOs and primary source of commissionship for Police Lieutenants, and the NPTI as the office primarily responsible for the mandatory and leadership training of all Police Non-Commissioned Officers (PNCOs) as well as career and specialized training programs for the PNP personnel to enhance their professional knowledge and skills necessary to cope with the challenges in public safety and social defense, it is imperative that those who should be assigned there are persons who can contribute to the advancement of said unit, especially to the cadets and the trainees.


- 1) Only personnel who possess the following minimum qualification standards and competencies will be assigned at the PNPA and the NPTI.
 - a) General Qualifications for PCOs:
 - (1) IPER Rating that is not below VS for four consecutive rating periods (most current);
 - (2) Within the Top 30% of the last mandatory course taken. Foreign schooling is an advantage;
 - (3) Must undergo and pass the Neuro-Psychiatric Evaluation, Drug Test and Annual Physical Examination (APE) prior to reassignment;
 - (4) Physical Fitness Test (PFT) with a passing grade for the last two years;
 - (5) Preferably with teaching or work experience in a training institution, or a certified instructor; or has handled at least one mandatory/specialized course. Must have a specialized subject that he/she can teach with competence;
 - (6) Preferably BSEd, AB Political Science, BS Library Science, BS Psychology, AB English, Mass Communication, BS Management graduates. Holder of a Master's Degree is an advantage; and
 - (7) No derogatory record and does not have any pending administrative or criminal case, and not have been convicted of any administrative/criminal case involving breach of internal discipline and/or moral turpitude.
 - b) Qualifications for PNCOs:
 - (1) IPER Rating that is not below VS for four consecutive rating periods (most current);

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- (2) Preferably belongs to the Top 10 in the latest mandatory course taken (PSBRC, PSJLC, PSSLC);
 - (3) PFT with a passing grade for the last two years;
 - (4) Must undergo and pass the Neuro-Psychiatric Evaluation, Drug Test and APE prior to reassignment;
 - (5) Must have been assigned/designated as an operative for at least three years either as a patrol officer, investigator, PCR PNCO, intel operative or personnel who are specialists/subject matter experts on planning, PCR, investigation, intelligence, operation, logistics, finance, human resource, training, information technology and other special skills;
 - (6) Must have undergone any ISO Foundation Course (SAF Commando, Scout Ranger, Special Forces, Force Recon) for those who will be assigned as Assistant Instructors;
 - (7) Teaching or work experience in teaching institutions and/or other similar training (Instructor Development Course); and
 - (8) No derogatory record and does not have any pending administrative or criminal case, and not have been convicted of any administrative/criminal case involving breach of internal discipline and/or moral turpitude.
- 2) Second level PCOs can stay for a maximum tour of duty (TOD) of ten years.
 - a) Voluntary assignment (minimum of two years TOD);
 - b) Forced by some reasons (minimum of two years TOD for personnel who went to United Nations Missions and top students of mandatory courses and additional year to those personnel who has undergone foreign schooling of one year and above as service obligation); and
 - c) By necessity of the organization (minimum of two years TOD).
 - 3) Line Service Officers with the rank of Police Lieutenant (PLT) are not allowed to be assigned at the PNPA and/or the NPTI;
 - 4) Technical Service Officers with the rank of PLT can be detailed at the PNPA and/or the NPTI to be designated to positions where their technical expertise is needed. Existing guidelines shall be followed in the detail of Technical Officers;
 - 5) Police Executive Master Sergeant (PEMS) promoted to the rank of PLT shall be reassigned outside PNPA and/or the NPTI to


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experience other field assignments and can only return upon attaining the rank of Police Captain (PCPT); and

- 6) PNCOs with the rank of Patrolman/Patrolwoman are not allowed to be assigned at the PNPA and the NPTI unless they are designated as drivers and have already rendered at least five years of service in the PNP.
- b. Specific Guidelines:
- 1) Reassignment:
 - a) PCOs who enter the PNPA/NPTI carrying the rank of PCPT and then have reached the rank of PLTCOL shall be reassigned to the line units to further enrich his/her knowledge and may return after at least three years in the line units provided that he/she has not reached the maximum TOD of ten years;
 - b) PCOs who have spent at least five years at the PNPA/NPTI with excellent record and have opted to be reassigned out of the academy shall be given the privilege to choose his/her preferred unit, subject to existing rules and regulations;
 - c) The Directors of the PNPA and the NPTI shall have the authority to recommend the relief or removal of personnel who are not performing well; and
 - d) Uniformed personnel who have been previously relieved from the PNPA/NPTI for disorderly behavior shall no longer be assigned thereat.
 - 2) Placement:
 - a) The selection and designation of 3rd level PCOs to 3rd level Table of Organization (TO) positions (PCOL to PBGEN) shall be determined by the Senior Officers Placement and Promotion Board (SOPPB), with recommendation from the respective Directors of the PNPA and the NPTI; and
 - b) Placement in second level positions shall be determined by the PNPA/NPTI Placement Board to be established for the purpose.
 - 3) Promotion:
 - a) Promotion of personnel assigned at the PNPA/NPTI shall follow the promotion cycle set by the Directorate for Personnel and Records Management (DPRM);
 - b) PCOs vying for promotion should be designated to the position following the PNP authorized TO and staffing pattern;
 - c) Those assigned at the PNPA and the NPTI shall be entitled to 5% additional points in the assessment criteria during promotion;

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- d) Quota per rank shall be dependent on vacancies in the staffing pattern; and
 - e) In no case shall other offices/units get the promotion quota of the organic personnel of the PNPA/NPTI.
- 4) Detail of Personnel:
- a) Uniformed personnel assigned at the PNPA/NPTI shall not be allowed to be detailed outside;
 - b) The following personnel shall be detailed to either the PNPA or the NPTI, depending on the need of these two institutions, for a minimum period of one year to be either an instructor, a researcher or a curriculum developer:
 - (1) Those who landed Top 3 in their respective mandatory courses (OBC, OAC, OSEC, PSSLC, PSJLC);
 - (2) Those who came back from foreign schooling or training whose duration is more than one month; and
 - (3) PNP personnel whose deployment as part of UN Peacekeeping Forces or those whose secondment to UN already ended, Foreign Liaison Officers, and Police Attachés.
- 5) Privileges:
- a) PNP personnel assigned and detailed at the PNPA/NPTI shall be entitled to Instructor's Duty Pay and other allowances subject to existing policies on Collateral Allowances;
 - b) PNP personnel assigned at the PNPA and the NPTI shall be given priority for training/schooling abroad; and
 - c) Assignment/Reassignment at the PNPA/NPTI shall have equivalency position in the line units (Annex "A" of this policy).
- c. Responsibilities:
- 1) DPRM
 - a) Designated as the primary responsible office to supervise the proper implementation of this PNP MC;
 - b) Act as the approving authority and issue the corresponding orders for assignment and reassignment of personnel to be assigned at the PNPA/NPTI;
 - c) SOPPD, DPRM in coordination with the PNPA/NPTI and upon deliberation of the SOPPB shall designate the entry and exclusive positions in the third level; and
 - d) Perform other tasks as directed.

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- 2) DI
 - a) Conduct the CBI of the PNP personnel who will be assigned at the PNPA/NPTI; and
 - b) Perform other tasks as directed.

- 3) DHRDD
 - a) Continue to enhance, in coordination with the PNPTS, the training curriculum of the PNPA/NPTI; and
 - b) Perform other tasks as directed.

- 4) DC
 - a) Program the budgetary requirement for the PNPA/NPTI and include in the PNP's budget proposal; and
 - b) Perform other tasks as directed.


- 5) DL
 - a) Come up with the Table of Equipment of the PNPA and the NPTI in coordination with the Directorate for Plans (DPL); and
 - b) Perform other tasks as directed.

7. REPEALING CLAUSE:

All PNP issuances that are contrary to or inconsistent with this MC are hereby repealed or amended accordingly.

8. EFFECTIVITY:

This MC shall take effect after 15 days from filing a copy thereof at the UP Law Center in consonance with Section 3, Chapter 2, Book VII of Executive Order No. 292 otherwise known as the "Revised Administrative Code of 1987," as amended.



ARCHIE FRANCISCO F GAMBOA
 Police General
 Chief, PNP

Annex:

"A" Equivalency Positions for PNPA and NPTI in the Line Units

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Annex A: Equivalency Positions of PNPA and NPTI in the Line Units

PNPA
(3rd Level PCOs)

Designation/ Position	Rank Classification	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Director 	PMGEN (Entry)	<ul style="list-style-type: none"> • Directors, Directorial Staff • Regional Director, NCRPO • Directors, SAF, CIDG, and CSG
<ul style="list-style-type: none"> • Deputy Director 	PBGEN (Exclusive)	<ul style="list-style-type: none"> • Deputy Directors, Directorial Staff • Regional Directors, PROs • Deputy Regional Directors for Administration, NCRPO • Deputy Regional Directors for Operation, NCRPO
<ul style="list-style-type: none"> • Chief of Staff • Dean of Academics • Commandant of Cadets 	PBGEN (Entry)	<ul style="list-style-type: none"> • Secretary to Directorial Staff, OTCDS • Ex-Os, Directorial Staff • Deputy Regional Directors for Administration, PROs • Regional Chief Directorial Staff, NCRPO • District Directors, NCRPO • Directors, MG, AVSEG, IG, PSPG, HPG, PCADG, LSS, FS, HSS, TS, ACG, AKG, EOD/K9 Group, PRBS and PNP DEG • DDA, CIDG • DDs, SAF, and CSG • Chief, PPDC • Chief, HRAO • Chief, CPSM • Chief, PIO, DPCR • Chief, NOC, DO • Chief, WCPC, DIDM • Chief, FEO, CSG • Chief, SOSIA, CSG • Senior Police Assistant to the SILG • Police Attaché, Washington DC, DI <p style="text-align: right;"> <small>AUTHENTICATED BY:</small>  PCPT JULIE ANN T GARCIA C, PPS, PPPD - DPRM </p>

Designation/ Position	Rank Classification	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Head Registrar • Chief, Logistics Management Division • Chief, Financial Management Division • Chief, Operations Management Division • Chief, General Services Support Division • Assistant Dean of Academics • Assistant Commandant • Chief, Cadet Affairs Division/ Senior Tactical Officer • Chief, Cadet Development Division/ Senior Tactical Officer 	<p>PCOL (Classification as to Entry and Exclusive is still to be finalized)</p>	

**PNPA
(2nd Level PCOs)**

Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Secretary to the Chief of Staff • Assistant Registrar • Chief, PCR and Extension Services Section concurrent PIO • Chief, Supply Section, Tactics Group • Legal Officer/Inspectorate, Office of the Director • Legal Officer/Inspectorate • Assistant Chief, Logistics Management Division • Assistant Chief, Financial Management Division • Assistant Chief, Operation Management Division • Assistant Chief, General Services Support Division • Assistant Division Chief, Cadet Affairs Division • Assistant Division Chief, Cadet Development Division • Faculty Development Officer 	<p>PLTCOL</p>	<ul style="list-style-type: none"> • PPO/CPO Staff • Deputy Force Commander, RMFB • Company Commander, PMFC and CMFC • Chief of Police, MPS (class a) • Chief of Police, CPS

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Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Admin Officer, Academics Group • Admin Officer, Tactics Group • Curriculum and Test Standards Development Officer • Department Head, Department of Laws and Jurisprudence • Department Head, Department of General Education • Department Head, Department of Police Administration • Department Head, Department of Public Safety • Department Head, Department of Forensic Science and Criminalistics • Department Head, Department of Learning Resource • Department Head, Department of Leadership and Integrity Development • Department Head, Department of Specialized Programs • Department Head, Department of Human Kinetics • Professor, Investigation • Professor, Criminal Investigation with Basic SOCO • Professor, Intelligence • Professor, Basic and Advance Intelligence • Professor, Operational Communication • Professor, Police Community Relations • Professor, Personnel Management • Professor, Logistics • Professor, Organization and Management • Professor, Disciplinary Machinery in the Police Service • Professor, Community Organizing and Development • Professor, Fundamentals of Criminology • Professor, Peace Education/ Countering Violent Extremism • Professor, National Security Administration • Professor, Police Operational Procedure • Professor, Case Digest and Best Practice in the Police Service • Professor, Police Resolution and Crisis Management/ Incident Management System • Professor, Patrolling 		

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Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Professor, Security and Protection • Professor, Drug Enforcement, Vice-Control and Organized Crime • Professor, Transnational Crime and International Affairs • Professor, Traffic Management • Professor, Search and Rescue • Professor, Internal Security Operations • Professor, Forensic Ballistics • Professor, Forensic Chemistry with Toxicology • Professor, Forensic Medicine • Professor, DNA and Pathology • Professor, Criminalistics I • Professor, Questioned Documents • Professor, Photography • Professor, Polygraph • Professor, Dactyloscopy 	PMAJ	<ul style="list-style-type: none"> • Company Commanders, RMFB • Assistant Company Commanders, PMFC and CMFC • Platoon Leaders, PMFP • Chief of Police, MPS (class b) • Deputy Chief of Police (class a) • Station Commander, CPO
<ul style="list-style-type: none"> • Admin Officer, Office of the Director, PNPA • Chief, Logistics Plans, Programs and Research Section • Chief, Logistical Direct Support Section • Chief, Management, Budget and Fiscal Section • Chief, Plans Section • Chief, Project Monitoring Section • Chief, Policy Research Section • Chief, Linkages and Partnership Section • Chief, Quality Management Section • Chief, Operations Section • Chief, Intelligence and Investigation Section • Chief, Alumni Affairs Section • Chief, Camp Security Section • Chief, Band Section • Chief, Discipline Law and Order Section • Assistant Chief, PCR • Asst Faculty Development Officer, Academics Group 		<p style="text-align: center;">AUTHENTICATED BY:</p> <p style="text-align: center;">PCPT JULIE ANN T GARCIA C, PPS, PPRD - DPRM</p>

Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> ● Asst Curriculum and Test Standards Development Officer, Academics Group ● FA Proficiency Officer ● Finance and Logistics Officer, Academics Group ● Finance Officer, Tactics Group ● Budget Officer, Corps of Cadet, PNPA ● Mess Officer ● Drill Master ● Tactical Officers ("A" - "H" Coy) ● Female Tactical Officer ● Assistant Supply Section, Tactics Group ● Asst Chief, Department of Leadership and Integrity Development ● Asst Chief, Department of Specialized Programs ● Asst Chief, Department of Human Kinetics ● Assistant Department Head, Department of Research and Development ● Asst Department Head, Department of Laws and Jurisprudence ● Asst Department Head, Department of General Education ● Asst Department Head, Department of Police Administration ● Asst Department Head, Department of Public Safety ● Asst Department Head, Department of Learning Resource ● Professor, Investigation ● Professor, Criminal Investigation with Basic SOCO ● Professor, Intelligence ● Professor, Basic and Advance Intelligence ● Professor, Operational Communication ● Professor, Police Community Relations ● Professor, Personnel Management ● Professor, Logistics ● Professor, Organization and Management ● Professor, Disciplinary Machinery in the Police Service 		

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Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Professor, Community Organizing and Development • Professor, Fundamentals of Criminology • Professor, Peace Education/ Countering Violent Extremism • Professor, National Security Administration • Professor, Police Operational Procedure • Professor, Case Digest and Best Practice in the Police Service • Professor, Police Resolution and Crisis Management/ Incident Management System • Professor, Patrolling • Professor, Security and Protection • Professor, Drug Enforcement, Vice-Control and Organized Crime • Professor, Transnational Crime and International Affairs • Professor, Traffic Management • Professor, Search and Rescue • Professor, Internal Security Operations • Professor, Forensic Ballistics • Professor, Forensic Chemistry with Toxicology • Professor, Forensic Medicine • Professor, DNA and Pathology • Professor, Criminalistics I • Professor, Questioned Documents • Professor, Photography • Professor, Polygraph • Professor, Dactyloscopy • Instructor, Marksmanship 	PCPT	
<ul style="list-style-type: none"> • Aide-de-Camp, Director, PNPA • Admin Officer/Aide-de-Camp, Deputy Director, PNPA • Admin Officer/Aide-de-Camp, Chief of Staff, PNPA • Admin Officer/Aide-de-Camp, Dean of Academics • Admin Officer/Aide-de-Camp, Commandant of Cadets 		<ul style="list-style-type: none"> • Platoon Leader, RMFB • Platoon Leader, CMFC, PMFC and PMFP • Assistant Platoon Leader, PMFP • Chief of Police (class c) • Deputy Chief of Police (class b)

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Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Assistant Chief, Discipline Law and Order Section • Asst Chief, Logistical Direct Support Section • Asst Chief, Project Monitoring Section • Asst Chief, Linkages and Partnership Section • Asst Chief, Quality Management Section • Asst Chief, Operations Section • Academy Monitoring Center • Asst Chief, Intelligence and Investigation Section • Asst Chief, Alumni Affairs Section • Asst Section Chief, Camp Security Section • Asst Chief, Band Section • Assistant Drill Master • Assistant Female Tactical Officer • Professor, Forensic Ballistics • Professor, Forensic Chemistry with Toxicology • Professor, Forensic Medicine • Professor, DNA and Pathology • Professor, Criminalistics I • Professor, Questioned Documents • Professor, Photography • Professor, Polygraph • Professor, Dactyloscopy • Instructor, PE • Instructor, Unarmed Defense • Band Leader 	PLT	<ul style="list-style-type: none"> • Deputy Chief of Police (class c) • Team Leaders, PMFC except NCRPO

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**NPTI
(3rd Level PCOs)**

Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Director 	PMGEN (Entry)	<ul style="list-style-type: none"> • Directors, Directorial Staff • RD, NCRPO • Directors, SAF, CIDG, and CSG
<ul style="list-style-type: none"> • Deputy Director 	PBGEN (Entry)	<ul style="list-style-type: none"> • Deputy Directors, Directorial Staff • Regional Directors, PROs • Deputy Regional Directors for Administration, NCRPO • Deputy Regional Directors for Operation, NCRPO
<ul style="list-style-type: none"> • Chief of Staff • Chief, Admin Division • Chief, Operations Management Division • Chief, Plans and Programs Divisions • Chief, Career Courses Management Division • Chief, Regional Training Centers (17 Regions) • Chief, Regional Training Center, NHQ-NSUs Training Center (NTC) 	PCOL (Classification as to Entry and Exclusive is still to be finalized)	

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**NPTI
(2nd Level PCOs)**

Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Public Information Officer and PCR Officer • Legal Officer/ Inspectorate • Budget and Fiscal Officer • Assistant Chief, Operations Management Division • Asst Chief, Plans and Programs Division • Asst Chief, Research and Development Program Division • Asst Chief, RTCs (17) • Asst Chief, RTC/Chief, Admin Section (NTC) 	<p>PLTCOL</p>	<ul style="list-style-type: none"> • PPO/CPO Staff • Deputy Force Commander, RMFB • Company Commander, PMFC and CMFC • Chief of Police, MPS (class a) • Chief of Police, CPS
<ul style="list-style-type: none"> • Chief, Personnel Management Section • Chief, Records Management Section • Chief, Discipline Law and Order Section • Chief, Logistics Section • Chief, Facility Development Section • Chief, Maintenance and Security Section • Chief, Monitoring and Evaluation Section • Chief, Plans Section • Chief, Project Monitoring Section • Chief, Quality Management Section • Chief, Office of the Registrar • Chief, Training and Monitoring Section • Chief, Curriculum Development Section • Chief, Faculty Development Section • Chief, Guidance and Counselling Section • Chief, Research and Program Development Section • Chief, Academic Policy Formulation Section • Chief, Admin Section, RTCs (17) • Budget and Fiscal Officer, RTCs (17) • Chief, Non-Academic Section, RTCs (17) • Chief, Academic Section, RTC 4B 	<p>PMAJ</p>	<ul style="list-style-type: none"> • Company Commanders, RMFB • Assistant Company Commanders, PMFC and CMFC • Platoon Leaders, PMFP • Chief of Police, MPS (class b) • Deputy Chief of Police (class a) • Station Commander, CPO

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Designation/ Position	Rank	Equivalent Designation/Position in the Line Units
<ul style="list-style-type: none"> • Asst Chief, Admin Section (NTC) • Budget and Fiscal Officer, NTC • Chief, Academic Section, NTC • Chief, Non-Academic Section, NTC 		
<ul style="list-style-type: none"> • Security Officer/Aide-de-Camp of the Director • Aide-de-Camp, Office of the Deputy Director • Assistant Section Chief, Maintenance and Security Section • Asst Section Chief, Project Monitoring Section • Asst Section Chief, Non-Academic Section, RTCs (17) • Asst Quality Management Section • Assistant Registrar • Asst Chief, Training and Monitoring Section • Asst Chief, FTXS • Asst Chief, FTODS • Asst Chief, Academic Section, RTC 4B • Faculty and Curriculum Standards Training Development Officer, RTC 4B • Assistant Section Chief, Academic Section, NTC • Assistant Section Chief, Non-Academic Section, NTC 	PCPT	<ul style="list-style-type: none"> • Platoon Leader, RMFB • Platoon Leader, CMFC, PMFC and PMFP • Assistant Platoon Leader, PMFP • Chief of Police (class c) • Deputy Chief of Police (class b)

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