



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

JAN 10 2024

DPRM(PH)-230904-06

PNP MEMORANDUM CIRCULAR

NO.: 2024-001

**PRESCRIBING THE POLICIES AND GUIDELINES ON THE MANAGEMENT OF
PNP PERSONNEL ASSIGNED WITH THE PERSONNEL HOLDING AND
ACCOUNTING UNIT**

1. REFERENCES:

- a. CSC Memorandum Circular (MC) No. 40, S., 1998 with subject: "Revised Omnibus Rules on Appointments and other Personnel Actions";
- b. CSC Resolution No. 061165 regarding Guidelines on Secondment promulgated on June 5, 2006;
- c. NAPOLCOM MC No. 2021-004 entitled, "Rules and Regulations Governing the Investigation, Adjudication and Payment of Total Permanent Physical Disability (TPPD) and Death Benefits of Uniformed Members of the Philippine National Police";
- d. NAPOLCOM MC No. 2021-002 entitled, "Rules and Regulations in the Conduct of Termination Proceedings Against PNP Uniformed Personnel in Temporary Status";
- e. NAPOLCOM MC No. 2016-005 entitled, "Revised Rules Governing the Management of the Office of the Police Attaché at the Philippine Foreign Service Posts";
- f. NAPOLCOM MC No. 2016-002 entitled, "Revised Rules of Procedure Before the Administrative Disciplinary Authorities and the Internal Affairs Service of the Philippine National Police";
- g. NAPOLCOM Resolution No. 2016-254 Amending NAPOLCOM Resolution No. 2010-145, entitled, "Revised Guidelines and Procedures on the Detail of Philippine National Police (PNP) Uniformed Personnel to Other Government Offices/Agencies";
- h. NAPOLCOM Resolution No. 2009-183 entitled, "Prescribing New Guidelines on the Grant of Non-Duty Status for Retiring PNP Members";
- i. NAPOLCOM MC No. 2008-005 entitled, "Prescribing Policies, Procedures and Guidelines Governing the Attrition System for Uniformed Personnel of the Philippine National Police";
- j. PNPM-DPL-DS-5-1-04 entitled, "Police Non-Commissioned Officer Performance Evaluation Rating (PNCOPER) System";
- k. PNPM-DPL-DS-5-1-03 entitled, "Police Commissioned Officer Performance Evaluation Rating (PCOPER) System";



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- i. PNP MC No. 2021-107 dated July 27, 2021 entitled, "Revised Policies and Procedures Governing the Assignment, Reassignment, Placement and Detail of Second (2nd) Level Uniformed Personnel";
- m. PNP MC No. 2020-006 entitled, "Revised Rules on Entitlement to Back Wages and Other Similar Benefits or Reinstated or Restored to Active Duty Status of PNP Personnel";
- n. PNP MC No. 2016-062 dated October 3, 2016 entitled, "PNP Comprehensive Internal Disciplinary Mechanism";
- o. PNP MC No. 2013-014 entitled, "Prescribing the Policies and Procedures Governing the Placement of Second (2nd) Level Uniformed Personnel";
- p. PNP MC No. 08-001 dated January 17, 2008 entitled, "Daily PNP Personnel Accounting Report (DPPAR) System";
- q. General Orders Number DPL 08-03 dated January 11, 2008 regarding Activation of PNP Personnel Holding and Accounting Unit; and
- r. PNPGH Policies and Guidelines in the Total Permanent Physical Disability (TPPD) Application for PNP Uniformed Personnel.

2. RATIONALE:

This PNP MC is a consolidation of all the policies, guidelines, and procedures pertaining to the reassignment and detail of PNP personnel with Personnel Holding and Accounting Unit, Directorate for Personnel and Records Management (PHAU, DPRM) and its equivalent offices/units in the National Support Units (NSUs) and Police Regional Offices (PROs) contained in various CSC, NAPOLCOM and PNP Memorandum Circulars and other issuances. It aims to further institutionalize existing issuances, policies, guidelines, and procedures.

3. SITUATION:

Prior to the enactment of Republic Act (RA) No. 6975, the Admin Holding Office (AHO) was already in existence. However, in the 1997 Staffing Pattern, the AHO was scrapped as one of the divisions of Headquarters Support Service (HSS). Considering that the function of the AHO is to account and monitor personnel who are in floating status, the Department of Budget and Management did not approve the inclusion of AHO as one of the Divisions of HSS. Despite the disapproval of DBM, AHO continued to exist as a carrying unit of the PNP for personnel without assignment or on floating status.

On January 11, 2008, pursuant to DPL General Orders No. 08-03, the PHAU was then created and activated replacing the AHO, HSS and placed under the DPRM. It was transferred to the HSS on August 14, 2013 and back to DPRM and included as one of its regular divisions on December 21, 2016. After its activation, there was no specific memorandum circular issued, whether NAPOLCOM or PNP policy, pertaining to the reassignment and detail, and the treatment of PNP personnel assigned with PHAU, DPRM and its equivalent offices/units in the PROs and NSUs.



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While there are numerous issuances pertaining to the subject matter, these issuances are scattered and contained in different CSC, NAPOLCOM, and PNP MCs. On the other hand, those personnel being carried or accounted by PHAU seem comfortable with their situations because even if they do not report for work, they continue to receive their pay and allowances. Thus, to address this gap and implement an effective and efficient personnel holding and accounting system, there is a need to come up with a unified policy on the management of personnel assigned with PHAU and its equivalent offices/units in the NSUs and PROs.

4. PURPOSE:

This MC shall serve as a comprehensive and uniform reference material on the management, reassignment, accounting, and detail of PNP personnel assigned with the PHAU, DPRM for the PNP National Headquarters; Regional Personnel Holding and Accounting Section (RPHAS) for the PROs; and the Administrative and Resource Management Divisions (ARMDs) for the NSUs.

This shall cover all uniformed and non-uniformed personnel (NUP) of the PNP, except those specifically excluded under this policy.

5. DEFINITION OF TERMS:

The following terms are defined based on its operational use, thus:

- a. Accounting - the system of recording the actual strength of PNP personnel placed on PHAU, DPRM; RPHAS; or ARMD through physical or virtual accounting and station/office visits and the affixing of signatures of the personnel on the attendance sheet provided by the office.
- b. Authorized Causes - refer to the grounds or instances directly attributable to the personnel's fault, negligence, actions, behavior, or omission that would warrant relief from present position and/or designation, e.g., insubordination, involvement in illegal activities, lost of trust and confidence by the superior or other analogous reasons or circumstances.
- c. Automatic Leave of Absence Without Pay (ALAWP) - refers to the absence without pay prior approved leave for causes beyond the control of the PNP personnel concerned such as but not limited to the following instances of force majeure, illness, calamity, accident, or when the respondent is kidnapped or arrested and detained for alleged crimes.
- d. Confined in Hospital - refers to PNP personnel admitted in PNP health facilities, DOH-retained hospitals, and other private hospitals on account of sickness.



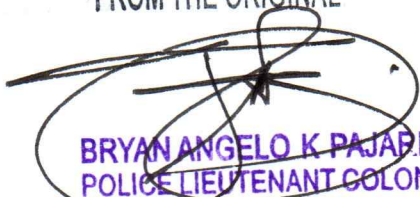
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- e. Command Guidance – specific instructions from the CPNP; D, NSUs; RD, PROs.
- f. Detail - it is a temporary movement of PNP personnel from the PNP to other government office/agency which does not involve a reduction in rank, status or salary, and issuance of an appointment but requires the issuance of PNP orders.
- g. Floating Status - refers to the situation of a PNP personnel placed with the PHAU, DPRM; RPHAS; or ARMD for reasons as enumerated in para 6 sub para a.2 and are subjected to regular physical or virtual accounting and monitoring.
- h. Mental Impairment - refers to the condition wherein a PNP member is unable to exercise his/her reasoning faculties or incapable of understanding and acting with discernment his/her duties and responsibilities as a result of illness or injury as may be determined by the PNP Medical Officer.
- i. Monitoring - the process of checking or keeping track on the whereabouts of personnel assigned with PHAU, a continuous record and accounting of personnel under PHAU, DPRM; RPHAS; or ARMD.
- j. Mother Unit - refers to the present unit assignment of a PNP personnel based on official orders issued by proper authority. However, assignment with PHAU, DPRM; RPHAS; or ARMD is based on the circumstances enumerated in para 6 sub para a.2. except if the personnel is only on detail with PHAU, DPRM; RPHAS; or ARMD as the case maybe, then his/her mother unit is his/her original unit prior to such detail.
- k. NHQ - refers to the Command Group, APC, D-Staff, P-Staff and IAS.
- l. Non-Duty Status (NDS) - refers to the privilege granted to retiring uniformed personnel three months prior to the actual date of said retirement. They are relieved of police duties but still subject to accounting except in cases where they cannot be physically present at PHAU, DPRM; RPHAS; or ARMD because they are processing the documents for their retirement, with prior information or approval from their Chief of Office.
- m. Personnel Holding and Accounting Unit (PHAU) - refers to the office created as one of the Divisions of DPRM in-charge of the accounting and monitoring of personnel assigned or detailed with it, and the implementation of its duties and functions.



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- n. Physical Impairment - refers to the condition wherein a PNP member is unable to perform his/her duties and responsibilities due to physical defect/s as a result of disease or injury as may be determined by the PNP Medical Officer.
- o. PNP Personnel - covers both the uniformed and non-uniformed personnel.
- p. Personnel Confinement Accounting - refers to the responsibility of the PNP HS to inform PHAU, DPRM that a PNP personnel is identified, confined, and/or undergoing medical treatment in PNP General Hospital (GH) and PNP Health Service (HS) facilities.
- q. Receiving Agency/Office - the government agency/office where the PNP personnel will be placed on detail.
- r. Regional Personnel Holding and Accounting Section (RPHAS) - refers to the section under the Regional Personnel and Records Management Division (RPRMD) of PROs which is in charge of the accounting and monitoring of PNP personnel assigned or detailed with it, and the implementation of its duties and functions.
- s. Secondment – temporary movement of a personnel or employee to other government agencies, international organizations or body recognized by the Philippine government which may either involve an increase or decrease in compensation and benefits. The Memorandum of Agreement for Secondment between the PNP and the receiving agency shall be submitted to the Civil Service Commission and shall be limited to employees occupying managerial, professional, technical or scientific positions.
- t. Total Permanent Physical Disability (TPPD) - any impairment of the mind or body which renders the disabled uniformed member of the PNP incapable of substantially performing the duties of a police officer and which is expected to be continued and infinite in duration, provided, that irreparable loss of the power of speech, or sense of hearing, or loss of one or both hands or feet, or loss of one eye or both eyes, or loss of limbs, or brain injury resulting in incurable imbecility or insanity shall be considered total permanent physical disability.

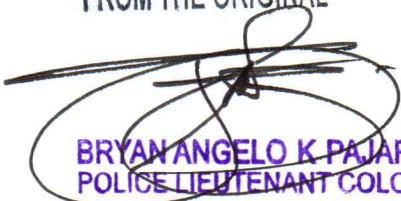
6. GUIDELINES:

a. General Guidelines:

- 1) Duties and responsibilities of PHAU, DPRM:
 - a) Account and monitor PNP personnel assigned with PHAU, DPRM and conduct audit and inspection visit to RPHAS and



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the ARMDs of PROs and NSUs respectively, upon instruction by TDPRM and/or Ex-O, DPRM.

- b) Maintain an updated database of its personnel;
 - c) Monitor all personnel detailed with other government agencies and consolidate reports for submission to PNP offices/units concerned; and
 - d) Recommend to TDPRM the placement/assignment of personnel whose detail with other government agencies is terminated, cases have been fully investigated, suspension has been served, those who were discharged from confinement, and those deployment to UN Missions has been terminated, based on the needs and personnel ceiling of the different PNP offices/units.
- 2) Only personnel from the NHQ shall be reassigned to Admin Holding Section of PHAU, DPRM; while personnel of PROs shall be reassigned to RPHAS and personnel of NSUs shall be reassigned to their ARMDs under the following circumstances:
- a) Confinement in detention facilities or correctional institutions;
 - b) With physical or mental impairments;
 - c) With pending application for TPPD;
 - d) Confined in hospital for a continuous period of 90 days or more;
 - e) AWOL status;
 - f) NDS status;
 - g) Serving suspension or under preventive suspension for 90 days or more;
 - h) Under investigation for criminal offense/s upon recommendation of the CPNP; D, NSUs; and RD, PROs.
 - i) Suspension has been served and reinstated in the PNP service, while waiting for reassignment; and
 - j) Those with specific instructions from the CPNP; D, NSUs; and RD, PROs.
- 3) PNP personnel from the NHQ shall only be placed/detailed with the Detail and Secondment Section of PHAU, DPRM under the following circumstances:




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- a) On mandatory/specialized training local or abroad;
 - b) On study leave (local);
 - c) On UN Mission, Secondment, foreign detail for schooling/training; and
 - d) Detailed with NAPOLCOM and other government agencies.
- 4) PNP personnel from PROs and NSUs shall be reassigned to PHAU, DPRM under the following circumstances:
 - a) On UN Mission;
 - b) On Secondment;
 - c) Cross training;
 - d) Foreign schooling/training; and
 - e) Study leave local or abroad.
 - 5) Consistent with Sec. 10 of Rule 17 of NAPOLCOM MC No. 2016-002, no PNP personnel shall be reassigned or transferred to another city/municipality police station or other PNP office/unit during the pendency of the case, unless the disciplinary authority concerned or IAS certifies that the presence of the respondent is no longer necessary.
 - 6) The Directors and Chiefs of offices/units shall not request the transfer of any personnel outside of his jurisdiction for disciplinary reason. They are enjoined to exercise their disciplinary authorities and strictly impose order and discipline in their respective powers. They shall not pass on to other Directors, the burden of disciplining their subordinates as provided under sub-para bb, para 7 of NAPOLCOM MC No. 2013-014;
 - 7) Personnel assigned from the NHQ to PHAU, DPRM and sub-unit reassignment of personnel assigned from PROs/NSUs to their respective Admin Holding Sections who were detained shall be issued with ALAWP order without prejudice to the filing of administrative case;
 - 8) Non-uniformed personnel who were placed under PHAU, DPRM; RPHAS; or ARMDs due to illness and were continuously absent for more than one year or absent for at least 260 working days during a 24-month period, may be recommended to be dropped from rolls, in accordance with the existing CSC rules and regulations;



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- 9) PNP uniformed personnel who were confined continuously at the PNP General Hospital (PNPGH) and other hospitals for 365 days or more shall be monitored by C, PHAU and appropriate report shall be rendered to TDPRM.
- 10) Personnel under restrictive custody and orders from CPNP; D, NSUs; and RD, PROs shall be reassigned or transferred to the Headquarters Support Service (HSS), to the Regional Headquarters Support Group (RHSG) of PROs, or to the ARMD of NSUs as the case may be;
- 11) PNP personnel undergoing mandatory training and in service training shall be detailed with PHAU, DPRM; RPHAS; and ARMD further detailed with respective training schools of office/unit that will conduct the training purposely to pave the way of the accountability issue over the PNP personnel;
- 12) NAPCOs recruited at the different PROs and NSUs shall not be reassigned to PHAU, DPRM while undergoing Public Safety Officers Basic Course (PSOBC). Instead, they will be reassigned to their respective RPHAS and ARMD of the office/unit where they were appointed as commissioned officers, and further detailed with the training institution;
- 13) New graduates of Philippine National Police Academy (PNPA) shall be reassigned to PHAU, DPRM for accounting purposes, prior to the issuance of reassignment order;
- 14) All reinstated personnel including those who already served his/her suspension shall be initially reassigned to PHAU, DPRM; RPHAS; or ARMD for a maximum period of 30 days prior to reassignment; and
- 15) All capable personnel under floating status are the primary resource for any potential deployments and shall be detailed to any command activities.

b. Specific Guidelines:

- 1) **Reassignment of PNP personnel under floating status to other PNP offices/units:**
 - a) PNP personnel under floating status shall secure a Certificate of Accommodation (Annex A) from the office/unit with current negative variance in his/her present rank based on approved staffing pattern and organizational structure of the gaining unit without the need for securing a Certificate of Availability (Annex B) from C, PHAU, DPRM; C, RPHAS; or C, ARMD;



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- b) No PNP personnel placed with PHAU, DPRM; RPHAS; or ARMD shall remain in floating status for a period exceeding six months. They are required to seek accommodation from units of their choice except those with Command Guidance. Failure to do so after six months of being on floating status, the Police Commissioned Officers Placement and Promotion Division (PCOD)/Police Non-Commissioned Placement and Promotion Division (PNCOD) will process their reassignment;
- c) NAPCOs and Newly Appointed Police Non-Commissioned Officers (NAPNCOs) undergoing termination proceedings shall be reassigned to PHAU, DPRM and/or its equivalent offices in the lower units pending the result of said proceeding;
- d) PNP personnel with medical conditions/confined in hospital after their discharge and duly certified by the PNPNGH or Regional Medical and Dental Units (RMDUs) as "fit to work" will be reassigned to their former office/unit or to any other PNP office/unit;
- e) Uniformed personnel with medical condition and/or TPPD applicants placed under PHAU, DPRM; RPHAS; or ARMD shall be tagged and evaluated at the PNPNGH or RMDUs/Field Medical and Dental Units (FMDUs). Medical status report indicating latest disposition must also be submitted by HS to PHAU, DPRM; RPHAS; or ARMD as the case maybe;
- f) PNP personnel whose service was interrupted for at least six months, due to suspension, dismissal, detention and other similar causes, after having been restored to full duty status shall undergo a comprehensive physical and medical examination, psychiatric evaluation, and drug test to be conducted by the PNPNGH, RMDUs, FMDUs and Forensic Group, respectively, and are certified "fit to work" by the HS before they will be reassigned to a certain office/unit; and
- g) PNP personnel with physical or mental impairment including TPPD applicants unfit to return to duty because of continuous hospitalization, treatment, and rehabilitation, must file a sick leave while assigned with PHAU, DPRM; RPHAS; or ARMD, until declared fit to work, or until Final Adjudication from NAPOLCOM, in case of TPPD.
- 2) Detail of PNP Personnel with other Government Agencies:**
- a) The detail of PNP personnel with other government agencies shall be for a period of six months renewable every six months, but in no case shall exceed two years;



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- b) The detail of PNP personnel with other government agencies shall be based on the specific provisions under para II of NAPOLCOM Resolution No. 2010-145 and Para 6 sub para b.3 of PNP MC 2021-107;
 - c) The specific job descriptions of detailed personnel at the receiving agency which are merely administrative in nature such as Admin Officer, Admin Clerk, Computer Encoder, Telephone operator, driver, and other similar job descriptions that can be performed by the organic employees of the receiving agency shall not be considered; and
 - d) PNP personnel who are not assigned with Police Security and Protection Group (PSPG) but are detailed as protective security, close-in security, and other Protective Security Protection (PSP) services shall not be allowed (PNP MC No. 2019-006 as amended by PNP MC No. 2021-058).
- 3) **Processing of Administrative Requirements of PNP personnel placed with PHAU, DPRM; RPHAS; or ARMD:**
- a) PNP personnel under floating status (as defined in this MC) may avail of schooling except those who have committed potential infractions or relieved for a cause, provided that they qualified with the requirements and recommended by TDPRM; RD, PROs and D, NSUs;
 - b) The following PNP personnel placed under PHAU, DPRM; RPHAS; or ARMD shall be rated "POOR" in their Individual Performance Evaluation Rating (IPER):
 - 1) With physical or mental impairments;
 - 2) With pending application for TPPD;
 - 3) Confined in hospital for a continuous period of 90 days or more; and
 - 4) Suspension has been served and reinstated in the PNP service while waiting for reassignment regardless of duration of suspension, still to be rated poor.
 - c) Personnel who are enumerated in para 6 sub para a.3 shall be rated by the following learning institution and other government agencies:
 - 1) Those on mandatory/specialized training local or abroad – training school concerned;




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- 2) Those on study leave (local) – learning institution concerned, otherwise, PHAU, DPRM will provide the rating;
 - 3) For those on UN Mission, Secondment, foreign detail for schooling/training –institution concerned, otherwise, PHAU, DPRM will provide the rating; and
 - 4) Detailed with NAPOLCOM and other government agencies – institution concerned, otherwise, PHAU, DPRM will provide the rating.
- d) PNP personnel assigned with PHAU, DPRM; RPHAS; and ARMD shall be responsible in submitting copies of their Individual Income Tax Return (ITR), W2, Statement of Assets Liabilities and Net Worth (SALN), PFT Result, Body Mass Index, and other administrative requirements to Admin Holding Section, PHAU, DPRM for future references; and
- e) Periodic report on the inventory of personnel assigned with RPHAS and ARMD shall be submitted to PHAU, DPRM every 27th of the month or as required.
- 4) **Accounting and monitoring of PNP personnel under PHAU, DPRM; RPHAS; and ARMD:**
- a) Personnel detailed with other government offices/agencies, when required, shall report for accounting purposes to PHAU, DPRM; RPHAS; or ARMD during scheduled audit and inspections by the PNP or NAPOLCOM or similar activities that need the physical presence of all PNP personnel;
 - b) The attendance of PNP personnel placed with Admin Holding Section, PHAU, DPRM; RPHAS; and ARMD shall be checked daily. The accounting shall be conducted twice a day or as may be required or directed. It may be done physically or online when necessary;
 - c) The consolidated original copy of the attendance sheets shall be sent to Records Management Division for safekeeping and reference purposes. Such shall be disposed in accordance with the rules imposed by the National Archives of the Philippines; and
 - d) PNP personnel especially third level officers under the PHAU, DPRM are required to be detailed during command activities and perform other functions. They shall be detailed as Police Host, Protocol Officer, Pall Bearer during funeral honors, Battalion Commander and/or Battalion Staff during flag raising and lowering; courtesy call, visits; arrival and departure honors, and other command activities.



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5) **Monitoring of PNP Uniformed personnel under the Detail/Secondment Section of PHAU, DPRM:**

- a) Accounting of PNP personnel detailed with other government offices/agencies shall be the responsibility of the receiving agency, except for the filing of leave of absence, vacation leave (local and abroad), and other leaves by the personnel which shall remain with the PNP. However, the application for leave must be endorsed by the administrative officer or any responsible officer of the receiving agency; and
- b) Announced and unannounced inspections may be conducted by the Chief, PHAU to his/her detailed personnel when necessary.

c. Responsibilities:

1) **DPRM**


- a) TDPRM shall supervise the effective implementation of this MC at the PROs and NSUs to ensure faithful compliance of the same;
- b) C, PHAU, DPRM shall consolidate the inventory and accounting report of RPHAS and ARMDs of PROs and NSUs.
- c) C, PHAU, DPRM shall supervise the C, Admin and Holding Section and C, Detail and Secondment Section for the effective implementation of this MC;
- d) C, Admin and Holding Section shall be responsible in accounting and supervising of personnel under his section to ensure compliance with this MC;
- e) C, Detail and Secondment Section shall be responsible in accounting and supervising of personnel under his section to ensure compliance with this MC; and
- f) Perform other tasks as directed.

2) **HS**

- a) Director shall supervise the C, PNPGH and C, RMDUs/FMDUs in the effective implementation of this MC;
- b) Establish uniform procedure for the physical and/or mental evaluation of PNP personnel in PNPGH, RMDUs, and FMDUs for TPPD;
- c) Establish network of authorized medical specialists necessary for referral system when the need arises;



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- d) Ensure that medical evaluation and proper reports as required in this MC are properly carried out by the PNP/PGH, RMDUs, and FMDUs;
 - e) Direct Chief of PNP/PGH, RMDUs, and FMDUs to submit monthly report of all personnel under PHAU, DPRM; RPHAS; and ARMD evaluated in their respective area of responsibility for consolidation of ARMD, HS and submission to higher headquarters;
 - f) Ensure that reports contain diagnosis of personnel (layman description included if possible), duration of illness, final disposition (fit, temporary unfit, unfit for police service), and recommendation; and
 - g) Perform other tasks as directed.
- 3) **CHS**
- a) Conduct spiritual counseling and other spiritual intervention to personnel under floating status and those personnel assigned thereat based on Command Guidance in coordination with PHAU, DPRM; (NHQ), RPHAS; or ARMD; and
 - b) Perform other tasks as directed.
- 4) **APCs, D-Staff and P-Staff**
- a) Commander/Director shall supervise their respective C, ARMDs, and AdmOs for the effective implementation of this MC;
 - b) Submit Monthly Recurring Reports or any Special Report through respective ARMDs and AdmOs to PHAU, DPRM; and
 - c) Perform other tasks as directed.
- 5) **NSUs**
- a) Director shall supervise their respective C, ARMDs in the effective implementation of this MC; and
 - b) Perform other tasks as directed.
- 6) **PROs**
- a) RDs shall supervise the C, RPRMD for the effective implementation of this MC;
 - b) C, RPRMD shall supervise C, RPHAS for the implementation of this MC;



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- c) C, RPHAS shall be responsible in the accounting and supervising of personnel under its area of responsibility;
- d) C, RPRMD shall submit Monthly Recurring Reports or any Special Report to PHAU, DPRM; and
- e) Perform other tasks as directed.

7. REPEALING CLAUSE:

All issuances, memoranda, rules and regulations issued by the PNP which are inconsistent herewith are hereby repealed or amended accordingly.

8. SEPARABILITY CLAUSE:

Any portion of this PNP MC which is inconsistent with the organic law or declared unconstitutional shall not affect the validity of the other provisions.

9. PENALTY CLAUSE:

Any violation of this MC shall be a ground for administrative sanction in accordance with existing laws, rules and regulations.

10. EFFECTIVITY:

This MC shall take effect after 15 days from the filing of a copy thereof at the University of the Philippines Law Center in consonance with Section 3 and 4, Chapter 2, Book VII of Executive Order No. 292, otherwise known as the "The Revised Administrative Code of 1987" as amended.



[Signature]
BENJAMIN C ACORDA, JR
Police General
Chief, PNP

OCPNP Signed 2023 S097554



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Distribution:

- Command Group
- IG, IAS
- Cmdr, APCs
- D-Staff
- P-Staff
- D, NSUs
- RD, PROs

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