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

FEB 26 2026

DPRM(PN)-251105-0013

MEMORANDUM CIRCULAR

NO.: 2026-042

“GUIDELINES AND PROCEDURES ON THE DETERMINATION AND RATIONAL DISTRIBUTION OF QUOTA FOR NEW POSITIONS (REGULAR QUOTA) AND UNFILLED POSITIONS (ATTRITION QUOTA) FOR PATROLMAN/PATROLWOMAN (PAT)”

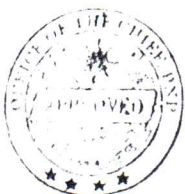
1. REFERENCES:

- a. Republic Act (RA) No. 6975 Sections 30 to 32, as amended by RA No. 8551 Section 14; RA No. 6975 Section 14, as amended and Section 16 of its Implementing Rules and Regulations;
- b. National Police Commission (NAPOLCOM) Memorandum Circular (NMC) No. 2021-001 dated April 8, 2021 entitled, "Prescribing the Guidelines and Procedures for the Recruitment, Selection, and Appointment of Patrolman/Patrolwoman";
- c. NMC No. 94-018 dated July 27, 1994 entitled, "Defining the Scope and Extent of the National Police Commission's Power of Administrative Control over the Philippine National Police on certain specified matters";
- d. NAPOLCOM Resolution No. 2019-1030 dated December 27, 2019 entitled, "Approving the Creation of the PNP Recruitment and Selection Service as a National Administrative Support Unit";
- e. General Orders No. DPL 19-04 dated December 27, 2019 entitled, "Activation of Unit (PNP Recruitment and Selection Service)"; and
- f. Memorandum from TDPRM dated May 11, 2021 with subject: Delineation of Functions re PNP Recruitment Program CY 2021.

2. RATIONALE:

The effective execution of the constitutional mandates of the Philippine National Police (PNP) involves the strategic and rationalized distribution of personnel. However, without a standardized and objective approach on the distribution of recruitment quotas for new and unfilled positions, the organization faces the risk of uneven manpower deployment, inefficient use of public resources, and declining operational effectiveness.

The rational allocation of new and unfilled positions upholds the principles of efficiency, transparency, and accountability. Rationalization supports the broader objective of ensuring national peace and development by addressing regional disparities in human resources, police visibility, and law enforcement capability.



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3. SITUATION:

Despite the annual Patrolman/Patrolwoman (Pat) recruitment program for unfilled and new positions, the distribution of positions remains inconsistent and disconnected from actual demands. The imbalance is further exacerbated by the absence of a standardized policy or guidelines that govern the distribution of these positions to PNP offices/units.

To address the inconsistent and demand-disconnected distribution of Pat positions, the creation of standardized guidelines and procedures for rational quota allocation across PNP offices and units is deemed necessary. This is achieved through the institutionalization of a data and criteria-based approach, which ensures that the recruitment of personnel aligns with the police-to-population ratio, validated crime statistics, and actual service requirements. This approach promotes fairness and transparency by minimizing discretion and grounding decisions in evidence-based indicators. This further reinforces the organizational direction of prioritizing frontline units in accordance with the 85/15 concept of force deployment, adapting to the evolving crime trends, demographic shifts, and peace and order dynamics.

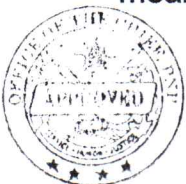
4. PURPOSE:

This policy aims to establish standardized guidelines and procedures for the rational distribution and quota allocation of new and unfilled Pat positions in the PNP. The institutionalization of this policy shall achieve the following specific objectives:

- a. To institutionalize and implement a data and criteria-based procedure for the distribution of new and unfilled Pat positions;
- b. To align distribution with the Population density (police-to-population ratio) while considering the peace and order and security situation and the actual demands of service as provided under section 27 of RA No. 6975;
- c. To promote fairness and transparency in quota distribution by reducing discretion by establishing objective criteria and benchmark processes and aligning human resource decisions with evidence-based indicators;
- d. To support organizational effectiveness and readiness, ensuring that newly hired personnel contribute directly to frontline policing; and
- e. To enable periodic review of quota distribution based on evolving crime trends, demographic shifts, and the changing peace and order landscape.

5. DEFINITION OF TERMS:

For purposes of this MC, the following terms, words, or phrases shall mean or be understood as follows:



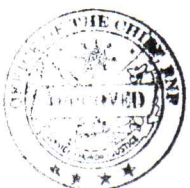
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- a. Actual Demands of Service – the region-specific needs influenced by economic activity, tourism, population density, political volatility, and critical infrastructure, requiring additional law enforcement presence beyond crime incidence alone to be determined by the Directorate for Operations (DO) through data on Public Safety and Security Index per Region.
- b. Attrition – the data of PNP personnel who were posthumously retired/separated, dismissed, resigned, transferred, dropped from rolls, terminated, Total Permanent Physical Disability (TPPD), and other modes of separation from the PNP service generated by Online Personnel Records Management System (OPRMS) at the end of the year.
- c. Crime Statistics (Eight Focus Crimes) – the quantitative data reflecting the total number of incidents under the eight focus crimes (Murder, Homicide, Physical Injury, Rape, Robbery, Theft, Carnapping, and Motorcycle Theft), serving as one of the indicators of the regional peace and order situation.
- d. New Position – the new Pat positions programmed, funded, and recruited under the General Appropriations Act (GAA). This also refers to the regular recruitment quota for Pat.
- e. Normalization – a process of converting data into a standard scale (typically 1–5) to enable objective comparison and scoring across criteria with varying data magnitudes.
- f. Numerical Scale – a five-point scale used to convert both quantitative and qualitative criteria into a normalized score to measure the Recruitment Allocation Index.
- g. Operational Requirements of the Unit – the specific human resource needs or conditions to function effectively in carrying out its tasks.
- h. Overall Rubric Score – the sum of all rubric scores obtained by PNP offices/units across the criterion.
- i. Pat – for brevity, shall generally mean Patrolman/Patrolwoman as used in this MC.
- j. Peace and Order – the region’s crime environment as assessed by crime statistics and/or the eight focus crimes.
- k. PNP Annual Recruitment Program (ARP) – the recruitment program planned and developed by the PNP, through the DPRM, every last quarter of the year to be submitted to NAPOLCOM.



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- I. PNP Annual Recruitment Planning Committee (ARPC) – the committee responsible for the creation and development of the PNP ARP.
- m. Percentage Weight – the value assigned to each criterion representing the degree of importance in evaluating for quota distribution.
- n. Police-to-Population (P2P) Ratio – the statistical measure representing the number of police personnel available relative to the total population of a given region. The ideal PNP benchmark is one police officer for every 500 people (1:500).
- o. Public Safety and Security Index – a comprehensive measurement tool designed to evaluate Police Regional Offices (PROs) based on their overall safety and security conditions, integrating vulnerability and response capability.
- p. Qualitative Scoring – a structured subjective assessment, expressed in a 1–5 scale, used for non-numerical factors such as Peace and Order and Security Situation and Actual Demands of Service, based on informed judgment and existing intelligence.
- q. Quota Allocation (QA) – a process of determining the number of Pat positions to be distributed among PROs and National Support Units (NSUs) based on objective, measurable criteria.
- r. Recruitment Allocation Index (RAI) – the point allocation that reflects the quota allocation of the PNP offices/units based on evaluated criteria pursuant to the provision of Section 27 of RA No. 6975 and NMC No. 2021-001.
- s. Rank Profile – the distribution and proportion of personnel across the different ranks within the PNP, reflecting its hierarchical structure, and is used to evaluate organizational balance, ensure a proper pyramidal structure, and reference for recruitment planning.
- t. Recruitment Plan – the roadmap of the ARP, including the detailed work breakdown structure and Gantt Chart of the preparatory requirements, activities, and actions needed in the execution of the ARP.
- u. Rubric Score (RS) – the composite score derived from four key variables (P2P Ratio, Peace and Order and Security Situation, Actual Demands of Service, and Operational Requirements of the PNP office/unit), each assigned a specific weight in percentage to determine the RAI.



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- v. Rubric Scoring System (RSS) – a system used to measure qualitative and quantitative indicators, normalized into a score that reflects the RAI. Further, the scoring system is a tool for the rational distribution of quotas for new and unfilled positions for Pat.
- w. Security Situation – the overall threat assessment on the region in relation to the existence of threats to public order, safety, and/or internal security.
- x. Threat Assessment – the report from the Directorate for Intelligence (DI) reflecting the overall intelligence estimates on the prevailing security situation of the region.
- y. Unfilled Positions – the vacant positions in various ranks.
- z. Variance – a numerical difference between the actual police strength and the ideal number of police personnel needed based on the 1:500 P2P Ratio. A negative variance reflects a shortage, whereas a positive variance indicates a surplus.
- aa. Verbal Interpretation of the Indicator – the interpretation of the indicators based on the numerical score obtained in a specific determinant (see attached annexes).

6. GUIDELINES:

a. General Guidelines

- 1) This policy shall provide for the guidelines and procedures, as well as delineate tasks and responsibilities, in the preparation and approval of the PNP ARP as stipulated under NMC No. 2021-001;
- 2) A PNP ARPC shall be established to undertake necessary preparations and crafting of an ARP for approval of the CPNP and NAPOLCOM;
- 3) The PNP ARPC shall be composed of the following:

Position	Designation
Ex-O, DPRM	Chairperson
C, PNCOD, DPRM	Vice Chairperson
CS, PNP RSS	Member
C, PPPD, DPRM	
C, RMD, DPRM	
SLO, DPRM	
BFO, DPRM	
C, IRC, DI	
C, LED, DO	
C, CRAC, DIDM	



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C, MD, DC	
C, ODD, DPL	
C, ITPDD, DHRDD	
PNCOD, DPRM	Secretariat

- 4) The PNP ARPC Secretariat shall consolidate the following data after September 30 of the current year:
 - a) P2P Ratio per Region as of September 30 of the current year to be provided by the Directorate for Plans (DPL);
 - b) Threat Assessment per PRO covering the period from 4th Quarter of the previous year to 3rd Quarter of the current year to be provided by the DI;
 - c) Crime Statistics and Eight Focus Crimes Data per PRO covering the period from 4th Quarter of the previous year to 3rd Quarter of the current year to be provided by the DIDM;
 - d) Public Safety and Security Index per PRO covering the period from 4th Quarter of the previous year to 3rd Quarter of the current year to be provided by the DO;
 - e) Detailed Data on Attrition per PROs down to Municipal Police Stations (MPS) and NSUs as of December 31 of the previous year to be provided by the RMD, DPRM; and
 - f) Rank Profile per NSU as of December 31 of the previous year to be provided by the RMD, DPRM.
- 5) The PNP ARPC shall convene every first week of October to commence the preparations for the ARP for the succeeding year and shall submit the same for approval of the CPNP and NAPOLCOM not later than the last day of December of the current year;
- 6) The PNP ARP shall be composed of a detailed Work Breakdown Structure (WBS) and a Gantt Chart of the recruitment plan and Quota distribution for new and unfilled positions for the rank of Pat;
- 7) The quota determination and rational distribution of new and unfilled positions shall be generally governed by the following criteria:
 - a) New Positions for Patrolman:
 - (1) For PROs:
 - (a) Population Density (P2P Ratio);

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- (b) Peace and Order and Security Situation; and
 - (c) Actual Demands of Service.
- (2) For NSUs:
- (a) Operational requirements of the unit; and
 - (b) Actual Demands of Service.
- b) Unfilled Quota:
- (1) Attrition data from PROs and NSUs.
- 8) The percentage distribution of new positions for Pat in the PROs and NSUs shall be observed as follows:
- a) Eighty-five percent (85%) of the total available recruitment quota shall be allocated to PROs based on the RSS, incorporating Police-to-Population Ratio, Peace and Order, Security Situation, and Actual Demands of Service as variables; and
 - b) The remaining fifteen percent (15%) shall be allocated to NSUs using a separate functional scoring framework, taking into account the unit's operational requirement and actual demands of service.
- 9) In cases where 15% of the quota for NSUs was not filled, it shall be realigned to PROs, strictly during the preparation of the ARP, subject to the approval of the Committee;
- 10) The quota for unfilled Pat positions shall replace the personnel who were attrited in PROs and NSUs. Such quota shall indicate the allocation in PROs down to the City and MPS levels;
- 11) Only NSUs with authorized positions for Pat based on their NAPOLCOM-approved Organizational Structure and Staffing Pattern shall be given quota allocation for unfilled positions;
- 12) The data of unfilled Pat positions shall only include the total number of Police Non-Commission Officers (PNCOs) who were posthumously retired/separated, dismissed, resigned, transferred, dropped from rolls, terminated, TPPD, and other modes of separation from the PNP service;
- 13) To ensure the responsiveness to the requirement of manning levels as stated in Section 27 of the RA No. 6975 and criteria provided under NMC No. 2021-001, the following shall be observed in the identification of quota distribution for new and unfilled positions:
- a) Data on the security situation and actual demands of service shall be used as qualitative indicators; and



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b) Data on attrition of personnel, crime statistics, operational requirements, and P2P Ratio shall be used as quantitative indicators.

14) An RSS shall be established and employed as a method to be used to measure qualitative and quantitative indicators, normalized into a score that reflects the RAI;

15) The sum of these rubric scores produces an RAI, which shall serve as the basis for the distribution of quota across PROs and NSUs; and

16) The RSS shall be used as a tool for the determination and rational distribution of quotas for new and unfilled positions for Pat through established criteria, scored on a standardized scale multiplied by assigned weight.

b. Specific Guidelines

1) New Positions

a) The RSS shall be composed of the Criteria, Indicators, assigned Percentage Weight, Verbal Interpretation of the Indicator, and the corresponding Numerical Scale for the identification of quota allocation. It will be assigned with a percentage weight, verbal interpretation of the indicator, and numerical criteria scale tabulated as follows:

Police Regional Offices					
Criteria	Determinants	Indicator	Percentage Weight	Verbal Interpretation of the Indicator	Numerical Scale
Population Density	P2P Ratio	P2P Ratio Score	60%	Deficit	5
				High Need	4
				Moderate Need	3
				Low Need	2
				Surplus	1
Peace and Order/ Security Situation	Threat Security	Threat Assessment Score	15%	Presence of active insurgency, terrorism, CGs and PAGs with high operational capability and intent (and/or with frequent large-scale mass mobilizations with destabilizing potential e.g., sustained protests, violent demonstrations, or politically driven unrest)	5
				Presence of insurgency, terrorism, CGs and PAGs with	4

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				reduced operational capability and intent (or with recurring significant mobilizations that disrupt governance and security operations)	
				History of threats, presence of remnants of insurgency, terrorism, CGs and PAGs with possible capability (with occasional mass actions that show potential to escalate if triggered by grievances)	3
				Generally, more stable but with specific areas of concern on threat resurgence (and may see sporadic rallies or sectoral actions requiring monitoring for possible exploitation)	2
				Generally peaceful but have some level of peace and order challenges requiring police presence (including routine civic gatherings or protests that remain lawful and manageable by normal police presence)	1
	Crime Environment	Crime Statistics (8 Focus Crimes) Score	15%	Highest 8 Focus Crimes	5
High 8 Focus Crimes				4	
Moderate 8 Focus Crimes				3	
Low 8 Focus Crimes				2	
Lowest 8 Focus Crimes				1	
Actual Demands of Service	Public Safety and Security Index	PSSI Score	10%	Highly Vulnerable, Lowest Police Response Capability: (High exposure with lowest police activity – urgent priority zone requiring immediate intervention.)	5



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				Vulnerable, Low Police Response Capability: (High exposure matched by Low police response – risk is actively managed, but needs sustained support.)	4
				Manageable Security, Moderate Police Response Capability: (Moderate exposure with moderate police activity – balanced but needs regular monitoring.)	3
				Moderate Risk, High Police Response Capability: (Moderate exposure with high law enforcement activity – potential over-resourcing, consider realignment.)	2
				Low Risk, Highest Police Response Capability: (Low exposure and Highest police activity – stable environment, maintain readiness with minimal resources.)	1
Total	100%				

National Support Units					
Criteria	Determinants	Indicator	Percentage Weight	Verbal Interpretation of the Indicator	Numerical Scale
Operational Requirements	Actual Strength vs Authorized Manning Level	Manpower Fill-up Score	30 %	Deficit	5
				High Need	4
				Moderate Need	3
				Low Need	2
				Surplus	1
Actual Demands of Service	Current and Emerging Workload	Workload Assessment Score	70 %	Highest Demand (NSUs with continuous nationwide or inter-regional deployments and high-profile casework)	5
				High Demand (NSUs with specialized but semi-frequent	4

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				operational support needs)	
				Moderate Demand (NSUs with recurring but localized operational responsibilities or administrative roles that support regional activities)	3
				Low Demand (NSUs with minimal direct operational involvement and performing routine or centralized functions)	2
				Lowest Demand (NSUs with purely administrative or ceremonial mandates and little to no field deployment obligations)	1
Total			100%		

2) Unfilled Positions

- a) The number of personnel with the ranks of Pat to Police Executive Master Sergeant (PEMS) who were posthumously retired/ separated, dismissed, resigned, transferred, dropped from rolls, terminated, separated due to TPPD, and other modes of separation from the PNP service shall be generated from the OPRMS per office/unit covering the data of the previous year; and shall be used in determining the actual quota for the recruitment and distribution of unfilled positions for Pat; and
- b) The quota distribution for unfilled positions for Pat to PEMS shall be distributed according to the actual number of personnel with the ranks of Pat to PEMS who were posthumously retired/separated, dismissed, resigned, transferred, dropped from rolls, terminated, separated due to TPPD, and through other modes of separation from the PNP service to the offices/units with authorized positions for Pat.

c. Responsibilities

The following are the tasks of offices/units and the responsible personnel in the implementation of this MC:

1) DPRM

- a) Act as the Overall Office of Primary Responsibility (OPR) for this MC;



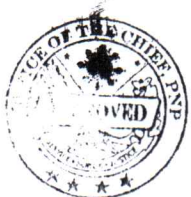
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- b) Shall be the lead Directorate in the planning and implementation of the PNP ARP;
 - c) PNCOD shall act as the Secretariat of the PNP ARPC;
 - d) Serves as the OPR for making formal representations to NAPOLCOM concerning the strategic rationale and policy framework governing the recruitment quota allocation for Pat positions;
 - e) PPPD shall develop standard data formats on reports needed from the Directorates in charge in providing data relative to P2P Ratio, Peace and Order and Security Situation, and Actual Demands of Service;
 - f) RMD shall provide the data of Attrition from the Regional, Provincial, City/Municipality Level;
 - g) RMD and PPPD shall provide administrative support to the PNCOD as deemed necessary; and
 - h) Perform other tasks as directed.
- 2) **DI**
- a) Periodically evaluate the five-point numerical scale under Security Situation to determine/update its applicability and effectiveness for the period in review and present it to the PNP ARPC for approval and application;
 - b) Provide data on threat assessment per PRO using the five-point numerical scale; and
 - c) Perform other tasks as directed.
- 3) **DO**
- a) Develop a five-point numerical scale on Public Safety and Security Index with verbal interpretation of the indicator to be used in assessing the Peace and Order Situation of all the regions to be presented and for approval by the PNP ARPC;
 - b) Provide data on Public Safety and Security Index per PRO using the five-point numerical scale; and
 - c) Perform other tasks as directed.



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- 4) **DIDM**
 - a) Develop a five-point range interval with verbal interpretation of the indicator using data on recorded Eight Focus Crimes per region to be presented and for approval by the PNP ARPC;
 - b) Provide crime data (Eight Focus Crimes) of PROs using the five-point numerical scale; and
 - c) Perform other tasks as directed.
- 5) **DC**
 - a) Provide the data on the approved new positions for Pat based on GAA; and
 - b) Perform other tasks as directed.
- 6) **DPL**
 - a) Develop a measure for P2P Ratio per region using a five-point range interval with verbal interpretation of the indicator to be presented and for approval by the PNP ARPC;
 - b) Provide data of P2P Ratio using a five-point range interval;
 - c) Submit the list of approved specific New Positions for Patrolman for a recruitment period for PROs and NSUs; and
 - d) Perform other tasks as directed.
- 7) **PNP RSS**
 - a) Develop a responsive and detailed WBS and a Gantt Chart of all preparatory requirements, activities, and actions of the ARP, for approval by the PNP ARPC;
 - b) Supervise the recruitment, processing, and screening of applicants;
 - c) Provide administrative support for the processing and screening of applicants;
 - d) Implement the recruitment program at the national and regional levels;
 - e) Submit a comprehensive after-recruitment report to the Committee, not later than ten days after the culmination of the recruitment program; and
 - f) Perform other tasks as directed.



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7. PROCEDURES:

a. Procedures to be followed in the determination of quota allocation for new positions for PROs and NSUs:

1) The DPRM shall gather the following necessary data/documents from the offices/units concerned relevant to the criteria in the determination of QA for the recruitment of new positions for Pat:

For PROs		
Criteria	Source	Data/Documents
P2P Ratio	DPL	P2P Ratio per Region with corresponding Five-Point Numerical Scaling
Peace and Order and Security Situation	DI	Threat Assessment per PRO with Five-Point Numerical Scaling
	DIDM	Crime Statistics for Eight Focus Crimes per PRO with Five-Point Numerical Scaling
Actual Demands of the Service	DO	Public Safety and Security Index per PRO with Five-Point Numerical Scaling

For NSUs		
Criteria	Source	Data/Documents
Operational Requirements	DPRM	Manpower fill-up with Five-Point Numerical Scaling
Actual Demands of Service	DPRM	Workload Assessment with Five-Point Numerical Scaling

2) Evaluate the individual numerical criteria score of PROs and NSUs based on the consolidated data/documents sourced from the offices/units concerned for each of the criterion;

3) The Secretariat shall determine the following using the formulas stipulated in this MC:

a) **RS** and **ORS** of PROs and NSUs:

The RS shall be summed to obtain the PROs/NSUs ORS, using the following formula:

$$RS (PRO) = (P2P \times 0.60) + (POS \times 0.30) + (ADS \times 0.10)$$



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$$\mathbf{RS (NSU) = (OPR \times 0.30) + (ADS \times 0.70)}$$

Once the RS of each PRO is computed based on the standardized formula that incorporates the P2P Ratio (60%), Peace and Order and Security Situation (30%), and Actual Demands of Service (10%).

While the NSU is computed based on the standardized formula that incorporates Operational Requirements (30%) and Actual Demands of Service (70%).

b) QA and RAI of each office/unit

$$\mathbf{Quota Allocation (QA) = RAI \times Total Quota (PRO/NSU)}$$

Wherein;

$$\mathbf{RAI = ORS / Total RS of PROs or NSUs}$$

- b. Procedures to be followed in the determination of quota allocation for unfilled positions for PROs and NSUs:
 - 1) PROs and NSUs shall validate the data on attrition generated DPRM; and
 - 2) The Committee, through the Secretariat, shall determine the allocation of quota per office/NSU based on the attrition data submitted.
- c. The Secretariat shall present the distribution of new and unfilled positions to the PNP ARPC for confirmation;
- d. The DPRM shall transmit the proposed PNP ARP to the CPNP prior approval of the NAPOLCOM;
- e. The CPNP, in the exigency of service, pursuant to the authority provided under Section 26 of RA No. 6975, may revise/realign/apportion the PNP ARP. The PNP ARPC shall subsequently conduct review and re-evaluation of the recruitment plan; and
- f. The DPRM shall publish NAPOLCOM-approved PNP ARP in the PNP Website and at least three national broadsheets and/or through the CSC, the number of Pat to be recruited in each PRO and/or NSU, and to be immediately implemented by the PNP RSS following the NMC No. 2021-001.



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8. PENALTY CLAUSE:

- a. PNP personnel who, through act or omission, commit any violation of this MC, shall be subjected to disciplinary action pursuant to NMC No. 2016-002; and
- b. In the nature of proceedings, the provisions of Civil Service Law on Administrative Cases in the Civil Service, as well as the Rules of Court, shall be suppletorily apply in the disposition of cases involving violations of this MC.

9. REPEALING CLAUSE:

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

10. SEPARABILITY CLAUSE:

In case any provision of this MC is declared invalid or ineffective, other provisions unaffected shall remain valid and enforceable.

11. SUPREMACY CLAUSE:

- a. This PNP MC does not create new positions and cannot be used to fill unfunded/unattested vacancies; appointments remain subject to NAPOLCOM confirmation and CSC attestation; and
- b. NAPOLCOM policies on allocation/deployment, and NAPOLCOM rules on recruitment/appointment shall prevail in case of conflict with this PNP MC.

12. EFFECTIVITY:

This MC, upon confirmation by NAPOLCOM, shall take effect after 15 days from filing a copy thereof 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.



JOSE MELENCIO C NARTATEZ, JR
 Police General
 Chief, PNP



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ANNEX "A"

Table 1. Peace and Order Rubric (Crime Environment)

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Range (Variable-dependent on the data of 8-Focus Crime for the period)	Numerical Scale
Peace and Order Situation	Crime Environment	(Crime Rate) 8 Focus Crime Score	Highest Eight Focus Crimes	0.0364-0.0414	5
			High Eight Focus Crimes	0.0313-0.0363	4
			Moderate Eight Focus Crimes	0.0262-0.0312	3
			Low Eight Focus Crimes	0.0211-0.0261	2
			Lowest Eight Focus Crimes	0.0159-0.0210	1

Responsive tool measuring the average 8 Focus Crime per Region using a normalized 5-point Rubric Score by the Crime Research and Analysis Center (CRAC), Directorate for Investigation and Detective Management (DIDM).

Table 2. Peace and Order Rubric (Threat to Peace and Order)

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Five Point Rubric Score
Peace and Order Situation	Threat to Peace and Order	Threat Assessment Score	Presence of active insurgency, terrorism, CGs and PAGs with high operational capability and intent (and/or with frequent large-scale mass mobilizations with destabilizing potential e.g. sustained protests, violent demonstrations, or politically driven unrest).	5
			Presence of insurgency, terrorism, CGs and PAGs with reduced operational capability and intent (or with recurring significant mobilizations that disrupt governance and security operations).	4
			History of threats, presence of remnants of insurgency, terrorism, CGs and PAGs with possible capability (with occasional mass actions that show potential to escalate if triggered by grievances).	3
			Generally, more stable but with specific areas of concern on threat resurgence (and may see sporadic rallies or sectoral actions requiring monitoring for possible exploitation)	2
			Generally peaceful but have some level of peace and order challenges requiring police presence (including routine civic gatherings or protests that remain lawful and manageable by normal police presence).	1

Responsive tool measuring Threat Assessment per Region using a normalized 5-point Rubric Score by the Intelligence Research Center (IRC), Directorate for Intelligence (DI).

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Table 3. P2P Rubric (Police to Population Ratio [P2P Ratio])

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Range (Variable-dependent on the P2P Ratio for the period)	Five Point Rubric Score
Population Density	Police to Population Ratio (P2P Ratio)	P2P Score	Deficit	1:876 and above	5
			High Need	1:751 to 1:875	4
			Moderate Need	1:626 to 1:750	3
			Low Need	1:501 to 1:625	2
			Surplus	1:500 or less	1

Responsive tool measuring P2P ratio per Region using a normalized 5-point Rubric Score by the Organizational Development Division (ODD), Directorate for Plans (DPL).

Table 4. Actual Demands Rubric (Public Safety and Security Index)

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Five Point Rubric Score
Actual Demands	Public Safety and Security Index	Vulnerability and response capability Score	Highly Vulnerable, Lowest Police Response Capability: High exposure with lowest police activity – urgent priority zone requiring immediate intervention.	5
			Vulnerable, Low Police Response Capability: High exposure matched by Low police response – risk is actively managed, but needs sustained support.	4
			Manageable Security, Moderate Police Response Capability: Moderate exposure with moderate police activity – balanced but needs regular monitoring.	3
			Moderate Risk, High Police Response Capability: Moderate exposure with high law enforcement activity – potential over-resourcing , consider realignment.	2
			Low Risk, Highest Police Response Capability: Low exposure and Highest police activity – stable environment , maintain readiness with minimal resources.	1

Responsive tool measuring Public Safety and Security Index per Region using a normalized 5-point Rubric Score by the Law Enforcement Division (LED), Directorate for Operations (DO).

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Table 5. NSU OPR Requirement Rubric (Actual Strength vs. Authorized Manning level)

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Range (Variable-dependent on the current manpower fill-up of units) (sample only)	Five Point Rubric Score
Operational Requirements of the Unit	Actual Strength vs. Authorized Manning level	Manpower Fill-up Score	Deficit	negative variance of 1076 and above	5
			High Need	negative variance of 1075 to 807	4
			Moderate Need	negative variance of 806 to 538	3
			Low Need	negative variance of 537 to 269	2
			Surplus	positive variance up to 268	1

Responsive tool measuring the Manpower Fill-Up Score of the NSUs using a normalized 5-point Rubric Score by the Police Non-Commissioned Officer Division (PNCOD) using the "Pat-PEMS data from the Records Management Division (RMD), Directorate for Personnel and Records Management (DPRM).

Table 6. NSU Actual Demands Rubric (Current and Emerging Workload)

Criteria	Determinants	Indicator	Verbal Interpretation of the Indicator	Five Point Rubric Score
Actual Demands	Current and Emerging Workload	Workload Assessment	Highest Demand (NSUs with continuous nationwide or inter-regional deployments and high-profile casework)	5
			High Demand (NSUs with specialized but semi-frequent operational support needs)	4
			Moderate Demand (NSUs with recurring but localized operational responsibilities or administrative roles that support regional activities)	3
			Low Demand (NSUs with minimal direct operational involvement and performing routine or centralized functions)	2
			Lowest Demand (NSUs with purely administrative or ceremonial mandates and little to no field deployment obligations)	1

Responsive tool measuring the Workload Assessment Score of NSUs using a normalized 5-point Rubric Score by the Police Non-Commissioned Officer Division (PNCOD), Directorate for Personnel and Records Management (DPRM).

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