

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Decree-Law No. 138/2019, of 13 September

Summary: This document sets out the professional status of the staff of the Polícia Judiciária as well as the regime of the criminal investigation and the criminal investigation assistance special careers.

Two decades after Decree-Law No. 275-A/2000, of 9 November, entered into force, containing the statutory legal framework applicable to workers of the Polícia Judiciária (PJ), it is necessary to adapt the concepts and architecture of the solutions then adopted to the most recent principles and norms to be observed in the creation and development of careers within the PJ, including the special careers. Considering the specificity of the functions performed by professionals working at the PJ, it is important to review the regulatory framework in order to implement a more modern management vision.

Considering that the General Law on Employment in the Public Sector, approved by Law No. 35/2014, of 20 June, excludes from its subjective scope PJ workers in the criminal investigation career and in the security career, as well as those performing crime scene investigation and evidence gathering functions within the PJ, the revision of the current statutory legal regime by means of a separate act is unavoidable.

The PJ as a higher criminal police force is made up of workers performing functions with specific and more demanding functional contents, endowed with particular technical and scientific specialisation, thus justifying the existence of their own statutory regime.

In order to fully comply with these specificities, valuing the role and condition of criminal investigation career workers, as well as all those who perform functions closely associated with those of criminal investigation, as is the case of workers in the security career and those performing crime scene investigations and evidence gathering, this decree-law comprehensively reviews the PJ's special careers. To this end, it creates three special careers: the criminal investigation career, the scientific police specialist career and the security career.

Thus, without losing sight of the clarification needed between what are management and Public Administration functions *versus* specific criminal investigation functions, the

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

functional contents are primarily updated in line with the current requirements and functions assigned to each group of workers in the fulfilment of the mission and pursuit of the attributions of the PJ, establishing specific rights and duties inherent to the condition of criminal investigator, partially extended to the other special careers.

With regard to the criminal investigation career, the existence of multiple categories was maintained with the 3rd degree of complexity; this legislative option was based on the specific nature of prevention and criminal investigation activities, as well as on the different levels of intervention of the workers belonging to each of the categories in assisting the competent judicial and prosecuting authorities.

The new career of scientific police specialist, anchored in the technical and scientific knowledge required for the interpretation of signs, traces and evidence gathered in the course of crime scene investigations and expert analyses consists of one category with the 3rd degree of complexity, professionally valuing an activity, which, although instrumental, is essential to criminal investigation in itself. Finally, regarding the security career, consisting of one category, despite the maintenance of the 2nd degree of complexity, the corresponding functional content is updated in order to adapt it to the intervention of workers in that career in operational support to criminal investigation.

With regard to recruitment, it is envisaged that there will be a specific and more flexible competition procedure for entry into the special careers, as well as for promotion in the criminal investigation career, with the respective stages being adapted to verification of the candidates' qualities and knowledge, without prejudice to guaranteeing them the appropriate assurances of response.

Finally, the concrete vicissitudes concerning the constitution, maintenance and termination of the legal relationship of public employment in these special careers are enshrined in a unitary manner.

The aim of this decree-law is to restructure careers in order to meet the challenges arising from the administrative modernisation of the PJ and the new management and assessment instruments for its workers.

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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

The procedures deriving from the General Law on Employment in the Public Sector, approved in an annex to Law No. 35/2014, of 20 June, in its current wording, were observed.

Thus:

Under the provisions of Article 84 of the General Law on Employment in the Public Sector, approved in an annex to Law No. 35/2014, of 20 June, in its current wording, and under the terms of Article 198(1)(a) of the Constitution, the Government decrees the following:

CHAPTER I

General provisions

Article 1

Object

This decree-law establishes:

- (a) the Occupational Status of the Polícia Judiciária's (PJ) workers;
- (b) the framework of the PJ's special criminal investigation career and special criminal investigation assistance careers.

Article 2

Scope of application

1. This decree-law applies to workers who belong to the criminal investigation career, the scientific police specialist career and the security career, hereinafter referred to as special career workers.
2. This decree-law is also applicable to PJ workers who belong to the general careers of Public Administration, hereinafter referred to as general career workers, to the exclusion of what is specific to special careers.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 3

Polícia Judiciária staff

1. The PJ's single staff plan is composed of workers who belong to the PJ's special careers, to the general careers of Public Administration, and to the subsisting careers pursuant to the provisions of this decree-law.
2. The PJ is a higher police force falling directly under the Government member responsible for the area of justice, and includes workers performing functions in the context of the following special careers:
 - (a) criminal investigation career;
 - (b) scientific police specialist career;
 - (c) security career.
3. The careers referred to in subparagraphs (b) and (c) of the previous paragraph are called criminal investigation assistance special careers.
4. The other workers who are on the PJ's staff plan belong to the general careers of Public Administration, pursuant to Article 88 of the General Law on Employment in the Public Sector (LTFP), approved in an annex to Law No. 35/2014, of 20 June, in its current wording, as well as to the subsisting careers.

Article 4

Applicable regime

1. The regime in force for public sector workers with a bond of appointment is applicable to workers in special careers in everything not specifically regulated in this decree-law and its corresponding regulations.
2. The general regime in force for public sector workers is applicable to workers in general careers, without prejudice to the specific characteristics laid down in this decree-law.
3. For the purposes of the previous paragraphs, provisions of the following apply, namely:
 - (a) LTFP;

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

- (b) the Labour Code, approved in an annex to Law No. 7/2009, of 12 February, in its current wording, and its corresponding complementary legislation;
- (c) the legal regime for accidents on duty and occupational diseases in the context of Public Administration, approved by Decree-Law No. 503/99, of 20 November, in its current wording;
- (d) the regime for vocational training in Public Administration, approved by Decree-Law No. 86-A/2016, of 29 December.

CHAPTER II

Occupational status of the Polícia Judiciária's workers

SECTION I

General provisions

Article 5

Rights and duties

1. PJ workers enjoy the rights and are subject to the duties provided for in LTFP, in accordance with the regime applicable to them, in addition to those rights and duties specially provided for in this decree-law, in Decree-Law No. 137/2019, of 13 September, and in the disciplinary statute of the PJ, as well as in other legislation expressly providing for it.
2. For the purposes of the previous paragraph, the competences inherent to the capacity of public employer, provided for in Article 27(1)(a) of LTFP, are exercised by the PJ's national director.

Article 6

Code of conduct and disciplinary statute

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. Workers in the PJ's special careers are governed by a code of conduct of their own and are subject to a special disciplinary statute.
2. The PJ's code of conduct, approved by resolution of the Council of Ministers, promotes the values of justice, integrity, humanism, equality, honour and dignity, matching the principles contained in the Constitution, the Charter of Fundamental Rights of the European Union, the Universal Declaration of Human Rights, the European Convention on Human Rights, as well as in other international legal instruments binding the Portuguese State.
3. The PJ's disciplinary statute meets the specificities of service provision in the context of the PJ, subject to compliance with the principles and standards set forth in the general law and to approval in a separate act.
4. The PJ's leaders have disciplinary authority over workers organically and functionally subordinated to them, pursuant to the provisions of the PJ's disciplinary statute and the public sector's general regime.

SECTION II

Guarantees of impartiality

Article 7

Incompatibilities and impediments

1. The PJ's workers are subject to the general regime on incompatibilities, impediments and accumulation of functions applicable to public sector workers, without prejudice to the following article.
2. Workers in special careers are also subject to the regime on impediments, refusals and recusals provided for in the Code of Criminal Procedure and the Code of Administrative Procedure, adapted as necessary.
3. The statement of impediment and the request therefor, the request for refusal and the request for recusal shall be directed to the PJ's national director.

POLÍCIA JUDICIÁRIA

Translation

Article 8

Accumulation of functions

1. Workers in special careers may exercise no other professional activity, either public or private, either paid or unpaid, apart from teaching or research, subject to prior authorisation.
2. The order allowing the accumulation of functions shall be published in an operational directive.
3. The provisions of the previous paragraph shall not prejudice intellectual property rights pursuant to the provisions of Decree-Law No. 63/85, of 14 March, in its current wording.

SECTION III

Specific rights and duties

SUBSECTION I

Rights

Article 9

Identification

1. Identification of the criminal police authorities and of the workers in the criminal investigation career takes place by means of a badge and a free passage card.
2. Identification of the workers in other careers takes place by means of a model of card on its own, specifying their position and, if this is the case, the privileges inherent to the duties they perform.
3. In public actions, the workers referred to in the previous paragraphs may also identify themselves by means of identifying vests, badges for external use or any other means unequivocally proving their capacity.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

4. The models and means for personal identification referred to in paragraphs 1 and 2 shall be approved by order of the Government member responsible for the area of justice, the others being approved by the PJ's national director.

Article 10

Temporary identification waiver

1. Disclosure of the identity and the category of workers in the criminal investigation career, as well as the material means and equipment used, including operational service vehicles, may be temporarily waived or subject to coding.
2. The regime for the temporary identification waiver and for the coding referred to in the previous paragraph shall be defined by order of the Government member responsible for the area of justice.
3. It is the responsibility of the PJ's national director to authorise the temporary identification waiver, as well as the coding referred to in the previous paragraphs.
4. Without prejudice to the provisions of Law No. 93/99, of 14 July, in its current wording, the PJ's national director may authorise the use of a coding system for the identity and the category of criminal investigation workers involved in the formalisation of procedural acts, despite their decoding for procedural purposes by order of the competent judicial authority, in which case the latter certifies, under secrecy, the worker's identity and category.

Article 11

Identification in a procedural act

Workers who are involved in procedural acts by virtue of exercising their functions shall identify themselves by their professional name, identification number and address.

Article 12

Free passage and right of access

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. Criminal police authorities and other workers in the criminal investigation career, when duly identified and on duty, shall be granted the right of access to and free passage through places where, within the scope of criminal prevention, the PJ must proceed to the detection and deterrence of situations conducive to the commission of criminal offences, namely through monitoring and surveillance of places likely to encourage the commission of criminal unlawful acts, as well as places where actions of prevention, detection or criminal investigation are carried out, along with judicial assistance.
2. Workers in the PJ's special careers, when in the scope of criminal investigation or judicial assistance, as well as workers referred to in Article 40, when duly identified and on duty, shall have the right of access to and free passage through any public offices or services, commercial or industrial companies, stations, piers and airports, and other public or private facilities.
3. Criminal police authorities and workers in the criminal investigation career, when exercising functions, also have the right to entry and free passage on ships docked in ports, in premises and venues for shows or other entertainment, in recreational associations and, in general, in any and all places where meetings are held or public access is permitted upon payment of a fee, an expenditure or presentation of a ticket that can be obtained by any person.
4. Criminal police authorities, workers in the criminal investigation career and in the criminal investigation assistance careers, when duly identified and on duty, shall be granted free access to and use of collective land, inland waterway, maritime and air transport throughout the national territory.
5. Workers in the security career, when duly identified and exclusively in the performance of their security functions, enjoy the same prerogatives of access to public or private facilities as those conferred upon the person to be provided with personal protection.

Article 13

Using and carrying a weapon

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. When in effective service and qualified to do so, criminal police authorities, other workers in the criminal investigation career, workers in the scientific police specialist career, and workers in the security career, in the performance of their functions, use weapons, ammunition, equipment and other accessories of any kind and class, supplied by the PJ, regardless of any licence or authorisation.
2. When in effective service, other PJ workers, not mentioned in the previous paragraph, may, after due qualification and by reasoned order of the national director, possess and use weapons distributed by the PJ.
3. Persons referred to in paragraph 1 are entitled to hold, use and carry a weapon of classes B, B1, C, D and E, and its ammunition, provided for, respectively, in Article 3(3) to (7) of Law No. 5/2006, of 23 February, in its current wording, and to exemption from the respective licence requirement for holding, using and carrying a weapon, their respective professional identification card being valid as such, without prejudice to the mandatory manifesto, under the law, when these weapons are their property.
4. Persons referred to in paragraph 1 who have moved to a situation of availability or retirement for reasons other than disciplinary sanctions are entitled to hold, use and carry weapons of classes B and B1, and their ammunition, regardless of any licence, upon presentation to the national director of the Public Security Police, every five years, of a medical certificate attesting to their fitness to hold, use and carry a weapon, as well as whether they are in the possession of all their psychic faculties in accordance with the provisions of Law No. 5/2006, of 23 February, in its current wording, without prejudice to the mandatory manifesto when these weapons are their property.
5. It is the responsibility of the PJ's national director to guarantee the workers referred to in paragraphs 1 and 2 the training and practice needed to use and carry a weapon, to ensure their control and to apply inhibition or restriction measures, as well as to issue the certificates referred to in Article 85 of Law No. 5/2006, of 23 February, in its current wording.
6. The use of firearms complies with the provisions of Decree-Law No. 457/99, of 5 November, and any other legal and regulatory provisions in force.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 14

Exemption from disclosure

1. Where justified on grounds of security or the specific nature of the service, the Government member responsible for the area of justice may decide to dispense with disclosure for administrative or regulatory acts carried out in the organisational or management field, in particular concerning recruitment, grading of service relating to performance assessment and the recognition of the merit of workers in special careers.
2. A duly reasoned exemption from disclosure does not affect the validity or effectiveness of the act.

Article 15

Health and safety at work

1. Without prejudice to the general regime applicable to public sector workers, workers in special careers are entitled to benefit from preventive medicine measures by means of mandatory periodic medical examinations, the assumptions, conditions, nature and frequency of which are established by order of the Government member responsible for the area of justice.
2. PJ workers may also be subject to checks on their physical and mental health profile, in particular by performing medical and psychological examinations, tests or other means of diagnosis suitable for detecting excessive consumption of alcoholic beverages, as well as the use of narcotic drugs or psychotropic or similar substances.
3. The use of the means of detection referred to in the previous paragraph is intended to assess the need for therapeutic support or temporary removal from functions performed or from contact with the public, the collection of a weapon assigned by the State, as well as the adoption of any other appropriate procedure in matters of safety and health at work, without prejudice to the disciplinary regime applicable.
4. Temporary removal from the performance of functions pursuant to the previous paragraph is carried out in such a way as to safeguard the prestige and personal

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

and functional dignity of the worker, and has no effect on the remuneration received, with the exception of supplements that depend on the actual performance of the duty.

5. The conditions under which the prevention and checks are carried out and their procedures are laid down in a separate act.

Article 16

Accident insurance in service

PJ workers are entitled to accident insurance on duty, the minimum capital coverage and other conditions of which are laid down in an order of the Government members responsible for the areas of finance and justice.

Article 17

Physical disability

1. The legal regime in force for disabled people in the Armed Forces and security forces applies, with the necessary adaptations, to workers in the PJ's special careers.
2. The status of person regarded as disabled in the Armed Forces (DFA) is recognised by the Government member responsible for the area of justice, following a mandatory opinion of the Advisory Council of the Public Prosecutor's Office on the qualification and characterisation of the cases and the circumstances that caused the disability.
3. The medical board of Caixa Geral de Aposentações, I. P. (CGA, I. P.), shall determine incapacity for duty or the percentage of disability.
4. Workers whose status of person regarded as DFA has been recognised pursuant to the previous paragraphs are entitled to use an identification card with characteristics for use identical to those of a DFA, the model of which shall be approved by order of the Government member responsible for the area of justice.
5. Workers referred to in the previous paragraph may be admitted to attend training courses offered by the Institute of Judiciary Police and Criminal Sciences (IPJCC) on an equal footing with the other candidates, and shall, according to their condition,

POLÍCIA JUDICIÁRIA

Translation

be granted exemption from some or all of the tests carried out, under the terms laid down by the national director.

6. Only workers considered clinically cured and who can perform all the functions that do not depend on their physical capacity may benefit from the provisions of the previous paragraph.
7. The costs resulting from granting the status of person regarded as DFA are the sole responsibility of the Government area responsible for justice.

Article 18

Use of means of transport

1. Criminal police authorities and workers in the criminal investigation career, scientific police specialist career and security career, as well as members of the Polícia Judiciária's High Council, when on duty, are entitled to use collective land, inland waterway and maritime transport throughout the national territory.
2. Any other PJ workers not mentioned in the previous paragraph, when on duty, are entitled to use such transport within the district area where they perform their functions.
3. For the purposes of the previous paragraphs, travel between home and the normal place of work shall be considered on duty.
4. The services and the costs arising from the exercise of the right to use collective transport are contracted from operators and supported by the PJ, and are subject to requisition, processing and payment of expenditure in general terms.

Article 19

Driving of vehicles

1. The driving of vehicles allocated to the PJ by a worker on the staff plan shall be authorised by order of the national director, provided the first is legally qualified for that category of vehicle.
2. PJ workers who, in the exercise of their activity, have been appointed by order of the national director to drive vehicles seized are entitled to a car insurance.

Article 20

Legal protection

1. PJ workers are granted legal protection, which covers the hiring of a lawyer, the payment of justice fees and other charges for legal proceedings, whenever they are involved in criminal, civil or administrative proceedings in which they are personally sued on account of facts committed in exercising their functions or by reason thereof.
2. For the purposes of the previous paragraph, legal protection shall be granted to the worker who requests it, by reasoned order of the national director.
3. A worker of the Ministry of Justice or Public Administration may provide legal representation, if duly qualified, and, where feasible, a jurist with legal support functions in accordance with the relevant procedural laws or even a lawyer hired externally.
4. The right to legal representation continues even after the death of the person concerned, unless waived by his successors.
5. Where legal protection has been granted under this Article and it is established, in the course of legal proceedings, that the worker has acted intentionally or outside the limits legally imposed, the PJ exercises its right to recourse against the worker in respect of all the sums it has paid.

Article 21

Detention and prison regime

1. In cases other than *flagrante delicto*, the arrest of a worker in the criminal investigation career, either in active service or during the situation of availability while in effective service, as well as that of other workers in special careers, shall be requested from the PJ's national director by the competent judicial or prosecuting authorities pursuant to criminal procedural legislation applicable.
2. A worker arrested pursuant to the previous paragraph remains at the disposal of the PJ's national director until brought before the competent judicial authority.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

3. Compliance with the measure of preventive detention and deprivation of liberty by PJ workers, even in situations of availability or retirement, takes place in prisons or facilities specially designed for this purpose, preferably in a regime of total separation from the other detainees or prisoners.
4. The provisions of the previous paragraph also apply to their transportation and to their transfer.

Article 22

Regime for holidays, absences and leave

The regime for holidays, absences and leave of workers in special careers is governed by the provisions of general law and in the framework of the performance assessment system.

Article 23

Trade union activities

1. Workers in special careers have the right to freely organise and develop trade union activities in the PJ, notably the right to strike, in accordance with the Constitution and the law.
2. The provisions of the general law govern the exercise of trade union activity by workers in special careers.

Article 24

Compensation for invalidity or death

Workers in special careers benefit from the special compensation scheme for permanent invalidity or death directly resulting from the risks inherent to police or security activities provided for in Decree-Law No. 113/2005, of 13 July.

SUBSECTION II

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Duties

Article 25

Special professional duties

In addition to the duties provided for in the following articles, workers in the PJ's special careers must in the context of their functions:

- (a) ensure the life and physical integrity of detainees or persons in their custody or under their protection, with strict respect for the honour and dignity of the human person;
- (b) act without discrimination on grounds of ancestry, sex, race, language, territory of origin, religion, political or ideological convictions, education, economic situation, social status or sexual orientation;
- (c) strictly comply with the principles of necessity, adequacy and proportionality in their intervention;
- (d) identify themselves, in legal terms, as PJ workers at the time of identification of arrest;
- (e) observe with due diligence the procedures, deadlines and requirements imposed by law;
- (f) act with the necessary resolution and readiness when the prevention of serious, immediate and irreparable damage depends thereon, observing the principles of adequacy, timeliness and proportionality in the use of available means;
- (g) act with the necessary determination, but without resorting to force more than strictly appropriate and proportionate to perform a legally required or authorised task.

Article 26

Criminal investigation special duties

1. Without prejudice to the provisions of the previous Article, workers in the criminal investigation career are, when exercising their functions, particularly subject to:

POLÍCIA JUDICIÁRIA

Translation

- (a) subordination to the Constitution and the law;
 - (b) subordination to the public interest, the defence of legality and the fundamental rights of citizens;
 - (c) loyalty to the mission and the duty to contribute to the dignity of the PJ and the justice system;
 - (d) subordination to the PJ's hierarchy;
 - (e) the risks inherent to the performance of the tasks assigned to them;
 - (f) a specific disciplinary regime;
 - (g) a specific regime of incompatibilities for the accumulation of functions;
 - (h) adopting, in all situations, a personal and professional behaviour in accordance with the professional duties and ethical and deontological principles governing the activity and the fulfilment of the mission of the PJ;
 - (i) performing their functions with objectivity, impartiality and exemption;
 - (j) providing assistance to the judicial and prosecuting authorities;
 - (k) compliance with criminal law and criminal procedural law, in particular by respecting legal deadlines;
 - (l) compliance with the obligation to participate regularly in training activities provided by the PJ as a way of strengthening and improving their professional skills.
2. The provisions of the previous paragraph apply, with the necessary adaptations, to workers in the criminal investigation assistance special careers.

Article 27

Urgent action

1. Workers in special careers, even when outside of normal working hours and outside the area of jurisdiction of the organic unit where they exercise their functions, must, within their sphere of competence and up to the intervention by the competent criminal police authority, take urgent action to:
- (a) prevent a crime from being committed and arrest the authors of any crime which they know is being prepared or carried out;

POLÍCIA JUDICIÁRIA

Translation

- (b) secure the evidence as soon as they become aware of any crime being committed.
2. PJ workers must immediately report to the competent body any facts relating to offences of which they are aware in accordance with the relevant criminal procedural provisions.

Article 28

Duty of availability

1. Workers in special careers must maintain permanent availability for service.
2. Workers in special careers must reside in the place where they normally exercise their functions or in another place up to 50 km away, communicating and permanently updating the professional record of their actual place of residence and the ways in which they can be contacted.
3. Where justified by the circumstances and when the availability required for exercising their functions is not affected, workers in special careers may be authorised by the national director to reside outside the perimeter bounded by the distance referred to in the previous paragraph, provided the place is effectively serviced by regular public transport.

Article 29

Investigation and professional secrecy

1. Procedural acts of criminal investigation and assistance to judicial and prosecuting authorities are subject to investigation secrecy and to professional secrecy in accordance with the law.
2. Preventive actions and administrative, disciplinary, inquiry, review, investigation, inspection and audit proceedings, as well as any other administrative procedures, the content of which relates to planning, strategy, methodologies and instruments, the interveners or the criminal investigation activity itself, whenever they call into question or may call into question the operational capacity, the effectiveness of action by the PJ, the safety of persons or the security of facilities, are subject to

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

professional secrecy, with a ban or restrictions on access to them and on their disclosure, pursuant to the general law.

3. Public sector workers who, in any capacity and in any professional situation, exercise or have exercised functions within the PJ, may not directly, indirectly or intermediately and regardless of the means used make any disclosures to third parties, even without public repercussions, concerning pending or terminated proceedings, techniques or methods of investigation, and any other matters of service, even if not classified as secret, confidential or reserved, of which they have knowledge by reason of the functions they exercise or have exercised, or because of them.
4. Under penalty of disciplinary responsibility and any other responsibility applicable, the same duty applies to any other public sector worker who, regardless of the service or body in which he exercises or has exercised functions, by reason of these functions or because of them has had access to the information content of the PJ which must be preserved under the obligation of secrecy.
5. The obligation of secrecy provided for in the previous paragraphs shall be extended to all those who, in a contractual, protocol or similar relationship, come into contact with PJ information covered by the obligation of secrecy, and the respective instruments must include a clause expressly intended to ensure its effectiveness, both during the term of the contract and after its termination.
6. In addition to what results from the application of criminal and criminal procedural law, the conduct covered by the provisions of this decree-law regarding public information and preventive actions among the population shall be excluded.
7. Any statements to be made under the provisions of the previous paragraph, when admissible, require prior authorisation by the PJ's national director or deputy national directors, under penalty of disciplinary action, without prejudice to any criminal liability that may be incurred.

Article 30

Physical and mental fitness

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. PJ workers must maintain the technical skills – while it is incumbent upon the PJ to ensure adequate conditions for this purpose – as well as the physical and mental conditions required for the performance of functions.
2. It is the responsibility of the PJ's national director to determine the assessment and certification of the technical skills and physical and mental conditions referred to in the previous paragraph, taking into account their suitability for the performance of the corresponding functions, and to determine the consequences inherent to such assessment.

Article 31

Mobility

Without prejudice to special regimes and requirements, where convenient in the public interest, particularly where the economy, effectiveness and efficiency of bodies or services so require, PJ workers may be subject to mobility in general terms.

Article 32

Use of equipment and means

PJ workers must make diligent use of the equipment and means available and needed to carry out the tasks entrusted to them by ensuring their storage, security and conservation, while it is incumbent upon the employer to ensure the necessary conditions for this purpose.

SUBSECTION III

Work arrangement

Article 33

Permanent service

POLÍCIA JUDICIÁRIA

Translation

1. Service in the PJ is permanent and mandatory.
2. The PJ's national director is responsible for:
 - (a) determining the periods of operation and attendance of the PJ's services;
 - (b) determining the working arrangements and the corresponding timetables;
 - (c) approving the number of shifts and their duration; and
 - (d) authorising 24/7 response and on-call duty.

Article 34

Work arrangements and schedules

1. Workers in special careers are subject to the normal working period arrangements laid down for workers with a public employment relationship, in the form of appointment, without prejudice to the provisions of the following paragraphs.
2. The service provided by workers in special careers is of a permanent nature, which determines the obligation to provide it day or night, including weekly rest days, complementary rest days and public holidays.
3. Outside normal working hours, permanent service is provided by 24/7 response in the organic investigation units where it is justified, and by a system of shifts and prevention, the organisation and operation of which are laid down in regulations submitted by the PJ's national director for approval by the Government member responsible for the area of justice.
4. The highest-ranking officer is responsible for determining the number of 24/7 response and prevention services, as well as the number of workers and their rotation.

CHAPTER III

Special career regime

SECTION I

Initial provisions

SUBSECTION I

Special careers

Article 35

Criminal investigation career

1. The criminal investigation career consists of multiple categories, is the 3rd degree of functional complexity, and is structured into the following categories:
 - (a) criminal investigation senior coordinator;
 - (b) criminal investigation coordinator;
 - (c) chief inspector;
 - (d) inspector.
2. The functional content and the corresponding remuneration positions and levels are set out in Schedule 1 of Annex I to this decree-law, of which it forms an integral part.

Article 36

Criminal investigation assistance special careers:

1. The scientific police specialist career and the security career are criminal investigation assistance special careers.
2. The scientific police specialist career consists of one category and is the 3rd degree of complexity.
3. The security career consists of one category and is the 2nd degree of complexity.
4. The functional content and the remuneration positions and levels are set out respectively in Schedules 2 and 3 of Annex I to this decree-law.

SUBSECTION II

Characterisation of special careers

Article 37

Functional content

1. Workers in special and general careers exercise the functions corresponding to the functional content of their respective category or career.
2. The functional content of higher categories of a career also includes that of the lower ones, without prejudice to the principle of adequacy of functions to professional skills and qualifications.
3. The description of the functional content is without prejudice to the fulfilment of orders and the assignment of functions not expressly mentioned, for which the worker has the appropriate professional qualification and which do not imply professional degrading.

Article 38

Characterisation of criminal investigation career staff

Staff in the criminal investigation career are characterised by belonging to a higher police force, performing duties in an appointment regime, subject to hierarchy, functional duties and a disciplinary statute of their own; admission is conditional on higher academic qualifications, specific training and approval during the trial period; they develop into the categories provided for in Article 35.

Article 39

Criminal investigation remit

It is the responsibility of workers in the criminal investigation career to achieve the PJ's mission and assignments in the scope of prevention, detection and criminal investigation, namely to assist the judicial and prosecuting authorities, to select, materialise, articulate

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

and process all the evidence to determine the causes, circumstances and authorship of criminal offences, in accordance with criminal procedural law.

Article 40

Special assistance

1. Workers in the criminal investigation career are assisted by the other PJ workers within the scope of duties legally assigned to them.
2. Workers appointed by their superiors to perform assistance functions pursuant to the previous paragraph do so in the functional dependence of staff in the criminal investigation career for as long as determined by the responsible of their organic unit, without prejudice to the regime resulting from applicable directives and permanent service instructions.

Article 41

Characterisation of staff in the criminal investigation assistance careers

Workers in criminal investigation assistance special careers perform functions of special assistance to criminal investigation, exercising them under appointment, subject to hierarchy, functional duties and a disciplinary statute of their own; admission is conditional on higher academic or secondary qualification, as the case may be, specific training and approval during the trial period; they develop into the careers provided for in Article 36.

Article 42

Remit of staff in the criminal investigation assistance careers

It is the responsibility of workers in the criminal investigation assistance careers to assist criminal investigation within the scope of its remit, without prejudice to their technical autonomy, in order to achieve the PJ's mission and assignments.

SECTION II

Competition procedures, recruitment and experimental period

Article 43

Competition procedure

1. Recruitment for entry into the criminal investigation, scientific police specialist and security careers, as well as competitions for promotion in the criminal investigation career follow a special competition procedure regulated by order of the Government members responsible for the areas of finance, Public Administration and justice, and carried out whenever the needs require.
2. The order referred to in the previous paragraph also defines the selection methods and the terms under which reserve pools for recruitment may be constituted.
3. When the need for inspectors, scientific police specialists and security officers justifies a competition for entry, the Government members responsible for the areas of finance and justice authorise the opening of the competition, fixing the number of vacancies to be filled in the career for which it is intended.

Article 44

General requirements for recruitment

1. The following are general recruitment requirements for any of the PJ's careers:
 - (a) possession of the Portuguese nationality when not exempted by the Constitution, by international convention or by special law;
 - (b) possession of the academic qualifications required for the job or position;
 - (c) absence of criminal record;
 - (d) physical robustness and psychological profile indispensable for the exercise of the functions;
 - (e) non-disqualification from holding public functions or from holding the functions as proposed;
 - (f) compliance with mandatory vaccination laws.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

2. The following are specific recruitment requirements for the criminal investigation and security careers:
 - (a) being up to 30 years old on the date of opening of the competition procedure;
 - (b) not holding conscientious objector status.
3. Workers already legally engaged in public employment for an indefinite period of time under the terms of an employment contract in public office or appointment are not subject to the requirement laid down in subparagraph (a) of the previous paragraph, in which case the age limit is 35 years.
4. The following are specific requirements for employment in the PJ's special careers:
 - (a) holding a driving licence for light vehicles; and
 - (b) approval in a specific training course provided at IPJCC.

Article 45

Candidates qualified for the training course

1. Candidates qualified in the entry competition attend the training course.
2. In the case of candidates with a previous legal relationship of public employment for an indefinite period, the course is attended on secondment pursuant to LTFP for the time corresponding to the total duration established in the respective programme.
3. In all other cases, the initial training presumes the conclusion of a training contract.
4. Candidates attend the programme with the status of PJ trainee, under which they are subject to the regime of rights, duties and incompatibilities contained in this decree-law, as well as in the regulation of the training course, approved by the national director, and to the general regime of public sector workers, in the applicable part.
5. In the cases referred to in paragraph 3, trainee status is acquired with the conclusion of a training contract between the qualified candidate and the PJ, represented in the contract by its national director, not giving rise to the establishment of any autonomous public employment relationship.
6. Attendance of the training course confers upon the trainee the right to receive a training grant, the amount of which is set out in Annex II to this decree-law, of which it is an integral part, paid according to the regime applicable to the respective career

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

of entry, in addition to a meal allowance of a value corresponding to the one practised for the majority of public sector workers.

7. Trainees as referred to in paragraph 2 may opt for a grant of an amount corresponding to the basic remuneration of the legal and functional situation of origin constituted for an indefinite period, excluding supplements due for the effective exercise of their respective functions, or for the grant mentioned in the previous paragraph, maintaining, in any case, the other rights inherent to their professional status.
8. The training grant referred to in paragraph 5 is subject to personal income tax and to the social security regime applicable to trainees.
9. Trainees without a legal relationship of public employment for an indefinite period may be covered by work accident insurance to be taken out by the PJ, while observing, with the necessary adaptations, the provisions of Article 45 of Decree-Law No. 503/99, of 20 November, in its current wording.
10. The provisions of article 129 of LTFP apply to the vacation of trainees with a relationship of public employment for an indefinite period.
11. Withdrawal, exclusion or application of a penalty of expulsion from the training course will lead to loss of trainee status and, consequently, termination of the training contract, secondment or situation of public interest transfer, depending on the case.
12. Loss of trainee status will also lead to the extinction of the right to the training grant and, in case of unjustified withdrawal, the trainee will be required to reimburse the State in the amount corresponding to the value of the grant received.
13. In case the training course is attended under a secondment regime, trainees resume their positions or functions, subtracting the time of attendance from seniority in the position of origin, unless the withdrawal is considered justified by order of the national director.
14. The provisions of paragraphs 11 and 12 become effective on the day following notification of the decision of exclusion or expulsion of the trainee or, in case of withdrawal, the order of the PJ's national director accepting it.

POLÍCIA JUDICIÁRIA

Translation

15. Administrative or judicial appeal from the decision of exclusion or expulsion from the training course does not affect the suspension of payment of the training grant until the final decision.

Article 46

Trial period

1. The trial period complies with the provisions of LTFP, without prejudice to the provisions laid down in the following paragraphs.
2. The assessment of the worker during his trial period shall be performed pursuant to the regulations approved by the national director.
3. Workers in special careers who successfully complete the trial period undertake to remain in office in the PJ for a minimum period of five years after acceptance of the appointment.
4. Upon appointment, the trial period has the following duration:
 - (a) one year in the criminal investigation career;
 - (b) nine months in all other special careers.
5. The duration of the trial period referred to in subparagraphs (a) and (b) of the previous paragraph may be reduced, respectively, up to a minimum of nine and six months, by order of the Government member responsible for the area of justice, upon a proposal by the PJ's national director.
6. Application of a disciplinary fine or more severe penalty leads to an unsuccessful conclusion of the trial period.
7. In case of unjustified withdrawal during the trial period, the worker undertakes to compensate the PJ for the costs inherent to the training process.

Article 47

Entry regime

Entry to the PJ's special careers is gained:

POLÍCIA JUDICIÁRIA

Translation

- (a) in the criminal investigation career, in the first remuneration position of the inspector category, for those who successfully completed the specific training course given by IPJCC;
- (b) in the scientific police specialist career, in the first remuneration position, for those who have successfully completed the specific training course given by IPJCC;
- (c) in the security career, in the first remuneration position, for those who have successfully completed the specific training course given by IPJCC.

SECTION III

Promotion in the criminal investigation career

Article 48

Criminal investigation senior coordinator

1. Promotion to criminal investigation senior coordinator is made through a competitive procedure defined by order of the Government member responsible for the area of justice, in which the curriculum and professional path of candidates are considered, as well as the merit evidenced in a public discussion of two scientific, technical or practical topics, the first one directly linked to the areas of criminal investigation or forensic sciences and the second one linked to the areas of management, leadership and organisational development.
2. Criminal investigation coordinators with at least five years of experience in this category and with a minimum performance assessment of "Relevant or equivalent" may apply to the competition procedure provided for in the previous paragraph.
3. The jury of the procedure, composed of at least three members, must include an assistant, an associate or a full professor of areas directly related to law, forensic sciences or criminal investigation, who is be responsible for the oral examination of knowledge in the public discussion referred to in paragraph 1, which must be reduced to writing and, if approved, be subject to disclosure and study within IPJCC.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 49

Criminal investigation coordinator

Promotion to criminal investigation coordinator is made through a competitive procedure defined by order of the Government member responsible for the area of justice, to which chief inspectors with at least four years of experience in this category, with a minimum performance assessment of "Relevant or equivalent" and approval in the specific training course given by IPJCC may apply, in order of their classification and, in case of a tie, in order of seniority.

Article 50

Chief inspector

Promotion to chief inspector is made through a competitive procedure defined by order of the Government member responsible for the area of justice, to which inspectors with at least seven years of experience in this category, with a minimum performance assessment of "Relevant or equivalent" and approval in the specific training course given by IPJCC may apply, in order of their classification and, in case of a tie, in order of seniority.

Article 51

Inspector

Trainees who have successfully completed the specific training course given by IPJCC are appointed as inspectors.

SECTION IV

Legal relationship modalities and establishment

Article 52

POLÍCIA JUDICIÁRIA

Translation

Contract modality

1. The legal relationship of public employment of workers in special careers is established by appointment under the terms of LTFP with the specificities of this decree-law.
2. Upon successful completion of the trial period, the first posting takes place in accordance with the positions defined by the PJ's national director and relevant regulations.
3. The length of service during the trial period is counted, for all legal purposes, as actual length of service.

Article 53

Waiver of publication of appointment

1. Upon proposal by the PJ's national director, based on exceptional security reasons, the Government member responsible for the area of justice may authorise waiving publicity for the appointment of workers in special careers.
2. Duly substantiated waiving of publication is without prejudice to the validity or effectiveness of the act.

SECTION V

Mobility

Article 54

Inter-career and intra-categorical mobility

1. Workers in special careers are subject to the general mobility regime applicable to public sector workers, with the specificities of this decree-law and relevant regulations.
2. The performance of functions of criminal investigation career workers in other central, regional and local Public Administration bodies or in State-owned

POLÍCIA JUDICIÁRIA

Translation

companies requires authorisation from the Government member responsible for the area of justice and may cease at any time.

3. Workers referred to in the previous paragraph remain subject to the discipline of the PJ's relevant entities.

Article 55

Instruments of internal mobility

Postings as follows constitute specific instruments for internal mobility of workers in the PJ's special careers:

- (a) movement;
- (b) swap;
- (c) transfer;
- (d) internal secondment.

Article 56

Movement

1. Posting may occur under an ordinary or extraordinary movement procedure, subject to specific regulations.
2. Ordinary movement procedures take place annually, in the month of September; the foreseeable vacancies of posts to be provided is made public, listing the relevant organic units.
3. Extraordinary movement procedures are only allowed in the case of a first posting after completion of the corresponding trial period, or when required for preponderant reasons of human resource management, namely the reallocation of staff and the urgent filling of certain posts essential for the pursuit of the PJ's assignments, and must be announced at least 30 days in advance, the foreseeable vacancies being made public.

POLÍCIA JUDICIÁRIA

Translation

4. Requests by workers who wish to apply for movement procedures must be submitted to the national director and lapse with the submission of a subsequent request or upon completion of the respective movement.
5. In each ordinary movement procedure, any requests received by 31 July or, in the case of extraordinary movements, within the period indicated by the national director, shall be considered.
6. Candidates may withdraw their request up to the 5th working day before the applicable deadline, under the terms of the previous paragraph.

Article 57

Swapping

Swapping is the movement resulting from reciprocal and simultaneous indication of workers of the same category, either on their own initiative or on the initiative of the employer with the workers' agreement.

Article 58

Transfer

Posting by transfer consists of the movement, at the worker's request, between units located at different locations.

Article 59

Internal secondment

1. Posting by internal secondment is the temporary movement of a worker between units located in different locations.
2. Internal secondments have a duration of three years, when they are carried out between units located in mainland Portugal or in the same autonomous region, or of two years, when they involve movement between the mainland and the autonomous regions or between autonomous regions.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

3. For imperative reasons of service or for ponderous reasons invoked by the worker, the PJ's national director may suspend or cause to cease, at any time, the internal secondment.
4. Provision of the worker in a new category or function also constitutes an autonomous cause for termination of the internal secondment.

Article 60

Posting rejection

Whenever there are reasons of convenience of service, the PJ's national director may reject, by reasoned order, the posting in a certain vacancy.

Article 61

Regulations

The internal mobility instruments regime has its own regulation defining, in particular, the criteria for filling posts in cases of application, the criteria to be observed in swaps, and vacancies for the first posting, submitted by the national director for approval by the member of the Government responsible for the area of justice.

Article 62

Deadline for presentation

1. The deadline for a worker to present himself to the service where he is posted is set by order of the PJ's national director in compliance with the following criteria:
 - (a) on the mainland or within the same autonomous region:
 - (i) between two services located in the same location, a term of not less than 10 days is established for terminating functions at the service of origin, and the worker must present himself to the service of destination within 10 days counting from that date; or

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

- (ii) between two services located in different locations, a term of not less than 15 days is established for terminating functions at the service of origin, and the worker must present himself to the service of destination within 15 days counting from that date;
 - (b) between the mainland and autonomous regions or between autonomous regions, a term of not less than 30 days is established for terminating functions at the service of origin, and the worker must present himself to the service of destination within 30 days counting from that date.
2. In certain cases, *ex officio* or at the request of the interested party, the time limits referred to in the previous paragraph for presentation to the service of destination may be extended to 15, 20 or 35 days, respectively, counting from the date of notice of the movement, taking into account, for this purpose, the needs of services, the travelling distance and the worker's private and family circumstances.
 3. The posting order is published at the service of origin and, in the case of services located in different locations, also at the service of destination.

Article 63

No compensation for displacement

No installation or settlement allowance is granted in respect of postings by movement, transfer or swap of workers.

Article 64

Specific mobility situation

Workers in the criminal investigation career who have performed functions under Law No. 101/2001, of 25 August, in its current wording, are entitled to be posted in a unit based outside the region in which they have performed those functions.

Article 65

Liaison officers

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. Under the terms of international agreements entered into by the Portuguese State, the Government members responsible for the areas of foreign affairs and justice may appoint liaison officers, chosen from among workers in the PJ's criminal investigation career for accreditation by foreign States or international bodies.
2. The appointment of liaison officers is made on a secondment basis for a period of three years and may be extended only once for the same period.
3. The same worker can only be appointed to a new secondment after a period of five years.
4. Liaison officers retain the right to remuneration corresponding to their post of origin, and are also entitled to additional remunerations fixed by order of the Government members responsible for the areas of foreign affairs, finance and justice, which are established in compliance with the regime applicable to equivalent staff of the Ministry of Foreign Affairs serving abroad.
5. Furthermore, by order of the Government members responsible for the areas of foreign affairs, finance and justice, the amounts relating to allowances for individual accommodation, transport, insurance, packaging of furniture and luggage, as well as any expenses and other allowances for expenses when called to Portugal or dispatched in extraordinary service within the State in which they are accredited or outside it are fixed.
6. In fixing the allowances referred to in the preceding paragraph, account must be taken of the amounts in use for equivalent staff of the Ministry of Foreign Affairs serving abroad.
7. The costs of medical assistance and medication for liaison officers serving abroad, as well as for their relatives who are beneficiaries of the Institute for Protection and Assistance in Illness, I. P. (ADSE, I. P.), are reimbursed by the latter, in accordance with the limits to be set by order of the Government members responsible for the areas of finance, justice and health.
8. The employment income earned by liaison officers posted abroad is exempt from income tax, pursuant to Article 39 of the Statute of Tax Benefits, approved by Decree-Law No. 215/89, of 1 July, in its current wording.
9. When appropriate, upon proposal of the Government member responsible for the area of justice, liaison officers may be accredited by the Government member

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

responsible for the area of foreign affairs as attachés to the embassies of Portugal abroad and use a diplomatic bag, in compliance with the rules in force for its use.

Article 66

Provision of services in other bodies

1. Workers in the PJ's special careers may be appointed on secondment to perform functions in Portugal or abroad, in national or international bodies, for a limited term, in accordance with the public interest and the commitments assumed by the Portuguese State.
2. Workers are appointed by order of the Government member responsible for the area of justice, upon proposal of the PJ's national director, and are posted administratively in the PJ's National Directorate.
3. Workers are remunerated by the destination entity, on which they functionally depend, and may in exceptional and justified situations be remunerated by the PJ.
4. Workers retain the social protection rights of their original post and the length of service is counted, for the purposes of seniority, as if it had been rendered in that post.

SECTION VI

Remuneration and allowances regime

SUBSECTION I

Remuneration regime

Article 67

Basic remuneration

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

1. Workers in special careers are subject to the general remuneration regime for workers performing public functions and to the specific provisions set out in this decree-law.
2. The structure of the basic remuneration to be paid monthly to workers in the criminal investigation, scientific police specialist and security careers develops at the levels and positions of the corresponding remuneration tables set out in Schedules 1 to 3 of Annex III to this decree-law, of which it is an integral part.
3. The basic remuneration is paid in 14 monthly instalments, 12 of which are monthly remunerations, including that for the vacation period, and the others are a Christmas allowance, paid in November of each year, in an amount equalling the basic remuneration earned in that month, and a vacation allowance, paid in June of each year, in an amount equalling the basic remuneration earned in that month.

Article 68

Remuneration tables

1. The identification of the remuneration levels, as well as the corresponding remuneration positions of the categories of the criminal investigation, the scientific police specialist and the security careers are set out in Schedules 1 to 3 of Annex III to this decree-law.
2. After appointment and during their respective trial period, inspectors, scientific police specialists, as well as security officers, are remunerated at the level corresponding to the first remuneration position of their respective careers, counting in full for the purposes of career progression the length of service rendered during that period.
3. Upon successful completion of the trial period, inspectors, scientific police specialists and security officers move automatically to the second remuneration position in their career or category, if applicable.

Article 69

Change in remuneration positioning

The change in remuneration positioning in special careers is made:

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

- (a) in the criminal investigation career categories, in the performance assessment chart, pursuant to the following article and to Article 76, with reference to the remuneration positions provided for in Schedule 1 of Annex III to this decree-law;
- (b) in the scientific police specialist career, in the performance assessment chart, pursuant to the following article and to Article 76, with reference to the remuneration positions provided for in Schedule 2 of Annex III to this decree-law;
- (c) in the security career, in the performance assessment chart, pursuant to the following article and to Article 76, with reference to the remuneration positions provided for in Schedule 3 of Annex III to this decree-law.

Article 70

Requirements for changing the remuneration positioning

1. The mandatory change in the positioning of a worker in the criminal investigation career depends on obtaining at least 12 points in performance assessments for functions exercised during the remuneration positioning he is in, and the provisions of Article 75 of Law No. 66-B/2007, of 28 December, in its current wording, do not apply.
2. For the purposes of the provisions in the preceding paragraph, points for performance assessments are awarded under the following terms:
 - (a) six points for each maximum performance assessment of 'Excellent or equivalent';
 - (b) four points for each performance assessment of 'Relevant or equivalent', immediately below the maximum;
 - (c) two points for each performance assessment of 'Adequate or equivalent', immediately below the one referred to in the preceding subparagraph;
 - (d) two negative points for each performance assessment of 'Inadequate or equivalent', corresponding to the lowest level of assessment.
3. The mandatory change in the positioning of a worker in the scientific police specialist career and in the security career depends on obtaining at least 10 points in performance assessments for functions exercised during the remuneration positioning he is in, as established in the integrated system for performance

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

assessment in Public Administration, approved by Law No. 66-B/2007, of 28 December, in its current wording.

4. The change in remuneration positioning under the terms of the preceding paragraphs refers to 1 January of the year in which it occurs, following the entry into force of this decree-law, except when resulting from an entry, a promotion or a transition into the new careers.

Article 71

Remuneration option

Magistrates and workers appointed on a secondment to the PJ may opt for the remuneration corresponding to their post of origin.

Article 72

Remuneration for the exercise of functions of a higher category

1. The following are entitled to remuneration corresponding to the first remuneration position in the next higher category:
 - (a) chief inspectors who, pursuant to paragraph 10 of Article 18 of Decree-Law No. 137/2019, of 13 September, exercise the functions of coordinating a criminal investigation section;
 - (b) inspectors who, pursuant to paragraph 10 of Article 18 of Decree-Law No. 137/2019, of 13 September, exercise the functions of heading a criminal investigation squad.
2. Upon completion of the maximum term legally provided for the exercise of functions referred to in the preceding paragraph, workers resume the legal and functional situation to which they were entitled, and the length of service rendered in the leadership position shall be counted in the career and category to which they return.
3. Within one year, workers may not be reappointed to the same functions, except if this is the result of promotion in the career to the category of criminal investigation coordinator or chief inspector, as applicable.

Article 73

Compensation for mobility

1. A special career worker who is internally seconded for a period of more than one year at the initiative of the public employer, and displaced for over 100 kilometres within the mainland or between islands in the same autonomous region are entitled to:
 - (a) compensation for installation in an amount equivalent to six times the value of the social support index;
 - (b) payment of transport costs for members of his household.
2. The provisions of the preceding paragraph also apply to situations of displacement, under the conditions laid down, by more than 50 kilometres from the worker's habitual residence, in the event of an actual change of residence.
3. When the secondment referred to in paragraph 1 occurs, under the conditions therein, from the mainland to the autonomous regions, between autonomous regions or from these regions to the mainland, workers in special careers are entitled to:
 - (a) compensation for installation in an amount equivalent to ten times the value of the social support index, without prejudice to the right to payment of transport costs as provided for in paragraph 1(b), including luggage costs up to a limit of 4 m³;
 - (b) payment, once a year, of travel expenses for themselves and their household when they have been exercising functions in the autonomous regions or on the mainland for more than one year and are returning there to exercise functions.
4. For the purposes of paragraph 2, the demonstration of the actual change of residence must be made by any means of evidence admissible under the law.
5. Should the interested party terminate the secondment, at his initiative, before the deadline set, the compensation provided for in this article shall be refunded.
6. Workers in special careers whose service of origin is on the mainland and who render service in the autonomous regions, due to the isolation resulting from the particular circumstances of island life, are also entitled to a monthly settlement allowance of 350 euros, updated annually according to the rate of inflation.

POLÍCIA JUDICIÁRIA

Translation

Article 74

Mission allowance

1. The granting of mission allowances complies with the regime in force in Public Administration.
2. For the purposes of calculating a mission allowance for preventive or criminal investigation actions requiring a worker to travel, the necessary domicile is the area where the functional activity of the worker is centred.

SUBSECTION II

Remuneration supplements and other allowances

Article 75

Remuneration supplements

1. Workers in special careers are entitled to 24/7 response, on-call or shift work allowances, as applicable, to compensate for work performed outside normal working hours, under the terms established by order of the Government members responsible for the areas of finance and justice; no other compensatory payment is due for overtime work or work performed on holidays, weekly rest days and complementary rest days.
3. Based on the special regime for the provision of work, the constraints inherent to the exercise of functions, as well as the risk, insalubrity and onerous nature associated with them, workers in special careers are entitled to a supplement to be established in a separate act, without prejudice to the provisions of Article 98(3) and (4).

SECTION VII

Performance assessment

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 76

System of performance assessment

1. The performance assessment regime for workers in special careers is based on the general principles of the assessment system of Public Administration compatible with the nature of the PJ's mission and assignments, based on objective, clear, transparent criteria previously known by the workers.
2. The adapted performance assessment system is approved by order of the Government members responsible for the areas of finance and justice within 90 days from the date of entry into force of this decree-law.
3. The final score of the performance assessment process is expressed in qualitative terms of 'Excellent', 'Relevant', 'Adequate' and 'Inadequate', according to the marks for each one of the assessment parameters, to be defined in the order referred to in the previous paragraph.

Article 77

Objectives and effects

1. The performance assessment of workers in special careers, being one of the essential elements for professional development and evolution, aims to highlight the merit, in relative and absolute terms, shown by workers, based on the demonstration of physical and technical capabilities in exercising their functions.
2. The performance assessment of workers in special careers has the effects provided for in this decree-law with regard to changes in remuneration positioning in the career, an increase in the length of the holiday period up to a maximum of three working days, and the award of performance bonuses under the terms of the order referred to in paragraph 2 of the previous article, as well as the disciplinary effects provided for in a separate act.

Article 78

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Structuring principles

1. Individual assessment is mandatory, continuous and specific in relation to the career and category, the functions performed and the period to which it refers, covering all workers in effective service; it constitutes a right of the assessee and a power-duty of the assessor.
2. Individual assessment of workers in special careers who render services outside the organic structure of the PJ is the responsibility of the supervisory officer appointed by the national director, pursuant to the provisions of the order referred to in Article 76(2).

Article 79

Purposes of individual assessment

In addition to the objectives provided for in Article 6 of Law No. 66-B/2007, of 28 December, in its current wording, individual assessment aims to:

- (a) improve the service provided by workers and, concomitantly, organisational performance;
- (b) update knowledge regarding existing human resources;
- (c) assess and adjust human resources to the positions held and functions exercised;
- (d) reconcile the skills of the assessed worker and the PJ's interests, taking into account the increasing complexity resulting from scientific, technical, operational and organisational progress;
- (e) enhance the fulfilment of functional duties and the respective technical improvement of the worker.

Article 80

Periodicity of individual assessment

1. Individual assessments can be:
 - (a) periodic; or

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

- (b) extraordinary.
2. Periodic assessments of workers in the PJ's special careers are given annually with reference to the workers' performance in the previous calendar year.
 3. Extraordinary assessments are carried out pursuant to the regulations provided for in a separate act.

SECTION VIII

Public recognition

Article 81

Public recognition of merit

1. Public recognition of the merit of workers in the criminal investigation career is aimed at the recognition and praising of acts of service, which reveal exemplary professional qualities and exceptional performance contributing to the PJ's prestige.
2. Without prejudice to other forms of public recognition of merit provided for by law and in this decree-law, this translates into forms of rewarding performance, honorary in nature, which may consist in awarding workers in the criminal investigation career:
 - (a) a mention of exceptional merit, granted on an individual basis;
 - (b) a gold, silver or bronze badge, granted on an individual basis;
 - (c) a praise, granted on an individual or collective basis;
 - (d) commendation, granted on an individual or collective basis.
3. The mention of exceptional merit has the effect of reducing the length of service for purposes of career advancement or promotion, regardless of a competitive procedure.
4. The accumulation of performance rewards is allowed.
5. The performance reward may take place during the bond, upon gaining availability status, upon retirement and posthumously, except in cases of exceptional merit awards.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

6. Granting performance rewards as provided for in paragraph 2 is the responsibility of the Government member responsible for the area of justice, upon proposal by the PJ's national director and a mandatory opinion by the Polícia Judiciária's High Council.
7. The provisions of the previous paragraphs apply, with the necessary adaptations, to the recognition of the merit of workers in the remaining special and general careers.
8. Regulations applicable to public recognition of merit are approved by order of the Government member responsible for the area of justice.

SECTION IX

Availability and retirement – either as a member of the military or equivalent services or otherwise

SUBSECTION I

Availability

Article 82

Transiting to availability

1. Workers in the criminal investigation career who are not employed on secondment in a managerial position move to availability:
 - (a) automatically, upon reaching the age of 60;
 - (b) by order of the member of the Government responsible for the area of justice, at the request of the interested party, when he has completed 55 years of age and 36 years of service.
2. Workers in the criminal investigation career under the conditions set forth in paragraph (1)(a) may expressly waive transiting to availability and choose to retire if they meet the conditions legally established for this purpose, or to remain in active service.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 83

Availability status

1. In the situation of availability, workers in the criminal investigation career retain their rights and benefits and continue to be bound by their duties and incompatibilities, with the exception of the following:
 - (a) the right to occupy a place on the staffing plan;
 - (b) the right to change remuneration position;
 - (c) the right to elect and to be elected to the Polícia Judiciária's High Council.
2. In the situation of availability while in effective service, workers in the criminal investigation career render services compatible with their physical and intellectual condition, in accordance with their knowledge and experience and with the needs and expediency of services, and may not continue to exercise leadership or coordination functions or be assigned to a management position.
3. The remuneration of workers in the criminal investigation career in the situation of availability while in effective service is the same as that to which they would be entitled if they were in active service.
4. The remuneration of workers in the criminal investigation career in the situation of availability while not in effective service is the same as the average basic remuneration in the last year, plus any supplements to which they may be entitled.
5. The regime of service provision in availability is defined by order of the Government member responsible for the area of justice.

Article 84

Contingent in and out of effective service

1. The contingent of workers in the criminal investigation career who may be placed in a situation of availability is established annually, by order of the Government member responsible for the area of justice, for the specification of indicative percentage quotas for situations of effective service and out of effective service.

POLÍCIA JUDICIÁRIA

Translation

2. When workers in the criminal investigation career who may be placed in a situation of availability exceed one of the quotas defined under the terms of the previous paragraph, they may be placed, in the excess quantity, provided that they request it and taking into account the public interest, in the situation that has an excess quota, until the annual quota is exhausted.
3. The rules to be taken into account in the submission, appraisal and deciding of requests are established considering the age and length of service provided, by normative order of the Government member responsible for the area of justice.

SUBSECTION II

Retirement

Article 85

Transiting to retirement

1. The provisions of Decree-Law No. 4 /2017, of 6 January, govern the retirement of workers in the criminal investigation and security careers.
2. The decree-law referred to in the previous paragraph applies under the conditions set forth therein to the remaining workers of the PJ who perform crime scene investigation and evidence gathering functions, regardless of the career, either new or subsisting, to which they belong by virtue of this decree-law.

Article 86

Retirement due to incapacity

1. Workers who, due to weakness or impairment of physical or intellectual faculties demonstrated in the exercise of their functions, cannot continue in functions without serious inconvenience to services shall be submitted to a medical board of ADSE, I. P.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

2. Workers submitted to a medical board who are found incapable under the terms of the previous paragraph shall be notified of its opinion and have 30 days to request retirement or produce, in writing, any observations they may have as appropriate.
3. Workers who, under the terms of the previous paragraph and after the period referred to therein has elapsed, do not apply for retirement shall be submitted to a medical board of CGA, I. P.
4. As long as there is no final decision, workers in the situation provided for in the previous paragraph may be suspended from exercising their functions whenever their incapacity justifies it, by order of the Government member responsible for the area of justice, upon proposal of the national director.
5. The suspension provided for in this article is carried out in such a way as to safeguard the institution's prestige and the dignity of the worker and has no effect on remunerations received.

Article 87

Maintenance of rights and benefits

1. Workers in the PJ's special careers who are retired for reasons other than disciplinary punishment remain entitled:
 - (a) to using and carrying a weapon, under the terms defined in Article 13(4);
 - (b) to daily allowances and transport when called upon to participate in procedural acts before a judicial or prosecuting authority and the courts by virtue of functions exercised prior to their retirement.
2. Workers referred to in the previous paragraph shall hold an identification card for purposes of recognising their capacity and the rights they enjoy, the model of which is approved by order of the Government member responsible for the area of justice.
3. Retired criminal investigation career workers may keep the badge in use at the PJ in their possession, and any misuse of it shall imply its immediate return, without prejudice to any criminal or other liability to which it may be subject.
4. The provisions of this article, with the exception of those provided for in paragraph 1(a), apply to all other workers.

SECTION X

Education and vocational training

Article 88

Training courses for entry or promotion

1. Specific training courses for entry or promotion in the criminal investigation career, as well as specific training courses for entry and access to other special careers, shall be exclusively provided by IPJCC.
2. The national director must approve the duration, structure and content of curricular plans of training courses provided by IPJCC.

Article 89

General principles

1. Vocational training encompasses the areas of initial and continuous training and training for vocational advancement, applying, with the necessary adaptations, the vocational training regime in Public Administration, approved by Decree-Law No. 86-A/2016, of 29 December.
2. The PJ must provide its workers with professional training actions appropriate to their qualification and individual capabilities and to the interests of the service.
3. PJ workers have the right and the duty to participate in vocational training actions provided to them, unless justified or for a legitimate reason.
4. The following are justifiable reasons for a worker's refusal to attend a training action:
 - (a) having attended a training course with an identical syllabus to the training motivating the refusal;
 - (b) attendance at a trial hearing;
 - (c) vacation, leave and absences;
 - (d) the need to provide family accompaniment.

POLÍCIA JUDICIÁRIA

Translation

5. The inexistence of training actions due to an omission by Public Administration or the lack of attendance of training actions for reasons not attributable to workers shall not prejudice them, namely for career promotion purposes.
6. Attendance and successful completion by workers of the PJ of all vocational training actions provided by IPJCC or by entities cooperating with it are factors to be considered for purposes of performance assessment with regard to the "skills" criterion.
7. Training of workers in special careers shall be continuous and must be planned and programmed, with interdisciplinary technical and scientific updating objectives timely determined and appropriate to the needs of vocational qualification, and may also aim to develop research projects in criminal investigation and criminal and forensic sciences areas to be carried out within IPJCC or entities cooperating with it.
8. Provided it is authorised by the PJ, vocational training completed in any of its modalities may not prejudice the rights, benefits or guarantees of workers in special careers, and counts as actual length of service.
9. Attendance of workers in the PJ's special careers of continuing training outside the locality where they are posted entitles them to a daily allowance, as well as to reimbursement, in the case of workers posted in the autonomous regions who travel to the mainland for this purpose, should they not opt to receive in advance expenses arising from the use of air transport, in accordance with the law.
10. The provisions of the previous paragraphs apply, with the necessary adaptations, to the other workers of the PJ's single staff plan.

Article 90

Training plans

1. Via IPJCC, the PJ must draw up annual or multi-annual training plans, based on the concrete training needs of the PJ's workers, in compliance with the applicable legal provisions.
2. Training plans must be widely disseminated to all PJ workers through internal communication channels, namely through the intranet, operational directives or email.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

3. Attendance of training actions during normal working hours confers the right to remuneration and counts, for all purposes, as actual length of service.
4. IPJCC, within the scope of protocols celebrated with external entities, both national and international, and taking into account the special needs for training and updating, may establish annual programs of specific training both in national territory and abroad.

Article 91

Obligation to stay

Workers in the PJ's special careers who resign during the first five years after their appointment shall be obliged to reimburse all the funds spent by the PJ on their training.

Article 92

The trainer's regime and training certification

1. The trainer's regime and the certification of training at IPJCC are regulated by order of the national director.
2. The remuneration regime for accumulating trainer functions is regulated by order of the Government members responsible for the areas of finance, public administration and justice.

CHAPTER IV

Transition to new special careers

Article 93

Transition to the criminal investigation career

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Workers currently enrolled in the criminal investigation career, pursuant to Article 62(3) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, move to the criminal investigation career, under the following terms:

- (a) from the category of criminal investigation senior coordinator to the category of criminal investigation senior coordinator;
- (b) from the category of criminal investigation coordinator to the category of criminal investigation coordinator;
- (c) from the category of chief inspector to the category of chief inspector;
- (d) from the category of inspector to the category of inspector.

Article 94

Transition to the scientific police specialist career

1. Workers enrolled in the careers of senior specialist, specialist, assistant specialist and support specialist under the terms of Article 62(5)(a) to (d) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, who meet the requirement for entry into the scientific police specialist career provided for in Article 44(1)(b), and who have, for at least one year, exercised functions included in the functional contents described in Schedule 2 of Annex I to this decree-law, may move to the latter career, if they manifest a declaration of will to that effect within a period of 10 days counting from the date on which this decree-law comes into force.
2. In addition, workers enrolled in the assistant specialist career who have, for at least one year, exercised functions included in the functional contents described in Schedule 2 of Annex I to this decree-law and who have received specific training in the area of criminalistics and the collection of traces at the crime scene may move to the scientific police specialist career.
3. Workers in the careers of senior specialist, specialist, assistant specialist and support specialist who, under the provisions of the previous paragraph, do not move to the scientific police specialist career, remain in the subsisting careers under the terms of Article 97.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 95

Transition to the security career

Workers enrolled in the security career under the terms of Article 62(5)(e) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, move to the new security career.

Article 96

Remuneration repositioning

1. Upon moving on to the criminal investigation, scientific police specialist and security careers, workers are repositioned to the remuneration position in the tables set out in Schedules 1 to 3 of Annex III to this decree-law, at a level whose monetary amount is identical to the monetary amount corresponding to the basic remuneration.
2. In the application of the previous paragraph, in case of lack of identity, workers are repositioned in an automatically created remuneration position, the monetary amount of which shall be identical to the monetary amount to be considered for the purposes of repositioning on the date of entry into force of this decree-law.
3. The change in remuneration positioning under the terms of this article takes effect on the date on which it occurs, and the provisions of the first part of Article 70(4) shall not apply.
4. The position of workers in unpaid leave schemes or in an equivalent situation shall be safeguarded, their transition referring to the date of suspension of their functions.
5. The transition to careers referred to in paragraph 1 is made by means of nominative lists, within 30 days counting from the date of entry into force of this decree-law, notified to each of the corresponding workers and publicised by putting them on display at the body or service, as well as by posting them on the PJ's intranet website.
6. Transitions take effect from the date of entry into force of this decree-law.

CHAPTER V

Final and transitional provisions

POLÍCIA JUDICIÁRIA

Translation

Article 97

Subsisting careers

1. The careers of senior specialist, specialist, assistant specialist and support specialist, provided for in Article 62(5)(a) to (d) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, subsist under the terms of Article 106 of Law No. 12-A/2008, of 27 September, in its current wording, and are extinguished when they become vacant, without prejudice to the provisions of Article 94 or to their application for a competitive procedure for the new special careers, under the terms of Article 34(1) of LTFP.
2. The provisions of Articles 6, 12(2), 17, 21, 25, 26(2), 28, 57 to 59, 63, 66, 73, 81(7) and 87(1)(b) apply, with any necessary adaptations, to workers in the subsisting careers.

Article 98

Safeguarding of rights

1. Application of this decree-law may not lead to a reduction in remunerations currently earned by workers transiting to the criminal investigation, scientific police specialist and security special careers.
2. The rights of workers on the PJ's staff plan who, under the terms of this decree-law, do not move to special careers as referred to in the previous paragraph, shall be safeguarded.
3. Until the regulations provided for in Article 75 are in place, workers in the criminal investigation career and in the security career retain the right to the allowance provided for, respectively, in Articles 99(3) and 99(4) of Decree-Law No. 295-A/90, of 21 September, in its current wording, under the conditions in which they receive it on the date of entry into force of this decree-law.
4. The provisions of Article 99(4) of Decree-Law No. 295-A/90, of 21 September, in its current wording, apply to workers in the scientific police specialist career.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

5. Workers who, on the date of entry into force of this decree-law, are enrolled in the careers provided for in Article 62(5)(a) to (d) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, or who are enrolled in general careers and are on the PJ's staff plan, retain the remuneration regime and the allowances referred to in Article 99(5) and (6) of Decree-Law No. 295-A/90, of 21 September, and in Article 79(3) of Decree-Law No. 295-A/2000, of 9 November, in its current wording, under the conditions in which they receive them on the date of entry into force of this decree-law and as long as they remain in those careers.
6. Article 79(7) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, continues to apply to workers referred to therein.

Article 99

Performance assessment

1. The performance assessment regime for workers in the subsisting careers and for workers in general careers is carried out under the terms applicable to the generality of public sector workers, and starts, after the entry into force of this decree-law, with the 2021-2022 cycle, provisionally resorting to the current system with performance differentiations of 25% and 5% for "Relevant" and "Excellent" performances, respectively.
2. The equivalent of 70% of progression modules for change of grade, which will cease as soon as the corresponding mandatory remuneration repositioning occurs, pursuant to the provisions of the first part of this paragraph, applies to remuneration progressions of the PJ's workers, as regulated in Article 103(2) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, for the period between 2009 and 2019.
3. Mandatory remuneration repositioning of the PJ's workers under the terms of the previous paragraph is made in the remuneration grades in force on 31 December 2019, corresponding to the respective careers and categories, and the provisions of Article 75 of Law No. 66-B/2007, of 28 December, in its current wording, do not apply.

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Article 100

Increased length of service

To the length of service rendered by workers in the criminal investigation and security careers before the date of entry into force of Law No. 11/2014, of 6 March, in its current wording, the increments provided for in the legislation in force on the date the service was rendered apply for retirement purposes.

Article 101

Safeguarding competition procedures, training courses and trial periods

1. External competitions pending on the date of publication of this decree-law remain valid and in force until the selected candidates fill the vacancies.
2. Internal competitions pending on the date of publication of this decree-law remain in force until the selected candidates fill the vacancies.
3. For the purposes of the previous number, pending competitions are considered to be those in which selection tests have already begun.
4. Candidates appointed under the terms of paragraphs 1 and 2 are employed in the career to which the current holders of the careers or categories to which they have applied have moved, and are positioned in the remuneration positions of special careers as regulated by this decree-law, listed in Annex III to this decree-law, as the same value as the basic remuneration corresponding to the career or category put up for competition.
5. Training courses and trial periods that are ongoing on the date of entry into force of this decree-law are maintained, and workers who successfully complete them move to the career to which the current incumbents move, being repositioned in a remuneration position under the terms of Article 96.

Article 102

Safeguarding mobility

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

Workers who, on the date of entry into force of this decree-law, are in a mobility situation shall be considered to be in mobility in their new career, under the terms of this decree-law.

Article 103

House rent allowance

Workers who, under Decree-Law No. 295-A/90, of 21 September, have had the right to a house rent allowance maintained retain this right.

Article 104

Legislation and complementary regulations

1. Unless otherwise provided for by law, legislation and regulations provided for in this decree-law must be approved within 180 days of their entry into force.
2. Until the approval of the legislation and regulations referred to in the previous paragraph, the regulations currently applicable remain in force, with the necessary adaptations, provided that they are not contrary to the provisions of this decree-law.

Article 105

Repeal rule

1. Decree-Law No. 275-A/2000, of 9 November, in its current wording, is repealed.
2. Without prejudice to the provisions of the previous paragraph:
 - (a) Articles 69 and 160 of Decree-Law No. 275-A/2000, of 9 November, in its current wording, remain in effect as long as the category of driver agent subsists;
 - (b) Articles 73 to 76 of Decree-Law No. 275-A/2000, of 9 November, in its current wording, remain in effect as long as the corresponding careers subsist;
 - (c) Article 79(7) of Decree-Law No. 275-A/2000, of 9 November, in its current wording, remains in effect pursuant to the provisions of Article 98(6).

MINISTÉRIO DA JUSTIÇA

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

3. Any references made to the rules hereby repealed shall be deemed to have been made, with the necessary adaptations, to this decree-law.

Article 106

Entry into force

This decree-law enters into force on 1 January 2020.

This decree-law comes into force on 1 January 2020.

Seen and approved by the Council of Ministers on 25 July 2019. - António Luís Santos da Costa - Augusto Ernesto Santos Silva - Maria de Fátima de Jesus Fonseca - Helena Maria Mesquita Ribeiro - Marta Alexandra Fartura Braga Temido de Almeida Simões.

Promulgated on 6 September 2019.

To be published.

The President of the Republic, Marcelo Rebelo de Sousa.

Ratified on 9 September 2019.

The Prime Minister, António Luís Santos da Costa.



S. R.
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POLÍCIA JUDICIÁRIA
UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

ANNEX I

(referred to in Articles 35[2], 36[4] and 94[1] and [2])

SCHEDULE 1

Criminal investigation career

Categories	Functional content	Degree of functional complexity
Criminal investigation senior coordinator	Performance of acts proper to a criminal police authority; Senior direction; Direction and leadership of organic units; Assistance, support and expert technical advice to the National Directorate, the national units and the directorates;	3



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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

<p>Direction and coordination of teams or study groups related to projects of high complexity, namely in the fields of scientific and technological research applied to criminal investigation and forensic sciences;</p> <p>Senior coordination of various criminal investigation or criminal intelligence sections;</p> <p>Senior inspection and coordination of inspection teams;</p> <p>Institutional representation in high-level missions requiring highly specialised knowledge or a global view of the organisation, at national and international level;</p> <p>Liaison officer functions and institutional representation in national and international bodies and foreign countries;</p> <p>Issuance of orders and service instructions for the implementation of the directives whose application he must ensure;</p> <p>Direction and coordination of projects of high technicality and complexity in the fields of criminal investigation and internal security;</p>	
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UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

	<p>Teaching, training or other actions of an equivalent nature within the scope of the Polícia Judiciária (PJ);</p> <p>Cooperation with the Institute of Judiciary Police and Criminal Sciences (IPJCC) in the area of scientific research and doctrinal production, namely in the fields of law, forensic sciences, strategy, direction and leadership.</p>	
Criminal investigation coordinator	<p>Performance of acts proper to a criminal police authority;</p> <p>Assistance, support and expert technical advice to the Director of the organic unit he belongs to;</p> <p>Direction and leadership of organic units;</p> <p>Direction and coordination of criminal investigation sections and other similar organic units;</p> <p>Representation of the organic unit he directs, at national and international level;</p>	3



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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

<p>Institutional representation in high-level missions requiring highly specialised knowledge or a global view of the organisation, at national and international level;</p> <p>Human resources and logistics management of the section;</p> <p>Establishment of a legal framework for criminal investigations oriented towards subsequent procedural and operational activities;</p> <p>Establishment of general guidelines on priorities within the unit he directs or the section he coordinates, in keeping with individual, collective and service goals;</p> <p>Direction and execution control of technically more complex investigations;</p> <p>Coordination of procedural activity and decision making at the strategic level;</p> <p>Coordination of the section's criminal intelligence;</p> <p>Security area coordination;</p> <p>Inspection of the services he coordinates;</p>	
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Translation

	<p>Supervision of the squads' operational activity data;</p> <p>Monitoring compliance with legal deadlines;</p> <p>Issuance of orders and service instructions for the implementation of the directives, orders and instructions whose application he must ensure;</p> <p>Teaching, training or other actions of an equivalent nature within the scope of the Polícia Judiciária (PJ);</p> <p>Cooperation with IPJCC in carrying out studies in the field of criminal investigation and forensic sciences.</p>	
Chief inspector	<p>Performance of acts proper to a criminal police authority;</p> <p>Leadership of a local criminal investigation unit, squads and groups, and a security area;</p> <p>Operational leadership in prevention and criminal investigation actions;</p> <p>Leadership and guidance of workers directly assigned to him;</p>	3



MINISTÉRIO DA JUSTIÇA

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

<p>Leadership and coordination of criminal intelligence channels established between operational units and criminal intelligence analysis units;</p> <p>Leadership and management of operational activity developed by crime scene investigation teams;</p> <p>Assisting and replacing the criminal investigation coordinator during his absences and impediments or on an interim basis by order from above;</p> <p>Operational planning and execution control of prevention and criminal investigation actions;</p> <p>Drafting orders, reports and opinions with a view to preparing for higher decision making on prevention and criminal investigation measures;</p> <p>Institutional representation and acting as liaison officer at national and foreign bodies, institutions and services;</p> <p>Representation of the organic unit he heads at national and international level;</p>	
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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

	<p>Participation in multidisciplinary working groups requiring expertise or an overall view of the organisation;</p> <p>Definition of guidelines on priorities within the squads and groups he leads, in keeping with individual, collective and service goals;</p> <p>Prioritisation of investigations and requests received;</p> <p>Supervision of criminal investigation acts practiced by workers under his command;</p> <p>Ensuring compliance with legal deadlines for the performance of procedural acts;</p> <p>Ensuring the forwarding of criminal and police information to the corresponding organic units, whenever requested by superiors;</p> <p>Ensuring that data relating to the squads' operational activity is updated;</p> <p>Formal control of requests made to external entities in the context of investigations;</p> <p>Managing the vehicle fleet assigned to the squads;</p>	
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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

	<p>Managing the computer park and other equipment distributed to the squads and groups;</p> <p>Tutoring and guidance of inspectors in their trial period;</p> <p>Support and technical and scientific advice to the higher categories;</p> <p>Teaching, training or other actions of an equivalent nature within the PJ;</p> <p>Cooperation with IPJCC in carrying out studies in the field of criminal investigation and forensic sciences.</p>	
Inspector	<p>Performance of acts of a criminal police authority for the purposes of the provisions of the Code of Criminal Procedure, when appointed to the duties of leading a squad;</p> <p>Assisting and replacing the chief inspector during his absences and impediments or on an interim basis by order from above, as well as assisting workers in a senior category where determined from above;</p> <p>Heading investigation teams, by order from above, including mixed or multidisciplinary teams, whether or not comprising external elements,</p>	3



MINISTÉRIO DA JUSTIÇA

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

	<p>formed in the context of exceptional investigations or specific procedural acts;</p> <p>Conducting the investigation in criminal cases assigned to the group to which he belongs;</p> <p>Managing operational activities developed by crime scene investigation teams during the chief inspector's absences and impediments;</p> <p>Heading support staff within squads and investigation teams;</p> <p>Drawing up operational planning and ensuring its execution control during the chief inspector's absences and impediments;</p> <p>Drawing up reports and information within the scope of prevention, detection and criminal investigation activities;</p> <p>Performing prevention and criminal investigation acts with technical autonomy in planning and executing the corresponding procedural steps;</p> <p>Acting as an institutional representative and liaison officer to national and foreign bodies, institutions and services;</p>	
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POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

	<p>Ensuring management of operational activity developed by crime scene investigation teams, during the chief inspector's absences and impediments;</p> <p>Performing inspection and monitoring actions in areas of the PJ's remit;</p> <p>Ensuring management of the crime scene with a view to performing inspection and forensic identification acts, as well as gathering evidence in other scenarios of police intervention;</p> <p>Performing surveillance, search and arrest actions;</p> <p>Providing technical and scientific support and advice to workers in senior categories;</p> <p>Teaching, training or similar actions within the PJ's scope.</p>	
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UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

SCHEDULE 2

Scientific police specialist career

Category	Functional content	Degree of functional complexity
Scientific police specialist	<p>Performing acts of inspection in physical and digital environments, and of forensic identification, including searching, gathering, conditioning, processing of traces and other evidence, gathering of identifying biometric elements, capturing and processing images of places, objects and people, using technical-scientific procedures and ensuring the custody of evidence in direct assistance to criminal investigation, without prejudice to technical and scientific autonomy;</p> <p>Carrying out digital evidence gathering examinations, using technical-scientific procedures and ensuring the custody of evidence in direct assistance to criminal investigation, without prejudice to technical and scientific autonomy;</p>	3



MINISTÉRIO DA JUSTIÇA

POLÍCIA JUDICIÁRIA

UNIDADE DE COOPERAÇÃO INTERNACIONAL

Translation

<p>Carrying out examinations or expertise and drawing up the relevant reports in the different forensic laboratory, telecommunications, IT, finance and accounting fields;</p> <p>Technical and scientific advice in the expert, technological and informational fields;</p> <p>Participating in human identification in disasters or exception scenarios;</p> <p>Conception, planning, evaluation and application of technical-scientific methods and processes in the field of crime scene investigation;</p> <p>Performance of procedural acts, as well as other related or functionally linked tasks, determined from above, for which appropriate professional training is held, within the scope of the corresponding competence matrix and specific organic unit;</p> <p>Participation in meetings, committees and working groups at national and international level, with special focus on the area of criminalistics and crime scene investigation and other forensic or expert areas;</p>	
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Translation

	<p>Institutional representation at national and foreign bodies, institutions and services;</p> <p>Teaching functions and cooperation in training actions and development of innovative methodologies, integrating national and international technical-scientific know-how;</p> <p>Cooperation with IPJCC in the field of criminal and forensic sciences.</p>	
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Translation

SCHEDULE 3

Security career

Career	Functional content	Degree of functional complexity
Security officer	Assistance, advice and support to leadership in the area of security; Heading flexible units in the area of security; Drafting proposals and opinions; Operational planning and supervising operational activity; Safekeeping of PJ buildings and surrounding areas; Transportation and ensuring the safekeeping of equipment, objects and valuables seized; Securing locations where the PJ's proceedings take place, in coordination with criminal investigation; Defending the premises and the workers exercising functions in them;	2



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Translation

<p>Preventing attacks, robberies, fires and floods;</p> <p>Controlling people's access to buildings and protecting individuals;</p> <p>Support to criminal investigation in witness protection, transportation and custody of detainees, material seized and valuables;</p> <p>Support to criminal investigation in the transportation and custody of detainees in active and passive extraditions;</p> <p>Assistance to workers in the criminal investigation career within the scope of the PJ's attributions, through appointment by the corresponding hierarchical superior, in their functional dependence for the time determined by the head of the prevention or investigation organic unit requiring it;</p> <p>Cooperation with IPJCC in areas of their competence and in training actions.</p>	
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ANNEX II

(referred to in Article 45[6])

Training grant

Initial training course	Remuneration levels
Entry into the criminal investigation career	8 € 837,60
Entry into the scientific police specialist career	8 € 837,60
Entry into the security career	Guaranteed Minimum Monthly Retribution



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ANNEX III

(referred to in Articles 67[2], 68[1], 69, 96[1] and 100[4])

SCHEDULE 1

Criminal investigation career

Categories	Remuneration positions and levels											
	1	2	3	4	5	6	7	8	9	10	11	12
Criminal investigation senior coordinator	62	63	64	65	66	67	68	69	70	72		
Criminal investigation coordinator	50	51	52	53	54	55	56	58	60	61		
Chief inspector	42	43	44	45	46	47	48	49	50	51	53	55
Inspector	25	27	28	29	30	31	33	35	37	39	41	43



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SCHEDULE 2

Scientific police specialist career

Career	Remuneration positions and levels												
	1	2	3	4	5	6	7	8	9	10	11	12	13
Scientific police specialist	23	27	30	33	36	39	42	45	48	51	54	57	60

SCHEDULE 3

Security career

Career	Remuneration positions and levels									
	1	2	3	4	5	6	7	8	9	10
Security officer	8	10	12	14	16	18	20	22	24	26