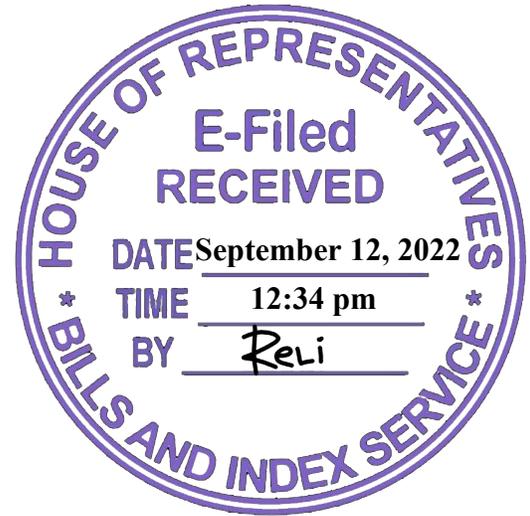


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
First Regular Session

House Bill No. 4657



Introduced by Representative Richard I. Gomez

EXPLANATORY NOTE

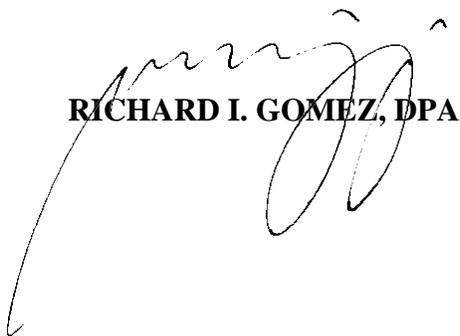
The quality of our citizens can only be as good as the quality of our schools. In the same way, the quality of our society, and the overarching peace and order, which is the foundation of our progress, rests largely on the quality of our police officers, who are charged with the latter.

Therefore, how our nation trains and educates its police force is of utmost importance. This bill recognizes the need for the Philippine National Police Academy (PNPA) to upgrade and modernize its charter. Since its inception in 1977 through Presidential Decree 1184, the PNPA has gone through various institutional and organizational changes. Its first charter was enacted in 1981 through Presidential Decree 1780, which declared it as the premier police educational institution in the country, under the Philippine Constabulary- Integrated National Police (PC-INP). Following the abolishment of the latter in 1991, its supervision changed hands from the Philippine Public Safety College (PPSC) and finally to the Office of the Chief, Philippine National Police (PNP).

Forty (40) years thereafter, the mandate, scope, character and administration of the PNP has considerably changed. Whereas it initially operated under the Armed Forces of the Philippines, it is now under the Department of the Interior and Local Government (DILG), performing the duty of keeping public safety as a civilian institution.

With such major changes in role, thrust, as well as changes in societal dynamics, values, technological advancements and global perspectives, it is high time that the PNPA also undergo a revamp in its charter, for the institution to be responsive to the demands of today.

In view of the foregoing, the passage of this bill is earnestly sought.



RICHARD I. GOMEZ, DPA

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
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House Bill No. 4657

Introduced by Representative Richard I. Gomez

AN ACT
TO STRENGTHEN THE CHARTER OF THE PHILIPPINE NATIONAL POLICE
ACADEMY AS PROVIDED UNDER PRESIDENTIAL DECREE 1780 AND FOR
OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* - This Act shall be known as "*The New PNPA Charter of 2022.*"

SEC. 2. *Declaration of Policy.* – It is the policy of the state to promote peace and order in the most effective and efficient manner, while reflecting the Filipino cultural values of respect for human life, courteousness, diligence and godliness. It is therefore incumbent on the state to maintain an educational and training institution for the police force that reflects such values. This would ensure public safety and strengthen local government’s capability in undertaking the effective delivery of the basic services to the Filipino people. It is also the policy of the State to protect and promote the right of all citizens to quality education, including those who wish to pursue a formal education in public safety, at the highest level and quality.

Towards this end, it is the responsibility of the State to strengthen the Philippine National Police Academy, as the premier institution for police education and the primary source for commissioning of police lieutenants.

SEC. 3. *Terms.* -- The following terms are used in this Act:

- a. BFP - Bureau of Fire Protection;
- b. BJMP - Bureau of Jail Management and Penology;
- c. CHED - Commission on Higher Education;
- d. DEPED - Department of Education;
- e. DILG - Department of the Interior and Local Government;
- f. DND - Department of National Defense;
- g. NAPOLCOM - National Police Commission;
- h. PNP – Philippine National Police;
- i. PNPA - Philippine National Police Academy;
- j. PNPA-AAI - Philippine National Police Academy Alumni Association, Inc.;
- k. SILG - Secretary of the Interior and Local Government;
- l. SPHEI - Special Public Higher Educational Institution;
- m. TESDA - Technical Education and Skills Development Authority;

SEC. 4. *Purpose of the Academy.* - The Philippine National Police Academy (PNPA), hereinafter referred to as the “Academy,” is a Special Public Higher Educational Institution (SPHEI) organized for the purpose of offering training and education, pursuant to the mandates of the Philippine National Police.

The Academy shall develop the skills, values and conduct of its students and members of its community, so that the same can contribute positively to national development in the areas of public safety and social defense. The Academy shall provide advanced instructions and professional, specialized training in public safety, social defense, proper conduct and other relevant fields of study.

For purposes of this Act, the Academy shall be under the direct supervision of the Office of the Chief, Philippine National Police.

SEC. 5. *Academic Excellence and Good Governance.* - The Academy shall be an institution that upholds the highest levels of academic excellence in the fields of public safety, social defense, internal security and proper conduct of police officers. Hence, the Academy shall be afforded the following rights, powers, and responsibilities:

- a. *Academic Freedom.* - The Academy has the right and responsibility to exercise academic freedom pursuant to paragraph 2. Section 5 of Article XIV of the Constitution. Towards this end, it shall exclusively determine its plans, policies, programs, curricula, and standards of teaching and training. The Academy shall recommend its annual budget to the Philippine National Police;

- b. *Academic Excellence.* - The Academy shall be responsible for maintaining and enhancing its training and academic standards in the performance of its functions of instruction, research and extension of said fields;
- c. *Research and Extension Services.* - The Academy shall establish a *Research and Extension Services*, which shall be responsible for the identification and formulation of responsive policies on key concerns regarding public safety and social defense issues, for recommendation to Congress and the President of the Philippines, through the Philippine National Police and the Department of the Interior and Local Government;
- d. *Institutional Infrastructure Development.* -- The Academy shall enjoy autonomy in building infrastructure, acquiring necessary equipment, and reorganizing administrative structures, which are deemed necessary for the conduct of its goals and objectives;
- e. *Personnel.* – The Academy shall establish its own Corps of Professors and Instructors, and shall provide the same with adequate salaries, grants and benefits, human resource development programs and other incentives; and
- f. *Cadetship Program.* - The Academy shall likewise determine the yearly quota and the qualifications of cadets who shall be admitted to the Cadetship Program.

SEC. 6. *Board of Trustees.* - The governing board of PNPA shall be the Board of Trustees, which shall be chaired and co-chaired by the Secretary of the Interior and Local Government (SILG) and Chief, Philippine National Police (PNP), respectively, and with the following as members:

- 1) Chairperson, Commission on Higher Education (CHED);
- 2) Vice Chairperson, National Police Commission (NAPOLCOM);
- 3) Chairperson, Committee on Education, House of Representatives;
- 4) Chairperson, Committee on Education, Senate;
- 5) Chairperson, Committee on Peace and Order, House of Representatives;
- 6) Chairperson, Committee on Public Safety, House of Representatives; and
- 7) Chairperson, Philippine National Police Academy Alumni Association, Inc. (PNPAAAI).

SEC. 7. *Powers and Duties of the Board of Trustees.* - The Board shall have the following powers and duties, such as, but not limited to:

- a. Promulgate and implement policies in accordance with declared state policies on education, other pertinent provisions of the Constitution on education and public safety, and the policies, standards, and functions of a SPHEI;
- b. Approve the curricula, instructional programs, and rules on student discipline drawn by the Academic Board;
- c. Deliberate the qualification standard of nominees recommended by the Chief, PNP;
- d. Establish and adjust the salaries of Corps of Professors and Instructors, administrative officials, and employees, subject to the provisions of the Revised Compensation and Position Classification System and other pertinent budget and compensation laws governing hours of service, and such other duties and conditions as it may deem appropriate;
- e. Receive and appropriate sums as may be provided by law for the support of the PNPA, and all other sums in the manner it may, in its discretion, determine to carry out the purposes and functions of the PNPA;
- f. Set the policies on admission and graduation of students;
- g. Develop academic arrangements for institutional capacity building with appropriate institutions and agencies, whether public, private, local or foreign, and appoint experts or specialists as consultants, part-time, visiting or exchange professors, scholars or researcher, as the case may be;
- h. Adopt modern and innovative modes of transmitting knowledge for the promotion of greater access to education such as the use of information technology, dual training system, open or distance learning, and community laboratory;
- i. Establish policy guidelines and procedures for participative and transparent decision-making within the PNPA; and
- j. Promulgate rules and regulations, as may be necessary, to carry out the purposes and functions of PNPA.

SEC. 8. *PNPA Leadership.* - The Academy shall be headed by a Director with the rank of Police Lieutenant General, who shall be assisted by a Deputy Director with the rank of Police Major General. The Academy shall have a Dean of Academics, Chief of Staff, and a Commandant of Cadets, with the rank of Police Brigadier General.

The Director shall preferably be an alumnus of the PNPA's undergraduate degree program, who has meritoriously excelled in a chosen field of endeavor in an executive or managerial position in public safety, either in the private or government sector. The person must possess a graduate degree in any public safety field of specialization from a recognized institution.

The Director of the PNPA, Dean of Academics, and Commandant of Cadets shall not be relieved from their posts unless due to retirement, resignation, incapacity or dismissal from the service. This is to safeguard the exercise of academic freedom and ensure the independence of the Academy. This likewise ensures the continuity of the plans, programs and policies of the Academy that are geared towards excellence, dedication, and exemplary public service.

SEC. 9. Qualification Standards of PNPA's Leadership. - The Chief, PNP shall determine the qualifications and competencies of the positions for Director, Deputy Director, Chief of Staff, Dean of Academics, Commandant of Cadets and Division Chiefs of the PNPA necessary for the administration of the Academy.

The qualified nominees for the positions of Director, Deputy Director, Chief of Staff, Dean of Academics, and Commandant of Cadets shall be designated by the Chief, PNP based on the selection process conducted by the Board of Trustees.

SEC. 10. PNPA Personnel and Academic Staff. - Commissioned Officers of the PNP. or other officers from the Bureau of Fire Protection (BFP) and the Bureau of Jail Management and Penology (BJMP), once assigned to the Academy, shall render continuous service for five (5) years, while Non-Commissioned Officers of the PNP, BFP, and BJMP shall not be reassigned for three (3) years. Reassignment of uniformed personnel may only be allowed for justifiable reasons. The Academy shall grant tenure to the academic staff and shall ensure the morale and welfare of its workforce.

SEC. 11. Systems and Procedure. - The Director shall formulate systems and procedures that will ensure the attainment of the goals and objectives aligned with the mandate of the Academy.

SEC. 12. Academic Board. - The Academic Board shall be composed of the Deputy Director, Chief of Staff, Dean of Academics, Commandant of Cadets, a representative from the Corps of Professors, a representative from Tactics Group, and Regimental Academic Chancellor.

SEC. 13. Functions of the Academic Board. - The Board shall have the following powers and duties:

- a. To define, in general terms, the thrusts of the Academy and such other policies that are responsive to the demands of the time and to adopt guidelines to ensure its implementation, subject to the approval of the Director;
- b. To assist the Director in determining strategies, procedures and techniques for effective and efficient implementation of the programs of the Academy;
- c. To recommend to the Director, the appointment of the Corps of Professors, to draw up a position classification and compensation plan for its professors: Provided, that the salaries, benefits, and honoraria of the faculty members shall be equivalent to those being received by their counterparts in the private sector, and to remove any of its professors for cause as provided under the rules as it may promulgate, after due investigation and proper hearing;
- d. To recommend to the Director the approval of the list of applicants for appointment as Cadets;
- e. To recommend to the Director the Conferment of graduates for the degree of Bachelor of Science in Public Safety (BSPS);
- f. To promulgate rules and regulations pertaining to supervision and management of the cadets, and to provide additional guidelines to address new situations not covered by the existing rules and regulations;
- g. To deliberate on cases of Cadets who are recommended for turn-back or dismissal from the Academy for deficiency in academics, non-academics, physical disability and other circumstances not covered by the disciplinary machinery: Provided, That the resolution of the Academic Board dismissing the cadet, or recommending for his/her turn-back may be appealed to the Director within fifteen (15) days upon receipt of the resolution. Provided further, That the decision of the Director on the appealed resolution shall be final and executory;
- h. To deliberate on the re-admission of turned-back cadets;
- i. To deliberate on the Annual Order of Merit from the Registrar, Special Courses conducted by the ACAD, awards to deserving cadets and the Final Order of Merit submitted by the Awards Committee subject to the approval of the Director;
- j. To deliberate on the list of recommended cadets for promotion to the higher class;

- k. To recommend to the Director, those personnel and members of the Corps of Professors who are qualified for fellowship and scholarship; and
- l. Investigate, upon complaint or motu proprio, violations of academic freedom, of the institution, the professor/instructor, of the cadets, or any act that will undermine the academic freedom or training standards of the Academy.

SEC. 14. *Corps of Professors and Instructors.* - There shall be a Corps of Professors and Instructors in the Academy. The PNPA shall create, develop and implement a system of faculty, placement, promotion and development, in view of educating, training and preparing the future police commissioned officers with the highest standard of personal integrity and professional competence.

Civilian professors shall be granted with respective academic ranks pursuant to the guidelines as may hereinafter promulgated by the Academic Board and approved by the Director. Professors/ Instructors who are members of the Philippine National Police (PNP), Bureau of Fire Protection (BFP), and Bureau of Jail Management and Penology (BJMP), may be appointed to the Corps of Professors and Instructors upon their own application or upon the direction of the Director as recommended by the Dean of Academics or Commandant of Cadets.

The terms and conditions of work of civilian professors shall be governed by the rules as may hereinafter be promulgated by the Academic Board and approved by the Director.

SEC. 15. *Cadet Admission.* - The PNPA shall conduct the admission program and selection of cadets. The admission requirements and qualifications for admission to the Cadetship Program shall be determined by the Academic Board subject to the approval of the Director. The admission test of the PNPA Cadetship Program shall be stringent to maintain high standards of academic excellence.

The PNPA may coordinate with the Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA), Department of Education (DEPED), Department of National Defense (DND), and the Department of the Interior and Local Government (DILG) in the use of the facilities and equipment of the said department in carrying out the selection and admission requirements of the PNPA.

SEC. 16. *Cadetship Program.* – PNPA’s Cadetship Program shall be a four-year residential scholarship course leading to the degree of Bachelor of Science in Public Safety (BSPS). Such degree shall be granted by the Academy through the Director, upon the recommendation of the Academic Board. The successful candidates in the Cadetship Program shall be known as Cadets, and they shall be organized as the Cadet Corps of the Philippine National Police (CCPNP).

Cadets shall be considered government scholars and not government employees: Provided, That the period of cadetship shall be considered as part of their time-in-grade in government service; Provided further, That they shall be subsequently appointed, on permanent status, as Police Lieutenant or Inspectors, in police service.

The Cadetship Program shall be governed by selective admission and selective retention. In addition to the Cadetship Program, the Academy shall offer opportunities for short-term public safety, homeland security, and other relevant training courses or proficiency certification diplomas.

The Academy shall conduct a periodic assessment of its curriculum and syllabus, to ensure academic excellence and relevance with current practices.

The Academy shall ensure the quality of Professors/Instructors by providing them career development opportunities and continuing education. Members of the Corp of Professors/Instructors shall be periodic evaluated, the results of which shall determine prospects of promotion to the next academic level.

SEC. 17. No Hazing Policy. – The Director and the Academic Board shall ensure that violence among cadets or other members of the PNPA administration, by way of hazing and other degrading, humiliating and physically harmful practices, are not tolerated, nor practiced, regardless of whether the said activities are conducted within PNPA’s premises or otherwise.

The Academic Board shall formulate the Anti-Hazing Policy Rules and Regulations, within fifteen (15) days from the approval of this Act. Any single violation of such policy shall result in immediate expulsion, with no possibility of re-admission in the PNPA and shall be blacklisted from any future employment in government.

SEC. 18. Appropriations. - To carry out the implementation of this Act, the Academy shall be provided with an initial appropriation to be drawn from the National Government. Thereafter, appropriation for the succeeding years shall be included in the General Appropriations Act (GAA).

SEC. 19. Rules of Construction. - No statutory or other issuances shall diminish the powers, rights, privileges and benefits accorded to the Academy under this Act or enjoyed at present unless subsequent legislation expressly provides for their repeal, amendment or modification. In case of doubt, interpretation of any of the provisions of this Charter shall be resolved in favor of the Academy and its institutional autonomy.

SEC. 20. *Implementing Rules and Regulations.* - Within sixty (60) days from the approval of this Act, the PNPA shall, in consultation with the DILG, PNP, CHED, PNPA, and other relevant government agencies and stakeholders, formulate the rules and regulations to implement the provision of this Act.

SEC. 21. *Separability Clause.* - Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SEC. 22. *Repealing Clause.* - All laws, decrees, orders, rules and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 23. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any newspaper of general circulation in the Philippines.

Approved,

