



NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

'22 DEC -6 A9 :55

SENATE
S. No. 1596

RECEIVED BY

Introduced by SENATOR RAMON BONG REVILLA, JR.

AN ACT
CONFERRING THE CADETS OF THE PHILIPPINE NATIONAL POLICE
ACADEMY THE STATUS OF GOVERNMENT EMPLOYEE, GRANTING SALARIES,
BENEFITS, AND PRIVILEGES

EXPLANATORY NOTE

The Philippine National Police Academy (PNPA), considered as the premier law enforcement academy of the country, has been established since August 26, 1977 to adequately train pool of police candidates called PNPA cadets.

With the intensive trainings they undergo to become full-pledged enforcers of the law, it is but fitting to promote the general welfare of every PNPA cadet by granting them benefits that boost their morale. This move will not only pave the way to improved performance of their duties and responsibilities, but more importantly, it will serve as a motivation for individual efficiency and organizational effectiveness of our primary law enforcement agency – the PNP.

This proposed bill seeks to confer PNPA cadets the status of a government employee, which will, in effect, grant them salaries, benefits and privileges in conformity with existing laws. Moreover, in case of disability, sickness, or even death during training, PNPA cadets, under this measure, will also be entitled with the benefits similar to regular PNP personnel as described under the PNP Reform and Reorganization Act of 1998, Department of Interior and Local Government Act of 1990, and other existing policies and laws.

In view of the foregoing, the immediate approval of this measure is earnestly requested.


RAMON BONG REVILLA, JR.

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**AN ACT
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BENEFITS, AND PRIVILEGES**

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

1 Section 1. Short Title. – This Act shall be known as the “PNPA Cadet Act.”

2 Section 2. Declaration of Policy. – It is hereby declared the policy of the State
3 to promote the general welfare and safeguard the basic rights of every cadet in the
4 Philippine National Police Academy (PNPA) by providing them the status of a
5 government employee and granting them eligibility for appointment in the police
6 service, as well as benefits to raise their morale and welfare as future police officers
7 of the Philippine National Police (PNP), which will hopefully translate to better
8 performance of their duties and responsibilities, and to continually foster the individual
9 efficiency and organizational effectiveness of the PNP.

10 Section 3. Definition of Terms. – As used in this Act, the following terms shall
11 mean:

- 12 a. *Disability* refers to any loss or impairment of the normal functions of the
13 physical or mental faculties of the PNPA Cadet, which reduces or eliminates
14 their capability to continue with their present cadetship program;
15 b. *Medical officer* refers to the National Police Commission (NAPOLCOM)
16 Medical Officer, PNP medical officer, a medical officer from a government
17 hospital or private hospital accredited by the PNP;

- 1 c. *NAPOLCOM* refers to an attached agency of the Department of Interior and
2 Local Government (DILG) responsible for the administration and operational
3 supervision and control of the PNP;
- 4 d. *Philippine National Police Academy (PNPA)* refers to the premier institution
5 for police education, established on August 26, 1977, under Section 19,
6 Presidential Degree No. 1184, manned by the PNP, tasked to provide four-
7 year tertiary education course with a degree of Bachelor of Science in Public
8 Safety to police candidates who are automatically appointed to the rank of
9 Police Lieutenant upon graduation;
- 10 e. *PNPA Cadet* refers to those police cadets appointed in temporary status to
11 undertake the four-year tertiary education course, Bachelor of Science in
12 Public Safety. Their appointment shall be renewable every after one year
13 until their graduation and classified as Cadet 4th Class, Cadet 3rd Class,
14 Cadet 2nd Class, and Cadet 1st Class;
- 15 f. *Place of Training* refers to any facilities within the PNPA where the PNPA
16 Cadets are authorized to conduct their curricular activities. It may include
17 facilities outside the PNPA, provided that the PNPA cadet presence in the
18 vicinity is authorized and covered with an official order;
- 19 g. *Resignation* refers to the voluntary termination/cessation of the PNPA
20 Cadets of their cadetship program. It includes their unjustified failure to
21 report for any cadetship activities;
- 22 h. *Reimbursement of Hospital Expenses* refers to the repayment of reasonable
23 expenses for medicines, medical attendance, hospital fees, necessary
24 transportation, and subsistence;
- 25 i. *Sickness* refers to an illness accepted as an occupational disease, or any
26 illness caused or aggravated by training/curricular activities, subject to proof
27 that the risk of contracting the same is increased by training conditions;
- 28 j. *Suspension* refers to the temporary cessation of the cadetship program by
29 the PNPA cadets due to admissible circumstances without their contributory
30 fault or negligence. It can be alternately termed as turned-back;
- 31 k. *Total Permanent Physical Disability* refers to any impairment of the mind or
32 body, which renders the PNPA Cadet incapable of performing substantially

1 the required activities of the Cadetship Program, and which is expected to
2 be long, continued, and of indefinite duration: *Provided*, That irreparable
3 loss of the power of speech, or sense of hearing or loss of one or both hands
4 or feet, or loss of one eye or both eyes, or loss of limbs or brain injury
5 resulting in incurable imbecility or insanity, shall be considered a total
6 permanent physical disability. In all cases, the disability shall be deemed
7 permanent if it has persisted for a period exceeding six (6) months, without
8 fixed healing period, and renders the PNPA Cadet incapable of continuing
9 with the Cadetship Program: *Provided*, further, That, in case the disability
10 is found to be permanent beyond doubt upon medical examination of said
11 member, the waiting period of six (6) months shall no longer be applied;

- 12 l. *Temporary Appointment* refers to the appointment issued to a cadet who
13 passed the PNPA admission test and meets the initial qualifications as well
14 as the physical and medical examinations and other requirements for the
15 position to which a cadet is being appointed, except for the education and
16 training which the cadet is required to undergo within the prescribed period;
- 17 m. *Termination* refers to the final action or steps in the cadetship discipline
18 process where the PNPA cadetship is permanently terminated; and
- 19 n. *Testimonial Eligibility* refers to the eligibility conferred by the NAPOLCOM
20 for purposes of appointment as PNPA Cadets to the successful applicants of
21 the PNPA Cadetship Program.

22 Section 4. Qualifications for Appointment as Cadets in the PNPA. – No person
23 shall be appointed as a PNPA Cadet unless one possesses the following qualifications:

- 24 a. Natural-born Filipino citizen;
- 25 b. Not less than eighteen (18) nor more than twenty-two (22) years of age on
26 the date of appointment;
- 27 c. Single;
- 28 d. At least a Senior High School graduate upon appointment;
- 29 e. At least one meter and fifty-seven centimeters (1.57) for males; and one
30 meter and fifty-two (1.52) centimeters for females in height;
- 31 f. With a weight that corresponds to the applicants' height, gender, and age,
32 or a reference to body mass index;

- 1 g. Physically and mentally fit to undergo the Cadetship Program;
- 2 h. With good moral character who has no criminal, administrative, and civil
- 3 derogatory record;
- 4 i. Without pending complaint and/or case before any tribunal involving moral
- 5 turpitude and other cases against the State;
- 6 j. Must not have been dismissed from any private employment or government
- 7 position for a cause; and
- 8 k. Must have passed the prescribed qualifying examinations.

9 *Provided, That physically and mentally fit sons and daughters of police*

10 *personnel who have been cited for and awarded the "Medalya ng Kagitingan"*

11 *may be appointed as PNPA Cadets without the need for qualifying*

12 *examinations.*

13 *Provided, further, That candidates who are Baccalaureate degree*

14 *holders, holders of eligibility, and are physically and mentally fit, may be*

15 *appointed as PNPA Cadets without the need for qualifying examinations.*

16 Section 5. Status of PNPA Cadets. - The PNPA cadets, upon qualification and

17 appointment as PNPA Cadets, shall be considered employees of the National

18 Government and shall draw their salaries, which shall not be higher than the salary of

19 a Police Lieutenant, but not lower than the salary of a Police Executive Master

20 Sergeant, and shall receive benefits and privileges in conformity with other existing

21 laws.

22 Section 6. Appointment of PNPA Cadets. - Upon qualification, the PNPA Cadets

23 shall be granted testimonial eligibility by the NAPOLCOM and be given a temporary

24 appointment renewable every after academic year, until they graduate. In case of

25 suspension or turned back, the temporary appointment shall be renewed upon re-

26 entry of the suspended cadet.

27 Section 7. Total Permanent Physical Disability (TPPD) and Reimbursement of

28 Hospital Expenses (RHE). - In case of disability or sickness during training, a PNPA

29 cadet may avail the benefits similar to regular PNP personnel as described in Section

30 35 of Republic Act 8551, or the "*PNP Reform and Reorganization Act of 1998*". The

31 benefits, grounds for compensability, and procedures for filing that apply to PNP

32 uniformed personnel shall also apply to qualified PNPA Cadets.

1 Section 8. Death Benefits. - A PNPA cadet, upon death during training, shall
2 avail of the benefits similar to regular PNP personnel as described in Section 76 of
3 Republic Act No. 6975, or the "*DILG Act of 1990*", and Rule VI of NAPOLCOM
4 Memorandum Circular No. 2011-009. A Cadet shall also be accorded honors under
5 existing policies.

6 Section 9. Resignation of PNPA Graduates from the PNP. - Upon graduation, a
7 PNPA graduate shall render an uninterrupted eight (8) years of officership service
8 within the PNP. A PNPA graduate, who resigns or who absconds before the completion
9 of the eight-year service obligation, shall reimburse the total amount of the cadetship
10 program.

11 Section 10. Disposition of Terminated or Separated PNPA Cadets. - A PNPA
12 cadet who is terminated or separated from the PNPA Cadetship program, for reasons
13 other than violation of the Honor Code, upon qualifications, may re-apply to the PNP.

14 Section 11. Implementing Rules and Regulations. – Within ninety (90) days
15 after the approval of this Act, the NAPOLCOM *en banc* shall promulgate the necessary
16 rules and regulations for the effective implementation of this Act.

17 Section 12. Repealing Clause. – All laws, rules, regulations, orders, circulars,
18 and memoranda contrary to, or inconsistent with this Act are hereby repealed,
19 modified or amended accordingly.

20 Section 13. Effectivity. – This Act shall take effect fifteen (15) days after its
21 publication either in the Official Gazette or in at least two (2) newspapers of general
22 circulation.

Approved,