

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Philippines



FIFTEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 6732

Introduced by Representatives Rodolfo W. Antonino and Pablo John F. Garcia

EXPLANATORY NOTE

Human Resource Development is not only a primary concern but also an inherent function and responsibility of the head of the office or organization be it a police, military, or any civilian government or non-government organization. Hence, it becomes imperative that offices or institutions conducting actual training should be made organic to the mother organization. In fact, other government agencies operate and maintain their own training units for their training needs. It is worthy to note that the Philippine Military Academy is supervised directly by the Chief of Staff of the Armed Forces of the Philippines (CS, AFP) while the National Bureau of Investigation (NBI) of the Department of Justice and the Philippine Drug Enforcement Agency (PDEA) have their own Academies directly under their supervision.

In almost all countries with successful human resource development programs like the United Kingdom and the United States, police academies and training schools are directly under the head of their country's police force.

In the Philippines, the premier institution that trains aspiring policemen is the Philippine Public Safety College (PPSC) which was created pursuant to Sections 66-68 of RA No. 6975. The Bureau is under the jurisdiction of the DILG but its training function was not placed under the Philippine National Police. The same is true with other police training institutions such as the Philippine National Police Academy (PNPA), Philippine National Training Institute (PNTI), National Police College (NPC) and the National Forensic Science Training Institute (NFSTI), which are all under the PPSC.

Perhaps it would be commonsense to say that one of the factors that contribute to the lack of competence of new police personnel entering the service is their poor foundation and basic training. While the present trainers might not be entirely at fault, it is about time to return the responsibility of training new police recruits

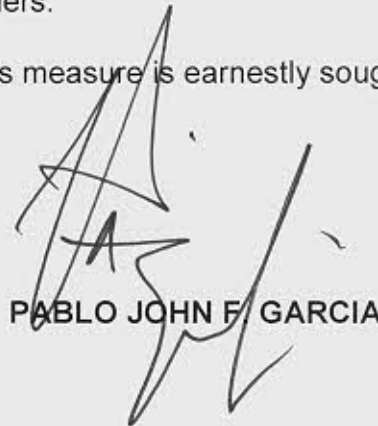
to the PNP if we are truly serious in our intent to professionalize the police organization. For one, the PNP has adequate personnel with vast experience and expertise which make them qualified and competent trainers.

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



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RODOLFO W. ANTONINO



Handwritten signature of Pablo John F. Garcia, featuring a large, bold 'A' followed by a series of sharp, angular strokes.

PABLO JOHN F. GARCIA

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

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Introduced by Representatives Rodolfo W. Antonino and Pablo John F. Garcia

AN ACT CREATING THE POLICE TRAINING AND DEVELOPMENT SYSTEM AS THE PREMIER EDUCATIONAL INSTITUTION FOR TRAINING, HUMAN RESOURCE DEVELOPMENT AND CONTINUING EDUCATION OF ALL POLICE PERSONNEL, AMENDING FOR THE PURPOSE SECTIONS 66-68 OF REPUBLIC ACT NO. 6975, OTHERWISE KNOWN AS THE "DEPARTMENT OF THE INTERIOR AND LOCAL GOVERNMENT ACT", AND FOR OTHER PURPOSES

Title I – Title and Declaration of Policy

SECTION 1. *Short Title.* – This Act shall be known as the "Police Training and Development System of 2012."

SEC. 2. *Declaration of Policy.* - It is hereby declared the policy of the State to provide quality education and training in the field of public order and safety for the Philippine National Police (PNP), and to develop a highly competent police force that is national in scope but civilian in character that shall be primarily tasked with enforcing the law, preventing and controlling crimes and ensuring public safety and internal security with the active support of the community. In this regard, the State shall create the Police Training and Development System (PTDS) which shall endeavor to strengthen the institutional capacity of police training institutions by establishing policies which shall promote the achievement of a more integrated education system that is responsive to present day requirements and standards of professional competence by granting PTDS academic freedom and autonomy as a specialized higher educational institution.

Title II - Police Training and Development System (PTDS)

SEC. 3. *General Mandate.*- The PTDS shall serve as the premier educational institution for degree and non-degree programs, in training, human resources development and continuing education for all police personnel. It shall absorb the powers and functions of the Philippine Public Safety College created under Sections 66-68 of RA No. 6975.

SEC. 4. *Composition of the College System.* - The PTDS shall be composed of the present Philippine National Police Academy (PNPA), the Police National Training Institute (PNTI) and its regional training schools, the National Police College (NPC), the National Forensic Science Training Institute (NFSTI) and other institutes or special training centers as may be created by the Board of Trustees. The Fire National Training Institute (FNTI) and the Jail National Training Institute (JNTI) shall be placed under the direct supervision of the Department of the Interior and Local Government. The PNP Training Service shall cease to exist as a National Support Unit of the PNP and shall be placed under the PTDS. The civilian employees of the PPSC shall be absorbed by the PTDS. However, they may opt to join the JNTI and FNTI.

SEC. 5. *Governance and Administration.* - The PTDS shall be instituted as a specialized higher educational institution and shall have the general powers of a corporation set forth in Batas Pambansa Big. 68, as amended, otherwise known as the "Corporation Code of the Philippines." It shall be placed under the Philippine National Police. The exercise of the corporate powers of the PTDS shall be vested in the Board of Trustees. The administration of the PTDS shall be the primary responsibility of the President of the PTDS.

SEC. 6. *The Board of Trustees.* - The general policies governing the PTAP shall be determined by the Board of Trustees, hereinafter referred to as the Board, which shall be composed of the following in ex-officio capacities:

- (a) The Chief of the Philippine National Police, as Chairman;
- (b) The President of the PTDS, as Vice Chairperson;
- (c) The Deputy Chief, PNP for Administration (TDCA), as member,
- (d) The Director, Directorate for Human Resource and Doctrine Development, as member;
- (e) The Director, Directorate for Personnel and Records Management, as member;
- (f) The Director, Directorate for Plans, as member;
- (g) The Director, Directorate Police Community Relations, as member;
- (h) The Director, Directorate for Investigation and Investigative Management, as member;
- (i) The Director, Directorate for Operations, as member;
- (j) The Director, Directorate for Intelligence, as member; and
- (k) The Director, Legal Service, as member.

SEC. 7. *The Secretary of the Board of Trustees.* - The Secretary shall be appointed by the Board who shall duly notify in writing each member of the Board about the time, place, venue and agenda of each meeting, prepare the minutes of the meeting and shall have custody over all records of the Board of Trustees.

SEC. 8. *Powers and Duties of the Board.* - The exercise of the corporate powers of the PTDS shall be vested in the Board. The Board shall exercise the following specific powers and duties:

(a) Promulgate policies in accordance with the declared State policies on education and other pertinent provision of the Philippine Constitution on education, as well as the policies and thrust of the Department of the Interior and Local Government.

(b) Formulate such academic and non-academic programs, curricula and standards for degree and non-degree courses of study, including the conduct of distance education and training programs in line with the career advancement and service upgrading programs

(c) Prescribe rules and regulations for its own governance and the discipline of its faculty and other personnel and enact for the governance of the PTDS such general policies, rules and regulations, not contrary to law, as are consistent with the purposes and functions of the PTDS;

(d) Grant and confer academic degrees, diplomas and proficiency certificates for degree and non-degree courses;

(e) Set policies on admission, graduation and discipline of students;

(f) Receive and appropriate all sums as may be provided for the support of the PTDS in a manner it may determine, in its discretion, to carry out the purposes and functions of the PTDS;

(g) Receive in trust, legacies, gifts and donation of real properties of all kinds and administer and dispose the same when necessary for the benefit of the PTDS, subject to the limitations, directions and instructions of the donor, if any;

(h) Import duty free, economic, technical and cultural books or publications upon certification by the PTDS President that such imported books or publications are for academic and related purposes, in accordance with the provisions of the Tariff and Customs Code of the Philippines, as amended.

(i) Determine miscellaneous expenses, and charges necessary for the effective conduct of education and training, after due consultation with the heads of the PTDS's constitutive institutions. Such miscellaneous expenses, and charges and other income generated by the PTDS are special trust funds and shall be deposited in any government authorized depository bank. Any and all interests that shall accrue therefrom shall form part of the same funds for the use of the PTDS;

(j) Provide local and international fellowships, scholarships and grants and award the same to faculty, staff and students, based on merit;

(k) Authorize the construction or repair of its buildings, machinery, equipment and other facilities and support systems, and acquire real and movable properties, including the necessary supplies, materials and equipments;

(l) Determine and adjust salaries of faculty members and 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 proper, to grant them, at its discretion, leaves of absence under such regulations as it may promulgate, any provisions of existing law to the contrary notwithstanding; and to remove them for cause in accordance with the requirement of due process of law;

(m) Use all incomes generated by the PTDS and its constitutive institutions at its discretion; *Provided*, that all such disbursements shall be for the professional growth and development, health, welfare and other benefits of faculty members and other personnel; the acquisition, construction, maintenance and repair of urgently needed instructional and auxiliary facilities, equipment, buildings and other infrastructure, and such other expenditures necessary for the attainment of its purpose under this Act; *Provided, further*, that such income shall not be used to augment appropriations for personal services expenditures;

(n) Establish research and extension centers of the PTDS to promote the development of the latter and provide for adequate guidelines on the protection, utilization and commercialization of intellectual creations owned by the PTDS;

(o) Establish professorial chair awards and provide for the maintenance or endowment of such chairs;

(p) Create a culture of excellence and quality service through multi-sectoral linkages, both local and international, faculty and staff development studies;

(q) Authorize an external management audit of the PTDS and institute reforms, including academic and structural changes, on the basis of the audit results and recommendations;

(r) Enter into joint ventures with business and industry for the profitable development and management of the economic assets of the PTDS, the proceeds of which shall be used for its development and strengthening;

(s) Develop consortia and other forms of linkages with local government units, institutions and agencies, both public and private, local and foreign, in furtherance of the purposes and objectives of the PTDS;

(t) Develop academic arrangements for institutional capacity building with appropriate agencies, public or private, local or foreign, and appoint experts/specialists as consultants, or visiting or exchange professors, scholars or researchers;

(u) Establish policy guidelines and procedures for participative decision-making and transparency within the PTDS;

(v) Delegate any of its powers and duties provided hereinabove to the President and/or other officials of the PTDS as it may deem appropriate so as to expedite the administration of its affairs;

(w) Implement necessary structural, staffing, functional and organizational adjustments to sustain the attainment of its mandate;

(x) Establish the promotion system within the PTDS which shall follow the general principles of the promotion system in the PNP; and,

(x) Exercise such other powers as may be necessary and proper to carry out the provisions of this Act.

SEC. 9. *Meetings of the Board and Quorum.* - The Board shall regularly convene at least once every semester. The Chairperson or the majority of the Board may call a special meeting whenever necessary; *Provided*, that the members shall be notified in writing at least three (3) days prior to said meeting. A simple majority of the actual members of the Board holding office at the time of the meeting is called shall constitute a quorum. In the absence of the Chairperson, the Vice-Chairperson shall preside over the meeting.

SEC. 10. *The PTDS President.* - The PTDS shall be headed by a President who shall be its chief executive officer and administrator. The President, who shall render full time service, shall be responsible for the administration and operation of the PTDS College System in accordance with its mandate, vision and goals. The President of the College System PTDS must be at least forty (40) years of age, a member of the Philippine Bar or holder of a Master's Degree in Criminology, Public Safety, Public Administration, National Security Administration, Sociology or related disciplines. Those who have gained reasonable work experience in any branch of the criminal justice system shall be given preference in the appointment. The President of the College System shall be appointed by the President of the Philippines and shall hold office for a term of four (4) years, renewable for another term of four (4) years, unless sooner removed for cause as provided under existing civil service laws, rules and regulations, or is incapacitated to discharge the duties of the office; *Provided*, that the incumbent President shall serve as the first College President under this Charter for a four (4) year term, as provided herein.

SEC. 11. *The Vice-Presidents of the PTDS, Duties and Functions.* - There shall be appointed a Vice-President for Administration and a Vice-President for Academic Affairs for the PTDS who shall assist the President in ensuring smooth and efficient operation of the PTDS. Both the Vice-Presidents for Administration and Academic Affairs shall be appointed by the President of the College System subject to the concurrence of the Board of Trustees. They shall hold office for a term of four (4) years, renewable for another term upon the recommendation of the President of the College System, unless sooner removed for cause as provided under existing civil service laws, rules and regulations, or are incapacitated to discharge the duties of the office. They must be at least thirty five (35) years of age on the date of assumption of office members of the Philippine Bar or holders of Master's Degree in Criminology, Public Safety, Public Administration, National Security Administration, Sociology or related disciplines. Those who have gained reasonable work experience in any branch of the criminal justice system shall be given preference in the appointment.

(a) The Vice-President for Administration shall assist the PTDS President in supervising the PTDS services and physical facilities, and administrative support system for all operations of the PTDS. He shall perform other related activities in coordination with the Vice-President for Academic Affairs and such other functions as may be delegated by the PTDS President.

(b) The Vice-President for Academic Affairs shall assist the PTDS President in implementing the educational and institutional development plans, and in achieving academic excellence through quality instruction. He shall perform other related matters in coordination with the Vice-President for Administration and such other functions as may be delegated by the PTDS President.

SEC. 12. *Vacancy in the Office of the President.* - In case the president of the PTDS is unable to perform or discharge his or her duties and responsibilities due to death, resignation, removal for cause or incapacity, the Board shall designate any of the Vice-Presidents who shall temporarily act as the President until a new President of the PTDS shall have been appointed or the incapacity ceases. In case of official absence, the President of the PTDS shall designate a Vice-President who shall serve as the Officer-in-Charge until the return of the incumbent President.

SEC. 13. *Curricular Offerings.* - The PTDS shall offer a four-year Bachelor of Science in Public Safety Cadetship Degree Program, a post-graduate program in Public Safety Administration, mandatory career courses, as requirement for promotion and other short-term courses in Public Safety and such other courses as may be offered by the PTDS subject to the consultation with the Commission on Higher Education (CHED). The PTDS may also offer cross courses with the AFP.

SEC. 14. *The Faculty.* - There shall be a Faculty in the PTDS whose appointment positions shall be subject to the approval of its Board of Trustees.

SEC. 15. *Designation of Heads of Constitutive Units and Regional Training Schools or Centers.* - All heads of constitutive units and heads of Regional Training Schools and Centers shall be designated by the PTDS President, subject to confirmation of the Board of Trustees. The Heads of Constitutive Units shall have a rank of Police Chief Superintendent, and the Directors of Regional Training Schools or Centers shall have a rank of Police Senior Superintendent. They shall render full time service.

SEC. 16. *Scholarship Program Admission.* - The PTDS may provide a scholarship program and other affirmative action programs, to be determined by the Board of Trustees, to assist the poor but deserving students to qualify for admission to the PTDS.

SEC. 17. *Academic Freedom and Institutional Autonomy.* - The PTDS shall enjoy academic and institutional autonomy pursuant to Paragraph 2, Section 5 of Article XIV of the Constitution.

SEC. 18. *Land Grants and Other Real Properties of the PTDS*. - The State shall support the PTDS through general appropriations and other financial benefits, and in kind, through land grants and donations and use of other real properties. To carry out the intent of these grants, income derived from the development of all land grants and real properties shall be used to further the ends of the PTDS, as may be decided by the Board; *provided*, that such income shall not be used to augment appropriations for personal services expenditures. Parcels of land, as well as all real property and facilities, presently used and occupied by the PPSC are hereby transferred to the PTDS and declared reserved for the continuing use and utilization of the PTDS. The absolute ownership of the PPSC over landholdings already ceded to it by law, decree or Presidential issuance, including those covered by original and transfer certificates of title in the name of the PPSC and their future derivatives are hereby confirmed and transferred to the PTDS. Where the issuance of the proper certificates of title is yet pending for these landholdings, the appropriate government office shall expedite the issuance thereof within six (6) months from the date of effectivity of this Act; *Provided*, that all registration requirements necessary for the issuance of the said titles have been submitted and complied with. Any plan to generate revenue from other sources, land grants and other real properties entrusted to the PTDS shall be consistent with the academic mission and orientation of the PTDS; *Provided*, that such programs, projects or mechanisms shall be approved by the Board; *Provided further*, that funds generated from such programs, projects or mechanisms shall not be meant to replace, in part or in whole, the annual appropriations provided by the national government to the PTDS.

Title III -TRANSITORY PROVISIONS

SEC. 19. *Phases of Implementation*. The implementation of this Act shall be undertaken in the following phases:

Phase I – Approval of the organizational structure, staffing pattern and equipment of the PTDS and the Offices/Units under this Act, transfer of assets from the Philippine Public Safety College to the PTDS, to be completed within six (6) months from the date of the effectivity of this Act. At the end of this phase, all permanent employees from the PPSC, PNPA, PNTI, NPC and NFSTI shall be absorbed by the PTDS and shall have been issued reappointment papers except for those who opted to join the FNTI or JNTI.

Phase II – Upon the effectivity of this Act, the Chief, PNP shall exercise administrative supervision as well as operational control over the transferred and/or absorbed Offices/units.

SEC. 20. *Transfer and Absorption of Offices and Personnel*. All properties, equipment, finances of the transferred and absorbed agencies, including their respective accountabilities, are hereby transferred to the PTDS. The transfer and/or absorption of any government Office/Unit shall include the functions, appropriations, funds, records, equipment, facilities, choses in action, rights, other assets, and liabilities, if any, of the transferred Office/Unit as well as the personnel thereof, who shall, unless removed for cause and after due process, in a holdover capacity, continue to perform their respective duties and responsibilities and receive their corresponding salaries and

benefits. Those personnel of the transferred and absorbed Office/Unit whose positions are not included in the new position structure and staffing pattern or who are not reappointed shall be deemed separated and paid gratuity equivalent to one and one-fourth (1 1/4) months basic salary for every year or service or a fraction thereof.

SEC. 21. *Properties of JNTI and FNTI.* All properties, equipment, finances of the PPSC presently used by the JNTI and FNTI, including their respective accountabilities, are hereby transferred to the JNTI and FNTI respectively.

Title IV- FINAL PROVISIONS:

SEC. 22. *Annual Report.* - The PTDS shall submit an annual report to Congress containing its financial statements, including a statement of assets and liabilities, income derived from tuition fees and other revenue sources, contracts and investments entered into pursuant to Section 19 hereof and programs of expenditure. All accounts and disbursements of the College System shall be audited by the Commission on Audit.

SEC. 23. *Implementing Rules and Regulations.* - The National Police Commission and the PTDS Board of Trustees shall issue the implementing rules and regulations within ninety (90) days after the affectivity of this Act.

SEC. 24. *Separability Clause.* - If for any reason or reasons, any part or provision of this Act shall be declared or held to be unconstitutional or invalid, other parts or provisions hereof, which are not *affected* thereby, shall continue to be in full force and effect.

SEC. 25. *Repealing Clause.* - All laws, presidential decrees, executive orders, rules and regulations inconsistent with the provisions of this Act are hereby repealed.

SEC. 26. *Effectivity.* - This Act shall take effect after fifteen (15) days its publication in the official gazette or in at least two (2) newspapers of general circulation.

Approved,