



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 4103



Introduced by Congressman Jorge “PATROL” Bustos

EXPLANATORY NOTE

Section 6, Article XVI of the 1987 Constitution succinctly states:

“The State shall establish and maintain one police force, which shall be national in scope and civilian in character, to be administered and controlled by a national police commission.”

With the aspirations of then President Ferdinand E. Marcos, Sr. of professionalizing the members of the then Integrated National Police, and maintain a competent police force that is efficient, professional and loyal to the interest of the public, the Philippine National Police Academy (PNPA) was created in 1977, through Presidential Decree 1184.

Consequently, recognizing its critical role in public safety administration, Presidential Decree 1780, known as the Philippine National Police Academy Charter of 1981, was enacted declaring it as the premier police educational institution, and granting powers necessary to carry out its functions, under Philippine Constabulary – Integrated National Police (PC-INP).

Following the abolishment of PC-INP in 1991, the control and supervision of the PNPA was transferred to the Philippine Public Safety College (PPSC) pursuant to Republic Act Number 6975.

For the past 40 years, the PNPA has been carrying out its function to train and educate commissioned officers of Philippine National Police, Bureau of Fire and Bureau of Jail Management and Penology, with its motto, *“To Learn Today, To Lead Tomorrow”*, anchoring its existence and powers from its Academic Charter – Presidential Decree 1780. However, due to the changes in leadership, administration, and vague provisions as to the smooth implementation of academic curricula of the Academy, it has been extremely difficult to hold ground in the continuous development and training of our future police and public safety officers, for them to be more responsive to our ever-changing times.

In a recent development, Republic Act 11279 entitled *“An Act Transferring the Philippine National Police Academy (PNPA) and the National Police Training Institute (NPTI) from the Philippine Public Safety College, Amending for the Purpose Sections 24, 25, 66, 67, and 68 of Republic 6975 xxx xxx xxx,”* was enacted, effectively transferring to the PNP the administrative and operational supervision and control over the PNPA and the NPTI. It also set therein that the personnel of the PNPA and the NPTI shall be transferred from the Philippine Public Safety College (PPSC) to the PNP. This has necessarily created a need to further enhance and streamline the standing of the PNPA in terms of educating and training cadets not only for the PNP, but also for the Bureau of Fire Protection (BFP) and Bureau of Jail Management and Penology (BJMP).

Pursuing the sterling vision of the late President Marcos Sr. for an improved and efficient police force, and banking on the premise that this will be continued and carried out in the current administration, led by no less than his son, President Ferdinand R. Marcos, Jr., it is but timely and imperative to revisit the PNPA Charter of 1981 to be responsive to the current challenges and demands of public safety and social defense. It is high time to push for much-needed

organizational reform as well as the enhancement of its curriculum, training and education, infrastructure, and logistical capability toward the modernization of the Academy, making it at par with other police academies abroad.

With these functions, rights, and responsibilities of the Academy as part of its commitment to the national government to produce competent officers imbued with management leadership qualities and skills in public safety, social defense and internal security and with utmost respect to human rights, this proposed bill will strengthen the existing academic charter of the PNPA, for it to become more independent and fulfill its mandate to produce the future, well-equipped leaders of the law enforcement bureau of the country. The PNPA shall have the primordial right to determine its own policies, plans and programs, academic and otherwise, unhampered by external control, pressure or influence, all in keeping with the priorities of the government, efficient and responsive to meet all possible contingencies today and beyond.

The passage of this bill is hereby earnestly sought.



CONG. JORGE "PATROL" BUSTOS



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1
2 **AN ACT**
3 **STRENGTHENING THE CHARTER OF THE PHILIPPINE NATIONAL**
4 **POLICE ACADEMY AS PROVIDED UNDER PRESIDENTIAL**
5 **DECREE 1780 AND FOR OTHER PURPOSES.**
6

7 *Be it enacted by the Senate and House of Representatives of the Philippines in Congress*
8 *assembled:*
9

10 **SECTION 1.** *Short Title.* – This Act shall be known as “THE PNPA CHARTER
11 OF 2022”.

12
13 **SECTION 2.** *Declaration of Policy.* – It is the policy of the State to protect and
14 promote the right of all citizens to quality education. The State further promote
15 peace and order, ensure public safety and strengthen local government capability
16 aimed towards the effective delivery of basic services to the citizenry in the
17 establishment of the Philippine National Police through Republic Act 6975,
18 otherwise known as DILG Act of 1990.

19
20 Towards this end, it is the policy of the State to strengthen the Philippine National
21 Police Academy, as the premier institution for police education and the primary
22 source for commissionship of police lieutenants.
23

24 **SECTION 3.** *Purpose of the Academy.* – The PNPA is a Special Public Higher
25 Educational Institution (SPHEI) organized for the purpose of offering training
26 and education in pursuance of the mandates of the Philippine National Police,
27 shall primarily provide advanced instructions and professional specialized
28 training in public safety, social defense, and other relevant fields of study.
29

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

3
4 The Academy shall harness the expertise and full potential of the members of its
5 community to contribute to national development in the areas of public safety and
6 social defense.

7
8 The academy shall establish a *Research and Extension Services*, which shall be
9 responsible in the identification of key concerns, formulation of responsive
10 policies and recommendations to the Congress and the President of the
11 Philippines, through the Philippine National Police and the Department of the
12 Interior and Local Government, on public safety and social defense issues.

13
14 **SECTION 4. *Academic Freedom.*** – The academy has the right and responsibility
15 to exercise academic freedom pursuant to paragraph 2, Section 5 of Article XIV
16 of the Constitution.

17
18 **SECTION 5. *Commitment to Academic Excellence and Good Governance.*** – The
19 academy has the responsibility to maintain and enhance its high training and
20 academic standards in the performance of its functions of instruction, research
21 and extension, public safety, social defense, and internal security.

22
23 Towards this end, it shall exclusively determine its plans, policies, programs,
24 curricula, and standards of teaching and training, and on the basis of such
25 determination, the academy shall recommend its annual budget to the Philippine
26 National Police.

27
28 The academy shall enjoy autonomy to build infrastructure, acquire necessary
29 equipment, reorganize administrative structures, provide for the necessary
30 personnel complement, establish its own corps of professors and instructors,
31 provide adequate salaries, grants and benefits, human resource and development
32 program and other incentives that will motivate its personnel and corps of
33 professors and instructors geared towards the maintenance of efficient and
34 effective administration of, and high standards of the academy. The academy
35 shall likewise determine the yearly quota and the qualifications of cadets who
36 will be admitted to the Cadetship Program.

37
38 **SECTION 6. *Board of Trustees.*** – The governing board of PNPA shall be the
39 Board, which shall be chaired and co-chaired by the SILG and Chief, PNP,
40 respectively, and with the following as members:

- 41
42 1) Chairman, CHED;
43 2) Vice Chair, NAPOLCOM;

- 1 3) Chairman, Committee on Education, HOR
- 2 4) Chairman, Committee on Education, Senate
- 3 5) Chairman, Committee on Peace and Order, HOR
- 4 6) Chairman, Committee on Public Safety, HOR, and
- 5 7) PNPA/AAI Chairman;

6
7 **SECTION 7. *Powers and Duties of Trustees.*** – The Board shall have the
8 following powers and duties, such as but not limited to:

- 9
- 10 a. Promulgate and implement policies in accordance with the declared State
- 11 policies on education, other pertinent provisions of the Constitution on
- 12 education and public safety, and the policies, standards, and functions of
- 13 SP HEI;
- 14
- 15 b. Approve the curricula, instructional programs, and rules on student
- 16 discipline drawn by the Academic Council and Academic Freedom
- 17 Council;
- 18
- 19 c. Deliberate the qualification standard of nominees recommended by the
- 20 Chief, PNP;
- 21
- 22 d. Fix and adjust the salaries of corps of professors and Instructors,
- 23 administrative officials, and employees, subject to the provisions of the
- 24 Revised Compensation and Position Classification System and other
- 25 pertinent budget and compensation laws governing hours of service, and
- 26 such other duties and conditions as it may deem proper; grant them, at its
- 27 discretion, leave benefits under such regulations as it may promulgate, any
- 28 provision of existing law to the contrary notwithstanding and remove them
- 29 for cause in accordance with the requirements of due process of law;
- 30
- 31 e. Receive and appropriate sums as may be provided by law for the support
- 32 of the PNPA, and all other sums in the manner it may, in its discretion,
- 33 determine to carry out the purposes and functions of the PNPA;
- 34
- 35 f. Set the policies on admission and graduation of students;
- 36
- 37 g. Develop academic arrangements for institutional capability building with
- 38 appropriate institutions and agencies, whether public, private, local or
- 39 foreign, and appoint experts or specialists as consultations, part-time,
- 40 visiting or exchange professors, scholars or researcher, as the case may be;
- 41
- 42 h. Adopt modern and innovative modes of transmitting knowledge for the
- 43 promotion of greater access to education such as the use of information

1 technology, dual training system open distance learning, and community
2 laboratory;

- 3
4 i. Establish policy guidelines and procedures for participative and transparent
5 decision-making within the PNPA; and
6
7 j. Promulgate rules and regulations, as may be necessary, to carry out the
8 purposes and functions of PNPA.
9

10 **SECTION 8. *PNPA Leadership.*** – The academy shall be headed by a Director
11 with the rank of Police Lieutenant General, who shall be assisted by a Deputy
12 Director with the rank of Police Major General. The academy shall have a Dean
13 of Academics, Chief of Staff, and a Commandant of Cadets, with the rank of
14 Police Brigadier General.
15

16 The Director shall preferably be an alumnus of the PNPA’s undergraduate degree
17 program who has meritoriously excelled in a chosen field of endeavor in an
18 executive or managerial position in public safety, may it be in the private or
19 government sector. The person must possess a graduate degree in any public
20 safety field of specialization from a recognized recognition.
21

22 The Director PNPA, Dean of Academics, and Commandant of Cadets shall not
23 be relieved from their posts unless due to retirement, resignation, incapacity or
24 dismissal from the service. This is to safeguard the exercise of academic freedom
25 and ensure the independence of the academy. This likewise ensures the continuity
26 of the plans, programs and policies of the academy that are geared towards
27 excellence, dedication, and exemplary public service.
28

29 **SECTION 9. *Qualification Standards of PNPA Leadership.*** – The Chief, PNP
30 shall determine the qualifications and competencies of the positions for Director,
31 Deputy Director, Chief of Staff, Dean of Academics, Commandant of Cadets and
32 Division Chiefs of the PNPA necessary for the administration of the academy.
33

34 The qualified nominees for the positions of Director, Deputy Director, Chief of
35 Staff, Dean of Academics, and Commandant of Cadets shall be designated by the
36 Chief, PNP based on the selection process conducted by the Board of Trustees.
37

38 **SECTION 10. *PNPA Personnel and Academic Staff.*** – Commissioned Officers
39 of the PNP, or other officers from BFP and BJMP, once assigned to the academy,
40 shall render continuous service for five (5) years, while Non-Commissioned
41 Officers of the PNP, BFP, and BJMP shall not be reassigned for three (3) years.
42 Reassignment of uniformed personnel may only be allowed for justifiable
43 reasons.

1 The academy shall grant tenure to the academic staff and shall ensure the morale
2 and welfare of its workforce.

3
4 **SECTION 11. *Systems and Procedure.*** – The Director shall formulate systems
5 and procedures that will ensure the attainment of the goals and objectives aligned
6 with the mandate of the Academy.

7
8 **SECTION 12. *Academic Council.*** – The Board shall be composed of the Deputy
9 Director, Chief of Staff, Dean of Academics, Commandant of Cadets, a
10 representative from the Corps of Professors, a representative from Tactics Group,
11 and Regimental Academic Chancellor.

12
13 **SECTION 13. *Functions of Academic Board.*** – The Board shall have the
14 following powers and duties:

- 15
16 a. To define in general terms the thrusts of the academy and such other
17 policies responsive to the demands of time and to adopt guidelines to
18 ensure its implementation, subject to the approval of the Director.
19
20 b. To assist the Director in determining strategies, procedures and
21 techniques for effective and efficient implementation of the programs
22 of the academy.
23
24 c. To recommend to the Director, the appointment of corps of professors,
25 to draw up a position classification and compensation plan for its
26 professors: Provided, that the salaries, benefits, and honoraria of the
27 faculty members shall be equivalent to those being received by their
28 counterparts in the private sector, and to remove any of its professors
29 for cause as provided under the rules as it may promulgate, after due
30 investigation and proper hearing.
31
32 d. To recommend to the Director the approval of the list of applicants for
33 appointment as Cadets.
34
35 e. To recommend to the Director the Conferment of graduates for the
36 degree of Bachelor of Science in Public Safety (BSPS).
37
38 f. To promulgate rules and regulations pertaining to supervision and
39 management of the cadets, to provide additional guidelines to address
40 new situations not covered by the existing rules and regulations.
41
42 g. To deliberate on cases of Cadets who are recommended for turn-back
43 or dismissal from the Academy for deficiency in academics, non-

1 academics, physical disability and other circumstances not covered by
2 the disciplinary machinery. Provided that, the resolution of the
3 Academic Board dismissing the cadet, or recommending for his/her
4 turn-back may be appealed to the Director within fifteen (15) days upon
5 receipt of the resolution. Provided further, that the decision of the
6 Director on the appealed resolution shall be final and executory.

- 7
- 8 h. To deliberate on the readmission of turned-back cadets.
- 9
- 10 i. To deliberate on the Annual Order of Merit from the Registrar, Special
11 Courses conducted by the ACAD, awards to deserving cadets and the
12 Final Order of Merit submitted by the Awards Committee subject to
13 the approval of the Director.
- 14
- 15 j. To deliberate on the list of recommended cadets for promotion to the
16 higher class.
- 17
- 18 k. To recommend to the Director, those personnel and members of the
19 corps of professors who are qualified for fellowship and scholarship.
- 20
- 21 l. Investigate, upon complaint or *motu proprio*, violations of academic
22 freedom, of the institution, the professor/instructor, of the cadets, or
23 any act that will undermine the academic freedom or training standards
24 of the academy.
- 25

26 **SECTION 14. Corps of Professors and Instructors.** – There shall be a corps of
27 professors and instructors in the academy. The PNPA shall create, develop and
28 implement a system of faculty, placement, promotion and development in view
29 of educating, training and preparing the future police commissioned officers with
30 the highest standard of personal integrity and professional competence.

31

32 Civilian professors shall be granted with respective academic ranks pursuant to
33 the guidelines as may hereinafter promulgated by the Academic Council and
34 approved by the Director. Professors/ Instructors who are members of the
35 Philippine National Police, Bureau of Fire Protection, and Bureau of Jail
36 Management and Penology, may be appointed to the Corps of Professors and
37 Instructors upon their own application or upon the direction of the Director as
38 recommended by the Dean of Academics or Commandant of Cadets.

39

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

43

1 **SECTION 15. *Cadet Admission.*** – The PNPA shall conduct the admission
2 program and selection of cadets. The admission requirements and qualifications
3 for admission to the Cadetship Program shall be determined by the Academic
4 Council subject to the approval of the Director. The admission test of the PNPA
5 Cadetship Program shall be stringent to maintain high standards of academic
6 excellence.

7
8 The PNPA may coordinate with the CHED, TESDA, DepEd, DND, and the
9 DILG in the use of the facilities and equipment of the said department in carrying
10 out the selection and admission requirements of the PNPA.

11
12 **SECTION 16. *Cadetship Program.*** – PNPA Cadetship Program is a four-year
13 residential scholarship course leading to the degree of Bachelor of Science in
14 Public Safety (BSPS), which degree shall be granted by the Academy through the
15 Director upon the recommendation of the Academic Council. The successful
16 candidates in the Cadetship Program shall be known as Cadets, and they shall be
17 organized as the Cadet Corps of the Philippine National Police (CCPNP).

18
19 Cadets shall be considered government scholars and not government employees.
20 Provided that their period of cadetship will be considered as part of their time-in-
21 grade in government service. Provided further, that they will be appointed in
22 permanent status as Police Lieutenant or Inspectors, in police service.

23
24 The Cadetship Program shall be selective admission and selective retention.

25
26 In addition to Cadetship Program, the academy shall offer opportunities for short-
27 term public safety, homeland security, and other relevant training courses or
28 proficiency certification diplomas.

29
30 The academy shall conduct a periodic assessment of its curriculum and syllabus
31 and shall likewise provide career development opportunities and continuing
32 education to the members of the corps of professors. The academy shall conduct
33 periodic evaluations of teaching strategies and techniques of the professors/
34 instructors, and shall prepare recommendations for further improvement. The
35 assessment and evaluation of learning shall be outcome-based. The periodic
36 examination shall be departmentalized and the academy shall ensure that the
37 examinations to be administered is valid and reliable. There shall be a qualifying
38 examination to be administered before the end of the academic term, which
39 examination shall form part of the Overall Final Grade, and shall be a pre-
40 requisite for promotion to the next academic level.

41
42 **SECTION 17. *Appropriation.*** – To carry out the implementation of this Act, the
43 academy shall be provided with an initial appropriation to be drawn from the

1 national government. Thereafter, appropriation for the succeeding years shall be
2 included in the General Appropriations Act (GAA).

3
4 **SECTION 18. *Rules of Construction.*** – No statutory or other issuances shall
5 diminish the powers, rights, privileges and benefits accorded to the academy
6 under this Act or enjoyed at present unless subsequent legislation expressly
7 provides for their repeal, amendment or modification. In case of doubt,
8 interpretation of any of the provision of this Charter shall be resolved in favor of
9 the academy and its institutional autonomy.

10
11 **SECTION 19. *Implementing Rules and Regulations.*** – Within sixty (60) days
12 from the approval of this Act, the PNPA shall, in consultation with the DILG,
13 PNP, CHED, PNPAAGI, and other relevant government agencies and
14 stakeholders, formulate the rules and regulations to implement the provision of
15 this Act.

16
17 **SECTION 20. *Separability Clause.*** – Should any provision herein be declared
18 unconstitutional, the same shall not affect the validity of the other provisions of
19 this Act.

20
21 **SECTION 21. *Repealing Clause.*** – All laws, decrees, orders, rules and
22 regulations or other issuances or parts inconsistent with the provisions of this Act
23 are hereby repealed or modified accordingly.

24
25 **SECTION 22. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
26 publication in the *Official Gazette* or in any newspaper of general circulation in
27 the Philippines.

28
29 Approved.

