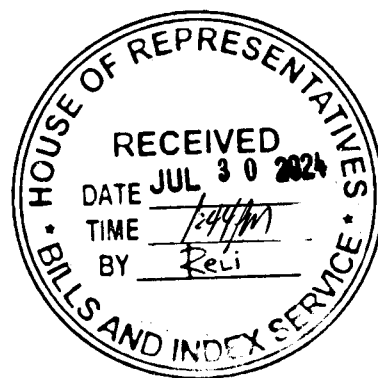




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 10688



Introduced by Representative Crispin Diego "Ping" D. Remulla

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

EXPLANATORY NOTE

According to data from the Philippine National Police Academy (PNPA), this year's graduating cadets were selected from a pool of 22,382 applicants who applied for entry in 2020. Initially, 359 individuals were appointed cadets, but the number decreased to 223 over their time at the academy.

This measure seeks to grant salaries, benefits, and privileges to the PNPA cadets and enhance their welfare and morale. This shall happen by conferring them the status of government employees. Overall, this proposed measure is a proactive step towards improving the overall efficiency and effectiveness of the Philippine National Police (PNP).

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

A handwritten signature in black ink, consisting of a large, stylized 'R' followed by a cursive 'D' and 'R'.

CRISPIN DIEGO "PING" D. REMULLA



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

9 **SEC. 3. Definition of Terms.** – As used in this Act, the following terms shall mean:

- 10 a. Disability refers to any loss or impairment of the normal functions of the physical
11 or mental faculties of the PNPA Cadet which reduces or eliminates their capability
12 to continue with their present cadetship program;

- 1 b. Medical Officer refers to the NAPOLCOM Medical Officer, PNP medical officer,
2 a medical officer from a government hospital or private hospital accredited by the
3 PNP;
- 4 c. National Police Commission (NAPOLCOM) refers to an attached agency of the
5 Department of Interior and Local Government responsible for the administrative and
6 operational supervision and control of the Philippine National Police;
- 7 d. Philippine National Police Academy (PNPA) refers as a premier institution for
8 police education primarily established on August 26, 1977, under Section 19,
9 Presidential Decree 1184 manned by the Philippine National Police which is tasked
10 to provide 4-year tertiary education course with a degree of Bachelor of Science in
11 Public Safety or any other course that may after created to police candidates called
12 cadets who are automatically appointed to the rank of Police Lieutenant upon
13 graduation;
- 14 e. Philippine National Police Academy Cadet refers to those police cadets appointed
15 in temporary status to undertake the 4-year tertiary education course, Bachelor of
16 Science in Public Safety. Their appointment shall be renewable every after one year
17 until their graduation and classified as Cadet 4th Class, Cadet 3rd Class, Cadet 2nd
18 Class, and Cadet 1st Class.
- 19 f. Place of Training refers to any facilities within the PNPA where the PNPA Cadets
20 are authorized to conduct their curricular activities. It may include facilities outside
21 the PNPA provided the PNPA cadet presence in the vicinity is authorized and
22 covered with an official order.
- 23 g. Resignation refers to the voluntary termination/cessation of the PNPA Cadet of
24 his/her cadetship program. It includes his/her unjustified failure to report for any
25 cadetship activities.

- 1 h. Reimbursement of Hospital Expenses refers to the repayment of reasonable
2 expenses for medicines, medical attendance, hospital fees, necessary transportation,
3 and subsistence.
- 4 i. Sickness refers to an illness accepted as an occupational disease, or any illness
5 caused or aggravated by training/curricular activities, subject to proof that the risk
6 of contracting the same is increased by training conditions;
- 7 j. Suspension refers to the temporary cessation of the cadetship program by the PNPA
8 cadet due to admissible circumstances without his/her contributory fault or
9 negligence. It can be alternately termed as turned-back.
- 10 k. Total Permanent Physical Disability refers to any impairment of the mind or body
11 which renders the PNPA Cadet incapable of performing substantially the required
12 activities of the Cadetship Program and which is expected to be long, continued,
13 and of indefinite duration: *Provided*, That irreparable loss of the power of speech,
14 or sense of hearing or loss of one or both hands or feet, or loss of one or both eyes,
15 or loss of limbs or brain injury resulting in incurable imbecility or insanity shall be
16 considered a total permanent physical disability. In all cases, the disability shall be
17 deemed permanent if it has persisted for a period exceeding 6 months, without fix
18 healing period, and renders the PNPA Cadet incapable of continuing with the
19 Cadetship Program: *Provided, further*, That, in case the disability is found to be
20 permanent beyond doubt upon medical examination of said member, the waiting
21 period of 6 months shall no longer be applied.
- 22 l. Temporary Appointment refers to the appointment issued to a cadet who passed the
23 PNPA admission test and meets the initial qualifications as well as the physical and
24 medical examinations and other requirements for the position to which he/she is

being appointed, except for the education and training which he/she is required to undergo within the prescribed period.

m. Termination refers to the final action or steps in the cadetship discipline process where the PNPA cadet cadetship is permanently terminated.

n. Testimonial Eligibility refers to the eligibility conferred by the National Police Commission for purposes of appointment as Police Cadets to the successful applications of the PNPA Cadetship Program.

SEC. 4. Qualifications for Appointment as Cadets in the Philippine National Police

Academy. – No person shall be appointed as a Police Cadet unless he or she possesses the following qualifications:

- a. Natural-born Filipino citizens;
- b. Not less than 18 nor more than 22 years of age on the date of appointment;
- c. Single and must never have been married and without parental obligation;
- d. At least a Senior High School graduate upon appointment;
- e. At least one meter and fifty-seven centimeters (1.57) for males; and one meter and fifty-two (1.52) centimeters for females in height;
- f. With a weight that corresponds to the applicants' height, gender, and age (a reference to body mass index);
- g. Physically and mentally fit to undergo the Cadetship Program;
- h. With good moral character (no criminal, administrative, and civil derogatory record);
- i. Without pending complaint and/or case before any tribunal involving moral turpitude and other cases against the State;
- j. Must not have been dismissed from any private employment or government position for a cause; and

1 k. Must have passed the prescribed qualifying examinations.

2 *Provided*, that physically and mentally fit sons and daughters of police personnel who have
3 been cited for and awarded the “Medalya ng Kagitingan” may be appointed as Police Cadets
4 without the need for qualifying examinations.

5 *Provided* further, that candidates who are Baccalaureate degree holders, holders of eligibility,
6 and are physically and mentally fit may be appointed as Police Cadets without the need for
7 qualifying examinations.

8 **SEC. 5. Status of PNPA Cadets.** – The PNPA cadets upon qualification and
9 appointment as Police Cadets are considered employees of the National Government and shall
10 draw their salaries which shall not be higher than the salary of a Police Lieutenant but not lower
11 than the salary of a Police Executive Master Sergeant and shall receive benefits and privileges
12 in conformity with other existing laws.

13 **SEC. 6. Appointment of PNPA Cadets.** – Upon qualification, the Police Cadets shall
14 be granted testimonial eligibility by the National Police Commission and be given a temporary
15 appointment renewable every after academic year until they graduate. In case of suspension or
16 turned back, the temporary appointment will be renewed upon re-entry of the suspended cadet.

17 **SEC. 7. Total Permanent Physical Disability (TPPD) and Reimbursement of**
18 **Hospital Expenses (RHE).** – In case of disability or sickness during training, a PNPA cadet
19 avails the benefits similar to regular PNP personnel as described in Section 35 of Republic Act
20 8551. The benefits, grounds for compensability, and procedures for filing that apply to PNP
21 uniformed personnel also apply to qualified PNPA Cadets.

22 **SEC. 8. Death Benefits.** – A PNPA cadet upon death during training shall avail of the
23 benefits similar to regular PNP personnel as described in Section 76 of Republic Act 6975 and
24 Rule VI of NAPOLCOM Memorandum Circular No. 2011-009. He/she shall also be accorded
25 honors under existing policies.

1 **SEC. 9. Resignation of PNPA Graduates from the PNP** – A PNPA graduate shall
2 upon graduation, render an uninterrupted eight (8) years of officership service within the PNP.
3 A PNPA graduate who resigns or who absconds before the completion of the eight (8) year
4 service obligation shall reimburse the total amount of the cadetship program.

5 **SEC. 10. Disposition of Terminated or Separated PNPA Cadets.** – A PNPA cadet
6 who is terminated or separated from the PNPA Cadetship program, for reasons other than
7 violation of the Honor Code, upon qualifications, may re-apply to the PNP.

8 **SEC. 11. Implementing Rules and Regulations.** – The NAPOLCOM En Banc shall,
9 within ninety (90) days after the approval of this Act, promulgate the necessary rules and
10 regulations for its effective implementation.

11 **SEC. 12. Repealing Clause.** - All laws, decrees, orders, regulations and policies
12 inconsistent with the provisions of this Act are hereby repealed and/or amended accordingly.

13 **SEC. 13. Effectivity.** – This Act shall take effect fifteen (15) days after its complete
14 publication in at least two (2) newspapers of general circulation

Approved,