

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
First Regular Session



House Bill No. **929**

Introduced by **Hon. Bernadette S. Barbers**

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

EXPLANATORY NOTE

The Philippine National Police Academy was created through Presidential Decree 1184 with the aim of professionalizing the members of the then Integrated National Police. Consequently, recognizing its critical role in public safety administration, Presidential Decree 1780, known as the Philippine National Police Academy Charter 1981, was enacted declaring 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 abolition 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. Subsequently y in 2019, the PNPA was transferred under the administrative control and supervision of the Office of the Chief, PNP.

Under the 1987 Constitution, the Philippine National Police shall be national in scope and civilian in character.

For 40 years, the Philippine National Police Academy 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.

Pursuing the aspirations and visions of the late President Ferdinand E. Marcos Sr., it is 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 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, will be clearly defined and explained that it will be sufficient in itself as basis for asserting its right.


HON. BERNADETTE S. BARBERS
2nd District, Surigao del Norte

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Be it enacted by the Senate and Hon.se of Representatives of the Philippines in Congress assemble:

SECTION 1. Short Title. This Act shall be known as "*The PNPA Charter of 2025*".

SEC. 2. Declaration of Policy. – It is the policy of the State to protect and promote the right of all citizens to quality education. The state further promotes peace and order, ensure public safety and strengthen local government capability aimed toward the effective delivery of the basic services to the citizenry in the establishment of the Philippine National Police through Republic Act 6975, otherwise known as DILG Act of 1990.

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

SEC. 3. Purpose of the Academy. – The PNPA is a Special Public Higher Educational Institution (SPHEI) organized for the purpose of offering training and education in pursuance of the mandates of the Philippine National Police, shall primarily provide advanced instructions and professional specialized training in public safety, social defense, 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.

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

The academy shall establish a Research and Extension Services, which shall be responsible in the identification of key concerns, formulation of responsive policies and recommendations to the Congress and the President of the Philippines, through

the Philippine National Police and the Department of the Interior and Local Government, on public safety and social defense issues.

SEC. 4. 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.

SEC. 5. Commitment to Academic Excellence and food Governance. – The academy has the responsibility to maintain and enhance its high training and academic standards in the performance of its functions of instruction, research and extension, public safety, social defense, and internal security.

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

The academy shall enjoy autonomy to build infrastructure, acquire necessary equipment, reorganize administrative structures, provide for the necessary personnel complement, establish its own Corps of Professors and Instructors, provide adequate salaries, grants and benefits, human resource and development program and other incentives that will motivate its personnel and Corps of Professors and Instructors geared towards to maintenance of efficient and effective administration of, and high standards of the academy. The academy shall likewise determine the yearly quota and the qualifications of cadets who will be admitted to the Cadetship Program.

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

- 1) Chairman, CHED;
- 2) Vice Chair, NAPOLCOM;
- 3) Chairman, Committee on Education, HOR
- 4) Chairman, Committee on Education, Senate
- 5) Chairman, Committee on Peace and Orde, HOR
- 6) Chairman, Committee on Public Safety, HOR
- 7) PNPAAI Chairman;

Option B (Primary consideration, members should have a stake with PNPA)

SEC. 7. Powers and Duties 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 the declared State policies on education, other pertinent provisions of the Constitution on education and public safety, and the policies, standards, and functions of SP HEI;

- b. Approve the curricula, instructional programs, and rules on student discipline drawn by the Academic Council and Academic Freedom Council;
- c. Deliberate the qualification standard of nominees recommended by the Chief, PNP;
- d. Fix 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 proper; grant them, at its discretion, leaves of leaves under such regulations as it may promulgate, any provision of existing law to the contrary notwithstanding and remove their for cause in accordance with the requirements of due process of law;
- e. Receive and appropriate stuns as may be provided by law for the support of the PNPA, and all other stims in the manner it way, 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 capability building with appropriate institutions and agencies, whether public, private, local or foreign, and appoint experts or specialists as consultations, 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 distance learning, and community laboratory;
- i. Establish policy guidelines and procedures for participative and transparent decision- taking 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 Majoi General. The academy shall have a Dean of Academies, 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, may it be in the private or government sector. The person must possess a graduate degree in any public safety

field of specialization from a recognized recognition.

The Director PNPA, Dean of Academics, and Commandant of Cadets shall not be relieved from their posts unless due to retirement, resignation, incapacity or dismissal flow 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 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 BFP and 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 Council. The 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 Academic Board. – The Board shall have the following powers and duties:

- a. To define in general tends the thrusts of the academy and such other policies responsive to the demands of 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 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, 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 readmission 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.
- 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 Council and approved by the Director. Professors/ Instructors who are members of the Philippine National

Police, Bureau of Fire Protection, and Bureau of Jail Management and Penology, 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 Council 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 Council 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 CHED, TESDA DepEd, DND, and the DII.G 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 Cadetship Program is a four-year residential scholarship course leading to the degree of Bachelor of Science in Public Safety (BSPS), which degree shall be granted by the Academy through the Director upon the recommendation of the Academic Council. 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 their period of cadetship will be considered as part of their time-in-grade in government service. Provided further, that they will be appointed in permanent status as Police Lieutenant or Inspectors, in police service.

The Cadetship Program shall be selective admission and selective retention.

In addition to 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 and shall likewise provide career development opportunities and continuing education to the members of the Corps of Professors. The academy shall conduct periodic evaluations of teaching strategies and techniques of the professors/instructors, and shall prepare recommendations for further improvement. The assessment and evaluation of learning shall be outcome-based. The periodic examination shall be departmentalized and the academy shall ensure that the examinations to be administered is valid and reliable. There shall be a qualifying examination to be administered before the end of the academic term, which examination shall form part of the Overall Final Grade, and shall be a pre-requisite for promotion to the next academic level.

SEC. 17. Appropriation. – 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 lie included in the General Appropriations Act (GAA).

SEC. 18. 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 provision of this Charter shall be resolved in favor of the academy and its institutional autonomy.

SEC. 19. Implementing Rules and Regulations. – Within sixty (60) days from the approval of this Act, the PNPA shall, in consultation with the DILG, PNP, CHED, PNPAAL, and other relevant government agencies and stakeholders, formulate the rules and regulations to implement the provision of this Act

SEC. 20. Separability Clause. – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SEC. 21. 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. 22. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,