

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 1176

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

This bill seeks to confer the status of *government employee* to the cadets of the Philippine National Police Academy (or “PNPA” for short) and to grant them the salaries, benefits, and privileges appurtenant to such status.

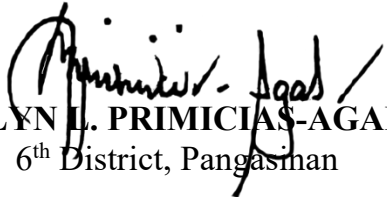
A similar bill was filed by Senator Ramon Revilla, Jr. in the Senate of the Philippines as *Senate Bill No. 1596* and proposed to be titled: “PNPA Cadet Act.” The said bill did not become a law. This proposed bill has objectives similar to the purposes of *Senate Bill No. 1596*. However, it differs from said senate bill with its more detailed provisions.

This bill is principally intended to incentivize cadets and would-be cadets of the PNPA, as the bill will give them job and financial security while undergoing the rigorous trainings provided by the PNPA. It is hoped that the benefits to be granted will encourage them to persevere in their training and inspire them to strive for excellence. It is further hoped that the job and financial security which the bill guarantees will also attract more and more dynamic and brilliant young men and women to enroll in the PNPA, and become someday officers of our Philippine National Police (PNP). The graduates shall go on to serve under the Philippine National Police, the Bureau of Jail Management and Penology, and the Bureau of Fire Protection. And so, should this envisioned reality be realized, through the passage of the proposed bill, our national police force and ultimately the country in general will greatly benefit from the leadership of brilliant and dynamic young men and women.

The PNPA was established on August 26, 1977 and is the premiere law enforcement academy in our country. It is managed and operated by the PNP. Its graduates earn the

degree of *Bachelor of Science in Public Safety* and are given the rank of “Lieutenant.” It is therefore fitting that the general welfare of its cadets and would-be police officers be promoted. And this bill is an important step to achieve this goal.

It is with earnest request that the approval of the proposed bill is sought.


MARLYN L. PRIMICIAS-AGABAS
6th District, Pangasinan

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HOUSE BILL NO. _____

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

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

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

SECTION 1. Short Title. - This Act shall be known as the “PNPA Cadet Act”.

SECTION 2. Declaration of Policy- It is the policy of the State to promote the general welfare and safeguard the basic rights of every cadet in the Philippine National Police Academy by providing them the status of a government employee and granting them eligibility for appointment in the police service and benefits to raise their morale and welfare as future police officers of the Philippine National Police which will hopefully translate to better performance of their duties and responsibilities and to continually foster the individual efficiency and organizational effectiveness of the Philippine National Police.

SECTION 3. Definition of Terms. - As used in this Act, the following terms shall mean:

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

b. Medical officer refers to the NAPOLCOM Medical Officer, PNP medical officer, a medical officer from a government hospital or private hospital accredited by the PNP;

c. National Police Commission (NAPOLCOM) refers to an attached agency of the Department of Interior and Local Government responsible for the administrative and operational supervision and control of the Philippine National Police;

d. Philippine National Police Academy (PNPA) refers as a premier institution for police education primarily established on August 26, 1977, under Section 19, Presidential Degree 1184 manned by the Philippine National Police which is tasked to provide 4-year tertiary education course with a degree of Bachelor of Science in Public Safety or any other course that

may after created to police candidates called cadets who are automatically appointed to the rank of Police Lieutenant upon graduation;

e. Philippine National Police Academy Cadet refers to those police cadets appointed in temporary status to undertake the 4-year tertiary education course, Bachelor of Science in Public Safety. Their appointment shall be renewable every after one year until their graduation and classified as Cadet 4th Class, Cadet 3rd Class, Cadet 2nd Class, and Cadet 1st Class.

f. Place of Training refers to any facilities within the PNPA where the PNPA Cadets are authorized to conduct their curricular activities. It may include facilities outside the PNPA provided the PNPA cadet presence in the vicinity is authorized and covered with an official order.

g. Resignation refers to the voluntary termination/cessation of the PNPA Cadet of his/her cadetship program. It includes his/her unjustified failure to report for any cadetship activities.

h. Reimbursement of Hospital Expenses refers to the repayment of reasonable expenses for medicines, medical attendance, hospital fees, necessary transportation, and subsistence.

i. Sickness refers to an illness accepted as an occupational disease, or any illness caused or aggravated by training/curricular activities, subject to proof that the risk of contracting the same is increased by training conditions;

j. Suspension refers to the temporary cessation of the cadetship program by the PNPA cadet due to admissible circumstances without his/her contributory fault or negligence. It can be alternately termed as turned-back.

k. Total Permanent Physical Disability refers to any impairment of the mind or body which renders the PNPA Cadet incapable of performing substantially the required activities of the Cadetship Program and which is expected to be long, continued, and of indefinite duration: Provided, That irreparable loss of the power of speech, or sense of hearing or loss of one or both hands or feet, or loss of one eye or both eyes, or loss of limbs or brain injury resulting in incurable imbecility or insanity shall be considered a total permanent physical disability. In all cases, the disability shall be deemed permanent if it has persisted for a period exceeding 6 months, without fix healing period, and renders the PNPA Cadet incapable of continuing with the Cadetship Program: Provided, further, That, in case the disability is found to be permanent beyond doubt upon medical examination of said member, the waiting period of 6 months shall no longer be applied.

l. Temporary Appointment refers to the appointment issued to a cadet who passed the PNPA admission test and meets the initial qualifications as well as the physical and 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 applicants of the PNPA Cadetship Program.

SECTION 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
- k) Must have passed the prescribed qualifying examinations.

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

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

SECTION 5. Status of PNPA Cadets. - The PNPA cadets upon qualification and appointment as Police Cadets are considered employees of the National Government and shall draw their salaries which shall not be higher than the salary of a Police Lieutenant but not lower than the salary of a Police Executive Master sergeant and shall receive benefits and privileges in conformity with other existing laws.

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

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

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

SECTION.9. Resignation of PNPA Graduates from the PNP. - A PNPA graduate shall upon graduation, render an uninterrupted eight (8) years of officer ship service within the PNP. A PNPA graduate who resigns or who absconds before the completion of the eight (8) year service obligation shall reimburse the total amount of the cadetship program.

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

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

SECTION 12. Repealing Clauses. - All laws, rules, regulations, orders, circulars, and memoranda inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 13. Effectivity- This Act shall take effect fifteen (15) days after its publication in the Official Gazette or newspaper of general circulation.

Approved.