

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH (20TH) CONGRESS
First Regular Session

HOUSE BILL NO. 9431



Introduced by HON. PHILIP CONRAD "DOK BONG" M. ACOP

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

EXPLANATORY NOTE

In the quiet, disciplined halls of the Philippine National Police Academy (PNPA), young men and women seek to complete a rigorous and life-changing endeavor. They enter as civilians and emerge as the future leaders of our nation's peace and order. Yet, for decades, these cadets have existed in a legal limbo—tasked with the rigors of state service but denied the formal recognition of being civil servants. This proposed bill is not just a matter of administrative adjustment; it is a vital investment in the moral and structural integrity of our police force.

We live in an era where the demands on law enforcement are increasingly complex. To meet these challenges, we require a police force that is not only physically capable but also mentally resilient and valued by the State. By conferring the status of government employees upon cadets, the State acknowledges that their four-year journey of grit and sacrifice is, in itself, a form of national service. Providing them with salaries, benefits, and privileges aligned with their future roles ensures that the best and brightest are not deterred by financial instability, making the profession of arms a viable and respected career path from day one.

For the primary stakeholders—the cadets and their families—this proposed bill provides a much-needed safety net. Under this bill, cadets are no longer just students; they are protected personnel. The provision for their salaries means that cadets can support themselves and assist their families while in training. Furthermore, the inclusion of Total Permanent Physical Disability (TPPD) and Death Benefits ensures that if tragedy strikes during their rigorous training, the cadet and their kin are not left to fend for themselves. It transforms the academy from a mere school into a professional institution that guards those who are learning to guard the people.

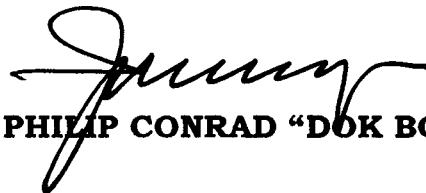
For the Philippine National Police (PNP) and National Police Commission (Napolcom), this legislation is a tool for organizational excellence. By granting “Testimonial Eligibility” and temporary appointments, the bill streamlines the transition from cadet to officer. It ensures that the investment made by the government in their education is protected through a mandatory eight-year service obligation. This fosters a sense of loyalty and long-term commitment, ensuring that the officer corps is populated by individuals who have been nurtured by the state and are ready to reciprocate that care through dedicated public service.

When we professionalize the entry point of our police leadership, we raise the standard of the entire organization. A cadet who feels valued, insured, and compensated is a cadet who develops a deeper sense of duty and a higher level of morale. This translates directly to the streets: a motivated, professionalized officer is less prone to corruption and more dedicated to the protection of human rights and the rule of law.

For the country, this bill is a statement of priority. It signals that the State values its peacekeepers enough to provide for them even before they don the officer's stars. In a world where stability is the currency of progress, ensuring the welfare of those who maintain that stability is the most logical step a government can take. Ultimately, this bill benefits every citizen; it is the blueprint for a police force whose motto is “To Serve and Protect,” built on a foundation where they themselves were served and protected by the laws of the land.

The bill outlines a comprehensive framework for the recruitment, status, and welfare of the PNPA Cadets. A significant provision is the Status of Government Employee, which officially classifies cadets as members of the national government workforce. This classification allows them to draw salaries and receive benefits in conformity with existing laws, effectively bridging the gap between their training phase and their active duty as Police Lieutenants.

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



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

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

SEC. 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.

SEC. 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 PNA 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 to the premier institution for police education primarily established on August 26, 1977, under Section 19 of Presidential Degree 1184, and is manned by the Philippine National Police which is tasked to provide a 4-year tertiary education course with a degree of Bachelor of Science in Public Safety or any other course that may after be 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 of 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 PNA 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 PNA 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 six (6) months shall no longer be applied.

- l. "Temporary Appointment" refers to the appointment issued to a cadet who passed the PNP 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 PNA cadet cadetship is permanently terminated.
- n. "Testimonial Eligibility" refers to the eligibility conferred by the NAPOLCOM to the successful applicants of the PNPA Cadetship Program for purposes of appointment as Police Cadets.

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 centimeters (1.52) for females in height;
- f. With a weight that corresponds to the applicant's 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.

SEC. 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.

SEC. 6. Appointment of PNPA Cadets. – Upon qualification, the Police Cadets shall be granted Testimonial Eligibility by the NAPOLCOM 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.

SEC. 7. Total Permanent Physical Disability (TPPD) and Reimbursement of Hospital Expenses (RHE). – In case of disability or sickness during training, a PNPA Cadet may avail the benefits similar to regular PNP personnel as described in Sec. 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.

SEC. 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.

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

SEC. 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.

SEC. 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.

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

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

Approved,