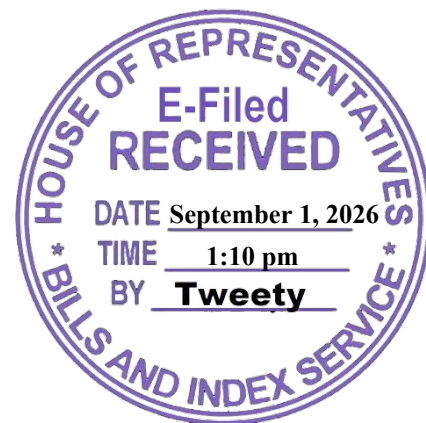




**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City**

**Twentieth Congress
2nd Regular Session
HOUSE BILL NO. 11037**



Introduced by Rep. Elisa “Olga” T. Kho and Rep. Antonio T. Kho

EXPLANATORY NOTE

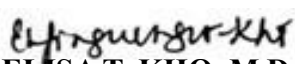
The Philippine National Police Academy (PNPA) serves as the country's premier institution for educating and training future public safety leaders. Its cadets undergo intensive academic, military, and police training in preparation for their future service in the Philippine National Police (PNP), Bureau of Fire Protection (BFP), and Bureau of Jail Management and Penology (BJMP).

Despite the demanding nature of their training and the discipline expected of them, PNPA cadets currently do not enjoy the same status and benefits as cadets of the Philippine Military Academy (PMA). Their allowances and benefits remain limited and inconsistent, even though they are under full-time government supervision and are being prepared for careers in public service.

This bill seeks to recognize PNPA cadets as government employees during their training. This recognition will entitle them to appropriate salaries and government benefits, including medical and disability coverage, life insurance, and other protections provided by law. Beyond providing financial security, this measure recognizes the commitment, sacrifices, and service of PNPA cadets and helps ease the financial burden on their families. It also promotes fairness by bringing their benefits closer to those enjoyed by cadets of other government service academies.

By giving PNPA cadets the support and recognition they deserve, the State invests in the welfare and professional development of the men and women who will one day lead our country's police, fire, and jail services.

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


REP. ELISA T. KHO, M.D., FPCCP


REP. ANTONIO T. KHO



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**AN ACT
CONFERRING UPON THE CADETS OF THE PHILIPPINE NATIONAL POLICE
ACADEMY THE STATUS OF GOVERNMENT EMPLOYEES, GRANTING SALARIES,
BENEFITS, AND PRIVILEGES, AND FOR OTHER PURPOSES**

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

SECTION 1. Short Title. — This Act shall be known as the "PNPA Cadets Status and Benefits Act."

SECTION 2. Declaration of Policy. — It is the policy of the State to promote the welfare, dignity, and professionalism of public safety officers. Recognizing the rigorous demands of officer training at the Philippine National Police Academy (PNPA) and their contribution to national security and public order, the State shall ensure that PNPA cadets are provided proper employee status, competitive compensation, and adequate social security protection during their tenure at the Academy.

SECTION 3. Conferment of Government Employee Status. — All officially appointed cadets of the Philippine National Police Academy (PNPA) shall, upon admission and taking of their oath, be conferred the status of temporary government employees under the Department of the Interior and Local Government (DILG).

SECTION 4. Salary and Compensation. — PNPA cadets shall be entitled to a base monthly salary equivalent to Salary Grade 10 (SG-10) as provided under the Salary Standardization Law (Republic Act No. 11466, as amended).

The basic salary shall be subject to standard statutory deductions, including contributions to social security, medical insurance, and retirement systems.

SECTION 5. Benefits and Privileges. — Cadets shall be entitled to the following benefits and privileges during their cadetship:

Hazard Pay: Special hazard pay during periods of field training or emergency deployments.

Clothing and Subsistence Allowance: Standard uniform, equipment allowance, and daily subsistence allowance as determined by the DILG.

Social Security and Health Coverage: Mandatory coverage under the Government Service Insurance System (GSIS) and the Philippine Health Insurance Corporation (PhilHealth).

Disability and Death Benefits: Full disability, compensation, and death benefits in case of injury, illness, or death incurred in the line of duty or during official academic/training activities.

Leaves and Absences: Sick and compassionate leaves subject to PNPA rules and regulations.

SECTION 6. Service Obligation. — Acceptance of cadetship, along with the benefits under this Act, shall execute a service contract binding the cadet to serve in the PNP, BFP, or BJMP for a minimum period of eight (8) years immediately following graduation. Cadets who fail to complete the program due to voluntary resignation or misconduct shall be required to reimburse the national government for the full cost of their education, training, and salaries received.

SECTION 7. Appropriations. — The amount necessary for the immediate implementation of this Act shall be included in the annual General Appropriations Act (GAA) under the budget of the Department of the Interior and Local Government.

SECTION 8. Implementing Rules and Regulations (IRR). — Within sixty (60) days from the effectivity of this Act, the Secretary of the Interior and Local Government, in consultation with the National Police Commission (NAPOLCOM), the Director of the PNPA, the GSIS, and the Civil Service Commission (CSC), shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 9. Separability Clause. — If any provision of this Act is held invalid or unconstitutional, the remaining provisions shall continue to be in full force and effect.

SECTION 10. Repealing Clause. — All laws, decrees, executive orders, rules, and regulations inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 11. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,