

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



24 MAY -6 P1 :04

SENATE

S. No. 2655

RECEIVED BY: 

Introduced by Senator Jinggoy Ejercito Estrada

**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 (PNPA) 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 PNPA as a premier police educational institution, and granting powers necessary to carry out its functions, under then Philippine Constabulary – Integrated National Police (PC-INP).

Following the abolishment 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 No. 6975. Subsequently in 2019, the PNPA was transferred under the administrative control and supervision of the Office of the Chief, PNP.

For more than 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.

It is vital and necessary to revisit the PNPA Charter of 1981 to make it more 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 its foreign counterparts.

The functions, rights, and responsibilities of the Academy, as 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.

To ensure the quality of training and education, the PNPA shall have the right to determine its policies, plans and programs, academic and otherwise, as part of its constitutional guaranteed right to academic freedom. This proposed bill seeks to strengthen the existing academic charter of the PNPA to fulfill its mandate to produce the future leaders of the law enforcement bureau of the country.

Hence, the passage of this bill is hereby earnestly sought.


JINGGOY EJERCITO ESTRADA

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

1 Section 1. *Short Title.* – This Act shall be known as “*The PNPA Charter of*
2 *2024*”.

3 Sec. 2. *Declaration of Policy.* – It is the policy of the State to protect and
4 promote the right of all citizens to quality education. The State shall promote
5 peace and order, ensure public safety and strengthen local government capability
6 aimed toward the effective delivery of the basic services to the citizenry in the
7 establishment of the Philippine National Police (PNP) through Republic Act 6975,
8 otherwise known as DILG Act of 1990.

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

12 Sec. 3. *Purpose of the Academy.* – The PNPA is a Special Public Higher
13 Educational Institution (SPHEI) organized for the purpose of offering training and
14 education in pursuance of the mandates of the PNP, shall primarily provide
15 advanced instructions and professional specialized training in public safety, social

1 defense, and other relevant fields of study.

2 For purposes of this Act, the Academy shall be under the direct supervision
3 of the Office of the Chief, PNP.

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

7 The Academy shall establish a *Research and Extension Services*, which
8 shall be responsible in the identification of key concerns, formulation of responsive
9 policies and recommendations to the Congress and the President of the
10 Philippines, through the PNP and the Department of the Interior and Local
11 Government, on public safety and social defense issues.

12 *Sec. 4. Academic Freedom.* – The Academy has the right and responsibility
13 to exercise academic freedom pursuant to paragraph 2, Section 5 of Article XIV of
14 the Constitution.

15 *Sec. 5. Commitment to Academic Excellence and Good Governance.* – The
16 Academy has the responsibility to maintain and enhance its high training and
17 academic standards in the performance of its functions of instruction, research
18 and extension, public safety, social defense, and internal security.

19 Towards this end, it shall exclusively determine its plans, policies,
20 programs, curricula, and standards of teaching and training, and on the basis of
21 such determination, the Academy shall recommend its annual budget to the PNP.

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

31 *Sec. 6. Board of Trustees.* – The governing board of PNPA shall be the
32 Board, which shall be chaired and co-chaired by the Secretary, Department of

1 Interior and Local Government and Chief, PNP, respectively, and with the
2 following as members:

- 3 1) Chairman, Commission on Higher Education (CHED);
- 4 2) Vice Chair, National Police Commission (NAPOLCOM);
- 5 3) Chairman, Committee on Education of the Senate of the Philippines;
- 6 4) Chairman, Committee on Education of the House of
7 Representatives;
- 8 5) Chairman, Committee on Peace and Order of the House of
9 Representatives;
- 10 6) Chairman, Committee on Public Safety of the House of
11 Representatives; and
- 12 7) Chairman, Philippine National Police Academy Alumni Association,
13 Inc. (PNPAAAI).

14 *Sec. 7. Powers and Duties of Trustees.* – the Board shall have the following
15 powers and duties, such as but not limited to:

- 16 1) Promulgate and implement policies in accordance with the declared
17 State policies on education, other pertinent provisions of the
18 Constitution on education and public safety, and the policies, standards,
19 and functions of SPHEI;
- 20 2) Approve the curricula, instructional programs, and rules on student
21 discipline drawn by the Academic Council and Academic Freedom
22 Council;
- 23 3) Deliberate the qualification standard of nominees recommended by the
24 Chief, PNP;
- 25 4) Fix and adjust the salaries of Corps of Professors and Instructors,
26 administrative officials, and employees, subject to the provisions of the
27 Revised Compensation and Position Classification System and other
28 pertinent budget and compensation laws governing hours of service,
29 and such other duties and conditions as it may deem proper; grant
30 them, at its discretion, leaves of leaves under such regulations as
31 it may promulgate, any provision of existing law to the contrary
32 notwithstanding and remove them for cause in accordance with the

- 1 requirements of due process of law;
- 2 5) Receive and appropriate sums as may be provided by law for the
3 support of the PNPA, and all other sums in the manner it may, in its
4 discretion, determine to carry out the purposes and functions of the
5 PNPA;
- 6 6) Set the policies on admission and graduation of students;
- 7 7) Develop academic arrangements for institutional capability building
8 with appropriate institutions and agencies, whether public, private,
9 local or foreign, and appoint experts or specialists as consultant, part-
10 time, visiting or exchange professors, scholars or researcher, as the
11 case may be;
- 12 8) Adopt modern and innovative modes of transmitting knowledge for the
13 promotion of greater access to education such as the use of
14 information technology, dual training system, open distance learning,
15 and community laboratory;
- 16 9) Establish policy guidelines and procedures for participative and
17 transparent decision- making within the PNPA; and
- 18 10) Promulgate rules and regulations, as may be necessary, to carry out
19 the purposes and functions of PNPA.

20 **Sec. 8. PNPA Leadership.** – The Academy shall be headed by a Director with
21 the rank of Police Lieutenant General, who shall be assisted by a Deputy Director
22 with the rank of Police Major General. The Academy shall have a Dean of
23 Academics, Chief of Staff, and a Commandant of Cadets, with the rank of Police
24 Brigadier General.

25 The Director shall preferably be an alumnus of the PNPA's undergraduate
26 degree program who has meritoriously excelled in a chosen field of endeavor in an
27 executive or managerial position in public safety, may it be in the private or
28 government sector. The person must possess a graduate degree in any public
29 safety field of specialization from a recognized recognition.

30 The Director PNPA, Dean of Academics, and Commandant of Cadets shall
31 not be relieved from their posts unless due to retirement, resignation, incapacity
32 or dismissal from the service. This is to safeguard the exercise of academic

1 freedom and ensure the independence of the Academy. This likewise ensures the
2 continuity of the plans, programs and policies of the Academy that are geared
3 towards excellence, dedication, and exemplary public service.

4 *Sec. 9. Qualification Standards of PNPA Leadership.* – The Chief, PNP shall
5 determine the qualifications and competencies of the positions for Director,
6 Deputy Director, Chief of Staff, Dean of Academics, Commandant of Cadets and
7 Division Chiefs of the PNPA necessary for the administration of the Academy.

8 The qualified nominees for the positions of Director, Deputy Director, Chief
9 of Staff, Dean of Academics, and Commandant of Cadets shall be designated by
10 the Chief, PNP based on the selection process conducted by the Board of
11 Trustees.

12 *Sec. 10. PNPA Personnel and Academic Staff.* – Commissioned Officers of
13 the PNP, or other officers from BFP and BJMP, once assigned to the Academy,
14 shall render continuous service for five (5) years, while Non-Commissioned
15 Officers of the PNP, BFP, and BJMP shall not be reassigned for three (3) years.
16 Reassignment of uniformed personnel may only be allowed for justifiable reasons.

17 The Academy shall grant tenure to the academic staff and shall ensure the
18 morale and welfare of its workforce.

19 *Sec. 11. Systems and Procedure.* – The Director shall formulate systems
20 and procedures that will ensure the attainment of the goals and objectives
21 aligned with the mandate of the Academy.

22 *Sec. 12. Academic Council.* – The Board shall be composed of the Deputy
23 Director, Chief of Staff, Dean of Academics, Commandant of Cadets, a
24 representative from the Corps of Professors, a representative from Tactics Group,
25 and Regimental Academic Chancellor.

26 *Sec. 13. Functions of Academic Board.* – The Board shall have the following
27 powers and duties:

- 28 1) To define in general terms the thrusts of the Academy and such
29 other policies responsive to the demands of time and to adopt
30 guidelines to ensure its implementation, subject to the approval of
31 the Director.
- 32 2) To assist the Director in determining strategies, procedures and

1 techniques for effective and efficient implementation of the
2 programs of the Academy.

- 3 3) To recommend to the Director, the appointment of Corps of
4 Professors, to draw up a position classification and compensation
5 plan for its professors: *Provided*, That the salaries, benefits, and
6 honoraria of the faculty members shall be equivalent to those being
7 received by their counterparts in the private sector, and to remove
8 any of its professors for cause as provided under the rules as it may
9 promulgate, after due investigation and proper hearing.
- 10 4) To recommend to the Director the approval of the list of applicants for
11 appointment as Cadets.
- 12 5) To recommend to the Director the Conferment of graduates for the
13 degree of Bachelor of Science in Public Safety (BSPS).
- 14 6) To promulgate rules and regulations pertaining to supervision and
15 management of the cadets, to provide additional guidelines to
16 address new situations not covered by the existing rules and
17 regulations.
- 18 7) To deliberate on cases of Cadets who are recommended for turn-
19 back or dismissal from the Academy for deficiency in academics,
20 non-academics, physical disability and other circumstances not
21 covered by the disciplinary machinery: *Provided*, That the resolution
22 of the Academic Board dismissing the cadet, or recommending for
23 his/her turn-back may be appealed to the Director within fifteen
24 (15) days upon receipt of the resolution: *Provided, further*, That the
25 decision of the Director on the appealed resolution shall be final and
26 executory.
- 27 8) To deliberate on the readmission of turned-back cadets.
- 28 9) To deliberate on the Annual Order of Merit from the Registrar,
29 Special Courses conducted by the ACAD, awards to deserving cadets
30 and the Final Order of Merit submitted by the Awards Committee
31 subject to the approval of the Director.
- 32 10) To deliberate on the list of recommended cadets for promotion to

1 the higher class.

2 11) To recommend to the Director, those personnel and members of the
3 Corps of Professors who are qualified for fellowship and scholarship.

4 12) Investigate, upon complaint or *motu proprio*, violations of academic
5 freedom, of the institution, the professor/instructor, of the cadets, or
6 any act that will undermine the academic freedom or training
7 standards of the Academy.

8 Sec. 14. *Corps of Professors and Instructors.* – There shall be a Corps of
9 Professors and instructors in the Academy. The PNPA shall create, develop and
10 implement a system of faculty, placement, promotion and development in view of
11 educating, training and preparing the future police commissioned officers with the
12 highest standard of personal integrity and professional competence.

13 Civilian professors shall be granted with respective academic ranks
14 pursuant to the guidelines as may hereinafter be promulgated by the Academic
15 Council and approved by the Director. Professors/ Instructors who are members
16 of the PNP, Bureau of Fire Protection, and Bureau of Jail Management and
17 Penology, may be appointed to the Corps of Professors and Instructors upon their
18 own application or upon the direction of the Director as recommended by the
19 Dean of Academics or Commandant of Cadets.

20 The terms and conditions of work of civilian professors shall be governed
21 by the rules as may hereinafter be promulgated by the Academic Council and
22 approved by the Director.

23 Sec. 15. *Cadet Admission.* – The PNPA shall conduct the admission
24 program and selection of cadets. The admission requirements and qualifications
25 for admission to the Cadetship Program shall be determined by the Academic
26 Council subject to the approval of the Director. The admission test of the PNPA
27 Cadetship Program shall be stringent to maintain high standards of academic
28 excellence.

29 The PNPA may coordinate with the CHED, Technical Education and Skills
30 Development Authority, Department of Education, Department of National
31 Defense, and the Department of the Interior and Local Government in the use of
32 the facilities and equipment of the said department in carrying out the selection

1 and admission requirements of the PNPA.

2 *Sec. 16. Cadetship Program.* – PNPA Cadetship Program is a four-year
3 residential scholarship course leading to the degree of Bachelor of Science in Public
4 Safety (BSPS), which degree shall be granted by the Academy through the
5 Director upon the recommendation of the Academic Council. The successful
6 candidates in the Cadetship Program shall be known as Cadets, and they shall
7 be organized as the Cadet Corps of the Philippine National Police (CCPNP).

8 Cadets shall be considered government scholars and not government
9 employees: *Provided,* That their period of cadetship will be considered as part of
10 their time-in-grade in government service: *Provided, further,* That they will be
11 appointed in permanent status as Police Lieutenant or Inspectors, in police
12 service.

13 The Cadetship Program shall be selective admission and selective retention.

14 In addition to Cadetship Program, the Academy shall offer opportunities for
15 short-term public safety, homeland security, and other relevant training courses
16 or proficiency certification diplomas.

17 The Academy shall conduct a periodic assessment of its curriculum and
18 syllabus and shall likewise provide career development opportunities and
19 continuing education to the members of the Corps of Professors. The Academy
20 shall conduct periodic evaluations of teaching strategies and techniques of the
21 professors/ instructors and shall prepare recommendations for further
22 improvement. The assessment and evaluation of learning shall be outcome-based.
23 The periodic examination shall be departmentalized and the Academy shall ensure
24 that the examinations to be administered are valid and reliable. There shall be a
25 qualifying examination to be administered before the end of the academic term,
26 which examination shall form part of the Overall Final Grade and shall be a pre-
27 requisite for promotion to the next academic level.

28 *Sec. 17. Appropriation.* – To carry out the implementation of this Act, the
29 Academy shall be provided with an initial appropriation to be drawn from the
30 national government. Thereafter, appropriation for the succeeding years shall be
31 included in the General Appropriations Act.

32 *Sec. 18. Rules of Construction.* – No statutory or other issuances shall

1 diminish the powers, rights, privileges, and benefits accorded to the Academy
2 under this Act or enjoyed at present unless subsequent legislation expressly
3 provides for their repeal, amendment or modification. In case of doubt,
4 interpretation of any of the provisions of this Charter shall be resolved in favor of
5 the Academy and its institutional autonomy.

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

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

13 *Sec. 21. Repealing Clause.* – All laws, decrees, orders, rules and
14 regulations or other issuances or parts inconsistent with the provisions of this Act
15 are hereby repealed or modified accordingly.

16 *Sec. 22. Effectivity.* – This Act shall take effect fifteen (15) days after its
17 publication in the *Official Gazette* or in any newspaper of general circulation in the
18 Philippines.

Approved,