

EIGHTEENTH CONGRESS OF THE  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )

HOUSE OF REPRESENTATIVES  
4371

H. No. \_\_\_\_\_



Introduced by Representative Vilma Santos-Recto  
6th District of Batangas

AN ACT

INSTITUTING REFORMS TO FURTHER PROTECT AND DEVELOP THE  
NURSING PROFESSION, AMENDING FOR THE PURPOSE REPUBLIC ACT  
NUMBER 9173, OTHERWISE KNOWN AS THE "PHILIPPINE NURSING ACT OF  
2002"

EXPLANATORY NOTE

Nursing is one of the top career choices of Filipinos. Enrolment in the course has ballooned from 30,000 in 2010 to about half a million in 2016,<sup>1</sup> producing approximately 200,000 nursing graduates every year<sup>2</sup>. The number of schools offering nursing courses also grew from just 40 in 1970 to more than a hundred at present. The rising enrolment mirrors the rising demand for the services of professional nurses in the Philippines and in other countries. A good number of Filipino doctors also took nursing courses to get advantage of the increasing demand for nurses overseas.

However, despite the large pool of nursing graduates, many nursing positions in public and private health facilities in the country remain unfilled due to many factors, including among others, the low compensation and generally poorer working environment in the country. There is a wide disparity between earnings in local nursing positions against foreign employment. The amount that nurses can earn overseas is about ten times more than what they can earn locally. Thus, Filipino nurses instead of working in the country still prefer to seek employment abroad.

<sup>1</sup> <http://www.ched.gov.ph/chedwww/index.php/eng/Information/Statistics>.

<sup>2</sup> <http://nursingcrib.com/news-blog/the-philippines-produces-200000-nursing-graduates-yearly/>

The Philippine Overseas Employment Administration (POEA) reported that in 2007, nurse deployment at 12,263 was already double that of 6,410 nurse deployment in 2000. The number of newly-hired nurses going abroad continued to increase from 13,004 in 2009 to 19,551 in 2016, at an average growth rate of 10.5% per year.<sup>3</sup> The top ten destination countries in the last ten years were Saudi Arabia; Singapore; United Arab Emirates; Libya; Kuwait; United Kingdom; Qatar; Taiwan; Oman; and Bahrain.<sup>4</sup>

The problem is further aggravated by some abusive practices inflicted on our nursing graduates. In the recent past, many of our nursing graduates were subjected to pay “training fees” and were forced to “volunteer” by hospitals in exchange for the necessary “experience” that they need for employment here and abroad. The hospital experience has become a mandatory prerequisite for employers because of the undesirable reputation of most nursing schools in the country and the quality of education that they offer.

This reality made local employment unattractive for our nurses resulting in the difficulty of realizing the ideal nurse to patient ratio of 1:4 per shift in our country. For instance, the Philippine General Hospital has a nurse to patient ratio of 1:15-26 per shift while Davao del Sur has a province-wide ratio of 1:44-45 per shift.<sup>5</sup>

This bill intends to address the above-mentioned challenges facing the nursing profession in the Philippines by amending Republic Act (R.A.) No. 9173 or the Philippine Nursing Act 2002. It aims to make the law more responsive in addressing the developments in the nursing profession which were not yet present when it was enacted more than a decade ago.

This bill will institute necessary reforms to further develop the nursing profession, increase protection for nursing professionals and raise the standard of nursing education in the country. It proposes to restructure the scope and practice of nursing by including specific mandates on certification, specialization and educational requirements of nursing graduates; to expand the powers of the Board of Nursing by strengthening its role in decision-making processes; to strengthen the nursing professionals including the faculty and administration of

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<sup>3</sup> <http://www.poea.gov.ph/ofwstat/compendium/2015-2016.pdf>, (latest edition).

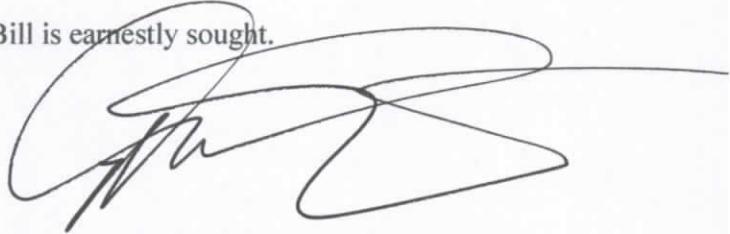
<sup>4</sup><http://www.poea.gov.ph/stats/2010%20Deployment%20by%20Occupation,%20Destination%20and%20Sex%202010%20-%20New%20hires.pdf>

<sup>5</sup> Department of Health. Health Facilities and Government Health Manpower. 1999-2009.

nursing schools; to upgrade the standards in nursing education, practice and guidelines for nursing career progression; and, to provide a better environment for nursing practice.

These reforms envision to enhance the protection and welfare of Filipino nurses to make them responsive to the needs of their patients and the public and private health systems, may it be in-country or overseas.

In view of the foregoing, approval of this Bill is earnestly sought.

A handwritten signature in black ink, appearing to read "V.S.R.", is written over a stylized, swooping line that forms a large, open loop.

VILMA SANTOS-RECTO

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

6 Section 1. *Short Title.* – This Act shall be known as the “*Philippine Nursing Practice*  
7 *Reform Act*”.

8 Sec. 2. Article II of Republic Act No. 9173 is hereby amended to read as follows:

## “ARTICLE II

10                    "SEC. 2.        *Declaration of Policy.* – PUBLIC HEALTH SAFETY  
11                    DEMANDS A HIGH LEVEL OF COMPETENCY AMONG FILIPINO  
12                    NURSES. It is hereby declared the policy of the State to GUARANTEE  
13                    UNIVERSAL ACCESS TO THE DELIVERY OF BASIC QUALITY  
14                    HEALTH SERVICES THROUGH AN ADEQUATE NURSING  
15                    PERSONNEL SYSTEM THROUGHOUT THE COUNTRY. THE  
16                    STATE RECOGNIZES NURSES AS PRIME MOVERS OF NATIONAL  
17                    DEVELOPMENT AND CONTRIBUTORS TO INTERNATIONAL  
18                    COOPERATION AND UNDERSTANDING. AS SUCH, THE STATE  
19                    assumeS responsibility for the protection, [and] improvement AND  
20                    DEVELOPMENT of the nursing profession by instituting measures that will  
21                    result in relevant AND QUALITY nursing [education] PRACTICE, humane  
22                    working conditions, better career prospects, and a dignified existence for [each]

nurses TO ENSURE A HIGH LEVEL OF WELLNESS AND WELL-BEING.

"The State hereby guarantees the delivery of quality basic health services through an adequate nursing personnel system throughout the country."

Sec. 3. Section 28, Article VI of the same Act is hereby amended and renumbered as Section 3 under Article III and succeeding Sections are hereby renumbered accordingly, to read as follows:

“ARTICLE [VII] III

## SCOPE OF Nursing Practice

"SEC. [28] 3. *Scope of Nursing PRACTICE.* – A person shall be deemed to be practicing nursing within the meaning of this Act when [he/she] **THE PERSON** singly or in collaboration with another, initiates and performs nursing [services] **CARE** to individuals, families, **POPULATION GROUPS** and communities in any health care setting. It includes, but not limited to, nursing care during conception, labor, delivery, infancy, childhood, toddler, preschool, school age, adolescence, adulthood and old age. ~~[As independent practitioners]~~ Nurses are primarily responsible for the promotion of health and prevention of illness. As members of the health team, nurses shall collaborate with other health care providers for the **PROMOTIVE, PREVENTIVE**, curative, [preventive] and rehabilitative aspects of care, restoration of health, alleviation of suffering, and when recovery is not possible, towards a peaceful death. **IN PERFORMING INDEPENDENT AND COLLABORATIVE FUNCTIONS SINGLY OR JOINTLY**, it shall be the duty of the nurse to:

“(a) Provide nursing care through the utilization of the nursing process. **BASIC** nursing care includes, but not limited to, traditional and innovative approaches, therapeutic use of self, executing health care techniques and procedures, essential primary health care, comfort measures, health teachings, and administration of written prescription for treatment, therapies, oral, topical and parenteral medications, internal examination during labor in the absence of antenatal bleeding and delivery[. In case of] AND suturing of perineal laceration [special training shall be provided according to protocol established.];

**“(B) PROVIDE ADVANCED NURSING CARE THROUGH EXPANDED AND SPECIALIZED ROLES WITHIN THE PROTOCOL OF ADVANCED NURSING PRACTICE. CERTIFICATION BY AN ACCREDITED CERTIFICATION BODY IS REQUIRED;**

"[b](C)[Establish linkages] **COLLABORATE** with community resources and [coordination] **COORDINATE** with **THE MEMBERS OF** the health team **IN ANY HEALTH CARE SETTING;**

**“[e](D) Provide health education to AND COLLABORATE WITH individuals, families, POPULATION GROUPS and communities TO MAINTAIN, ATTAIN, RESTORE AND SUSTAIN OPTIMAL HEALTH AND QUALITY OF LIFE;**

"[d](E) xxx; and

“[e](F) Undertake nursing and health human resource development training and research, which shall include, but not limited to, the development of advanced nursing practice:

*"Provided,* That this section shall not apply to nursing students who perform nursing functions under the direct supervision of a qualified faculty: *Provided, further,* That in the practice of nursing in all settings, the nurse is ~~[duty-bound]~~ **MANDATED** to observe the Code of Ethics for Nurses and uphold the standards of safe **AND QUALITY** nursing practice. The nurse is required to maintain competence by continual ~~[learning through continuing]~~ professional ~~[education to be provided]~~ **DEVELOPMENT AS PRESCRIBED** by the ~~[accredited professional organization or any recognized professional]~~ **BOARD OF** Nursing ~~[organization]:~~ *Provided, finally,* That the program and activity for the ~~[continuing]~~ **CONTINUAL PROFESSIONAL [education] DEVELOPMENT** shall be submitted to and approved by the Board."

Sec. 4. Article III of the same Act is hereby amended to become Article IV to read as follows:

“ARTICLE [III] IV

## Organization of the Board of Nursing

*"SEC. [3] 4. Creation and Composition of the Board.* – There shall be created a Professional Regulatory Board of Nursing, hereinafter referred to as the Board, to be composed of a chairperson and six (6) members. They shall be appointed by the President of the Republic of the Philippines from among two (2) recommendees, per vacancy, of the Professional Regulation Commission (PRC), hereinafter referred to as the Commission, chosen and ranked from a list of three (3) nominees, per vacancy, of the accredited professional organization of nurses in the Philippines who possess the qualifications prescribed in SEC. [4] 5 of this Act."

**“SEC. [4] 5. Qualifications of the Chairperson and Members of the Board.** – The Chairperson and Members of the Board shall, at the time of their appointment, possess the following qualifications:

- “(a) Be a natural born citizen and resident of the Philippines **FOR THE LAST THREE (3) YEARS;**
  - “(b) XXX;
  - “(c) Be a registered nurse **IN THE PHILIPPINES**, and holder of a **CURRENT VALID PRC ID**; [and holder of a master's degree in nursing, education or other allied medical profession conferred by a college or university duly recognized by the government:  
*Provided,* That the majority of the members of the Board shall be holders of a master's degree in nursing: *Provided, further,* That the Chairperson shall be a holder of a master's degree in nursing;]
  - “(D) **BE A HOLDER OF A MASTER'S DEGREE IN NURSING AND OTHER RELATED HEALTH SCIENCE PROGRAMS CONFERRED BY AN ACCREDITED UNIVERSITY;**
  - “[d] (E) Have at least ten (10) years of continuous practice of the **NURSING** profession prior to appointment; and
  - “[e] (F) [Not have been convicted of any offense involving moral turpitude] **MUST BE OF PROVEN HONESTY AND INTEGRITY:**

1           “Provided, That the membership to the Board shall represent the three  
2           (3) areas of nursing, namely: nursing education, nursing service and  
3           community health nursing.”

4           “SEC. [5] 6. Requirements Upon Qualification as Member of the Board  
5           of Nursing. – xxx.”

6           “SEC. [6] 7. Term of Office. – xxx.”

7           “SEC. [7] 8. Compensation of the Board Members. – xxx.”

8           “SEC.[8] 9. Administrative Supervision of the Board, Custodian of its  
9           Records, Secretariat and Support Services. – xxx.”

10          “SEC. [9] 10. Powers and Duties of the Board. – xxx:

11          “(a) ENSURE THE PROPER conduct OF the PHILIPPINE  
12           NURSE Licensure Examination [for nurses] (PNLE)  
13           CONSIDERING THE PROCESS AND SYSTEMS OF THE  
14           COMMISSION, WHICH INCLUDE BUT IS NOT  
15           LIMITED TO APPLICATION, TEST DEVELOPMENT,  
16           EXAMINATION, CORRECTION AND RELEASE OF  
17           RESULTS. THE USE OF APPROPRIATE  
18           TECHNOLOGY/MODALITIES DURING THE  
19           CONDUCT OF THE PNLE IS ENCOURAGED TO  
20           ENHANCE EFFICIENCY WHILE UPHOLDING  
21           INTEGRITY;

22          “(b) Issue, suspend, [or] revoke OR REISSUE certificates of  
23           registration for the practice of nursing AND ENSURE  
24           WIDEST PUBLICATION THROUGH ELECTRONIC  
25           AND WRITTEN MEDIA;

26          “(c) [Monitor] ENFORCE and MONITOR SAFE AND quality  
27           standards of nursing practice in the Philippines and exercise the  
28           powers necessary to ensure the maintenance of efficient,  
29           [ethical] ETHICO-MORAL, [and] technical, [moral] AND  
30           professional standards in the practice of nursing [taking into  
31           account the] TOWARDS OPTIMAL health [needs] AND  
32           THE COMMON GOOD of the nation;

33          “(d) Ensure quality nursing education by examining [the prescribed  
34           facilities of universities or colleges of nursing or departments

1                   ~~ef]~~ AND MONITORING HIGHER EDUCATION  
2                   INSTITUTIONS (HEI) OFFERING nursing [education]  
3                   PROGRAM and those seeking permission to open nursing  
4                   courses to ensure that standards of nursing education are  
5                   properly complied with and maintained at all times. The  
6                   authority to open and close [colleges of nursing and/or] nursing  
7                   education programs OFFERED BY HEI, shall be vested on the  
8                   Commission on Higher Education, ONLY upon the written  
9                   AND FAVORABLE recommendation of the Board;

10                  “(e) xxx;

11                  “(f) Promulgate a Code of Ethics THAT IS RESPONSIVE TO  
12                   THE NEEDS OF THE NURSING PROFESSION, in  
13                   coordination and consultation with the accredited professional  
14                   organization of nurses within one (1) year from the effectivity of  
15                   this Act;

16                  “(g) [Recognize nursing specialty organizations in coordination with  
17                   the accredited professional organization] INSTITUTE A  
18                   NATIONAL NURSING CAREER PROGRESSION  
19                   PROGRAM (NNCPP) FOR THE CONTINUING  
20                   PROFESSIONAL DEVELOPMENT OF FILIPINO  
21                   NURSES;

22                  “(H) CREATE A COUNCIL FOR NURSING RECOGNITION,  
23                   ACCREDITATION AND CERTIFICATION THAT WILL  
24                   ASSIST THE BOARD OF NURSING IN:

25                   (1) RECOGNIZING ORGANIZED NURSING  
26                   GROUPS;

27                   (2) SETTING STANDARDS FOR ADVANCED  
28                   NURSING PRACTICE, EDUCATION, RESEARCH AND  
29                   MANAGEMENT;

30                   (3) ACCREDITING SPECIALTY PROGRAMS AND  
31                   ADVANCED NURSING PROGRAMS BASED ON  
32                   ESTABLISHED MECHANISMS;

1                   **(4) CREDENTIALING INDIVIDUAL REGISTERED**  
2                   **NURSES BASED ON ACCEPTED CRITERIA;**

3                   **(5) MONITORING AND EVALUATION OF**  
4                   **ADVANCED NURSING PRACTICE, EDUCATION,**  
5                   **RESEARCH AND MANAGEMENT TO ENSURE SAFETY**  
6                   **AND QUALITY OF NURSING PRACTICE IN THE**  
7                   **PHILIPPINES;**

8                   **“(I) MAKE DECISIONS TO INFLUENCE AUTHORITIES /**  
9                   **AGENCIES ON MATTERS THAT DIRECTLY AFFECT**  
10                  **NURSES’ WELFARE;**

11                  **“(J) ENSURE PERFORMANCE OF MANDATED DUTIES**  
12                  **AND FUNCTIONS WITH THE PROVISION OF**  
13                  **OPERATIONAL RESOURCES INCLUDING HUMAN**  
14                  **RESOURCE, PHYSICAL SPACE AND BUDGET TO**  
15                  **ENSURE THE CONFIDENTIALITY AND SANCTITY OF**  
16                  **THEIR FUNCTIONS AS PROVIDED THROUGH THE**  
17                  **ANNUAL BUDGET OF THE PRC AS PROMULGATED**  
18                  **IN THE GENERAL APPROPRIATIONS ACT; AND**

19                  **“[h](K) xxx.”**

20                  **“SEC. [+] 11. *Annual Report.* – xxx.”**

21                  **“SEC. [+] 12. *Removal or Suspension of Board Members.* – xxx.”**

22                  Sec. 5. Article IV of the same Act is hereby amended to read as follows:

23                  **“ARTICLE [IV] V**

24                  **Examination and Registration**

25                  **“SEC. [+] 13. PHILIPPINE NURSE Licensure Examination. - All**  
26                  applicants for license to practice nursing shall be required to pass a written  
27                  examination, which shall be given by the Board in such places and dates as  
28                  may be designated by the Commission: *Provided*, That it shall be in accordance  
29                  with Republic Act No. 8981, otherwise known as the “PRC Modernization Act  
30                  of 2000.”

31                  **“SEC. [+] 14. *Qualifications for Admission to the PHILIPPINE***  
32                  ***NURSE Licensure Examination.* – In order to be admitted to the examination**  
33                  **for nurses, [an] THE APPLICATION MUST BE FILED IMMEDIATELY**

1           **UPON GRADUATION OF THE** applicant AND must [at the time of filing  
2           his/her] establish to the satisfaction of the Board that:

3           “(a) xxx;

4           “(b) xxx;

5           “(c) [~~He/she~~] **THE APPLICANT** is a holder of a Bachelor[‘s Degree  
6           in] **OF SCIENCE IN NURSING DEGREE** from a college or  
7           university that complies with the standards of nursing education  
8           duly recognized by the proper government agency.”

9           “**SEC. [+] 15.** Scope of Examination. – The scope of the examination  
10          for the practice of nursing in the Philippines shall be determined by the Board [  
11          The Board shall take] **OF NURSING TAKING** into consideration the **CORE  
12          COMPETENCIES REQUIRED OF BEGINNING NURSE  
13          PRACTITIONERS CONSIDERING THE** objectives of the nursing  
14          curriculum[, the broad areas of nursing, and other related disciplines and  
15          competencies in determining the subjects of examinations] **IN RESPONSE  
16          TO THE NEEDS OF THE SOCIETY AND THE DEMANDS OF  
17          INDUSTRY.**

18           **THE PHILIPPINE NURSE LICENSURE EXAMINATION SHALL BE  
19          BASED ON A COMPETENCY-BASED TEST FRAMEWORK.”**

20           “**SEC. [+] 16.** Ratings. – In order to pass the examination, an examinee  
21          must obtain a general average of at least seventy-five percent (75%) with a  
22          rating of not below [~~sixty percent (60%)~~] **SEVENTY PERCENT (70%)** in  
23          any subject. An examinee who obtains an average rating of seventy-five  
24          percent (75%) or higher but gets a rating below [~~sixty percent (60%)~~]  
25          **SEVENTY PERCENT (70%)** in any subject must take the examination again  
26          but only in the subject or subjects where [~~he/she~~] **THE EXAMINEE** is rated  
27          below [~~sixty percent (60%)~~] **SEVENTY PERCENT (70%)**. In order to pass  
28          the succeeding examination, an examinee must obtain a rating of at least  
29          seventy-five percent (75%) in the subject or subjects repeated. **AN  
30          EXAMINEE SHALL BE GIVEN A CHANCE TO REPEAT THE PNLE  
31          WITH A MAXIMUM OF THREE (3) EXAMINATIONS.”**

32           “**SEC. [+] 17.** Oath. – xxx.”

33           “**SEC. [+] 18.** *Issuance of Certificate of Registration/Professional  
34          License and Professional Identification Card.* –A certificate of

1 registration/professional license as a nurse shall be issued to an applicant who  
2 passes the examination upon payment of the prescribed fees. Every certificate  
3 of registration/professional license shall show the full name of the registrant,  
4 the serial number, the signature of the Chairperson of the Commission and of  
5 the Members of the Board[;]. **THE CERTIFICATE SHALL BEAR THE**  
6 **LOGO OF THE BOARD OF NURSING** and the official seal of the  
7 Commission.

8 “A professional identification card, duly signed by the Chairperson of  
9 the Commission, bearing the date of registration, license number, and the date  
10 of issuance and expiration thereof shall likewise be issued to every registrant  
11 upon payment of the required fees.”

12 “SEC. [+] 19. *Fees for Examination and Registration.* – Applicants for  
13 licensure and for registration shall pay the prescribed fees set by **THE**  
14 Commission.”

15 “SEC. [+] 20. *Automatic Registration of Nurses.* – All nurses whose  
16 names appear at the roster of nurses shall ~~[be automatically or]~~ *ipso facto* **BE**  
17 registered as nurses **AND AS MEMBERS OF THE PRC ACCREDITED**  
18 **PROFESSIONAL ORGANIZATION (APO)** ~~[under this Act]~~ UPON ~~[its]~~  
19 **THE effectivity OF THIS ACT.**”

20 “SEC. [+] 21. *Registration by Reciprocity.* – xxx.”

21 “SEC. [+] 22. *Practice Through Special/Temporary Permit.* – A  
22 special/temporary permit may be issued ~~[by the Board]~~ to the following  
23 persons ~~[subject to the approval of]~~ **BASED ON QUALIFICATION**  
24 **STANDARDS AS DETERMINED BY THE BOARD OF NURSING AND**  
25 **APPROVED BY** the Commission ~~[and upon payment of the prescribed fees]:~~

26 “(a) xxx;

27 “(b) Licensed nurses from foreign countries/states on medical mission  
28 whose services shall be free in a particular hospital, center or clinic;  
29 and

30 “(c) Licensed nurses from foreign countries/states ~~[employed]~~  
31 **ENGAGED** by schools/colleges of nursing as exchange  
32 professors in a branch or specialty of nursing[;]  
33 **AND IN EMERGENCY SITUATIONS OF GROSS DISASTERS AND**  
34 **CALAMITIES:**

*"Provided, however, That the special/temporary permit shall be effective only for the duration of the project, medical mission or [employment] ENGAGEMENT contract."*

*“SEC. [22] 23. Non-registration and Non-issuance of Certificates of Registration/Professional License or Special/Temporary Permit. – xxx.”*

*“SEC. [23] 24. Revocation and suspension of Certificate of Registration/Professional License and Cancellation of Special/Temporary Permit. –xxx.”*

**“SEC. [24] 25. Re-issuance of Revoked Certificates and Replacement of Lost Certificates. – xxx.”**

11 Sec. 6. Articles V and VI of the same Act are hereby amended to read as  
12 follows:

## “ARTICLE [V] VI

Nursing Education

**“SEC. [25] 26. *Nursing Education [Program]*. – NURSING EDUCATION IS THE FORMAL LEARNING AND TRAINING IN THE SCIENCE AND ART OF NURSING PROVIDED BY HIGHER EDUCATION INSTITUTIONS DULY ACCREDITED BY THE CHED.**

**"(A) BASIC NURSING EDUCATION PROGRAM.** – The BASIC nursing education program [shall] IS A COMPETENCY-BASED CURRICULUM WHICH WILL provide sound general and professional foundation for [the practice of] nursing SERVICE TO BE ABLE TO IMPLEMENT THE NECESSARY SAFE QUALITY NURSING PRACTICE. ADMISSION TO THE BACCALAUREATE NURSING PROGRAM SHALL REQUIRE PASSING A NATIONAL NURSING ADMISSION TEST (NNAT).

The learning experiences shall adhere strictly to specific requirements embodied in the prescribed curriculum as promulgated by the Commission on Higher Education's policies and standards of nursing education."

**"(B) GRADUATE NURSING EDUCATION PROGRAM. - THE  
GRADUATE NURSING EDUCATION PROGRAM  
BUILDS ON THE EXPERIENCES AND SKILLS OF A**

1 REGISTERED NURSE TOWARDS MASTERY,  
2 EXPERTISE AND LEADERSHIP IN PRACTICE,  
3 RESEARCH AND EDUCATION. IT INCLUDES A  
4 MASTER'S DEGREE AND DOCTORATE DEGREE IN  
5 NURSING FOUNDED ON SCIENTIFIC BODY OF  
6 KNOWLEDGE AND PRACTICE.

7 GRADUATE AND POST-GRADUATE NURSING  
8 PROGRAMS SHALL BE OFFERED ONLY BY LEVEL  
9 THREE (3) ACCREDITED HIGHER EDUCATION  
10 INSTITUTIONS BASED ON RELEVANT CHED  
11 POLICIES AND GUIDELINES.

12 “[SEC. 27] (C) *Qualifications of [the] Faculty MEMBERS.* –

13 “(1) **BASIC NURSING EDUCATION.** A member of the faculty in a  
14 college of nursing teaching professional courses must:

15 “[a] 1.A. Be a registered nurse in the Philippines **AND A**  
16 **HOLDER OF A CURRENT VALID PRC ID;**

17 “[b] 1.B. Have at least [one-(1)] **THREE (3) years** of clinical  
18 practice in a field of specialization;

19 “[c] ~~Be a member of good standing in the accredited professional~~  
20 ~~organization of nurses; and]~~

21 “[d] 1.C. Be a holder of a master's degree in nursing,  
22 education, or other allied health sciences conferred by a  
23 college of university duly recognized by the Government of  
24 the Republic of the Philippines;

25 **“1.D. UNDERGO TEACHER TRAINING FOR**  
26 **NURSING EDUCATION PRIOR TO TEACHING**  
27 **EMPLOYMENT; AND**

28 **“1.E. UNDERGO CLINICAL SKILLS**  
29 **COMPETENCY ENHANCEMENT EVERY TWO (2)**  
30 **YEARS, AS PRESCRIBED AND ACCREDITED BY**  
31 **THE BOARD.**

32 “[In addition to the aforementioned qualifications, the dean of a  
33 college must have a master's degree in nursing. He/She must have at  
34 least five (5) years of experience in nursing.]”

1           **"(2) GRADUATE NURSING EDUCATION. A MEMBER OF**  
2           **THE FACULTY TEACHING GRADUATE**  
3           **PROFESSIONAL COURSES MUST:**

4           **"2.A. FOLLOW PRESCRIPTIONS 1 AND 2 OF**  
5           **BASIC NURSING EDUCATION; AND**

6           **"2.B. BE A HOLDER OF A DOCTORAL DEGREE**  
7           **IN NURSING, EDUCATION, OR OTHER ALLIED**  
8           **HEALTH SCIENCES CONFERRED BY A COLLEGE**  
9           **OR UNIVERSITY DULY RECOGNIZED BY THE**  
10          **GOVERNMENT OF THE REPUBLIC OF THE**  
11          **PHILIPPINES:**

12          **PROVIDED, THAT HIGHER EDUCATION**  
13          **INSTITUTIONS OFFERING BOTH BASIC AND**  
14          **GRADUATE NURSING EDUCATION PROGRAMS**  
15          **SHALL BE GIVEN THREE (3) YEARS WITHIN**  
16          **WHICH TO COMPLY WITH QUALIFICATION**  
17          **REQUIREMENTS OF FACULTY MEMBERS FROM**  
18          **THE EFFECTIVITY OF THIS ACT.**

19          **"(D) QUALIFICATIONS OF THE DEAN. – THE DEAN OF A**  
20          **COLLEGE OF NURSING MUST:**

21          **"(1) BE A REGISTERED NURSE IN THE PHILIPPINES**  
22          **AND A HOLDER OF A CURRENT VALID PRC ID;**

23          **"(2) HAVE AT LEAST THREE (3) YEARS OF CLINICAL**  
24          **PRACTICE IN A FIELD OF SPECIALIZATION;**

25          **"(3) HAVE AT LEAST THREE (3) YEARS OF NURSING**  
26          **EDUCATION PROGRAM MANAGEMENT**  
27          **EXPERIENCE OR THREE (3) YEARS OF**  
28          **MANAGEMENT IN ANY HEALTH-RELATED**  
29          **INSTITUTION;**

30          **"(4) BE A HOLDER OF A MASTER'S DEGREE IN**  
31          **NURSING FOR BACCALAUREATE PROGRAM**  
32          **AND PREFERABLY A DOCTORAL DEGREE IN**  
33          **NURSING FOR DOCTORAL PROGRAM**  
34          **CONFERRED BY AN ACCREDITED COLLEGE OR**

1                   UNIVERSITY IN THE PHILIPPINES OR ITS  
2                   EQUIVALENT; AND

3                   **"(5) UNDERGO PROGRESSIVE TRAINING FOR DEANS**  
4                   ACCORDING TO PROGRAM PRESCRIBED BY  
5                   THE BOARD."

6                   [ARTICLE VI]

7                   [Nursing Practice]

8                   **"SEC. 27. NURSING SERVICE.** – NURSING SERVICES INCLUDE,  
9                   BUT ARE NOT LIMITED TO, NURSING CARE PROVIDED TO  
10                  INDIVIDUAL, FAMILY OR GROUP IN ANY HEALTH CARE  
11                  SETTING SUCH AS HOSPITALS, PUBLIC HEALTH INSTITUTIONS  
12                  OR COMMUNITIES, CLINICS AND OTHERS BY A REGISTERED  
13                  NURSE. THE NURSE SHALL POSSESS THE CORE  
14                  COMPETENCIES PRESCRIBED BY THE BOARD OF NURSING.  
15                  NURSING SERVICE INCLUDES THE PROVISION OF  
16                  SPECIALIZED, EXPANDED AND ADVANCED PRACTICE  
17                  SERVICES AS WELL AS NURSING MANAGEMENT.

18                  **"(A) BEGINNING NURSE PRACTITIONER.** – BEGINNING  
19                  NURSE PRACTITIONER PROVIDES FOR SAFE AND  
20                  QUALITY CARE TO AN INDIVIDUAL, FAMILY OR  
21                  GROUP THAT IS INDEPENDENT OR PROVIDED AS PART  
22                  OF A TEAM BY A NURSE OR A GROUP OF NURSES WHO  
23                  WILL BE ABLE TO ASSESS, PLAN, IMPLEMENT AND  
24                  EVALUATE CARE PROVIDED TO CLIENTS BASED ON  
25                  EVIDENCE DERIVED FROM RESEARCH.

26                  A BEGINNING NURSE PRACTITIONER MUST HAVE THE  
27                  FOLLOWING MINIMUM QUALIFICATIONS:

- 28                  (1) BACHELOR OF SCIENCE IN NURSING  
29                  GRADUATE;
- 30                  (2) REGISTERED NURSE WITH CURRENT PRC ID;
- 31                  (3) MUST BE A MEMBER OF THE ACCREDITED  
32                  PROFESSIONAL ORGANIZATION (APO); AND

**(4) MUST NOT BE CONVICTED OF ANY CRIME OF MORAL TURPITUDE.**

**(B) ADVANCED NURSE PRACTITIONER.** - ADVANCED NURSE PRACTITIONER IS A REGISTERED NURSE WHO HAS ACQUIRED EXPERT KNOWLEDGE BASE, COMPLEX DECISION-MAKING SKILLS AND CLINICAL COMPETENCIES FOR EXPANDED PRACTICE BASED ON EVIDENCE DERIVED FROM RESEARCH. ADVANCED PRACTICE OF NURSING REQUIRES SUBSTANTIAL THEORETICAL KNOWLEDGE IN THE SPECIALTY AREA OF NURSING PRACTICE AND PROFICIENT CLINICAL UTILIZATION OF THIS KNOWLEDGE IN IMPLEMENTING INDEPENDENT AND INTERDEPENDENT NURSING INTERVENTIONS. SPECIALTIES CAN BE DIFFERENTIATED IN DIFFERENT CATEGORIES: ACCORDING TO FUNCTIONS, DISEASE/PATHOLOGY, SYSTEMS, AGE, SEX, ACUITY, SETTINGS, TECHNOLOGY/THERAPIES. THIS PRACTICE INCLUDES THE ACQUISITION OF NEW KNOWLEDGE AND SKILLS THAT LEGITIMIZE ROLE AUTONOMY WITHIN SPECIFIC AREAS OF PRACTICE. A MASTERS DEGREE IS REQUIRED FOR ENTRY LEVEL. THIS INCLUDES BUT IS NOT LIMITED TO THOSE WHO ARE IN EDUCATION, MANAGEMENT AND CLINICAL PRACTICE.

**AN ADVANCED NURSE PRACTITIONER MUST HAVE THE FOLLOWING MINIMUM QUALIFICATIONS IN ADDITION TO THE REQUIREMENTS OF A BEGINNING NURSE PRACTITIONER:**

- (1) RELEVANT MASTERS DEGREE FROM A  
RECOGNIZED UNIVERSITY-BASED PROGRAM;**

**(2) MUST BE CERTIFIED BASED ON THE BOARD OF  
NURSING PROTOCOL; AND**

**(3) MUST BE A MEMBER OF THE ACCREDITED PROFESSIONAL ORGRANIZATION (APO) AND THE CORRESPONDING SPECIALTY ORGANIZATION."**

"[SEC.—29] (C) [*Qualification of a*] **NURSING SERVICE [Administrators] MANAGER.** — A [person] NURSING SERVICE MANAGER IS A PRACTITIONER occupying supervisory or managerial positions requiring **LEADERSHIP AND** knowledge of nursing [must:] **MANAGEMENT.**

"(a) Be a registered nurse in the Philippines;"

**"[b] Have at least two (2) years experience in general nursing service administration;]**

~~"(c) Possess a degree of Bachelor of Science in Nursing, with at least nine (9) units in management and administration courses at the graduate level; and]~~"

**“(1) THE FIRST LEVEL MANAGER IS RESPONSIBLE DIRECTLY WITH THE PHYSICAL SET-UP OF THE UNIT, STRUCTURE AND OTHER HUMAN RESOURCES FOR HEALTH;**

“(2) THE MIDDLE LEVEL MANAGER IS RESPONSIBLE FOR THE DEPARTMENT OR SECTION HANDLING MORE THAN ONE (1) OR TWO (2) UNITS, TAKES CARE OF THE FINANCIAL, LOGISTIC, OPERATIONAL FUNCTIONS AND OTHERS; AND

**"(3) THE TOP LEVEL MANAGER OVERSEES THAT ALL NURSING UNITS IN TERMS OF THE FINANCIAL, HUMAN RESOURCES FOR HEALTH INCLUDING THE NURSES, NURSING ASSISTANTS/ADJUNCTS AND OTHERS.**

**"A NURSING SERVICE MANAGER MUST HAVE THE FOLLOWING MINIMUM QUALIFICATIONS IN ADDITION TO THE REQUIREMENTS OF A BEGINNING NURSE PRACTITIONER:**

1                   **"(1) FOR FIRST LEVEL MANAGERIAL POSITION IN**  
2                   **NURSING, EIGHTEEN (18) UNITS OF NURSING**  
3                   **MANAGEMENT AND CLINICAL SUBJECTS IN**  
4                   **MASTER OF ARTS IN NURSING/MASTER OF**  
5                   **SCIENCE IN NURSING AND AT LEAST THREE**  
6                   **(3) YEARS OF CLINICAL WORK EXPERIENCE;**  
7                   **"(2) FOR MIDDLE LEVEL MANAGERIAL POSITION**  
8                   **IN NURSING, COMPLETED ALL ACADEMIC**  
9                   **REQUIREMENTS IN MASTER OF ARTS IN**  
10                  **NURSING/MASTER OF SCIENCE IN NURSING**  
11                  **AND AT LEAST THREE (3) YEARS OF**  
12                  **CLINICAL AND TWO (2) YEARS OF**  
13                  **MANAGEMENT EXPERIENCE;**  
14                  **"(3) FOR TOP LEVEL MANAGERIAL POSITION IN**  
15                  **NURSING, MASTERS DEGREE IN NURSING OR**  
16                  **HEALTH MANAGEMENT-RELATED SCIENCES**  
17                  **AND AT LEAST THREE (3) YEARS OF**  
18                  **CLINICAL AND THREE (3) YEARS OF**  
19                  **MANAGEMENT EXPERIENCE; AND**  
20                  **"[d](4) MUST be a member of good standing of the**  
21                  **accredited professional organization [ef-nurses] AND**  
22                  **RELEVANT NURSING ORGANIZATIONS:**

23                  *"Provided,* That a person occupying the position of chief nurse or  
24                  director of nursing service shall, in addition to the foregoing  
25                  qualifications, possess:

- 26                  1. At least five (5) years of experience in a supervisory or  
27                  managerial position in nursing; and
- 28                  2. A master's degree major in nursing;

29                  *Provided further,* That for primary hospitals, the maximum academic  
30                  qualifications and experiences for a chief nurse shall be as specified in  
31                  subsections (a), (b) and (c) of this section: *Provided furthermore,* That  
32                  for chief nurses in the public health nursing shall be given priority.  
33                  Provided, even further, That for chief nurses in military hospitals,  
34                  priority to those who have finished a master's degree in nursing and

1 the completion of the General Staff Course (GSC); Provided finally,  
2 That those occupying such positions before the effectivity of this Act  
3 shall be given a period of five (5) years within which to qualify.]”

4 **“PROVIDED, THAT THE ABOVE QUALIFICATIONS SHALL**  
5 **APPLY TO ALL NURSES OCCUPYING SUPERVISORY OR**  
6 **MANAGERIAL POSITIONS ACROSS ALL HEALTH**  
7 **FACILITIES SUCH AS, BUT NOT LIMITED TO PRIMARY OR**  
8 **MILITARY HEALTH FACILITIES, FOR TOP LEVEL**  
9 **MANAGERIAL POSITION OF FIRST AND SECOND LEVELS,**  
10 **AS WELL AS MEDICAL CENTERS NATIONWIDE.”**

11 **“SEC. 28. NURSE-PATIENT RATIO. –THE GOVERNMENT AND**  
12 **PRIVATE HOSPITALS ARE HEREBY MANDATED TO MAINTAIN**  
13 **THE STANDARD NURSE-PATIENT RATIO SET BY THE**  
14 **DEPARTMENT OF HEALTH:**

- 15       **“(A) IN HOSPITALS BASED ON ACUITY AND**  
16       **AUTHORIZED BED CAPACITY (ABC);**  
17       **“(B) IN COMMUNITY BASED ON NEED, POPULATION**  
18       **AND GEOGRAPHY; AND**  
19       **“(C) IN OCCUPATIONAL OR SCHOOL SETTINGS BASED**  
20       **ON RELEVANT LEGAL INSTRUMENTS.**

21 **“SEC. [26] 29. Requirement for Inactive Nurses Returning to Practice. –**  
22 **Nurses [who have not actively practiced the profession] ARE DEEMED TO**  
23 **BE INACTIVE WHEN:**

- 24       **“(A) THEY ARE NOT UTILIZING NURSING**  
25       **COMPETENCIES AS DEFINED IN THE SCOPE OF**  
26       **NURSING PRACTICE FOR FIVE (5) CONSECUTIVE**  
27       **YEARS;**  
28       **“(B) THERE IS NON-RENEWAL OF PRC ID FOR FIVE (5)**  
29       **YEARS; AND**  
30       **“(C) THEY DO NOT HAVE PROOF OF FIVE (5) YEARS OF**  
31       **CONTINUOUS NURSING PRACTICE.**

32 **“INACTIVE NURSES are required to undergo one (1) month of didactic**  
33 **training and three (3) months of practicum. The Board **ON AN EXISTING****

**CAPACITY** shall accredit hospitals **AND HEALTH CARE AGENCIES** to conduct the said training program.”

Sec. 7. Article VII of the same Act is hereby amended to read as follows:

## “ARTICLE VII

# [Health] HUMAN RESOURCES FOR HEALTH (HRH) Production, Utilization and Development

**"SEC. 30. Studies for Nursing Manpower Needs, Production, Utilization and Development.** – The Board in coordination with [the accredited professional organization] **RELEVANT NURSING AND OTHER GOVERNMENT AND NON-GOVERNMENT AGENCIES** shall initiate, undertake and conduct studies on health human resources production, utilization and development. **THE BOARD SHALL LIKEWISE ENSURE THE EFFECTIVE IMPLEMENTATION OF HRH DEVELOPMENT STRATEGIES FOR NURSES AND OTHER RELATED PERSONNEL TO ATTAIN A HIGHLY MOTIVATED AND PRODUCTIVE NURSING PERSONNEL SYSTEM AND WORKFORCE."**

"SEC. 31. [*Comprehensive*] NATIONAL Nursing [Specialty] CAREER PROGRESSION Program (NNCPP). – THERE SHALL BE AN INSTITUTIONALIZED NATIONAL NURSING CAREER PROGRESSION PROGRAM (NNCPP) AS PRESCRIBED IN ARTICLE IV, SEC. 10, LETTER G & H. IN THE IMPLEMENTATION OF THE NNCPP, THE BOARD SHALL COORDINATE WITH THE DEPARTMENT OF HEALTH AND OTHER RELEVANT GOVERNMENT AND PRIVATE AGENCIES.

"Within ninety (90) days from the effectivity of this Act, the Board, in coordination with the accredited professional organization, recognized specialty organizations and the Department of Health is hereby mandated to formulate and develop a comprehensive nursing specialty program that would upgrade the level of skill and competence of specialty nurse clinicians in the country, such as but not limited to the areas of critical care, oncology, renal and such other areas as may be determined by the Board[.]:

**"PROVIDED, THAT ANY REGISTERED NURSE, BEFORE BEING ALLOWED TO WORK IN SPECIALTY AREAS TO PERFORM BEYOND GENERALIST FUNCTION OR HAVE**

SPECIFIC SPECIALTIES, MUST FINISH THE FORMAL EDUCATION AND TRAINING TOWARDS SPECIALIZATION, POSSESS RECOGNIZED ADVANCED PRACTICE COMPETENCIES AND MUST BE CERTIFIED BY THE BOARD TO BE AN ADVANCED PRACTICE NURSE AND MUST BE A MEMBER OF A RELEVANT AND ACCREDITED NURSING SPECIALTY ORGANIZATION: **PROVIDED**, FURTHER, THAT NURSING SPECIALTY ORGANIZATIONS WITH ADVANCED PRACTICE SHALL BE RECOGNIZED AND CERTIFIED BY THE BOARD, IN COORDINATION WITH THE ACCREDITED PROFESSIONAL ORGANIZATION.

"The beneficiaries of this program are obliged to serve in any Philippine hospital for a period of at least two (2) years of continuous service."

"SEC. 32. *[Salary]* **COMPENSATION**. – In order to enhance the general welfare, commitment to service and professionalism of nurses, the minimum base pay of nurses working in the public **AND PRIVATE** health and **HEALTH-RELATED** institutions shall **BE IN ACCORDANCE WITH PREVAILING SALARY STANDARDS SET BY LAW FOR PROFESSIONALS AND SHALL** not be lower than salary grade 15 [prescribed under Republic Act No. 6758, otherwise known as the "Compensation and Classification Act of 1989":] **FOLLOWING THE PROVISIONS OF THE SALARY STANDARDIZATION LAW:** [Provided, That for nurses working in local government units, adjustment to their salaries shall be in accordance with Sec. 10 of the said law.] **PROVIDED**, THAT ADVANCED PRACTICE NURSES IN PUBLIC AND PRIVATE HEALTH AND HEALTH-RELATED INSTITUTIONS SHALL BE ENTITLED TO ADDITIONAL REMUNERATION. GOVERNMENT AND NON-GOVERNMENT FINANCIAL INSTITUTIONS SHALL PROVIDE A MECHANISM FOR REIMBURSEMENTS FOR SPECIALTY AND ADVANCED PRACTICE NURSING SERVICES BASED ON QUALIFICATIONS PRESCRIBED BY THE BOARD ADHERING TO THE NATIONAL NURSING CAREER PROGRESSION PROGRAM (NNCPP). IN ADDITION, NURSING PROFESSIONAL FEES MAY BE EXACTED

1 DIRECTLY FROM THE CLIENTELE AND PATIENTS WITHIN THE  
2 PROVISIONS OF ADVANCED PRACTICE NURSING OR  
3 COLLABORATIVELY WITH EXPERT NURSES."

4 "SEC. 33. *Funding for the [Comprehensive] DEVELOPMENT OF*  
5 *THE NATIONAL Nursing [Specialty] CAREER PROGRESSION*  
6 *PROGRAM (NNCPP) AND TRAINING.* – The annual financial requirement  
7 needed to [train at least ten percent (10%) of the nursing staff of the  
8 participating government hospital] IMPLEMENT THE NNCPP IN THE  
9 TRAINING OF GOVERNMENT AND PRIVATE NURSES FOR  
10 CONTINUAL LIFE-LONG LEARNING shall be [chargeable against]  
11 SOURCED FROM:

12 "(A) ONE PERCENT (1%) OF THE ANNUAL BUDGET OF  
13 THE DEPARTMENT OF HEALTH AS SPECIFIED  
14 UNDER THE ANNUAL GENERAL APPROPRIATIONS  
15 ACT; [and]

16 "(B) TEN PERCENT (10%) OF the income of the Philippine  
17 Charity Sweepstakes Office and the Philippine Amusement and  
18 Games Corporation which [shall equally share in the costs and]  
19 shall be released to the Department of Health subject to  
20 accounting and auditing procedures: *Provided*, That the  
21 Department of Health shall set the criteria for the availment of  
22 this program; AND

23 "(C) TWENTY PERCENT (20%) OF THE PROFESSIONAL  
24 REGULATION COMMISSION'S INCOME FROM THE  
25 REGULATION OF THE NURSING PROFESSION."

26 "SEC. 34. *Incentives and Benefits.* – [The Board of Nursing in  
27 coordination with the Department of Health and other concerned government  
28 agencies, association of hospitals and the accredited professional organization]  
29 TO THE EXTENT POSSIBLE AS PROVIDED BY LAW, A  
30 MECHANISM shall BE established BY THE BOARD OF NURSING TO  
31 PROVIDE [an] incentiveS and benefitS [system in the form of free hospital  
32 care for nurses and their dependents, scholarship grants and other non-cash  
33 benefits. The government and private hospitals are hereby mandated to

1 maintain the standard nurse patient ratio set by the Department of Health.]  
2 **FOR NURSES IN BOTH GOVERNMENT AND PRIVATE SECTORS."**

3 Sec. 8. Article VIII of the same Act is hereby amended to read as follows:

4                   **"ARTICLE VIII**

5                   **Penal and Miscellaneous Provisions**

6                   **"SEC. 35. Prohibitions in the Practice of Nursing.** – A fine of not less  
7 than [Fifty thousand pesos (P50,000.00)] **ONE HUNDRED THOUSAND**  
8 **PESOS (P100,000.00)** nor more than [One hundred thousand pesos  
9 (P100,000.00)] **THREE HUNDRED THOUSAND PESOS (P300,000.00)** or  
10 imprisonment of not less than one (1) year nor more than six (6) years, or  
11 both, upon the discretion of the court, shall be imposed upon **THE**  
12 **FOLLOWING CLASSIFICATION OF OFFENSES:**

- 13                  **"(A) VIOLATIONS AGAINST CODE OF ETHICS AND**  
14                  **PUBLIC MORALS;**  
15                  **"(B) VIOLATIONS AGAINST PROFESSIONAL STANDARDS;**  
16                  **"(C) VIOLATIONS AGAINST HUMAN/PATIENT'S RIGHTS;**  
17                  **AND**  
18                  **"(D) OTHER OFFENSES."**

19                  [(a) any person practicing nursing in the Philippines within the meaning of this  
20 Act;]

- 21                  [(1) without a certificate of registration/professional license and professional  
22 identification card or special temporary permit or without having been  
23 declared exempt from examination in accordance with the provision of  
24 this Act; or]  
25                  [(2) who uses as his/her own certificate of registration/professional license and  
26 professional identification card or special temporary permit of another;  
27 or]  
28                  [(3) who uses an invalid certificate of registration/professional license, a  
29 suspended or revoked certificate of registration/professional license, or an  
30 expired or cancelled special/temporary permits; or]  
31                  [(4) who gives any false evidence to the Board in order to obtain a certificate  
32 of registration/professional license, a professional identification card or  
33 special permit; or]

- 1           {(5) who falsely poses or advertises as a registered and licensed nurse or uses  
2           any other means that tend to convey the impression that he/she is a  
3           registered and licensed nurse; or}  
4           {(6) who appends B.S.N./R.N. (Bachelor of Science in Nursing/Registered  
5           Nurse) or any similar appendage to his/her name without having been  
6           conferred said degree or registration; or}  
7           {(7) who, as a registered and licensed nurse, abets or assists the illegal practice  
8           of a person who is not lawfully qualified to practice nursing.]  
9           {(b) any person or the chief executive officer of a judicial entity who undertakes  
10           in-service educational programs or who conducts review classes for both local  
11           and foreign examination without permit/clearance from the Board and the  
12           Commission; or}  
13           {(e) any person or employer of nurses who violate the minimum base pay of  
14           nurses and the incentives and benefits that should be accorded them as  
15           specified in Sections 32 and 34; or}  
16           {(d) any person or the chief executive officer of a juridical entity violating any  
17           provision of this Act and its rules and regulations.]

18         Sec. 9. *Implementing Rules and Regulations.* - Within ninety days (90) after the  
19         effectivity of this Act, the Board and the Commission, in coordination with the accredited  
20         professional organization, the Department of Health, the Department of Budget and  
21         Management and other government agencies concerned, shall formulate rules and regulations  
22         necessary to carry out the provisions of this Act. The implementing rules and regulations  
23         shall be published in the *Official Gazette* or newspaper of general circulation.

24         Sec. 10. *Separability Clause.* - If, for any reason, any provision of this Act or any part  
25         thereof shall be held unconstitutional and invalid, the other parts or provisions of this Act,  
26         which are not affected thereby, shall remain in full force and effect.

27         Sec. 11. *Repealing Clause.* - All laws, decrees, orders, rules and regulations or parts  
28         thereof inconsistent with any of the provisions of this Act are hereby repealed, amended or  
29         modified accordingly.

30         Sec. 12. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its  
31         publication in at least two (2) newspapers of general circulation or in the *Official Gazette*.

Approved,

*//mksbc*