



'15 APR 15 P12:30

SENATE

S. No. 2720

RECEIVED BY: *J*

---

**Prepared by the Committees on Civil Service and Government Reorganization;  
Health and Demography; and Finance with Senators Recto, Trillanes IV,  
Marcos, Jr., Binay, Angara, Guingona III, Escudero and Villar as authors**

---

**AN ACT  
PROVIDING FOR A COMPREHENSIVE NURSING LAW TOWARDS  
QUALITY HEALTH CARE SYSTEM, AND APPROPRIATING FUNDS  
THEREFOR**

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

**ARTICLE I**

**General Provisions**

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17

**Section 1. Title.** – This Act shall be known as the “Comprehensive Nursing Law of 2015.”

**Sec. 2. Declaration of Policy.** – It is hereby declared the policy of the state to uphold the dignity of the nurses and assume responsibility for the protection, respect, and improvement of the nursing profession by instituting measures towards competent and relevant nursing practice for health and safety of the public, just and humane conditions of work, and promotion of professional growth. Thus, the State recognizes nurses as prime movers of national development and contributors to international cooperation and understanding.

The State further guarantees the delivery of accessible, affordable, and available quality health care to all the people through implementation of adequate and competent Nursing Personnel System (NPS) throughout the country.

1 **Sec. 3. Definition of Terms.** – The following terms when used in this act shall mean:

2 (a) *Accredited Integrated Professional Organization* (AIPO) refers to a  
3 professional organization of nurses duly accredited by the Professional  
4 Regulation Commission as per Republic Act No. 8981.

5 (b) *Advanced Practice Nurse* (APN) refers to a nurse who acquired substantial  
6 theoretical knowledge and decision making skills in the specialty area of  
7 nursing practice and proficient clinical utilization of this knowledge in  
8 implementing independent and inter-dependent nursing interventions.  
9 Specialties can be differentiated in categories, according to function, disease,  
10 pathology, systems, age, sex, acuity, setting, technology, and therapies. They  
11 must be given certification/ credentialing by the Board. An APN must be a  
12 master's degree holder in nursing.

13 (c) *Bachelor of Science in Nursing* (BSN) refers to the basic program for nursing  
14 education.

15 (d) *Certification/ Credentialing* refers to the process undertaken by an individual  
16 nurse to be recognized to practice in a specifically defined professional tract  
17 i.e. General Nursing, Nursing Specialty/ Advanced Practice, Nursing  
18 Education, and Leadership and Governance. The Board confers the  
19 certification or credential after a validation process based on promulgated  
20 guidelines and mechanisms.

21 (e) *Commission on Higher Education* (CHED) refers to the body created by law  
22 to promulgate policies, standards and guidelines in the implementation of  
23 basic and graduate program for nursing education.

24 (f) *Health Facility* refers to an institution, establishment, clinic that offers health  
25 services and nursing care, such as hospitals, barangay health centers, and  
26 clinics.

27 (g) *Nurse*, as provided for in this Act, refers to a person who passed the Philippine  
28 Nurse Licensure Exams (PNLE) and whose license has not been revoked by  
29 the law. Thus, it pertains to a Registered Nurse (RN). A nurse may append  
30 before his/ her name the title "Nurse", "Nars", or "Nrs." or after his/ her name  
31 the title R.N.

- 1 (h) *Nursing Personnel System* (NPS) refers to a system of human resource  
2 management in an institution that classifies the structure, organization, and  
3 coordination within the workforce both in private and public health care  
4 facilities and nursing educational institutions to advance the welfare and  
5 protect the rights of the nurses and to ensure the employer-employee  
6 relationship, security of tenure, just compensation, humane conditions of  
7 work, and professional growth.
- 8 (i) *Philippine Nurse Licensure Exams* (PNLE) refers to the written examination  
9 given by the Board in order to obtain license to practice nursing.
- 10 (j) *Precarious Work* is the term used to describe substandard employment  
11 conditions, such as under-payment, absence of salary, no security of tenure,  
12 lack of employer - employee relationship, no benefits, poor working  
13 conditions; and, deviation from the standard employment relationships, such  
14 as contractual, false volunteerism, job orders thru agencies, part time, self-  
15 employment, fixed term work, temporary, on call, home workers, call center  
16 jobs, few benefits, lack of collective bargaining representation, and no job  
17 security.
- 18 (k) *Professional Regulation Commission* (PRC) refers to the government agency  
19 pursuant to Republic Act No. 8981 or as may hereafter be amended or  
20 repealed. It shall be referred to in this law as the Commission.
- 21 (l) *Professional Regulatory Board of Nursing* (PRBON) refers to the  
22 administrative body created by law to supervise and regulate the practice of  
23 the nursing profession in the Philippines. As such, the Board shall be the  
24 ultimate authority in the practice of the profession in the Philippines. It shall  
25 be referred to in this law as the Board.
- 26 (m) *Public Health Institution* (PHI) refers to any government-led, owned or  
27 controlled institutions which pursues and realizes the lofty goals and  
28 objectives of providing and managing safe, efficient, effective and quality  
29 public health programs and services and advocacies for health, in all levels of  
30 the Health Care Delivery System (HCDS – national to local) which include  
31 among others: Rural Health Units (RHUs/ Barangay Health Centers);  
32 Research Facilities e.g. Research Institute for Tropical Medicine, etc.;  
33 Training Resource Facilities e.g. the U.P. College of Public Health and State

1 or Local Colleges or Universities offering Health-Related Programs; the  
2 Department of Health and all retained Health Facilities, and the like.

3 (n) *Special Permit* refers to the permit to practice nursing in the Philippines issued  
4 by the Board to licensed nurses of foreign nationalities.

5 (o) *Temporary Permit* refers to the permit to practice nursing in the Philippines  
6 issued by the Board to Filipino nurses, who does not have a professional  
7 license from the Philippines or have not renewed their license for five (5)  
8 years, but are licensed from foreign countries.

## 10 ARTICLE II

### 11 Board of Nursing

12  
13 **Sec. 4. Creation and Composition of the Board.** – There shall be created a  
14 Professional Regulatory Board of Nursing composed of seven (7) members who shall  
15 elect among themselves a Chairperson to serve for one (1) term, without re-election.  
16 The President of the Republic of the Philippines shall appoint the members of the  
17 Board from among those recommended by the Commission and ranked from a list of  
18 three (3) nominees, per vacancy, of the accredited integrated professional organization  
19 of nurses in the Philippines and who possess the qualifications in this Act. *Provided,*  
20 that the membership of the Board shall comprise the scope of nursing practice.

21  
22 **Sec. 5. Qualifications of the Members of the Board.** – The members of the Board  
23 must possess the following qualifications:

24 (a) Must be a natural born citizen and resident of the Philippines for the past  
25 five (5) consecutive years;

26 (b) Must be a Nurse in the Philippines and a holder of a valid and updated  
27 certificate of registration and a current professional identification card;

28 (c) Must be a holder of a master's degree in nursing and preferably with a  
29 doctorate degree conferred by a university duly recognized by the  
30 government;

31 (d) Must have at least ten (10) years of continuous practice of the nursing  
32 profession prior to appointment: *Provided,* however, That the last five (5)

1                   years of which must be in the Philippines; and

2                   (e) Must be of good moral character and has not been convicted of any offense  
3                   involving moral turpitude.

4  
5   **Sec. 6. Prohibition as Member of the Board.** – A member of the Board shall not  
6 hold a position nor have pecuniary interest in any educational institution offering  
7 BSN, any review or training center for PNLE, training hospitals and health facilities  
8 with nursing affiliates.

9  
10 **Sec. 7. Term of Office.** – The members of the Board shall hold office for a term of  
11 three (3) years. Any member of the Board may serve for two (2) terms or a maximum  
12 of six (6) years.

13  
14 **Sec. 8. Vacancy.** - Any vacancy in the Board must be filled in the manner prescribed  
15 in this Act and only for the unexpired portion of the term. Each member of the Board  
16 shall take the proper oath of office prior to the performance of duties.

17  
18 **Sec. 9. Compensation.** - The members of the Board shall receive compensation and  
19 allowances comparable to the compensation and allowances received by the members  
20 of other regulatory boards.

21  
22 **Sec. 10. Administrative Supervision of the Board, Custodian of its Records,**  
23 **Secretariat and Support Services.** – The Board shall be under the administrative  
24 supervision of the Commission. All records of the Board, including applications for  
25 examinations, administrative and other investigative cases conducted by the Board  
26 must be under the custody of the Commission. The Commission shall designate the  
27 Secretary of the Board and shall provide the secretariat and other support services to  
28 implement the provisions of this Act.

29  
30 **Sec. 11. Powers and Duties of the Board.** – The Board shall supervise and regulate  
31 the practice of the nursing profession and shall have the following powers, duties and  
32 functions:

33 (a) Ensure the proper conduct of the PNLE, which includes the application, test  
34 development, examination, correction and release of results. The use of

1 appropriate technologies and modalities during the conduct of the PNLE is  
2 encouraged to enhance efficiency while upholding integrity;

3  
4 (b) Issue, suspend, revoke or reissue certificates of registration for the practice of  
5 nursing and ensure the widest publication through electronic and written media;

6  
7 (c) Enforce and monitor safe and quality standards of nursing practice, study the  
8 conditions affecting the nursing practice in the Philippines, and exercise the  
9 powers necessary to ensure the maintenance of efficient, ethico-moral, technical  
10 and professional standards in the practice of nursing towards the optimal health  
11 and common good of the nation;

12  
13 (d) Ensure quality nursing education by examining and monitoring higher educational  
14 institutions offering and seeking permission to open nursing education programs  
15 and to ensure that standards of nursing education are properly complied with and  
16 maintained at all times. *Provided*, that the Board and the CHED shall have joint  
17 authority to open and close nursing education programs offered by higher  
18 educational institutions;

19  
20 (e) Conduct hearings and investigations to resolve complaints against actively  
21 practicing nurses for unethical and unprofessional conduct and violations of this  
22 Act, or its rules and regulations and in connection therewith, issue *subpoena duces*  
23 *tecum* and *subpoena ad testificandum* to require the appearance of respondents  
24 and witnesses and the production of documents and penalize with contempt  
25 persons obstructing, impeding or otherwise interfering with the conduct of such  
26 proceedings, upon application with the Board of Nursing;

27  
28 (f) Promulgate a Code of Ethics that is responsive to the needs of the nursing  
29 profession in coordination with the AIPO of nurses within a year from the  
30 effectivity of this Act;

31  
32 (g) Prescribe and operationalize, via necessary infrastructures, a National Nursing  
33 Career Progression Program to ensure continuing professional development of  
34 Filipino nurses, create the Council for Nursing Advancement, Recognition, and  
35 Specialization as well as the various Nursing Specialty Boards to assist the Board

1 for this purpose;

2  
3 (h) Ensure performance of mandated duties and functions with the provision of  
4 operational resources including human, financial and spatial resources to ensure  
5 the confidentiality and sanctity of their functions as provided through the annual  
6 budget of the Commission as promulgated in the General Appropriations Act;

7  
8 (i) Source and utilize funds earmarked for national nursing development; and

9  
10 (j) Prescribe, adopt, issue and promulgate guidelines, regulations, measures and  
11 influence authorities and agencies on decision-making as may be necessary for the  
12 improvement of nursing practice, advancement of the profession, and for the  
13 proper and full enforcement of this Act, subject to review and approval by  
14 Commission.

15 (k) Create a council for nursing recognition, accreditation and certification that will  
16 assist the Board in:

17 a. Recognizing organized nursing groups;

18  
19 b. Setting standards for advanced nursing practice, education, research, and  
20 management;

21  
22 c. Accrediting specialty and advanced nursing programs based on established  
23 mechanisms;

24  
25 d. Credentialing individual registered nurse based on accepted criteria; and

26  
27 e. Monitoring and evaluating specialty and advanced nursing practice,  
28 education, research and management.

29  
30 **Sec. 12. Annual Report.** – The Board shall, at the close of its calendar year, submit  
31 an annual report to the President and Congress of the Philippines through the  
32 Commission giving a detailed account of its proceedings and the accomplishments  
33 during the year and making recommendations for the adoption of measures that will  
34 upgrade and improve the conditions affecting the practice of the nursing profession.

1 **Sec. 13. Removal or Suspension of Board Members.** – The President may remove  
2 or suspend any member of the Board, after due process, on the following grounds:

3 (a) Continued neglect of duty or incompetence;

4 (b) Commission or toleration of irregularities in the PNLE; and,

5 (c) Unprofessional, immoral or dishonorable conduct.

6

7

### ARTICLE III

8

#### Examination and Registration

9

10 **Sec. 14. Philippine Nurse Licensure Examination (PNLE).** – In order to obtain a  
11 certificate of registration, professional license, and professional identification card, all  
12 nursing graduates must take and pass the PNLE. The Board shall administer the  
13 PNLE in such place and date as designated by the Commission: *Provided*, That no  
14 nursing educational institution may withhold any requirement or documents, or both,  
15 of any nursing graduate for the purpose of preventing them to apply for the PNLE. All  
16 nursing educational institution must ensure that their nursing graduates will take the  
17 nearest scheduled PNLE after graduation. Any delay in taking the PNLE must be  
18 accordingly justified by the President, Registrar or Dean of the educational institution  
19 through a public instrument.

20

21 **Sec. 15. Scope of Examination.** – The Board shall determine the scope of the PNLE  
22 by taking into consideration the nursing core competencies, the nursing curriculum,  
23 the scope and areas of nursing practice, and other related disciplines.

24

25 **Sec. 16. Qualifications for Admission to the PNLE.** – In order to be admitted to the  
26 PNLE, an applicant:

27 (a) Must be a holder of a Bachelor of Science in Nursing degree from a  
28 recognized educational institution that complies with the standards of  
29 nursing education duly recognized by CHED;

30 (b) Must be of good moral character and have not been convicted, by final  
31 judgment, of any criminal offense involving moral turpitude or guilty of  
32 immoral or dishonorable conduct, or any person declared by the court to



1           be of unsound mind; and,

2           (c) Must be a citizen of the Philippines, or a citizen or subject of a country  
3           which permits Filipino nurses to practice within its territorial limits on the  
4           same basis as the subject or citizen of such country; *Provided*, That the  
5           requirements for the registration or licensing of nurses in said countries are  
6           substantially the same as those prescribed in this Act.

7   **Sec. 17. Fees for Examination and Registration.** – Applicants for licensure and for  
8   registration must pay the prescribed fees set by the Commission.

9   **Sec. 18. Ratings.** – In order to pass the PNLE, an examinee must obtain at least  
10   seventy-five percent (75%) of tested areas of all competencies. An examinee who has  
11   failed the PNLE three (3) times shall not be allowed to take any further PNLE,  
12   without having undertaken a refresher program in a duly accredited institution. The  
13   board shall issue guidelines on the refresher program requirement.

14

15   **Sec. 19. Issuance of Certificate of Registration, Professional License and**  
16   **Professional Identification Card.** – A certificate of registration and professional  
17   license shall be issued to all successful examinees, subject to Section 14 of this  
18   Article. A certificate of registration and professional license shall show the full name  
19   of the registrant, the signature of the Chairperson of the Commission, and the  
20   members of the Board. The certificate shall bear the logo of the Board and the official  
21   seal of the Commission.

22   The Commission shall likewise issue the professional identification card. The card  
23   must bear the following: full name of the registrant nurse, the serial number, the date  
24   of issuance and expiration, the signature of the Chairperson of the Commission; date  
25   of registration.

26

27   **Sec. 20. Oath of Profession.** – All successful examinees must take an oath of  
28   profession before the Board or any government official authorized to administer oaths  
29   prior to entering upon the nursing practice.

30

31   **Sec. 21. Roster of Nurses.** – The Commission shall maintain a roster of nurses  
32   pursuant to the PRC Automated System. The Roster of Nurses shall serve as the  
33   centralized database for nursing professionals for purposes of documentation,

1 verification of registrants, statistics, research, and development.

2  
3 **Sec. 22. Integration of the Nursing Profession.** – The nursing profession shall be  
4 integrated into one (1) national professional organization of nurses that is duly  
5 registered with the Securities And Exchange Commission (SEC). The board, subject  
6 to approval by the commission, shall accredit the said organization as the one and  
7 only Accredited Integrated Professional Organization (AIPO) of registered nurses. All  
8 nurses whose names appear in the Registry Book of Nurses shall *ipso facto* or  
9 automatically become members thereof and shall receive all the benefits and  
10 privileges appurtenant thereto upon payment of AIPO membership fees and dues.

11  
12 Membership in the Accredited Integrated Professional Organization (AIPO) shall not  
13 be a bar to membership in other nursing organizations.

14  
15 **Sec 23. – Foreign Reciprocity.** No foreign nurse shall be given a certificate of  
16 registration/professional license and professional identification card or be entitled to  
17 any of the privileges under this act unless the country or state of which the foreign  
18 nurses is a subject or citizen permits Filipino nurses to practice within its territorial  
19 limits on the same basis as the subjects or citizens of said country or state.

20 **Sec. 24. Practice through Special or Temporary Permit.** – The Board may issue a  
21 special or temporary permit to the following persons based on qualification, and  
22 professional and moral standards as approved by the Commission: *Provided*, that a  
23 completion report will be submitted to the Commission after every mission, to wit:

24  
25 (a) Licensed nurses from foreign countries whose services are either for a fee or  
26 free if they are internationally well-known specialists or outstanding experts in  
27 any branch or specialty of nursing;

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

30 (c) Licensed nurses from foreign countries who are engaged by  
31 colleges/universities offering the nursing program as exchange professors in a  
32 branch or specialty of nursing; and,

33 (d) Licensed nurses from foreign countries who come to aid during declared

1           disasters and calamities.

2  
3       The special or temporary permit shall be effective only for the duration of the project,  
4       medical mission or engagement contract.

5  
6       **Sec. 25. Non-registration and Non-issuance of Certificate of Registration,**  
7       **Professional License, Professional Identification Card, Special Permit or**  
8       **Temporary Permit.** – No person convicted by final judgment of any criminal offense  
9       involving moral turpitude or any person guilty of immoral or dishonorable conduct or  
10      any person declared by the court to be of unsound mind may be registered and issued  
11      a certificate of registration, professional license, professional identification card, or a  
12      special or temporary permit.

13  
14      The Board shall furnish the applicant a written statement setting forth the reasons for  
15      the actions, which shall be incorporated in the records of the Board.

16  
17      **Sec. 26. Revocation and Suspension of Certificate of Registration, Professional**  
18      **License, and Professional Identification Card and Cancellation of Special or**  
19      **Temporary Permit.** – The Board shall have the power to revoke or suspend the  
20      certificate of registration, professional license, professional identification card, or  
21      cancel the special or temporary permit of a nurse upon any of the following grounds:

- 22  
23           (a) Conviction, by final judgment, of any criminal offense involving moral  
24           turpitude or guilty of immoral or dishonorable conduct or any person  
25           declared by the court to be of unsound mind;
- 26           (b) Violation of this Act, its policies, rules and regulations, and of the  
27           Philippine Code of Ethics for Nurses;
- 28           (c) Gross negligence, grave misconduct, ignorance, and incompetence in the  
29           nursing practice;
- 30           (d) Fraud, concealment, misrepresentation, or false statements in obtaining a  
31           certificate of registration, professional license, professional identification  
32           card, special permit or temporary permit
- 33           (e) Practice of the nursing profession pending suspension of license.

1 The suspension of the certificate of registration, professional license, and professional  
2 identification card, shall be for a period not to exceed four (4) years.

3  
4 **Sec. 27. Reinstatement and Re-Issuance of Revoked Certificates of Registration,**  
5 **Professional License, and Professional Identification Card.** – The Board may, after  
6 the expiration of a maximum of four (4) years from the date of revocation of a  
7 certificate of registration, professional license, and professional identification card, for  
8 reasons of equity and justice, and when the cause for revocation has disappeared or  
9 has been cured and corrected, upon proper application thereof and the payment of the  
10 required fees, reinstate and re-issue the certificate of registration, professional license,  
11 and professional identification card.

12  
13 **ARTICLE IV**  
14 **Nursing Practice**

15  
16 **Sec. 28. Nursing Practice.** – The administration of nursing care through the  
17 utilization of the nursing process: assessment, nursing diagnosis, planning,  
18 implementation, and evaluation. Nursing practice encompasses various stages of  
19 development towards the promotion of health, prevention of illness, health care  
20 techniques and procedures, restoration of health, alleviation of suffering, and end-of-  
21 life care, may it be performed independently or collaboratively.

22  
23 **Sec. 29. Scope of Nursing Practice.** – The following are the scope of nursing  
24 practice: (1) nursing education; (2) nursing service; (3) nursing research; and, (4)  
25 nursing leadership and governance.

26  
27 **Sec. 30. Nursing Care.** – Nursing Care includes, but is not limited to: the provision  
28 of physiological, psychological, spiritual, social and emotional care; essential health  
29 care, safety and comfort measures, health teachings; executing health care techniques  
30 and procedures; and, traditional and innovative approaches to individuals, families,  
31 population groups and communities from conception to death.

32 A nurse shall be deemed to be practicing nursing when he or she, for a fee, salary or  
33 compensation, singly or collaboratively, performs nursing care to individuals,  
34 families, population groups, and communities.

1 **Sec. 31. Roles, Responsibilities, and Competencies of a Nurse.** – A nurse shall  
2 possess and exercise the core competencies in the performance of the roles and  
3 responsibilities, in accordance with the standards set by the Board.

4  
5 **SEC. 32. Continuing Professional Development (CPD).** – All nurses shall abide by  
6 the requirements, rules and regulation on continuing professional development to be  
7 promulgated by the PRC Regulatory Board, subject to the approval of the  
8 commission, in coordination with the AIPO for nurses or any duly accredited  
9 education institutions. For the purpose, a CPD council is hereby created to implement  
10 the CPD program.

11  
12 **Sec. 33. Requirement for Inactive Nurses Returning to Practice.** – Nurses are  
13 deemed to be inactive when:

14 (a) They are not utilizing nursing competencies as defined in the scope of nursing  
15 practice for five (5) consecutive years;

16 (b) They have not renewed their professional identification card for five (5) years; and

17 (c) They do not have proof of five (5) years of continuous nursing practice.

18  
19 Inactive nurses are required to undergo one (1) month didactic training and three (3)  
20 months practicum in hospitals accredited by the Board.

21

22

23

## ARTICLE V

24

### Nursing Education

25

26 **Sec. 34. Nursing Education.** – Refers to the formal learning and training in the  
27 science and art of nursing provided by higher educational institutions duly recognized  
28 by the CHED.

29

30 There shall be a standard of Basic and Graduate Program for Nursing Education  
31 which must be pursuant to the CHED Law (RA 7722).

32

33 **Sec. 35. Basic Program for Nursing Education.** – Refers to the nursing education  
34 program which envisions providing sound liberal and professional education and

1 equips basic nursing students with the necessary competencies for entry - level safe  
2 and quality nursing practice.

3

4 Admission to the Basic Program for Nursing Education requires passing a National  
5 Nursing Admission Test (NNAT).

6 The curriculum and the Related Learning Experiences (RLE) must be in accordance  
7 with the National Nursing Core Competency Standards promulgated by the Board and  
8 implemented through the Policies, Standards, and Guidelines of the CHED.

9

10 **Sec. 36. Graduate Program for Nursing Education.** – Refers to the post  
11 baccalaureate nursing program, which builds on the experiences and skills of a nurse  
12 towards mastery, expertise, and leadership in practice, research, and education. It  
13 includes a master’s degree and doctorate degree in nursing founded on the  
14 philosophies, and the scientific body of knowledge and practice.

15

16 Graduate Program for Nursing Education shall be offered only in higher educational  
17 institutions as prescribed by the prevailing CHED Policies, Standards and Guidelines  
18 for Graduate Education.

19

20 **Sec. 37. Qualifications of the Dean.** – The Dean of the College of Nursing (Dean)  
21 shall formulate policies, plans in collaboration with the administration/ school  
22 officials and stakeholders. The Dean must adhere to the prescribed curriculum for the  
23 advancement of nursing education.

24

25 The Dean:

26

27 (a) Must be a holder of a certificate of registration and a current professional  
28 identification card issued by the Commission;

29 (b) Must have the appropriate certificate of nursing proficiency, or its equivalent,  
30 to be issued by the PRBON;

31 (c) Must be a holder of a master's degree in nursing, conferred by a university  
32 duly recognized by the Government of the Republic of the Philippines;

33 (d) Must have at least five (5) years of experience in teaching and supervision in  
34 Nursing Education; and

1 (e) Must have at least three (3) years clinical experience in a general nursing  
2 service.

3 **Sec. 38. Qualifications of the Faculty. –**

4 (1) Basic Program for Nursing Education. – A member of the faculty in a College of  
5 Nursing teaching professional courses:

6 (a) Must be a registered nurse in the Philippines and holder of a certificate of  
7 registration and a current professional identification card issued by the  
8 Commission;

9 (b) Must have at least three (3) years of nursing practice;

10 (c) Must be a holder of a master's degree in nursing, conferred by a university  
11 duly recognized by the Government of the Republic of the Philippines; and

12 (d) Must have the appropriate certificate of nursing proficiency, or its  
13 equivalent, to be issued by the PRBON.

14 (2) Graduate Program for Nursing Education. – A member of the faculty teaching  
15 graduate professional courses:

16 (a) Must follow prescriptions 1 and 2 of basic nursing education; and

17 (b) Must be a holder of a doctoral degree in nursing conferred by a university  
18 duly recognized by the Government of the Republic of the Philippines.

19 **Sec. 39. Faculty-to-Student Ratio. –** The faculty-to-student ratio must be in  
20 accordance with the standard to be determined and prescribed by the CHED.

21

22 **ARTICLE VI**  
23 **Nursing Service**

24

25 **Sec. 40. Nursing Service. –** Nursing Service is the promotion of health and  
26 prevention of illness which includes, but not limited to, nursing care provided by a  
27 nurse, either independently or collaboratively, to any individual, family or group in  
28 various health care settings.

29

1 Nursing Service shall include the following functions: (1) Provide health education to  
2 individuals, families and communities; (2) Ensure that information on healthy  
3 lifestyle are incorporated in his or her health teachings; (3) Seek opportunities to  
4 promote a healthy lifestyle within his or her influence; (4) Accept that he or she is a  
5 role model for a healthy lifestyle; (5) Enable people to increase control over their  
6 health and to improve health; (6) Build healthy public policy; (7) Create supportive  
7 environment; (8) Strengthen community action for health; and, (9) Establish linkages  
8 with community resources and coordination of services with the health team.

9

10 **Sec. 41. Nursing Interventions.** – Nursing interventions include, but is not limited to:  
11 any or combination of essential primary health care, the application of traditional and  
12 innovative approaches, health counseling, and administration of written prescription  
13 for treatment, therapies, oral, topical, and parenteral medications, perform peripartal  
14 care covering pre-intra-postpartum care including the performance of internal  
15 examination during labor in the absence of antenatal bleeding, attend to normal  
16 delivery and suturing of perineal laceration and immediate care of the newborn;  
17 perform perioperative care covering pre-intra-post surgical care interventions; care  
18 during emergency and disaster.

19

20 **Sec. 42. Health Interventions in Collaboration with Other Members of the**  
21 **Health Team.** – In the various stages of nursing practice from promotion of health to  
22 end-of-life care, Nurses shall collaborate with other members of the health team.

23

24 **Sec. 43. Advanced Practice Nursing.** – Advance Practice Nursing is the specialized  
25 and expanded nursing care pursuant to Sec. 46 hereof. Advanced Practice Nursing  
26 involves specialty training, through an Advanced Practice Nursing Program  
27 formulated by the concerned agencies with certification to be issued by the Board  
28 after passing the qualifying examination. A Registered Nurse (RN) who seeks to be an  
29 Advance Practice Nurse (APN) must have a master’s degree in Nursing.

30

31

## ARTICLE VII

32

### Nursing Research, Policy Development, and Planning

33

34 **Sec. 44. Nursing Research and Policy Development.** – Nursing Research and Policy  
35 Development shall involve study and pursuit of nurse related issues encompassing the



1 following areas:

2 (a) Professional nursing practice such as advancing nursing knowledge to ensure  
3 quality nursing care for all and advocacy for sound health policies globally.

4 (b) Nursing regulation on credentialing, code of ethics, standards and competencies.

5 (c) Socio-economic welfare for nurses like occupational health and safety, human  
6 resources planning and policy, remuneration, career development.

7

8 **Sec. 45. Studies for Nursing Human Resource Needs, Production, Utilization and**  
9 **Development.** – The Board, in coordination with the accredited integrated  
10 professional organization of registered nurses and the appropriate government or  
11 private agencies shall initiate, undertake and conduct studies on healthcare human  
12 resources production, utilization and development.

13 **Sec. 46. Advanced Practice Nursing Program.** – Within ninety (90) days from the  
14 effectivity of this Act, the Board in coordination with the accredited integrated  
15 professional organization of registered nurses, recognized specialty organizations, and  
16 the Department of Health (DOH) is hereby mandated to formulate and develop an  
17 Advanced Practice Nursing Program that would upgrade the level of skill and  
18 competence of specialty nurse clinicians in the country, such as, but not limited to, the  
19 areas of critical care, oncology, renal and such other areas as may be determined by  
20 the Board: Provided, that the beneficiaries of this program are obliged to serve in any  
21 Philippine hospital for a period of at least two (2) years continuous service.

22

23 **Sec. 47. Salary.** – The minimum base pay of nurses working in governmental health  
24 institutions, upon entry, shall not be lower than Salary Grade 15 (SG-15). This is to  
25 enhance the general welfare, commitment to service, and professionalism of nurses. In  
26 non – governmental and/or private health institutions, the minimum base pay for the  
27 nurses upon entry shall be equivalent to that of Salary Grade “15” in public hospitals  
28 and institutions.

29

30 **Sec. 48. Incentives and Benefits.** – The Board, in coordination with the DOH, other  
31 concerned government and non-government institutions, association of hospitals and  
32 the AIPO for registered nurses, shall establish an incentive and benefit system in the  
33 form of free hospital care for nurses and their dependents, scholarship grants and

1 other non-cash benefits.

2 **ARTICLE VIII**

3 **Nursing Leadership and Governance**

4

5 **Sec. 49. Nursing Leadership.** – Nursing is a dynamic field that requires leaders who  
6 will go through the changing aspects of the health sector as they are part of the  
7 workforce that will toil and labor for the improvement of the health of the citizenry.  
8 Nurses adopt specific roles in organizational structure, from being the policy makers  
9 in health facilities and giving guidance to senior management on best practices in  
10 nursing and patient care. They work with healthcare leaders to establish compensation  
11 and benefit programs and are involved in nurse recruitment, training and retention.  
12 Thus, nurses in management positions shall develop patient-care programs, manage  
13 nursing budgets, plan new patient services, establish nursing policies and procedures,  
14 participate in cross-departmental decision making, conduct performance improvement  
15 activities and represents the scope of nursing practices at Board of director meetings  
16 and other stakeholder.

17

18 **Sec. 50. Nursing Governance.** – Governance in nursing practice is shifting from the  
19 traditional view that nurses are subordinate and passive employees towards having  
20 more proactive involvement of taking charge of the organization to be the antecedent  
21 in decision making and implementation of plans and policies for the patients and  
22 communities. Governance in the practice of nursing shall empower each nurse in  
23 decision-making over their professional practice while extending their power and  
24 control over the administrative aspect of their practice.

25

**ARTICLE IX**

26

**Nursing Personnel System**

27

28 **Sec. 51. Nursing Personnel System.** – The nursing personnel system covers the  
29 following fields: nursing service administration in the hospital setting, community  
30 health practice, and the academe.

31 There shall be a nursing service office in every health institution, may it be  
32 administrative or clinical, with at least ten nurses. The nursing service office must be  
33 under the control and management of a chief nursing officer.

1 **Sec. 52. Ratio.** – The ratio of a staff nurse to a patient in a general nursing service or  
2 general ward of a hospital shall be set at at least 1:12, in order to effectuate the quality  
3 nursing care for patients. There shall be a nurse for every barangay and industrial  
4 establishment: *Provided*, that the nurse shall supervise other health workers in the  
5 work area.

6  
7 There shall be a nurse for every school, whether private or public, primary, secondary  
8 or tertiary, subject to the applicable ratio prescribed by the appropriate government  
9 agency.

10

11 **Sec. 53. Beginning Registered Nurse.** – A beginning registered nurse shall provide  
12 for safe and quality care to an individual, family, or group that is independent or  
13 provided as part of a team. The nurse must be able to assess, plan, implement, and  
14 evaluate the care provided to clients based on evidence derived from research.

15

16 A beginning registered nurse must have the following minimum qualifications:

17 (1) Must be a Bachelor of Science in Nursing graduate from a higher educational  
18 institution recognized by the CHED;

19 (2) Must be a registered nurse with current certificate of registration and  
20 professional identification card issued by the Commission;

21 (3) Must be physically, mentally and psychologically fit to practice nursing; and

22 (4) Must not be convicted of any crime involving moral turpitude.

23

24 **Sec. 54. Nursing Service Management.** – Nursing Service Management refers to the  
25 Management and Administration of Nursing Services by Nurses equipped with the  
26 necessary competencies on governance and leadership, to wit:

27

28 (1) *First Level Manager*, is responsible directly for the physical set-up of the unit,  
29 structure and other human resources for health care provision.

30 (2) *Middle Level Manager*, is responsible for the department or section handling more  
31 than one (1) or two (2) units, taking care of the financial, logistic, operational  
32 functions and others.

1 (3) *Top Level Manager*, oversees all nursing units in terms of financial and human  
2 resources for health such as nurses and nursing assistants/ adjuncts.

3 Nursing Service Managers must have the following minimum qualifications in  
4 addition to the requirements of a Beginning Registered Nurse:

5  
6 (a) *For first level managerial position in nursing*, must have at least eighteen (18)  
7 units of nursing management and clinical subjects in Master of Arts in Nursing or  
8 Master of Science in Nursing, at least three (3) years of clinical work experience,  
9 and must have participated in at least one (1) research project to improve quality  
10 of care;

11 (b) *For middle level managerial position in nursing*, must have completed all  
12 academic requirements in Master of Arts in Nursing or Master of Science in  
13 Nursing and must have at least three (3) years of clinical work and two (2) years  
14 of management experience, and must have initiated at least one (1) research  
15 project to improve quality of care;

16 (c) *For top level managerial position in nursing*, must have a post-graduate degree in  
17 nursing or health management – related sciences and at least three (3) years of  
18 clinical work and three (3) years of management experience, and must have  
19 initiated at least two (2) research projects to improve quality of care; and

20 (d) *For all managerial positions* – Must present the appropriate Certificate of Nursing  
21 Proficiency, or its equivalent, from the Board in observance of the Nursing  
22 Leadership and Governance Certification Program (Nurse Administrator I, Nurse  
23 Administrator II, Nursing Administration Specialist).

24 The above qualifications shall apply to all nurses occupying supervisory or  
25 managerial positions across all health facilities.

26 **Sec. 55. Public Health Practice.** – A nursing service shall be organized and  
27 operationalized in every local health agencies in order to ensure the nursing  
28 component of public health programs. Thus, an ideal of having at least one (1) nurse  
29 in every barangay shall be the thrust of public health in order to provide accessible,  
30 available, and affordable quality health care to all. More so, the ideal of having at  
31 least one (1) nurse in every school, whether private or public, shall be prioritized in  
32 every primary, secondary and tertiary educational institution in order to instill health

1 awareness at an early stage and to improve the health status of the students.

2

3 **Sec. 56. The Chief Nursing Officer (CNO).** - The nursing service and delivery of  
4 healthcare in a public health practice or community set-up must be under the control  
5 and management of the Chief Nursing Officer or CNO. The CNO shall carry full  
6 administrative responsibility and shall have the authority on planning, organizing,  
7 directing, and controlling of public health nurses. A CNO must have a minimum of  
8 three (3) years practice in a community setting as a Public Health Nurse, and must  
9 have at least five (5) years experience in relevant nursing practice setting. In addition,  
10 the CNO in public health agency must be a master's degree holder in relevant nursing  
11 practice setting, conferred by an educational institution duly recognized by the  
12 Government of the Philippines.

13

14 The CNO is responsible for the formulation of policies, strategic and operational  
15 planning, financial plan and resource allocation, policies and procedure development,  
16 professional and organizational involvement to address epidemiologic problems and  
17 provide statistical data, and shall exercise good governance and accountability of the  
18 nursing personnel in a public health setting. The CNO shall also act as the advocate  
19 for the rights and welfare of public health nurses.

20

21 **Sec. 57. Nurse Supervisor (NS).** - The Nurse Supervisor or NS shall be in charge of  
22 planning, organizing, directing and controlling activities within a demographic unit. A  
23 NS must have a minimum of three (3) years practice in a community setting as a  
24 Public Health Nurse, and must be a master's degree holder in Public Health Nursing  
25 or its equivalent.

26

27 **Sec. 58. The Public Health Nurse (PHN).** - The Public Health Nurse or PHN shall  
28 perform the functions and activities of health promotion, such as the prevention and  
29 treatment of various diseases and illnesses, in a particular public setting. The PHN  
30 shall exercise a supervisory role to the midwives and barangay health workers within  
31 her area. The PHN shall initiate and participate in developing policies and guidelines  
32 to promote basic nursing services.

1 **ARTICLE X**

2 **Prohibited Acts and Penal**

3  
4 **Sec. 59. Prohibited Acts.** -- Any of the following shall constitute unlawful and illegal  
5 acts:

6  
7 (a) Any person who is practicing the nursing profession in the Philippines:

- 8  
9 1. Without a certificate of registration, professional license, professional  
10 identification card, special permit or temporary permit or without  
11 having been declared exempt from examination in accordance with the  
12 provision of this Act;
- 13 2. Who uses a certificate of registration, professional license, professional  
14 identification card, special permit or temporary permit of another;
- 15 3. Who uses an invalid certificate of registration, professional license, a  
16 suspended or revoked certificate of registration, professional license, or  
17 an expired or cancelled special or temporary permits;
- 18 4. Who, by any means of misrepresentation, false evidence, or  
19 concealment, obtained a certificate of registration, professional license,  
20 professional identification card, special permit or temporary permit;
- 21 5. Who falsely poses or advertises as a registered and licensed nurse or  
22 uses any other means that tend to convey the impression that he/she is  
23 a registered and licensed nurse;
- 24 6. Who appends "Nurse", "Nars", or "Nrs." before his or her name or  
25 B.S.N./R.N. (Bachelor of Science in Nursing/Registered Nurse) after  
26 his or her name without having been conferred said degree or  
27 registration; or
- 28 7. Who, as a registered and licensed nurse, abets or assists to the illegal  
29 practice of a person who is not lawfully qualified to practice nursing;

30 (b) Any natural or juridical person, educational institutions offering BSN without  
31 full compliance with the requirements prescribed by law conducts Continuing

1 Professional Development for nurses without accreditation from the Board; or  
2 any natural or juridical person or health facility who undertakes or offers *in-*  
3 *service* training programs, for a fee and without permit/clearance from the  
4 Board and the Commission;

5 (c) Any natural or juridical person or health facility who subscribes to sub-  
6 standard quality of nursing care and/or nursing practice, such as non-  
7 compliance with the nurse-to-patient ratio;

8 (d) Any natural or juridical person or health facility who exercises and promotes  
9 precarious working conditions to nurses, such as, but not limited to, the  
10 following:

- 11 1. Contracting or availing of the services of a nurse either without salary,  
12 for allowance, for salary below the applicable wage prescribed under  
13 this Act, whether or not under the pretext of a training, development  
14 program, certification course and /or seminar;
- 15 2. Depriving or denying a nurse of the incentives and benefits as provided  
16 for by the existing laws;
- 17 3. Collecting any fees from a nurse or from any person or agent in his or  
18 her behalf in exchange for a nurse's voluntary services in a health  
19 facility;
- 20 4. Requiring or obliging a volunteer nurse to perform the regular work  
21 functions and/or regular work load expected from a regular staff nurse  
22 employed by the health facility without proper compensation, to render  
23 full-time service as a condition for the continued availment of his/her  
24 volunteer services, and/or to be the sole nurse on duty, except during  
25 disasters, calamities, public emergencies and war;
- 26 5. Contracting or availing of the services of a volunteer nurse, under the  
27 pretext of On-The-Job Training (OJT), contract of service, and/or job  
28 orders, in order to fill-up a vacant position that requires the hiring of a  
29 full-time regular employed nurse, or for free in exchange for any type  
30 of certification to be issued by the health facility for purposes of the  
31 nurse's employment application; or





1 with monitoring the compliance with and implementations of the provisions of this  
2 Act by private health facilities. The Commission and the Board are designated as the  
3 agencies tasked with monitoring the compliance with and implementations of the  
4 provisions of this Act by educational institutions, CPD providers and health facilities.  
5 The CHED is similarly designated as the agency tasked with monitoring the  
6 compliance with and implementations of the provisions of this Act by educational  
7 institutions with regard to nursing education programs and curriculum.

8  
9 **Sec. 63. Appropriations.** – The amount necessary to carry out the provisions of this  
10 Act shall be charged to savings of the concerned agencies immediately upon  
11 effectivity hereof. Every year thereafter, the amounts necessary to effectively  
12 implement the provisions of this Act shall be included in the annual budget of the  
13 concerned agencies to be incorporated in the General Appropriations Act (GAA).

14  
15 In order to effectively carry out the advance practice of the nursing program,  
16 the annual financial requirement needed to train at least ten percent (10%) of the  
17 nursing staff of the participating government hospitals and institutions shall be  
18 chargeable against the income of the Philippine Charity Sweepstakes Office (PCSO)  
19 and the Philippine Amusement And Gaming Corporation (PAGCOR), which shall  
20 equally share in the costs; the same shall be released to the Department of Health  
21 subject to the usual accounting and auditing procedures. *Provided,* that the  
22 Department of Health shall set the budget for, as well as the criteria for the availment  
23 of this program.

24  
25 **Sec. 64. Implementing Rules and Regulations.** – Within ninety days (90) after the  
26 effectivity of this Act, the Commission, the Board, the AIPO for registered nurses, the  
27 Civil Service Commission, the Department of Budget and Management, the  
28 Department of Health and other concerned nursing organizations and government  
29 agencies, shall formulate the implementing rules and regulations necessary to carry-  
30 out the provisions of this Act. The implementing rules and regulations shall be  
31 published in the Official Gazette or in at least two (2) newspapers of general  
32 circulation.

33  
34 **Sec. 65. Separability Clause.** – Should any provision of this Act be declared  
35 unconstitutional, the remaining parts not affected thereby shall remain valid and

1 operational.

2

3 **Sec. 66. Repealing Clause.** – Republic Act No. 9173, otherwise known as the  
4 "Philippine Nursing Act of 2002" is hereby repealed. All other laws, decrees, orders,  
5 circulars, issuances, rules and regulations and parts thereof which are  
6 inconsistent with this Act are hereby repealed, amended or modified accordingly.

7

8 **Sec. 67. Effectivity.** – This Act shall take effect fifteen (15) days after its publication  
9 in the Official Gazette or in any two (2) newspapers of general circulation in the  
10 Philippines.

*Approved,*