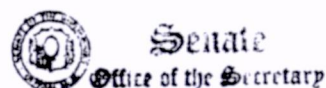


**EIGHTEENTH CONGRESS OF THE REPUBLIC** )  
**OF THE PHILIPPINES** )  
First Regular Session )



'19 NOV 12 P2 :05

**SENATE**  
**S.B. NO. 1168**

RECEIVED BY: \_\_\_\_\_

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Introduced by Senator Maria Lourdes Nancy S. Binay

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**AN ACT**  
**PROVIDING FOR A COMPREHENSIVE NURSING LAW TOWARDS**  
**QUALITY HEALTH SYSTEM, REPEALING FOR THIS PURPOSE REPUBLIC**  
**ACT NO. 9173 OTHERWISE KNOWN AS THE PHILIPPINE NURSING ACT**  
**OF 2002**

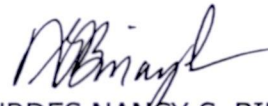
EXPLANATORY NOTE

Nurses play an important role in providing quality health care services to all, particularly to the underprivileged sick, elderly, disabled, women, and children, at affordable cost. However, the full potential of Filipino nurses as stable health human resource and partner of the government in providing quality and affordable health care services is undermined by unemployment, underemployment and poor working conditions.

In a joint statement issued in 2011, the Department of Labor and Employment (DOLE), the Professional Regulation Commission (PRC) and the Board of Nursing (BON) identified the continuing issues affecting unemployed nurses, specifically: (1) Serving as Volunteers; (2) Submitting to "On-the-job Training Program"; or concerns conveyed to the public in general terms as: volunteerism among unemployed nurses who are charged fees by selected healthcare institutions. Moreover, the PRC-BON stated that in December 2009, there are a total of 219,617 unemployed/underemployed Filipino nurses all over the country.

This proposed bill seeks to institute measures towards relevant nursing practice, just and human conditions of work, and promotion of professional growth in accordance with the State policy to uphold the dignity of nurses and assume responsibility for the protection, respect, and improvement of the nursing profession.

In view of the foregoing, the timely passage of this bill is earnestly recommended.



MARIA LOURDES NANCY S. BINAY  
Senator

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



Senate  
Office of the Secretary

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QUALITY HEALTH SYSTEM, REPEALING FOR THIS PURPOSE REPUBLIC  
ACT NO. 9173 OTHERWISE KNOWN AS THE PHILIPPINE NURSING ACT  
OF 2002**

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

**ARTICLE I  
General Provisions**

1 Section 1. *Title.* This Act shall be known as the "Comprehensive Nursing  
2 Law of 2019."  
3

4 Sec. 2. *Declaration of Policy.* It is hereby declared the policy of the State  
5 to uphold the dignity of nurses and assume responsibility for the protection,  
6 respect, and improvement of the nursing profession by instituting measures  
7 towards relevant nursing practice, just and humane conditions of work, and  
8 promotion of professional growth.  
9

10 The State guarantees the delivery of accessible, affordable, and available quality  
11 health care to all the people through implementation of adequate and competent  
12 Nursing Personnel System (NPS) throughout the country.  
13

14 Sec. 3. *Definition of Terms.* The following terms when used in this act  
15 shall mean:  
16

- 17 (a) "Advanced Practice Nurse" refers to a nurse who acquired  
18 substantial theoretical knowledge and decision making skills in  
19 the specialty area of nursing practice and proficient clinical  
20 utilization of this knowledge in implementing independent and  
21 inter-dependent nursing interventions. Specialties can be

1 differentiated in categories, according to function,  
2 disease/pathology, systems, age, sex, acuity, setting and  
3 technology/therapies.  
4

- 5 (b) "Board" refers to the Professional Regulatory Board of Nursing  
6 as defined by this Act.  
7
- 8 (c) "BSN" is the Bachelor of Science in Nursing. It refers to the  
9 undergraduate nursing education program.  
10
- 11 (d) "CHED" refers to the Commission on Higher Education which  
12 promulgates policies and standards and curriculum of BSN.  
13
- 14 (e) "Commission" refers to the Professional Regulation  
15 Commission.  
16
- 17 (f) "Health Facility" refers to an institution, establishment, clinic  
18 that offers health services and nursing care, such as hospitals,  
19 barangay health centers and clinics.  
20
- 21 (g) "NLE" refers to the Philippine Nurse Licensure Exams.  
22
- 23 (h) "Nurse" refers to a person who passed the Nurse Licensure  
24 Exams (NLE) and whose license has not been revoked by law.  
25 Thus, it pertains to a registered nurse (RN)  
26
- 27 (i) "Nursing" is the science and art of caring.  
28
- 29 (j) "Nursing care" is a therapeutic use of self which includes, but  
30 is not limited to: the provision of physiological, psychological,  
31 spiritual, social and emotional care; essential health care,  
32 comfort measures, health teachings; executing health care  
33 techniques and procedures; and, traditional and innovative  
34 approaches to individuals, families and communities from  
35 conception to death.  
36
- 37 (k) "Nursing Personnel System" refers to a system of human  
38 resource management in an institution that classifies the  
39 structure, organization, and coordination within the workforce  
40 both in private and public health care facilities and nursing  
41 educational institutions to advance the welfare and protect the  
42 rights of the nurses and to ensure the employer-employee  
43 relationship, security of tenure, just compensation, humane  
44 conditions of work, career/professional growth.

- 1  
2 (l) "Precarious Work" is the term used to describe non-standard  
3 employment, such as underpayment, no payment, no security  
4 of tenure, no employer-employee relationship, no benefits,  
5 unpredictable working conditions; and deviation from the  
6 standard employment relationships, such as contractual, false  
7 volunteerism, job orders thru agencies, part time, self-  
8 employment, fixed term work, temporary, on call, home  
9 workers, telecommuting, few benefits, lack of collective  
10 bargaining representation, and no job security.  
11

12 **ARTICLE II**  
13 **Board of Nursing**  
14

15 *Sec. 4. Creation and Composition of the Board.* There shall be created a  
16 Professional Regulatory Board of Nursing (Board) composed of a Chairperson  
17 and six (6) members. They shall be appointed by the President of the Republic of  
18 the Philippines from among those recommended by the Commission and ranked  
19 from a list of three (3) nominees, per vacancy, of the accredited professional  
20 organization of nurses in the Philippines and who possess the qualification  
21 prescribed herein.  
22

23 *Sec. 5. Qualifications of the Chairperson and Members of the Board.* The  
24 Chairperson and members of the Board shall possess the following qualifications:  
25

- 26 (a) Must be a natural born citizen and resident of the Philippines  
27 for the past five (5) consecutive years;  
28  
29 (b) Must be a member of good standing of the accredited  
30 professional organization of nurses;  
31  
32 (c) Must be a Nurse in the Philippines and a holder of a valid  
33 certificate of registration and a current professional  
34 identification card;  
35  
36 (d) Must be a holder of a master's degree in nursing and  
37 preferably with a doctorate degree conferred by a college or  
38 university duly recognized by the government;  
39  
40 (e) Must have at least ten (10) years of continuous practice of the  
41 nursing profession prior to appointment; and  
42  
43 (f) Must be of good moral character and have not been convicted  
44 of any offense involving moral turpitude.

1  
2 The membership of the Board shall comprise the scope of nursing practice:  
3 nursing education, nursing service, nursing research, and nursing leadership and  
4 governance.

5  
6 *Sec. 6. Prohibition as Member of the Board of Nursing.* A member of the  
7 Board shall not hold a position or have pecuniary interest in any educational  
8 institution offering BSN, any review or training center for NLE, training hospitals  
9 and health facilities with nursing affiliates.

10  
11 *Sec. 7. Term of Office.* The chairperson and members of the Board shall  
12 hold office for a term of three (3) years and until their successors shall have  
13 been appointed and qualified. No member of the Board shall serve for more than  
14 two (2) terms or a maximum of six (6) years.

15  
16 *Sec. 8. Vacancy.* Any vacancy in the Board shall be filled in the manner  
17 prescribed herein and only for the unexpired portion of the term. Each member  
18 of the Board shall take the proper oath of office prior to the performance of  
19 duties.

20  
21 *Sec. 9. Compensation.* The chairperson and members of the Board shall  
22 receive compensation and allowances comparable to the compensation and  
23 allowances received by the chairperson and members of other regulatory boards.

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

32  
33 *Sec. 11. Powers and Duties of the Board.* The Board shall supervise and  
34 regulate the practice of nursing profession and shall have the following powers,  
35 duties and functions:

- 36  
37 (a) Ensure the proper conduct of the NLE, which includes the  
38 application, test development, examination, correction and  
39 release of results. The use of appropriate  
40 technology/modalities during the conduct of the NLE is  
41 encouraged to enhance efficiency while upholding integrity;  
42

- 1 (b) Issue, suspend, revoke or reissue certificates of registration  
2 for the practice of nursing and ensure the widest publication  
3 through electronic and written media;  
4
- 5 (c) Enforce and monitor safe and quality standards of nursing  
6 practice and exercise the powers necessary to ensure the  
7 maintenance of efficient, ethico-moral, technical and  
8 professional standards in the practice of nursing towards the  
9 optimal health and common good of the nation;  
10
- 11 (d) Ensure quality nursing education by examining and monitoring  
12 higher educational institutions offering and seeking permission  
13 to open nursing education programs and to ensure that  
14 standards of nursing education are properly complied with and  
15 maintained at all times. *Provided* that the authority to open  
16 and close nursing education programs offered by higher  
17 educational institutions, shall be vested on CHED;  
18
- 19 (e) Conduct hearings and investigations to resolve complaints  
20 against actively practicing nurses for unethical and  
21 unprofessional conduct and violations of this Act, or its rules  
22 and regulations and in connection therewith, issue *subpoena*  
23 *duces tecum* and *subpoena ad testificandum* to require the  
24 appearance of respondents and witnesses and the production  
25 of documents and penalize with contempt persons  
26 obstructing, impeding and/or otherwise interfering with the  
27 conduct of such proceedings, upon application with the Board  
28 of Nursing or Commission;  
29
- 30 (f) Promulgate a Code of Ethics that is responsible to the needs  
31 of the nursing profession in coordination with the Accredited  
32 Professional Organization (APO) of nurses;  
33
- 34 (g) Establish and operationalize, via necessary infrastructures, a  
35 National Nursing Career Progression Program to ensure  
36 continuing professional development of Filipino nurses, create  
37 the Council for Nursing Advancement, Recognition, and  
38 Specialization as well as the various Nursing Specialty Boards  
39 to assist the Board of Nursing for this purpose;  
40
- 41 (h) Make decisions on matters directly affecting nurses' welfare;  
42
- 43 (i) Ensure performance of mandated duties and functions with  
44 the provision of operational resources including human,

1 financial and spatial resources to ensure the confidentiality  
2 and sanctity of their functions as provided through the annual  
3 budget of the Commission as promulgated in the General  
4 Appropriations Act;

5  
6 (j) Source and utilize funds earmarked for national nursing  
7 development; and

8  
9 (k) Prescribe, adopt, issue and promulgate guidelines, regulations,  
10 measures and decisions as may be necessary for the  
11 improvement of nursing practice, advancement of the  
12 profession, and for the proper and full enforcement of this  
13 Act, subject to review and approval by the Commission.  
14

15 Sec. 12. *Annual Report.* The Board shall, at the close of its calendar year,  
16 submit an annual report to the President of the Philippines through the  
17 Commission giving a detailed account of its proceedings and the  
18 accomplishments during the year and making recommendations for the adoption  
19 of measures that will upgrade and improve the conditions affecting the practice  
20 of the nursing profession.  
21

22 Sec. 13. *Removal or Suspension of Board Members.* The President may  
23 remove or suspend any member of the Board, after due process, on the  
24 following grounds:  
25

- 26 (a) Continued neglect of duty or incompetence;  
27 (b) Commission or toleration of irregularities in the NLE; and  
28 (c) Unprofessional, immoral or dishonorable conduct.  
29

30 **ARTICLE III**  
31 **Examination and Registration**  
32

33 Sec. 14. *Philippine Nurse Licensure Examination (NLE).* All nursing  
34 graduates must take and pass the NLE as one of the requirements to obtain  
35 certificate of registration/professional license. The NLE shall be administered by  
36 the Board in such place and date as designated by the Commission: *Provided*  
37 that no nursing educational institution shall withhold any requirement and/or  
38 documents of any nursing graduate for the purpose of preventing them to apply  
39 for the NLE. All nursing educational institution must ensure that their nursing  
40 graduates will take the nearest scheduled NLE after graduation. Any delay in  
41 taking the NLE must be accordingly justified by the president, registrar or dean  
42 of the educational institution through a public instrument.  
43



1           Sec. 15. *Scope of Examination.* The scope of the NLE shall be determined  
2 by the Board by taking into consideration the nursing curriculum, the broad  
3 scope and areas of nursing practice, core competencies, and other disciplines in  
4 determining the subjects of examination.

5  
6           Sec. 16. *Qualification for Admission to the NLE.* In order to be admitted to  
7 the NLE, an applicant must be:

- 8  
9           (a) A holder of a Bachelor of Science in Nursing degree from an  
10 accredited educational institution that complies with the  
11 standards of nursing education;  
12  
13           (b) Of good moral character and have not been convicted, by final  
14 judgment, of any criminal offense involving moral turpitude or  
15 guilty of immoral or dishonorable conduct, or any person  
16 declared by the court to be of unsound mind; and  
17  
18           (c) A citizen of the Philippines, or a citizen or subject of a country  
19 which permits Filipino nurses to practice within its territorial  
20 limits on the same basis as the subject or citizen of such  
21 country; *Provided* that the requirements for the registration or  
22 licensing of nurses in said countries are substantially the same  
23 as those prescribed in this Act.  
24

25           Sec. 17. *Fees for Examination and Registration.* Applicants for licensure  
26 and for registration shall pay the prescribed fees set by the Commission.  
27

28           Sec. 18. *Ratings.* In order to the pass the NLE, an examinee must obtain  
29 at least seventy-five percent (75%) of tested areas of all competencies. An  
30 examinee who has failed the NLE three (3) times shall be barred from taking any  
31 further NLE. The NLE results shall be released not later than forty-five (45) days  
32 from the date of NLE.  
33

34           Sec. 19. *Issuance of Certificate of Registration/Professional License and*  
35 *Professional Identification Card.* A certificate of registration/professional license  
36 shall be issued to all successful examinees, subject to Section 14 of this Article. A  
37 certificate of registration/professional license shall show the full name of the  
38 registrant, the signature of the Chairperson of the Commission, and the members  
39 of the Board. The certificate shall bear the logo of the Board and the official seal  
40 of the Commission.  
41

42           The Commission shall likewise issue the professional identification card.  
43 The card must bear the following: full name of the registrant nurse, the serial

1 number, the date of issuance and expiration, the signature of the Chairperson of  
2 the Commission, and date of registration.

3  
4 Sec. 20. *Oath of Profession.* All successful examinees shall be required to  
5 take an oath of profession before the Board. The Board shall schedule oath-  
6 taking ceremonies in each major region not later than forty-five (45) days from  
7 the date of release of the NLE results. During the oath taking the professional  
8 identification cards shall be released, together with the certificate of  
9 registration/professional license, to all registrant nurses.

10  
11 Sec. 21. *Roster of Nurses.* The Commission shall maintain a roster of  
12 nurses pursuant to the PRC Automated System. It shall serve as the centralized  
13 database for nursing professionals for purpose of documentation, statistics,  
14 research, and development.

15  
16 Sec. 22. *Registration by Reciprocity.* A certificate of  
17 registration/professional license may be issued without examination to a nurse  
18 registered under the laws of a foreign state or country: *Provided* that the  
19 requirements for registration or licensing of nurse in said country is substantially  
20 the same as those prescribed under this Act: *Provided further,* that the laws of  
21 such country grants the same privileges to Professional Nurse of the Philippines  
22 on the same basis as the subjects or citizens of such foreign state or country.

23  
24 Sec. 23. *Practice Through Special/Temporary Permit.* A special/temporary  
25 permit may be issued to the following persons based on qualification, and  
26 professional and moral standards as determined by the Board and approved by  
27 the Commission, to wit:

- 28  
29 (a) Licensed nurses from foreign countries/states whose services  
30 are either for a fee or free if they are internationally well-  
31 known specialists or outstanding experts in any branch or  
32 specialty of nursing;  
33  
34 (b) Licensed nurses from foreign countries/states on medical  
35 mission whose services shall be free in a particular hospital,  
36 center or clinic;  
37  
38 (c) Licensed nurses from foreign countries/states who are  
39 engaged by colleges/universities offering the nursing program  
40 as exchange professors in a branch or specialty of nursing;  
41 and  
42  
43 (d) Licensed nurses from foreign countries/state who come to aid  
44 during declared disasters and calamities.

1  
2 This special/temporary permit shall be effective only for the duration of the  
3 project, medical mission or engagement contract.  
4

5         *Sec. 24. Revocation and Suspension of Certificate of*  
6 *Registration/Professional License and Cancellation of Special/Temporary Permit.*  
7 The Board shall have the power to revoke or suspend the certificate of  
8 registration/professional license or cancel the special/temporary permit of a  
9 nurse upon any of the following grounds:  
10

- 11           (a) Conviction, by final judgment, of any criminal offense  
12                 involving moral turpitude or guilty of immoral or dishonorable  
13                 conduct or any person declared by the court to be of unsound  
14                 mind;  
15  
16           (b) Violation of this Act, its policies, rules and regulations, and of  
17                 the Philippine Code of Ethics for Nurses;  
18  
19           (c) Gross negligence, grave misconduct, ignorance, and  
20                 incompetence in the nursing practice;  
21  
22           (d) Fraud, concealment, misrepresentation, or false statements in  
23                 obtaining a certificate of registration/professional license or a  
24                 temporary/special permit;  
25  
26           (e) Practice of the nursing profession pending suspension of  
27                 license.  
28

29         *Sec. 26. Reinstatement and Re-Issuance of Revoked Certificates of*  
30 *Registration/Professional License.* The Board may, after the expiration of a  
31 maximum of four (4) years from the date of revocation of a certificate of  
32 registration/professional license, for reasons of equity and justice, and when the  
33 cause for revocation has disappeared or has been cured and corrected, upon  
34 proper application thereof and the payment of the required fees, reinstate and  
35 re-issue the certificate of registration/professional license.  
36

37   **ARTICLE IV**  
38   **Nursing Practice**  
39

40         *Sec. 26. Nursing Practice.* The administration of nursing care through the  
41 utilization of the nursing process: assessment, nursing diagnosis, planning,  
42 implementation, and evaluation. Nursing practice encompasses various stages of  
43 development towards the promotion of health, prevention of illness, health care

1 techniques and procedures, restoration of health, and alleviation of suffering,  
2 may it be performed independently or collaboratively.

3  
4 Sec. 27. *Scope of Nursing Practice.* The following are the scope of nursing  
5 practice: (1) nursing education; (2) nursing service; (3) nursing research; and  
6 (4) nursing leadership and governance. A nurse shall be deemed to be practicing  
7 nursing when he or she, for a fee, salary or compensation, singly or  
8 collaboratively, performs nursing care to individuals, families and communities.

9  
10 Sec. 28. *Core Competencies.* In order to preserve and uphold the  
11 standards of nursing practice, a nurse shall possess and exercise the following  
12 core competencies at all times: safe and quality nursing care, management of  
13 resources and environment, health education, legal responsibility, personal and  
14 professional development quality improvement, research, records management,  
15 communication, collaboration and teamwork.

16  
17 **ARTICLE V**  
18 **Nursing Education**

19  
20 Sec. 30. *Nursing Education.* The formal learning, training, and  
21 advancement in the science and art of nursing.

22  
23 Sec. 31. *Undergraduate Nursing Education Program.* The Bachelor of  
24 Science in Nursing (BSN) that falls within the power and authority of the CHED.  
25 The National Nursing Admission Test (NNAT) is a pre-qualifying condition in the  
26 admission to the BSN program and shall require a passing percentage of  
27 seventy-five percent (75%).

28  
29 BSN is a four (4)-year course that includes theoretical and related learning  
30 experiences both in classroom and clinical set-up that teaches, guides and  
31 supervises students in nursing education programs. It includes nursing services  
32 administration in diverse settings, such as hospitals, clinics, and other health  
33 facilities; undertakes consultation services; and engages in such activities that  
34 require the utilization of knowledge and decision-making skills of a registered  
35 nurse.

36  
37 Sec. 32. *Graduate Nursing Education Program.* Is the post baccalaureate  
38 nursing program, which builds on the experiences and skills of a nurse towards  
39 mastery, expertise, and leadership in practice, research, and education. It  
40 includes a master's degree and doctorate degree in nursing founded on the  
41 philosophies, and the scientific body of knowledge and practice.

42  
43 Graduate Nursing Education Programs and post-graduate courses shall be  
44 offered only in colleges with Level III Accredited Baccalaureate Nursing Programs

1 according to the CHED Policies, Standards and Guidelines (PSG) on Graduate  
2 Education.

3  
4 Sec. 33. *Continuing Professional Education (CPE)*. A nurse has a  
5 professional responsibility upon himself/herself to maintain competence, exude  
6 leadership, and promote excellence by continual learning through CPE conducted  
7 by an accredited organization approved by the appropriate agency of the  
8 government.

9  
10 In order to undertake nursing and healthcare human resource development,  
11 training and research to the advancement of the nurses' professional growth,  
12 such as updating skills enhancement, developing of advanced nursing practice  
13 shall be ensured.

14  
15 **ARTICLE VI**  
16 **Nursing Service**  
17

18 Sec. 34. *Nursing Service*. Is the promotion of health and prevention of  
19 illness which includes, but not limited to, nursing care provided by a nurse, either  
20 independently or collaboratively, to any individual, family or group in any health  
21 care setting such as hospitals, public health institutions or communities, and  
22 clinics.

23  
24 Sec. 35. *Public Health Nursing*. The public health nursing shall including  
25 the following functions: (1) Provide health education to individuals, families and  
26 communities; (2) Ensure that message on healthy lifestyle are incorporated in his  
27 or her health teachings; (3) Seek opportunities to promote a healthy lifestyle  
28 within his or her influence; (4) Accept that he or she is a role model for a healthy  
29 lifestyle; (5) Enable people to increase control over their health and to improve  
30 health; (6) Build healthy public policy; (7) Create supportive environment; (8)  
31 Strengthen community action for health; and (9) Establish linkages with  
32 community resources and coordination of services with the health team.

33  
34 Sec. 36. *Nursing Procedures*. Nursing procedures shall include, but not  
35 limited to, the following: (1) Internal examination during labor in the absence of  
36 antenatal bleeding, attending to normal delivery and suturing of perineal  
37 laceration, and newborn care; (2) Administration of legal and written  
38 prescriptions for treatment, therapies, medication; (3) Hypodermic,  
39 intramuscular, or intravenous injections; and, (4) Wound care, ostomy care,  
40 suturing of lacerated wounds and removal of suture.

41  
42 Sec. 37. *Restoration of Health in Collaboration with Other Members of the*  
43 *Health Care Team*. The restoration of health in collaboration with other members  
44 of the health care team shall include the following:

- 1
- 2 (a) Cardiac care;
- 3 (b) Airway management;
- 4 (c) Blood product administration;
- 5 (d) Cast care;
- 6 (e) Chemotherapy management;
- 7 (f) Chest physiotherapy;
- 8 (g) Emergency care and triage;
- 9 (h) Enteral tube feeding;
- 10 (i) Hemodialysis;
- 11 (j) Peritoneal dialysis therapy;
- 12 (k) Hyperglycemia and hypoglycemia management;
- 13 (l) Intracranial pressure monitoring;
- 14 (m) Intravenous insertion and therapy;
- 15 (n) Invasive hemodynamic monitoring;
- 16 (o) Mechanical ventilation management;
- 17 (p) Medication administration;
- 18 (q) Neurologic monitoring;
- 19 (r) Oxygen therapy, post-mortem care;
- 20 (s) Total parenteral nutrition; and
- 21 (t) Venous access device maintenance.
- 22

23 Sec. 38. *Advanced Practice Nursing*. Is a specialized and expanded nursing  
24 care. This practice includes the acquisition of new knowledge and skills that  
25 legitimize role autonomy within specific areas of practice.

26

27 **ARTICLE VII**  
28 **Nursing Research, Policy Development, and Planning**

29

30 Sec. 39. *Nursing Research and Policy Development*. Nursing research and  
31 policy development shall involve study and pursuit of nurse related issues  
32 encompassing the following areas:

- 33
- 34 (a) Professional nursing practice (e.g., advancing nursing  
35 knowledge to ensure quality nursing care for all and advocacy  
36 for sound health policies globally).
- 37
- 38 (b) Nursing regulation (e.g., credentialing, code of ethics,  
39 standards and competencies).
- 40
- 41 (c) Socio-economic welfare for nurses (e.g., occupational health  
42 and safety, human resources planning and policy,  
43 remuneration, career development).
- 44

1           Sec. 40. *Studies for Nursing Manpower Needs, Production, Utilization and*  
2 *Development.* The Board, in coordination with the accredited professional  
3 organization and appropriate government or private agencies, shall initiate,  
4 undertake and conduct studies on healthcare human resources production,  
5 utilization and development.  
6

7           Sec. 41. *Comprehensive Nursing Specialty Program.* Within ninety (90)  
8 days from the effectivity of this Act, the Board, in coordination with the  
9 accredited professional organization, recognized specialty organizations, and the  
10 Department of Health, is hereby mandated to formulate and develop a  
11 comprehensive nursing specialty program that would upgrade the level of skill  
12 and competence of specialty nurse clinicians in the country, such as, but not  
13 limited to, the areas of critical care, oncology, renal and such other areas as may  
14 be determined by the Board: *Provided* that the beneficiaries of this program are  
15 obliged to serve in any Philippine hospital for a period of at least two (2) years  
16 continuous service.  
17

18           Sec. 42. *Funding for the Comprehensive Nursing Specialty Program.* The  
19 annual financial requirement needed to train at least ten percent (10%) of the  
20 nursing staff of the participating government hospital shall be chargeable against  
21 the income of the Philippine Charity Sweepstakes Office (PCSO) and the  
22 Philippine Amusement and Gaming Corporation (PAGCOR), which shall equally  
23 share in the costs and shall be released to the Department of Health subject to  
24 accounting and auditing procedures. *Provided* that the Department of Health  
25 shall set the criteria for the availment of this program.  
26

## 27                                   **ARTICLE VIII** 28                                   **Nursing Leadership and Governance** 29

30           Sec. 43. *Nursing Leadership.* Nursing is a dynamic field that requires  
31 leaders who will go through the changing aspects of the health sector as they  
32 are part of the workforce that will toil and labor for the improvement of the  
33 health of the citizenry. Nurses adapt specific roles in organizational structure,  
34 from being the policy makers in health facilities and giving guidance to senior  
35 management on best practices in nursing and patient care. They work with  
36 healthcare leaders to establish compensation and benefit programs and are  
37 involved in nurse recruitment, training and retention. Thus, nurses in the  
38 management positions shall develop patient-care programs, manage nursing  
39 budgets, plan new patient services, establish nursing policies and procedures,  
40 participate in cross-departmental decision making, conduct performance  
41 improvement activities and represents the scope of nursing practices at board of  
42 director meetings and other stakeholders.  
43

1           Sec.n 44. *Nursing Governance.* Governance in nursing practice is shifting  
2 from the traditional view that nurses are subordinate and passive employees  
3 towards having more proactive involvement of taking charge of the organization  
4 to be the antecedent in decision making and implementation of plans and  
5 policies for the patients and communities. Governance in the practice of nursing  
6 shall be encouraged to empower each nurse in decision-making over their  
7 professional practice while extending their power and control over the  
8 administrative aspect of their practice.

9  
10   **ARTICLE IX**  
11   **Nursing Personnel System**  
12

13           Sec. 45. *Nursing Personnel System.* The nursing personnel system covers  
14 the following fields: nursing service administration in the hospital setting, public  
15 health practice, and the academe.

16  
17           Sec. 46. *Salary.* In order to enhance the general welfare, commitment to  
18 service, and professionalism of nurses, the minimum base pay of nurses working  
19 in the public health institutions shall not be lower than salary grade (SG) "15" as  
20 prescribed under Republic Act No. 6758, otherwise known as the "Compensation  
21 and Classification Act of 1989." In private health institutions, the minimum base  
22 pay for the nurses, upon entry, shall be equivalent to that of SG "15" in public  
23 hospitals.

24  
25           Sec. 47. *Incentives and Benefits.* The Board of Nursing, in coordination  
26 with the Department of Health, other concerned government agencies,  
27 association of hospitals and the accredited professional organization, shall  
28 establish an incentive and benefit system in the form of free hospital care for  
29 nurses and their dependents, scholarship grants and other non-cash benefits.  
30 The government and private hospitals are hereby mandated to maintain the  
31 standard nurse-patient ratio.

32  
33           Sec. 48. *Ratio.* To effectuate the quality nursing care for the patients, the  
34 staff nurse to patient ratio in a hospital setting (general nursing service or  
35 general ward) shall be set at a ratio of one is to twelve (1:12). In the barangay  
36 set-up, the nurse to patient ratio shall be set at one is to ten thousand  
37 (1:10,000): *Provided* that the nurse shall be the supervisors of the midwives and  
38 barangay health workers. There shall be a nurse for every school, may it be  
39 private or public, primary, secondary or tertiary, subject to the applicable ratio  
40 prescribed by the appropriate government agency.

41  
42           Sec. 49. *Nursing Service Administration in the Hospital Setting.* The  
43 nursing personnel in the hospital is headed by a Nursing Administrator with the



1 title, Chief Nursing Officer (CNO). The CNO shall be the executive head of the  
2 nursing service of a healthcare facility.

3  
4 *Sec. 50. Qualifications of a CNO.* The CNO must have a minimum of eight  
5 (8) years related clinical experience, with at least five (5) years experience in a  
6 supervisory or managerial position in nursing, at least two (2) years experience  
7 as staff nurse in a general nursing service, at least one (1) year in specialty  
8 nursing area, and must be a member of good standing in the accredited  
9 professional organization.

10  
11 *Sec. 51. Duties and Responsibilities of Chief Nursing Officer (CNO).* The  
12 CNO shall be responsible for the full administrative aspects and shall have the  
13 authority for the planning, organizing, directing and controlling of the nursing  
14 service. The CNO shall have governance responsibility, accountability and shall  
15 serve as an advocate of the rights and welfare of the nursing staff in the  
16 hospital.

17  
18 The duties of the CNO includes, but not limited to, the formulation of policies,  
19 strategic and operational planning, financial plan and resource allocation,  
20 development of procedures, and professional and organizational involvement.

21  
22 *Sec. 52. Responsibilities and Duties of a Clinical Nurse Supervisor (CNS).*  
23 The CNS refers to the middle level manager in charge of a particular nursing  
24 department. The CNS shall be responsible in the planning, organizing, directing,  
25 controlling, and implementing of policies within the area.

26  
27 The CNS is in charge of planning and implementation of staff development  
28 programs for different categories of nursing personnel including nursing students  
29 and other affiliates. The CNS shall provide insights on methods and practices for  
30 professional development in the healthcare, health services and work  
31 environment. The CNS shall also initiate evidence-based researches for the  
32 improvement of nursing patient care.

33  
34 *Sec. 53. Qualifications of a CNS.* A CNS must have a minimum of five (5)  
35 years related clinical experience preferably in an area of specialization, must be a  
36 graduate of master's program in nursing, and must be a member of good  
37 standing in the accredited professional organization.

38  
39 *Sec. 54. Charge Nurse (CN).* The CN shall be responsible for the  
40 administration and supervision of a particular Nursing Unit as well as the  
41 supervision of staff nurses in the unit. The Charge Nurse must have a minimum  
42 of two (2) years related clinical experience preferably in an area of specialization,  
43 must finish a minimum of 30 units of Masters in Nursing Program, and must be a  
44 member of good standing in the accredited professional organization.

1  
2       Sec. 55. *Staff Nurse (SN)*. A SN is in direct contact with patients to  
3 perform independent, dependent, and interdependent nursing actions and follow  
4 the nursing process of assessment, diagnosis, planning, implementation, and  
5 evaluation. Work experience is not necessary for this position.  
6

7       Sec. 56. *Public Health Practice*. Nursing service shall be organized and  
8 operationalized in every local health agency in order to ensure the nursing  
9 component of public health programs. Thus, an ideal nurse in every barangay  
10 shall be the thrust of public health in order to provide accessible, available, and  
11 affordable quality health care to all. More so, a nurse in every school, may it be  
12 private or public, shall be prioritized in every primary, secondary and tertiary  
13 educational institutions in order to instill health awareness at an early stage and  
14 to improve the health status of the students.  
15

16       Sec. 57. *The Public Health Chief Nursing Officer (PHCNO)*. The nursing  
17 service and delivery of healthcare in a public health practice or community set-up  
18 shall be headed by the PHCNO. The PHCNO shall carry full administrative  
19 responsibility and shall have the authority on planning, organizing, directing, and  
20 controlling of public health nurses. A PHCNO must have a minimum of three (3)  
21 years practice in a community setting as the Community Health Nurse or Public  
22 Health Nurse, must have at least five (5) years experience in general nursing  
23 service administration, and must be a member of good standing in the accredited  
24 professional organization. In addition, the PHCNO in public health agency must  
25 be a master's degree holder in Public Health or Community Health Nursing.  
26

27 The PHCNO is responsible for the formulation of policies, strategic and  
28 operational planning, financial plan and resource allocation, policies and  
29 procedure development, professional and organizational involvement to address  
30 epidemiologic problems and provide statistical data, and shall exercise good  
31 governance and accountability of the nursing personnel in a public health setting.  
32 The PHCNO shall also act as the advocate for the rights and welfare of public  
33 health nurses.  
34

35       Sec. 58. *Public Health Nurse Supervisor (PHNS)*. The PHNS shall be in  
36 charge of planning, organizing, directing and controlling activities within a  
37 demographic unit. A PHNS must have a minimum of three (3) years practice in a  
38 community setting as the Community Health Nurse or Public Health Nurse, must  
39 be a master's degree holder in Public Health or Community Health Nursing, and  
40 must be a member of good standing in the accredited professional organization.  
41

42       Sec. 59. *The Public Health Nurse (PHN)*. The PHN shall perform the  
43 functions and activities of health promotion, such as the prevention and  
44 treatment of various diseases and illnesses in a particular public setting. The PHN

1 shall exercise a supervisory role to the midwives and barangay health workers  
2 within her catchment area. The PHN shall initiate and participate in developing  
3 policies and guidelines to promote basic Nursing services. A PHN must be a  
4 member of good standing in the accredited professional organization.  
5

6 Sec. 60. *Academe.* The Dean of the College of Nursing (Dean) shall  
7 formulate policies, plans and adhere to the prescribed curriculum for  
8 advancement of Nursing education. The Dean must be a holder of a master's  
9 degree in nursing, education, or other allied medical and health sciences  
10 conferred by a college or university duly recognized by the Government of the  
11 Republic of the Philippines, must have at least three (3) years of experience in  
12 teaching and supervision in Nursing education, must have at least one (1) year  
13 clinical experience in a general nursing service, and must be a member of good  
14 standing in the accredited professional organization.  
15

16 Sec. 61. *Faculty Coordinator.* A faculty coordinator must be a holder of a  
17 master's degree in nursing, education, or other allied medical and health  
18 sciences conferred by a college or university duly recognized by the Government  
19 of the Republic of the Philippines, must have at least one (1) year of clinical  
20 practice in a field of specialization, must have at least one year of experience in  
21 teaching in Nursing education, and must be a member of good standing in the  
22 accredited professional organization.  
23

24 Sec. 62. *Qualifications of the Faculty.* A member of the faculty in a college  
25 of nursing teaching professional courses must have at least one (1) year of  
26 clinical practice in a field of specialization, must be a holder of a master's degree  
27 in nursing, education, or other allied medical and health sciences conferred by a  
28 college or university duly recognized by the Government of the Republic of the  
29 Philippines, and must be a member of good standing in the accredited  
30 professional organization.  
31

32 **ARTICLE X**  
33 **Prohibited Acts and Penalties**  
34

35 Sec. 63. *Prohibited Acts.* Any of the following shall constitute unlawful and  
36 illegal acts:  
37

38 (a) Any person practicing the nursing profession in the  
39 Philippines:

- 40  
41 1. Without a certificate of registration/professional  
42 licenses and professional identification card or special  
43 temporary permit or without having been declared

1 exempt from examination in accordance with the  
2 provision of this Act;

3  
4 2. Who uses as his/her own certificate of  
5 registration/professional licenses and professional  
6 identification card or special temporary permit of  
7 another;

8  
9 3. Who uses an invalid certificate of  
10 registration/professional license, a suspended or  
11 revoked certificate of registration/professional license,  
12 or an expired or cancelled special/temporary permits;

13  
14 4. Who gives any false evidence to the Board in order to  
15 obtain a certificate of registration/professional license,  
16 a professional identification card or special permit; or  
17

18 5. Who falsely poses or advertises as a registered and  
19 licensed nurse or uses any other means that tend to  
20 convey the impression that he/she is a registered and  
21 licensed nurse;

22  
23 6. Who appends B.S.N./R.N. after his or her name or  
24 Nurse/Nr. before his or her name without having been  
25 conferred said degree or registration;

26  
27 7. Who, as a registered and licensed nurse, abets or  
28 assists the illegal practice of a person who is not  
29 lawfully qualified to practice nursing; or  
30

31 8. Who advertises any title or description tending to  
32 convey the impression that he or she is a nurse e.g.  
33 using the nurses' uniform and cap without holding a  
34 valid certificate of registration from the Board.  
35

36 (b) Any natural or juridical person, educational institution offering  
37 BSN without full compliance with the requirements prescribed  
38 by law, undertakes *in-service* educational programs, conducts  
39 review classes for both local and foreign examination without  
40 permit/clearance from the Board and the Commission, or  
41 conducts Continuing Professional Education for nurses without  
42 accreditation of the provided and accreditation of the program  
43 from the Board;

1 (c) Any natural or juridical person or health facility who subscribes  
2 to sub-standard quality of nursing care and/or nursing  
3 practice, such as non-compliance with the nurse-patient ratio;  
4

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

9 1. Contracting or availing of the services of a nurse  
10 either without salary, for allowance, for salary below  
11 the applicable minimum wage (for nurses deployed in  
12 private health facilities) or below the prescribed  
13 salaries under this Act, whether or not under the  
14 pretext of a training, development program,  
15 certification course and/or any seminar; or  
16

17 2. Depriving or denying a nurse of the incentives and  
18 benefits as provided for by existing laws;  
19

20 3. Collecting any fees from a nurse or from any person  
21 or entity in his or her behalf in exchange for a nurse's  
22 voluntary services in a health facility; or  
23

24 4. Requiring or obliging a volunteer nurse to perform the  
25 regular work functions and/or regular work load  
26 expected from a regular staff nurse employed by the  
27 health facility without proper compensation, to render  
28 full-time service as a condition for the continued  
29 availment of his/her volunteer services, and to be the  
30 sole nurse on duty, except during disasters,  
31 calamities, and war;  
32

33 5. Contracting or availing of the services of a volunteer  
34 nurse or nurse trainee in order to fill up a vacant  
35 position that requires the hiring of a full-time regular  
36 employed nurse, or for free in exchange for any type  
37 of certification to be issued by the health facility for  
38 purposes of the nurse's employment application;  
39

40 6. Contracting or availing of the services of a nurse,  
41 under the pretext of training or certification course,  
42 but requires him/her to render the tasks and  
43 responsibilities of a regular staff or public health  
44 nurse, with the so-called allowance with or without

1 benefits, which is below the applicable minimum wage  
2 for both private and public institutions;

3  
4 7. Availing the services of a nurse under  
5 contractualizaion and job order type of employment;

6  
7 (e) Any violation of the provisions of this Act.  
8

9 Sec. 64. *Sanctions.* A fine of not less than one hundred thousand pesos  
10 (P100,000.00) nor more than three hundred thousand pesos (P300,000.00) or  
11 imprisonment of not less than one (1) year nor more than six (6) years, or both,  
12 upon the discretion of the court, shall be imposed upon violation of any  
13 prohibited acts enumerated in Section 63 (a) hereof.  
14

15 A fine of not less than three hundred thousand pesos (P300,000.00) nor more  
16 than five hundred thousand pesos (P500,000.00) or imprisonment of not less  
17 than one (1) year nor more than six (6) years, or both, shall be imposed upon  
18 violation of any prohibited acts enumerated in Section 63 (b), (c), (d), and (e)  
19 hereof. In addition, the license to operate may be suspended or revoked upon  
20 discretion of the court.  
21

22 Sec. 65. *Refund and Compensation.* Any nurse found to have been a  
23 victim of Section 60(d) hereof shall be entitled to a full refund of all fees illegally  
24 collected and payment of unpaid salary, which should not be less than the  
25 applicable wages for services rendered.  
26

27 **ARTICLE XI**  
28 **Miscellaneous**  
29

30 Sec. 66. *Implementing Agencies.* The Department of Health is hereby  
31 designated as the agency tasked with monitoring the compliance with and  
32 implementation of the provisions of this Act by public health facilities. The  
33 Department of Labor and Employment is designated as the agency tasked with  
34 monitoring the compliance with and implementation of the provisions of this Act  
35 by private health facilities. The Commission and the Board is designated as the  
36 agency tasked with monitoring the compliance with and implementation of the  
37 provisions of this Act by educational institutions, CPE providers and health  
38 facilities. The CHED is similarly designated as the agency tasked with monitoring  
39 the compliance with and implementation of the provisions of this Act by  
40 educational institutions with regard to nursing education programs and its  
41 curriculum.  
42

1           Sec. 67. *Appropriations.* The amount necessary to carry out the provisions  
2 of this Act shall be charged to the General Appropriations Act immediately upon  
3 effectivity hereof.

4  
5           Sec. 68. *Rules and Regulations.* Within ninety days (90) after the  
6 effectivity of this Act, the Board, Civil Service Commission, Department of Budget  
7 and Management the Department of Health and other concerned government  
8 agencies, shall formulate the implementing rules and regulations necessary to  
9 carry out the provisions of this Act. The implementing rules and regulations shall  
10 be published in the Official Gazette or in any newspaper of general circulation.

11  
12           Sec. 69. *Separability Clause.* Should any provision of this Act be declared  
13 unconstitutional, the remaining parts not affected thereby shall remain valid and  
14 operational.

15  
16           Sec. 70. *Repealing Clause.* Republic Act No. 9173, otherwise known as the  
17 "Philippine Nursing Act of 2002" is hereby repealed. All other laws, decrees,  
18 orders, circulars, issuances, rules and regulations and parts thereof which are  
19 inconsistent with this Act are hereby repealed, amended or modified accordingly.

20  
21           Sec. 71. *Effectivity.* This act shall take effect fifteen (15) days after its  
22 publication in the Official Gazette or in any two (2) newspapers of general  
23 circulation in the Philippines.

*Approved,*