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REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

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SENATE  
S. No. 850

RECEIVED BY: 

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Introduced by Senator Ralph G. Recto

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

**Explanatory Note**

Nursing is one of the top career choices of Filipinos. Enrolment in the course has ballooned from 30,000 in 2010 to about half a million at present,<sup>1</sup> producing 200,000 nursing graduates every year<sup>2</sup>. The number of schools offering nursing courses also grew from just 40 in 1970 to 490 at present. The rising enrolment mirrors the rising demand for the services of professional nurses in the Philippines and in other countries. A good number of Filipino doctors also took nursing courses to get advantage of the increasing demand for nurses overseas.

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

The Philippine Overseas Employment Administration (POEA) reported that in 2007, nurse deployment at 12,263 was already double that of 6,410 nurse deployment in 2000. The number of newly-hired nurses going abroad continued to increase from 13,004 in 2009 to 19,815 in 2014, at an average growth rate of 10.5% per year.<sup>3</sup> The top ten destination countries in the last ten years were Saudi Arabia; Singapore; United Arab Emirates; Libya; Kuwait; United Kingdom; Qatar; Taiwan; Oman; and Bahrain.<sup>4</sup>

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

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

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

<sup>3</sup> <http://www.poea.gov.ph/ofwstat/compendium/2014.pdf>.

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

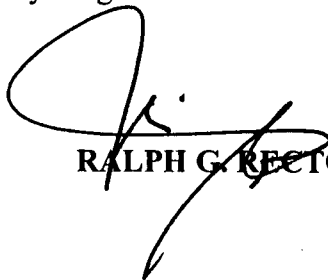
This reality made local employment unattractive for our nurses resulting to the difficulty in realizing the ideal nurse to patient ratio of 1:4 per shift in our country. For instance, the Philippine General Hospital has a nurse to patient ratio of 1:15-26 per shift while Davao del Sur has a province-wide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

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

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

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

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



RALPH G. RECTO

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



1 "ARTICLE [VI] III

2 SCOPE OF Nursing Practice

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

16 "(a) Provide nursing care through the utilization of the nursing process.

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

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

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

32 **"[c](D)Provide health education to AND COLLABORATE WITH**  
33 **individuals, families, POPULATION GROUPS** and communities  
34 **TO MAINTAIN, ATTAIN, RESTORE AND SUSTAIN**  
35 **OPTIMAL HEALTH AND QUALITY OF LIFE;**

36 **"[d](E)XXX; and**



1                    *Provided*, That the majority of the members of the Board shall be  
2 holders of a master's degree in nursing: *Provided, further*, That the  
3 Chairperson shall be a holder of a master's degree in nursing;]

4                    **“(D) BE A HOLDER OF A MASTER’S DEGREE IN NURSING**  
5                    **AND OTHER RELATED HEALTH SCIENCE PROGRAMS**  
6                    **CONFERRED BY AN ACCREDITED UNIVERSITY;**

7                    “[d](E) Have at least ten (10) years of continuous practice of the  
8                    **NURSING** profession prior to appointment; and

9                    “[e](F) [Not have been convicted of any offense involving moral turpitude]  
10                    **MUST BE OF PROVEN HONESTY AND INTEGRITY:**

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

14                    *“SEC. [5] 6. Requirements Upon Qualification as Member of the Board of*  
15 *Nursing. – XXX.”*

16                    *“SEC. [6] 7. Term of Office. – XXX.”*

17                    *“SEC. [7] 8. Compensation of the Board Members. – XXX.”*

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

20                    *“SEC. [9] 10. Powers and Duties of the Board. – XXX:*

21                    **“(a) ENSURE THE PROPER** conduct **OF** the **PHILIPPINE NURSE**  
22                    Licensure Examination [for nurses] **(PNLE) CONSIDERING**  
23                    **THE PROCESS AND SYSTEMS OF THE COMMISSION,**  
24                    **WHICH INCLUDE BUT NOT LIMITED TO APPLICATION,**  
25                    **TEST DEVELOPMENT, EXAMINATION, CORRECTION**  
26                    **AND RELEASE OF RESULTS. THE USE OF**  
27                    **APPROPRIATE TECHNOLOGY/MODALITIES DURING**  
28                    **THE CONDUCT OF THE PNLE IS ENCOURAGED TO**  
29                    **ENHANCE EFFICIENCY WHILE UPHOLDING**  
30                    **INTEGRITY;**

31                    **“(b) Issue, suspend, [or] revoke OR REISSUE** certificates of  
32                    registration for the practice of nursing **AND ENSURE WIDEST**  
33                    **PUBLICATION THRU ELECTRONIC AND WRITTEN**  
34                    **MEDIA;**

35                    **“(c) [Monitor] ENFORCE and MONITOR SAFE AND** quality  
36                    standards of nursing practice in the Philippines and exercise the  
37                    powers necessary to ensure the maintenance of efficient, [ethical]  
38                    **ETHICO-MORAL, [and] technical, [moral] AND** professional

1 standards in the practice of nursing [taking into account the]  
2 **TOWARDS OPTIMAL** health [needs] **AND THE COMMON**  
3 **GOOD** of the nation;

4 “(d) Ensure quality nursing education by examining [the prescribed  
5 facilities of universities or colleges of nursing or departments of]  
6 **AND MONITORING HIGHER EDUCATION**  
7 **INSTITUTIONS (HEI) OFFERING** nursing [education]  
8 **PROGRAM** and those seeking permission to open nursing courses  
9 to ensure that standards of nursing education are properly complied  
10 with and maintained at all times. The authority to open and close  
11 [colleges of nursing and/or] nursing education programs  
12 **OFFERED BY HEI**, shall be vested on the Commission on Higher  
13 Education, **ONLY** upon the written **AND FAVORABLE**  
14 recommendation of the Board;

15 “(e) XXX;

16 “(f) Promulgate a Code of Ethics **THAT IS RESPONSIVE TO THE**  
17 **NEEDS OF THE NURSING PROFESSION**, in coordination and  
18 consultation with the accredited professional organization of nurses  
19 within one (1) year from the effectivity of this Act;

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

25 “(H) **CREATE A COUNCIL FOR NURSING RECOGNITION,**  
26 **ACCREDITATION AND CERTIFICATION THAT WILL**  
27 **ASSIST THE BOARD OF NURSING IN:**

28 **(1) RECOGNIZING ORGANIZED NURSING GROUPS;**

29 **(2) SETTING STANDARDS FOR ADVANCED NURSING**  
30 **PRACTICE, EDUCATION, RESEARCH AND**  
31 **MANAGEMENT;**

32 **(3) ACCREDITING SPECIALTY PROGRAMS AND**  
33 **ADVANCED NURSING PROGRAMS BASED ON**  
34 **ESTABLISHED MECHANISMS;**

35 **(4) CREDENTIALING INDIVIDUAL REGISTERED**  
36 **NURSES BASED ON ACCEPTED CRITERIA;**

37 **(5) MONITORING AND EVALUATION OF ADVANCED**  
38 **NURSING PRACTICE, EDUCATION, RESEARCH AND**

1 MANAGEMENT TO ENSURE SAFETY AND QUALITY  
2 OF NURSING PRACTICE IN THE PHILIPPINES;

3 “(I) MAKE DECISIONS TO INFLUENCE AUTHORITIES /  
4 AGENCIES ON MATTERS THAT DIRECTLY AFFECT  
5 NURSES’ WELFARE;

6 “(J) ENSURE PERFORMANCE OF MANDATED DUTIES AND  
7 FUNCTIONS WITH THE PROVISION OF OPERATIONAL  
8 RESOURCES INCLUDING HUMAN RESOURCE,  
9 PHYSICAL SPACE AND BUDGET TO ENSURE THE  
10 CONFIDENTIALITY AND SANCTITY OF THEIR  
11 FUNCTIONS AS PROVIDED THROUGH THE ANNUAL  
12 BUDGET OF THE PRC AS PROMULGATED IN THE  
13 GENERAL APPROPRIATIONS ACT; AND

14 “[h](K) XXX.”

15 “SEC. [10] 11. *Annual Report.* – XXX.”

16 “SEC. [11] 12. *Removal or Suspension of Board Members.* – XXX.”

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

18 “ARTICLE [IV] V

19 Examination and Registration

20 “SEC. [12] 13. **PHILIPPINE NURSE** Licensure Examination. - All  
21 applicants for license to practice nursing shall be required to pass a written  
22 examination, which shall be given by the Board in such places and dates as may be  
23 designated by the Commission: *Provided*, That it shall be in accordance with  
24 Republic Act No. 8981, otherwise known as the “PRC Modernization Act of  
25 2000.”

26 “SEC. [13] 14. *Qualifications for Admission to the PHILIPPINE*  
27 *NURSE Licensure Examination.* – In order to be admitted to the examination for  
28 nurses, [an] **THE APPLICATION MUST BE FILED IMMEDIATELY UPON**  
29 **GRADUATION OF THE** applicant **AND** must [at the time of filing his/her]  
30 establish to the satisfaction of the Board that:

31 “(a) XXX;

32 “(b) XXX;

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

37 “SEC. [14] 15. *Scope of Examination.* – The scope of the examination for  
38 the practice of nursing in the Philippines shall be determined by the Board [. The



1 Board shall take] **OF NURSING TAKING** into consideration the **CORE**  
2 **COMPETENCIES REQUIRED OF BEGINNING NURSE**  
3 **PRACTITIONERS CONSIDERING THE** objectives of the nursing  
4 curriculum[, the broad areas of nursing, and other related disciplines and  
5 competencies in determining the subjects of examinations] **IN RESPONSE TO**  
6 **THE NEEDS OF THE SOCIETY AND THE DEMANDS OF INDUSTRY.**  
7 **THE PHILIPPINE NURSE LICENSURE EXAMINATION SHALL BE**  
8 **BASED ON A COMPETENCY-BASED TEST FRAMEWORK.”**

9 “SEC. [15] 16. *Ratings.* – In order to pass the examination, an examinee  
10 must obtain a general average of at least seventy-five percent (75%) with a rating  
11 of not below [sixty percent (60%)] **SEVENTY PERCENT (70%)** in any subject.  
12 An examinee who obtains an average rating of seventy-five percent (75%) or  
13 higher but gets a rating below [sixty percent (60%)] **SEVENTY PERCENT**  
14 **(70%)** in any subject must take the examination again but only in the subject or  
15 subjects where [he/she] **THE EXAMINEE** is rated below [sixty percent (60%)]  
16 **SEVENTY PERCENT (70%)**. In order to pass the succeeding examination, an  
17 examinee must obtain a rating of at least seventy-five percent (75%) in the subject  
18 or subjects repeated. **AN EXAMINEE SHALL BE GIVEN A CHANCE TO**  
19 **REPEAT THE PNLE WITH A MAXIMUM OF THREE (3)**  
20 **EXAMINATIONS.”**

21 “SEC. [16] 17. *Oath.* – XXX.”

22 “SEC. [17] 18. *Issuance of Certificate of Registration/Professional License*  
23 *and Professional Identification Card.* A certificate of registration/professional  
24 license as a nurse shall be issued to an applicant who passes the examination upon  
25 payment of the prescribed fees. Every certificate of registration/professional  
26 license shall show the full name of the registrant, the serial number, the signature  
27 of the Chairperson of the Commission and of the Members of the Board[.]. **THE**  
28 **CERTIFICATE SHALL BEAR THE LOGO OF THE BOARD OF**  
29 **NURSING** and the official seal of the Commission.

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

34 “SEC. [18] 19. *Fees for Examination and Registration.* - Applicants for  
35 licensure and for registration shall pay the prescribed fees set by **THE**  
36 **Commission.**”

37 “SEC. [19] 20. *Automatic Registration of Nurses.* -All nurses whose names  
38 appear at the roster of nurses shall [be automatically or] *ipso facto* **BE** registered

1 as nurses AND AS MEMBERS OF THE PRC ACCREDITED  
2 PROFESSIONAL ORGANIZATION (APO) [under this Act] UPON [its] THE  
3 effectivity OF THIS ACT.”

4 “SEC. [20] 21. *Registration by Reciprocity. – XXX.*”

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

10 “(a) XXX;

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

14 “(c) Licensed nurses from foreign countries/states [employed] **ENGAGED**  
15 **by schools/colleges of nursing as exchange professors in a branch or**  
16 **specialty of nursing[;] AND IN EMERGENCY SITUATIONS OF**  
17 **GROSS DISASTERS AND CALAMITIES:**

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

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

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

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

28 **SEC. 6.** Articles V and VI of the same Act are hereby amended to read as follows:

29 “ARTICLE [V] VI

30 Nursing Education

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

35 “(A) **BASIC NURSING EDUCATION PROGRAM.** – The **BASIC**  
36 **nursing education program [shall] IS A COMPETENCY-BASED**  
37 **CURRICULUM WHICH WILL** provide sound general and  
38 **professional foundation for [the practice of] nursing SERVICE TO**

1 BE ABLE TO IMPLEMENT THE NECESSARY SAFE  
2 QUALITY NURSING PRACTICE. ADMISSION TO THE  
3 BACCALAUREATE NURSING PROGRAM SHALL  
4 REQUIRE PASSING A NATIONAL NURSING ADMISSION  
5 TEST (NNAT).

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

10 **"(B) GRADUATE NURSING EDUCATION PROGRAM. – THE**  
11 **GRADUATE NURSING EDUCATION PROGRAM BUILDS**  
12 **ON THE EXPERIENCES AND SKILLS OF A REGISTERED**  
13 **NURSE TOWARDS MASTERY, EXPERTISE AND**  
14 **LEADERSHIP IN PRACTICE, RESEARCH AND**  
15 **EDUCATION. IT INCLUDES A MASTER'S DEGREE AND**  
16 **DOCTORATE DEGREE IN NURSING FOUNDED ON**  
17 **SCIENTIFIC BODY OF KNOWLEDGE AND PRACTICE.**  
18 **GRADUATE AND POST-GRADUATE NURSING**  
19 **PROGRAMS SHALL BE OFFERED ONLY BY LEVEL**  
20 **THREE (3) ACCREDITED HIGHER EDUCATION**  
21 **INSTITUTIONS BASED ON RELEVANT CHED POLICIES**  
22 **AND GUIDELINES.**

23 **"[SEC. 27] (C) Qualifications of [the] Faculty MEMBERS. –**

24 **"(1) BASIC NURSING EDUCATION.** A member of the faculty in a college  
25 of nursing teaching professional courses must:

26 **"[(a)] 1.A. Be a registered nurse in the Philippines AND A**  
27 **HOLDER OF A CURRENT VALID PRC ID;**

28 **"[(b)] 1.B. Have at least [one (1)] THREE (3) yearS of clinical**  
29 **practice in a field of specialization;**

30 **"[(c)] Be a member of good standing in the accredited**  
31 **professional organization of nurses; and]**

32 **"[(d)] 1.C. Be a holder of a master's degree in nursing,**  
33 **education, or other allied health sciences conferred**  
34 **by a college of university duly recognized by the**  
35 **Government of the Republic of the Philippines;**

36 **"1.D. UNDERGO TEACHER TRAINING FOR**  
37 **NURSING EDUCATION PRIOR TO**  
38 **TEACHING EMPLOYMENT; AND**

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

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

8                   **“(2) GRADUATE NURSING EDUCATION. A MEMBER OF**  
9                                   **THE        FACULTY        TEACHING        GRADUATE**  
10                                   **PROFESSIONAL COURSES MUST:**

11                   **“2.A. FOLLOW PRESCRIPTIONS 1 AND 2 OF BASIC**  
12                                   **NURSING EDUCATION; AND**

13                   **“2.B. BE A HOLDER OF A DOCTORAL DEGREE IN**  
14                                   **NURSING, EDUCATION, OR OTHER ALLIED**  
15                                   **HEALTH SCIENCES CONFERRED BY A**  
16                                   **COLLEGE OR UNIVERSITY DULY**  
17                                   **RECOGNIZED BY THE GOVERNMENT OF THE**  
18                                   **REPUBLIC OF THE PHILIPPINES:**

19                                   **PROVIDED, THAT HIGHER EDUCATION**  
20                                   **INSTITUTIONS OFFERING BOTH BASIC AND**  
21                                   **GRADUATE NURSING EDUCATION**  
22                                   **PROGRAMS SHALL BE GIVEN THREE (3)**  
23                                   **YEARS WITHIN WHICH TO COMPLY WITH**  
24                                   **QUALIFICATION REQUIREMENTS OF**  
25                                   **FACULTY MEMBERS FROM THE**  
26                                   **EFFECTIVITY OF THIS ACT.**

27                   **“(D) QUALIFICATIONS OF THE DEAN. – THE DEAN OF A**  
28                                   **COLLEGE OF NURSING MUST:**

29                   **“(1) BE A REGISTERED NURSE IN THE PHILIPPINES**  
30                                   **AND A HOLDER OF A CURRENT VALID PRC ID;**

31                   **“(2) HAVE AT LEAST THREE (3) YEARS OF CLINICAL**  
32                                   **PRACTICE IN A FIELD OF SPECIALIZATION;**

33                   **“(3) HAVE AT LEAST THREE (3) YEARS OF NURSING**  
34                                   **EDUCATION PROGRAM MANAGEMENT**  
35                                   **EXPERIENCE OR THREE (3) YEARS OF**  
36                                   **MANAGEMENT IN ANY HEALTH-RELATED**  
37                                   **INSTITUTION;**

1                   “(4) BE A HOLDER OF A MASTER’S DEGREE IN  
2                   NURSING FOR BACCALAUREATE PROGRAM AND  
3                   PREFERABLY A DOCTORAL DEGREE IN NURSING  
4                   FOR DOCTORAL PROGRAM CONFERRED BY AN  
5                   ACCREDITED COLLEGE OR UNIVERSITY IN THE  
6                   PHILIPPINES OR ITS EQUIVALENT; AND  
7                   “(5) UNDERGO PROGRESSIVE TRAINING FOR DEANS  
8                   ACCORDING TO PROGRAM PRESCRIBED BY THE  
9                   BOARD.”

10   [ARTICLE VI]

11   [Nursing Practice]

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

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

30                   A BEGINNING NURSE PRACTITIONER MUST HAVE THE  
31                   FOLLOWING MINIMUM QUALIFICATIONS:

- 32                   (1) BACHELOR OF SCIENCE IN NURSING GRADUATE;  
33                   (2) REGISTERED NURSE WITH CURRENT PRC ID;  
34                   (3) MUST BE A MEMBER OF THE ACCREDITED  
35                   PROFESSIONAL ORGANIZATION (APO); AND  
36                   (4) MUST NOT BE CONVICTED OF ANY MORAL  
37                   TURPITUDE.

1           **“(B) *ADVANCED NURSE PRACTITIONER.* – ADVANCED NURSE**  
2           **PRACTITIONER IS A REGISTERED NURSE WHO HAS**  
3           **ACQUIRED EXPERT KNOWLEDGE BASE, COMPLEX**  
4           **DECISION-MAKING SKILLS AND CLINICAL**  
5           **COMPETENCIES FOR EXPANDED PRACTICE (ICN, 2002)**  
6           **BASED ON EVIDENCE DERIVED FROM RESEARCH.**  
7           **ADVANCED PRACTICE OF NURSING REQUIRES**  
8           **SUBSTANTIAL THEORETICAL KNOWLEDGE IN THE**  
9           **SPECIALTY AREA OF NURSING PRACTICE AND**  
10           **PROFICIENT CLINICAL UTILIZATION OF THIS**  
11           **KNOWLEDGE IN IMPLEMENTING INDEPENDENT AND**  
12           **INTERDEPENDENT NURSING INTERVENTIONS.**  
13           **SPECIALTIES CAN BE DIFFERENTIATED IN DIFFERENT**  
14           **CATEGORIES: ACCORDING TO FUNCTIONS,**  
15           **DISEASE/PATHOLOGY, SYSTEMS, AGE, SEX, ACUITY,**  
16           **SETTINGS, TECHNOLOGY/THERAPIES. THIS PRACTICE**  
17           **INCLUDES THE ACQUISITION OF NEW KNOWLEDGE AND**  
18           **SKILLS THAT LEGITIMIZE ROLE AUTONOMY WITHIN**  
19           **SPECIFIC AREAS OF PRACTICE (ICN, 1992 AND HAMRIC,**  
20           **2002). A MASTERS DEGREE IS REQUIRED FOR ENTRY**  
21           **LEVEL. THIS INCLUDES BUT IS NOT LIMITED TO THOSE**  
22           **WHO ARE IN EDUCATION, MANAGEMENT AND CLINICAL**  
23           **PRACTICE.**

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

- 28                   **(1) RELEVANT MASTERS DEGREE GRADUATE FROM**  
29                   **A RECOGNIZED UNIVERSITY-BASED PROGRAM;**
- 30                   **(2) MUST BE CERTIFIED BASED ON THE BOARD OF**  
31                   **NURSING PROTOCOL; AND**
- 32                   **(3) MUST BE A MEMBER OF THE ACCREDITED**  
33                   **PROFESSIONAL ORGRANIZATION (APO) AND THE**  
34                   **CORRESPONDING SPECIALTY ORGANIZATION.”**

35           **“[SEC. 29] (C) [*Qualification of a*] *NURSING SERVICE***  
36           ***[Administrators]*MANAGER. – A [person] NURSING SERVICE**  
37           **MANAGER IS A PRACTITIONER occupying supervisory or**

1 managerial positions requiring **LEADERSHIP AND** knowledge of  
2 nursing [must:] **MANAGEMENT.**

3 “[(a) Be a registered nurse in the Philippines;]

4 “[(b) Have at least two (2) years experience in general nursing  
5 service administration;]

6 “[(c) Possess a degree of Bachelor of Science in Nursing, with at  
7 least nine (9) units in management and administration  
8 courses at the graduate level; and]”

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

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

18 **“(3) THE TOP LEVEL MANAGER OVERSEES THAT ALL  
19 NURSING UNITS IN TERMS OF THE FINANCIAL,  
20 HUMAN RESOURCES FOR HEALTH (NOT JUST OF  
21 THE NURSES BUT INCLUDING THE NURSING  
22 ASSISTANTS/ADJUNCTS) AND OTHERS.**

23 **“A NURSING SERVICE MANAGER MUST HAVE THE  
24 FOLLOWING MINIMUM QUALIFICATIONS IN ADDITION TO  
25 THE REQUIREMENTS OF A BEGINNING NURSE  
26 PRACTITIONER:**

27 **“(1) FOR FIRST LEVEL MANAGERIAL POSITION IN  
28 NURSING, EIGHTEEN (18) UNITS OF NURSING  
29 MANAGEMENT AND CLINICAL SUBJECTS IN  
30 MASTER OF ARTS IN NURSING/MASTER OF  
31 SCIENCE IN NURSING AND AT LEAST THREE (3)  
32 YEARS OF CLINICAL WORK EXPERIENCE;**

33 **“(2) FOR MIDDLE LEVEL MANAGERIAL POSITION IN  
34 NURSING, COMPLETED ALL ACADEMIC  
35 REQUIREMENTS IN MASTER OF ARTS IN  
36 NURSING/MASTER OF SCIENCE IN NURSING  
37 AND AT LEAST THREE (3) YEARS OF CLINICAL**

1                   AND TWO (2) YEARS OF MANAGEMENT  
2                   EXPERIENCE;

3                   “(3) FOR TOP LEVEL MANAGERIAL POSITION IN  
4                   NURSING, MASTERS DEGREE IN NURSING OR  
5                   HEALTH MANAGEMENT-RELATED SCIENCES  
6                   AND AT LEAST THREE (3) YEARS OF CLINICAL  
7                   AND THREE (3) YEARS OF MANAGEMENT  
8                   EXPERIENCE; AND

9                   “[d](4) MUST be a member of good standing of the accredited  
10                   professional organization [of nurses] AND RELEVANT  
11                   NURSING ORGANIZATIONS:

12                   “[*Provided*, That a person occupying the position of chief nurse or director  
13                   of nursing service shall, in addition to the foregoing qualifications,  
14                   possess:

- 15                   1. At least five (5) years of experience in a supervisory or  
16                   managerial position in nursing; and  
17                   2. A master’s degree major in nursing;

18                   *Provided further*, That for primary hospitals, the maximum academic  
19                   qualifications and experiences for a chief nurse shall be as specified in  
20                   subsections (a), (b) and (c) of this section: *Provided furthermore*, That for  
21                   chief nurses in the public health nursing shall be given priority. *Provided*,  
22                   even further, That for chief nurses in military hospitals, priority to those  
23                   who have finished a master’s degree in nursing and the completion of the  
24                   General Staff Course (GSC): *Provided finally*, That those occupying such  
25                   positions before the effectivity of this Act shall be given a period of five  
26                   (5) years within which to qualify.]”

27                   “**PROVIDED, THAT THE ABOVE QUALIFICATIONS SHALL**  
28                   **APPLY TO ALL NURSES OCCUPYING SUPERVISORY OR**  
29                   **MANAGERIAL POSITIONS ACROSS ALL HEALTH FACILITIES**  
30                   **SUCH AS, BUT NOT LIMITED TO PRIMARY OR MILITARY**  
31                   **HEALTH FACILITIES, FOR TOP LEVEL MANAGERIAL**  
32                   **POSITION OF FIRST AND SECOND LEVELS, AS WELL AS**  
33                   **MEDICAL CENTERS NATIONWIDE.”**

34                   “**SEC. 28. NURSE-PATIENT RATIO. –THE GOVERNMENT AND**  
35                   **PRIVATE HOSPITALS ARE HEREBY MANDATED TO MAINTAIN**  
36                   **THE STANDARD NURSE-PATIENT RATIO SET BY THE**  
37                   **DEPARTMENT OF HEALTH:**





1       **LETTER G & H. IN THE IMPLEMENTATION OF THE NNCPP, THE**  
2       **BOARD SHALL COORDINATE WITH THE DEPARTMENT OF**  
3       **HEALTH AND OTHER RELEVANT GOVERNMENT AND PRIVATE**  
4       **AGENCIES.**

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

12                **“PROVIDED, THAT ANY REGISTERED NURSE, BEFORE BEING**  
13      **ALLOWED TO WORK IN SPECIALTY AREAS TO PERFORM BEYOND**  
14      **GENERALIST FUNCTION OR HAVE SPECIFIC SPECIALTIES, MUST**  
15      **FINISH THE FORMAL EDUCATION AND TRAINING TOWARDS**  
16      **SPECIALIZATION, POSSESS RECOGNIZED ADVANCED PRACTICE**  
17      **COMPETENCIES AND MUST BE CERTIFIED BY THE BOARD TO BE**  
18      **AN ADVANCED PRACTICE NURSE AND MUST BE A MEMBER OF A**  
19      **RELEVANT AND ACCREDITED NURSING SPECIALTY**  
20      **ORGANIZATION: PROVIDED, FURTHER, THAT NURSING**  
21      **SPECIALTY ORGANIZATIONS WITH ADVANCED PRACTICE SHALL**  
22      **BE RECOGNIZED AND CERTIFIED BY THE BOARD, IN**  
23      **COORDINATION WITH THE ACCREDITED PROFESSIONAL**  
24      **ORGANIZATION.**

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

27                **“SEC. 32. [Salary] COMPENSATION.** – In order to enhance the general  
28      welfare, commitment to service and professionalism of nurses, the minimum base  
29      pay of nurses working in the public **AND PRIVATE** health and **HEALTH-**  
30      **RELATED** institutions shall **BE IN ACCORDANCE WITH PREVAILING**  
31      **SALARY STANDARDS SET BY LAW FOR PROFESSIONALS AND**  
32      **SHALL** not be lower than salary grade 15 [prescribed under Republic Act No.  
33      6758, otherwise known as the “Compensation and Classification Act of 1989”:]  
34      **FOLLOWING THE PROVISIONS OF THE SALARY**  
35      **STANDARDIZATION LAW:** [Provided, That for nurses working in local  
36      government units, adjustment to their salaries shall be in accordance with Sec. 10  
37      of the said law.] **PROVIDED, THAT ADVANCED PRACTICE NURSES IN**  
38      **PUBLIC AND PRIVATE HEALTH AND HEALTH-RELATED**

1 INSTITUTIONS SHALL BE ENTITLED TO ADDITIONAL  
2 REMUNERATION. GOVERNMENT AND NON-GOVERNMENT  
3 FINANCIAL INSTITUTIONS SHALL PROVIDE A MECHANISM FOR  
4 REIMBURSEMENTS FOR SPECIALTY AND ADVANCED PRACTICE  
5 NURSING SERVICES BASED ON QUALIFICATIONS PRESCRIBED BY  
6 THE BOARD ADHERING TO THE NATIONAL NURSING CAREER  
7 PROGRESSION PROGRAM (NNCPP). IN ADDITION, NURSING  
8 PROFESSIONAL FEES MAY BE EXACTED DIRECTLY FROM THE  
9 CLIENTELE AND PATIENTS WITHIN THE PROVISIONS OF  
10 ADVANCED PRACTICE NURSING OR COLLABORATIVELY WITH  
11 EXPERT NURSES.”

12 “SEC. 33. *Funding for the [Comprehensive] DEVELOPMENT OF THE*  
13 *NATIONAL Nursing [Specialty] CAREER PROGRESSION PROGRAM*  
14 *(NNCPP) AND TRAINING.* – The annual financial requirement needed to [train  
15 at least ten percent (10%) of the nursing staff of the participating government  
16 hospital] **IMPLEMENT THE NNCPP IN THE TRAINING OF**  
17 **GOVERNMENT AND PRIVATE NURSES FOR CONTINUAL LIFE-**  
18 **LONG LEARNING** shall be [chargeable against] **SOURCED FROM:**

19 “(A) **ONE PERCENT (1%) OF THE ANNUAL BUDGET OF THE**  
20 **DEPARTMENT OF HEALTH AS SPECIFIED UNDER THE**  
21 **ANNUAL GENERAL APPROPRIATIONS ACT; [and]**

22 “(B) **TEN PERCENT (10%) OF** the income of the Philippine Charity  
23 Sweepstakes Office and the Philippine Amusement and Games  
24 Corporation which [shall equally share in the costs and] shall be  
25 released to the Department of Health subject to accounting and  
26 auditing procedures: *Provided*, That the Department of Health  
27 shall set the criteria for the availment of this program; **AND**

28 “(C) **TWENTY PERCENT (20%) OF THE PROFESSIONAL**  
29 **REGULATION COMMISSION’S INCOME FROM THE**  
30 **REGULATION OF THE NURSING PROFESSION.”**

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

1 ratio set by the Department of Health.] **FOR NURSES IN BOTH**  
2 **GOVERNMENT AND PRIVATE SECTORS.”**

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

4 **“ARTICLE VIII**

5 **Penal and Miscellaneous Provisions**

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

13 **“(A) VIOLATIONS AGAINST CODE OF ETHICS AND PUBLIC**  
14 **MORALS;**

15 **“(B) VIOLATIONS AGAINST PROFESSIONAL STANDARDS;**

16 **“(C) VIOLATIONS AGAINST HUMAN/PATIENT’S RIGHTS;**  
17 **AND**

18 **“(D) OTHER OFFENSES.”**

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

20 [(1) without a certificate of registration/professional license and professional  
21 identification card or special temporary permit or without having been  
22 declared exempt from examination in accordance with the provision of this  
23 Act; or]

24 [(2) who uses as his/her own certificate of registration/professional license and  
25 professional identification card or special temporary permit of another; or]

26 [(3) who uses an invalid certificate of registration/professional license, a  
27 suspended or revoked certificate of registration/professional license, or an  
28 expired or cancelled special/temporary permits; or]

29 [(4) who gives any false evidence to the Board in order to obtain a certificate of  
30 registration/professional license, a professional identification card or special  
31 permit; or]

32 [(5) who falsely poses or advertises as a registered and licensed nurse or uses any  
33 other means that tend to convey the impression that he/she is a registered and  
34 licensed nurse; or]

35 [(6) who appends B.S.N./R.N. (Bachelor of Science in Nursing/Registered Nurse)  
36 or any similar appendage to his/her name without having been conferred said  
37 degree or registration; or]

1 [(7) who, as a registered and licensed nurse, abets or assists the illegal practice of  
2 a person who is not lawfully qualified to practice nursing.]

3 [(b) any person or the chief executive officer of a judicial entity who undertakes in-  
4 service educational programs or who conducts review classes for both local and  
5 foreign examination without permit/clearance from the Board and the  
6 Commission; or]

7 [(c) any person or employer of nurses who violate the minimum base pay of nurses  
8 and the incentives and benefits that should be accorded them as specified in  
9 Sections 32 and 34; or]

10 [(d) any person or the chief executive officer of a juridical entity violating any  
11 provision of this Act and its rules and regulations.]

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

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

21 **SEC. 11. *Repealing Clause.*** - All laws, decrees, orders, rules and regulations or parts  
22 thereof inconsistent with any of the provisions of this Act are hereby repealed, amended or  
23 modified accordingly.

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

Approved,