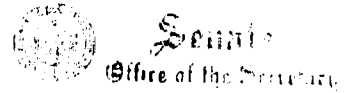


SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



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SENATE

S.B. No. 973

BY:

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Introduced by Senator **SONNY ANGARA**

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

**EXPLANATORY NOTE**

The Professional Nursing in the Philippines is currently guided by Republic Act No. 9173, otherwise known as "The Philippine Nursing Act of 2002". During the time of its enactment, there were only 251 schools offering nursing courses. More than a decade after, we now have 366 higher education institutions offering a BS Nursing program. From year 2010-2014, data shows a total of 657,729 enrollees in nursing programs nationwide, with 304,956 graduates—and only 237,262 of which, including "repeaters," passed the nursing licensure examinations. During the period 2000-2010, there were only 130,703 nurses deployed overseas while the local positions remained at 65,000. The inadequacies of the system in determining and projecting human resource needs in and out of the country produced an oversupply of registered nurses from 150,000-180,000 in 2007-2008 to 280,000 in 2008-2009.

Unfortunately, the number of Filipino nurses has been inversely proportional to the quality of education provided by our nursing schools. The Nurse Licensure Exam (NLE) results show an alarming decline in the national passing percentage. It reached an all-time low of 34.98% in the 2013 NLE with only 38,178 passers out of 109,155 examinees.

Citing the decline in the quality of graduates, the Commission on Higher Education (CHED) issued Memorandum Order 32-2010 promulgating a moratorium on the opening of all undergraduate and graduate programs in Business Administration, *Nursing*, Teacher Education, Hotel and Restaurant Management, and Information Technology effective School Year 2010-2011.

While we have an oversupply of nurses, we are still far from achieving the ideal nurse to patient ratio of 1:4 per shift in our hospitals. 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. Clearly, there is an urgent need for reforms.

This bill proposes to expand the role and responsibilities of Filipino nurses and equip them towards independent practice—from primary health care, to the more specialized and advanced practice of nursing development through the expansion of the scope of nursing practice to encompass not only nursing education and services but also include leadership and governance as inherent areas of practice.

Professional Nursing in the Philippines must extend beyond institution and employment-based care services to help realize access to Universal Health Care. The practice of Nursing must be proactively responsive to both local and global demands and developments.

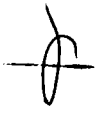
In view of the foregoing, approval of this bill is earnestly sought.

**SONNY ANGARA**

16 AUG -3 P2:17

SENATE

S.B. No. 973

RECEIVED BY: 

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Introduced by Senator SONNY ANGARA

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

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

**ARTICLE I**

**General Provisions**

**SECTION 1. Title.** This Act shall be known as the ***“Comprehensive Nursing Law of 2016.”***

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

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

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

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

(b) *Advanced Practice Nurse (APN)* refers to a nurse who acquired substantial theoretical knowledge and decision making skills in the specialty area of nursing practice and proficient clinical utilization of this knowledge in implementing independent and inter-dependent nursing interventions. Specialties can be differentiated in categories, according to function, disease, pathology, systems, age,

1 sex, acuity, setting, technology, and therapies. They must be given  
2 certification/credentialing by the Board. An APN must be a master's degree holder in  
3 nursing.

4  
5 (c) *Bachelor of Science in Nursing* (BSN) refers to the basic program for nursing  
6 education.

7  
8 (d) *Certification/Credentialing* refers to process undertaken by an individual nurse to be  
9 recognized to practice in a specifically defined professional tract i.e. General  
10 Nursing, Nursing Specialty/Advanced Practice, Nursing Education, and Leadership  
11 and Governance. The Board confers the certification or credential after a validation  
12 process based on promulgated guidelines and mechanisms.

13  
14 (e) *Commission on Higher Education* (CHED) refers to the body created by law to  
15 promulgate policies, standards and guidelines in the implementation of basic and  
16 graduate program for nursing education.

17  
18 (f) *Health Facility* refers to an institution, establishment, clinic that offers health services  
19 and nursing care, such as hospitals, barangay health centers, and clinics.

20  
21 (g) *Nurse*, as provided for in this Act, refers to a person who passed the Philippine  
22 Nurse Licensure Exams (PNLE) and whose license has not been revoked by the law.  
23 Thus, it pertains to a Registered Nurse (RN). A nurse may append before his/her  
24 name the title "Nurse," "Nars" or "Nrs." or after his/her name the title R.N.

25  
26 (h) *Nursing Personnel System* (NPS) refers to a system of human resource  
27 management in an institution that classifies the structure, organization, and  
28 coordination within the workforce both in private and public health care facilities and  
29 nursing educational institutions to advance the welfare and protect the rights of the  
30 nurses and to ensure the employer-employee relationship, security of tenure, just  
31 compensation, humane conditions of work and professional growth.

32  
33 (i) *Philippine Nurse Licensure Exam* (PNLE) refers to the written examination given by  
34 the Board in order to obtain license to practice nursing.

35  
36 (j) *Precarious Work* is the term used to describe substandard employment conditions,  
37 such as under-payment, absence of salary, no security of tenure, lack of employer –  
38 employee relationship, no benefits, poor working conditions; and, deviation from the  
39 standard employment relationships, such as contractual, false volunteerism, job  
40 orders thru agencies, part time, self-employment, fixed term work, temporary, on call,  
41 home workers, call center jobs, few benefits, lack of collective bargaining  
42 representation, and no job security.

1 (k) *Professional Regulation Commission (PRC)* refers to the government agency  
2 pursuant to Republic Act No. 8981 or as may hereafter be amended or repealed. It  
3 shall be referred to in this law as the Commission.  
4

5 (l) *Professional Regulatory Board of Nursing (PRBON)* refers to the administrative body  
6 created by law to supervise and regulate the practice of the nursing profession in the  
7 Philippines. As such, the Board shall be the ultimate authority in the practice of the  
8 profession in the Philippines. It shall be referred to in this law as the Board.  
9

10 (m) *Public Health Institution (PH)* refers to any government-led, owned or controlled  
11 institutions which pursues and realizes the lofty goals and objectives of providing and  
12 managing safe, efficient, effective and quality public health programs and services  
13 and advocacies for health, in all levels of the Health Care Delivery System (HCDS –  
14 national to local) which include among others: Rural Health Units (RHUs/Barangay  
15 Health Centers); Research Facilities e.g. Research Institute for Tropical Medicine,  
16 etcetera; Training Resource Facilities e.g. the UP College of Public Health and State  
17 or Local Colleges or Universities offering Health-Related Programs; the Department  
18 of Health and all retained Health Facilities, and the like.  
19

20 (n) *Special Permit* refers to the permit to practice nursing in the Philippines issued by the  
21 Board to licensed nurses of foreign nationalities.  
22

23 (o) *Temporary Permit* refers to the permit to practice nursing in the Philippines issued by  
24 the Board to Filipino nurses, who does not have a professional license from the  
25 Philippines or have not renewed their license for five (5) years, but are licensed from  
26 foreign countries.  
27

## 28 **ARTICLE II**

### 29 **Board of Nursing**

30  
31  
32 **SEC. 4. *Creation and Composition of the Board.*** There shall be created a Professional  
33 Regulatory Board of Nursing composed of seven (7) members who shall elect among  
34 themselves a Chairperson to serve for one (1) term, without a re-election. The President of the  
35 Republic of the Philippines shall appoint the members of the Board from among those  
36 recommended by the Commission and ranked from a list of three (3) nominees, per vacancy, of  
37 the accredited integrated professional organization of nurses in the Philippines and who  
38 possess the qualifications in this Act. *Provided,* that the membership of the Board shall  
39 comprise the scope of nursing practice.  
40

41 **SEC. 5. *Qualifications of the Members of the Board.*** The members of the Board must  
42 possess the following qualifications:

- 1 (a) Must be a natural born citizen and resident of the Philippines for the past five (5)  
2 consecutive years;  
3
- 4 (b) Must be a Nurse in the Philippines and a holder of a valid and updated certificate of  
5 registration and a current professional identification card;  
6
- 7 (c) Must be a holder of a master's degree in nursing and preferably with a doctorate  
8 degree conferred by a university duly recognized by the government;  
9
- 10 (d) Must have at least ten (10) years of continuous practice of the nursing profession  
11 prior to appointment: *Provided*, however, That the last five (5) years of which must  
12 be in the Philippines; and  
13
- 14 (e) Must be of good moral and has not been convicted of any offense involving moral  
15 turpitude.  
16

17 **SEC. 6. *Prohibition as Member of the Board.*** A member of the Board shall not hold a position  
18 nor have pecuniary interest in any educational institution offering BSN, any review or training  
19 center for PNLE, training hospitals and health facilities with nursing affiliates.  
20

21 **SEC. 7. *Term of Office.*** The members of the Board shall hold office for a term of three (3)  
22 years. Any member of the Board may serve for two (2) terms or a maximum of six (6) years.  
23

24 **SEC. 8. *Vacancy.*** Any vacancy in the Board must be filled in the manner prescribed in this Act  
25 and only for the unexpired portion of the term. Each member of the Board shall take the proper  
26 oath of office prior to the performance of duties.  
27

28 **SEC. 9. *Compensation.*** The members of the Board shall receive compensation and  
29 allowances comparable to the compensation and allowances received by the members of other  
30 regulatory boards.  
31

32 **SEC. 10. *Administrative Supervision of the Board, Custodian of its Records, Secretariat***  
33 ***and Support Services.*** The Board shall be under the administrative supervision of the  
34 Commission. All records of the Board, including applications for examinations, administrative  
35 and other investigative cases conducted by the Board must be under the custody of the  
36 Commission. The Commission shall designate the Secretary of the Board and shall provide the  
37 secretariat and other support services to implement the provisions of this Act.  
38

39 **SEC. 11. *Powers and Duties of the Board.*** The Board shall supervise and regulate the  
40 practice of the nursing profession and shall have the following powers, duties and functions:  
41

- 1 (a) Ensure the proper conduct of the PNLE, which includes the application, test  
2 development, examination, correction and release of results. The use of appropriate  
3 technologies and modalities during the conduct of the PNLE is encouraged to enhance  
4 efficiency while upholding integrity;  
5
- 6 (b) Issue, suspend, revoke or reissue certificates of registration for the practice of nursing  
7 and ensure the widest publication through electronic and written media;  
8
- 9 (c) Enforce and monitor safe and quality standards of nursing practice, study the conditions  
10 affecting the nursing practice in the Philippines, and exercise the powers necessary to  
11 ensure the maintenance of efficient, ethico-moral, technical and professional standards  
12 in the practice of nursing towards the optimal health and common good of the nation;  
13
- 14 (d) Ensure quality nursing education by examining and monitoring higher educational  
15 institutions offering and seeking permission to open nursing education programs and to  
16 ensure that standards of nursing education are properly complied with and maintained at  
17 all times. *Provided*, that the Board and the CHED shall have joint authority to open and  
18 close nursing education programs offered by higher educational institutions;  
19
- 20 (e) Conduct hearings and investigations to resolve complaints against actively practicing  
21 nurses for unethical and unprofessional conduct and violations of this Act, or its rules  
22 and regulations and in connection therewith, issue *subpoena duces tecum* and  
23 *subpoena ad testificandum* to require the appearance of respondents and witnesses and  
24 the production of documents and penalize with contempt persons obstructing, impeding  
25 or otherwise interfering with the conduct of such proceedings, upon application with the  
26 Board of Nursing;  
27
- 28 (f) Promulgate a Code of Ethics that is responsive to the needs of the nursing profession in  
29 coordination with the AIPO of nurses within a year from the effectivity of this Act;  
30
- 31 (g) Prescribe and operationalize, via necessary infrastructures, a National Nursing Career  
32 Progression Program to ensure continuing professional development of Filipino nurses,  
33 create the Council for Nursing Advancement, Recognition, and Specialization as well as  
34 the various Nursing Specialty Boards to assist the Board for this purpose;  
35
- 36 (h) Ensure performance of mandated duties and functions with the provision of operational  
37 resources including human, financial and spatial resources to ensure the confidentiality  
38 and sanctity of their functions as provided through the annual budget of the Commission  
39 as promulgated in the General Appropriations Act;  
40
- 41 (i) Source and utilize funds earmarked for national nursing development; and  
42

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

5  
6 (k) Create a council for nursing recognition, accreditation and certification that will assist the  
7 Board in:

- 8  
9 a. Recognizing organized nursing groups;  
10 b. Setting standards for advanced nursing practice, education, research and  
11 management;  
12 c. Accrediting specialty and advanced nursing programs based on established  
13 mechanisms;  
14 d. Credentialing individual registered nurse based on accepted criteria; and  
15 e. Monitoring and evaluating specialty and advanced nursing practice, education,  
16 research and management.

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

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

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

30  
31  
32 **ARTICLE III**  
33 **Examination and Registration**  
34

35 **SEC. 14. Philippine Nurse Licensure Examination (PNLE).** In order to obtain a certificate of  
36 registration, professional license, and professional identification card, all nursing graduates must  
37 take and pass the PNLE. The Board shall administer the PNLE in such place and date as  
38 designated by the Commission: *Provided*, That no nursing educational institution may withhold  
39 any requirement or documents, or both, of any nursing graduate for the purpose of preventing  
40 them to apply for the PNLE. All nursing educational institution must ensure that their nursing  
41 graduates will take the nearest scheduled PNLE after graduation. Any delay in taking the PNLE

1 must be accordingly justified by the President, Registrar or Dean of the educational institution  
2 through a public instrument.

3  
4 **SEC. 15. Scope of Examination.** The board shall determine the scope of the PNLE by taking  
5 into consideration the nursing core competencies, the nursing curriculum, the scope and areas  
6 of nursing practice, and other related disciplines.

7  
8 **SEC. 16. Qualifications for Admission to the PNLE.** In order to be admitted to the PNLE, an  
9 applicant:

10  
11 (a) Must be a holder of a Bachelor of Science in Nursing degree from a recognized  
12 educational institution that complies with the standards of nursing education duly  
13 recognized by CHED;

14  
15 (b) Must be of good moral character and have not been convicted, by final judgment, of  
16 any criminal offense involving moral turpitude or guilty of immoral or dishonorable  
17 conduct, or any person declared by the court to be of unsound mind; and,

18  
19 (c) Must be a citizen of the Philippines, or a citizen or subject of a country which permits  
20 Filipino nurses to practice within its territorial limits on the same basis as the subject  
21 or citizen of such country; *Provided*, That the requirements for the registration or  
22 licensing of nurses in said countries are substantially the same as those prescribed  
23 in this Act.

24  
25 **SEC. 17. Fees for Examination and Registration.** Applicants for licensure and for registration  
26 must pay the prescribed fees set by the Commission.

27  
28 **SEC. 18. Ratings.** In order to pass the PNLE, an examinee must obtain at least seventy-five  
29 percent (75%) of tested areas of all competencies. An examinee who has failed the PNLE three  
30 (3) times shall not be allowed to take any further PNLE, without having undertaken a refresher  
31 program in a duly accredited institution. The board shall issue guidelines on the refresher  
32 program requirement.

33  
34 **SEC. 19. Issuance of Certificate of Registration, Professional License and Professional**  
35 **Identification Card.** A certificate of registration and professional license shall be issued to all  
36 successful examinees, subject to Section 14 of this Article. A certificate of registration and  
37 professional license shall show the full name of the registrant, the signature of the Chairperson  
38 of the Commission, and the members of the Board. The certificate shall bear the logo of the  
39 Board and the official seal of the Commission.



1           The Commission shall likewise issue the professional identification card. The card must  
2 bear the following: full name of the registrant nurse, the serial number, the date of issuance and  
3 expiration, the signature of the Chairperson of the Commission, date of registration.

4  
5 **SEC. 20. Oath of Profession.** All successful examinees must take an oath of profession before  
6 the Board or any government official authorized to administer oaths prior to entering upon the  
7 nursing practice.

8  
9 **SEC. 21. Roster of Nurses.** The Commission shall maintain a roster of names pursuant to the  
10 PRC Automated System. The Roster of Nurses shall serve as the centralized database for  
11 nursing professionals for purposes of documentation, verification of registrants, statistics,  
12 research, and development.

13  
14 **SEC. 22. Integration of the Nursing Profession.** The nursing profession shall be integrated  
15 into one (1) national professional organization of nurses that is duly registered with the  
16 Securities and Exchange Commission (SEC). The board, subject to approval by the  
17 commission, shall accredit the said organization as the one and only Accreditation Integrated  
18 Professional Organization (AIPO) of registered nurses. All nurses whose names appear in the  
19 Registry Book of Nurses shall *ipso facto* or automatically become members thereof and shall  
20 receive all the benefits and privileges appurtenant thereto upon payment of AIPO membership  
21 fees and dues.

22  
23           Members in the Accredited Integrated Professional Organization (AIPO) shall not be a  
24 bar to membership in other nursing organizations.

25  
26 **SEC. 23. Foreign Reciprocity.** No foreign nurse shall be given a certificate of  
27 registration/professional license and professional identification card or be entitled to any  
28 privileges under this Act unless the country or state of which the foreign nurses is a subject or  
29 citizen permits Filipino nurses to practice within its territorial limits on the same basis as the  
30 subjects or citizens of said country or state.

31  
32 **SEC. 24. Practice through Special or Temporary Permit.** The Board may issue a special or  
33 temporary permit to the following persons based on qualification, and professional and moral  
34 standards as approved by the Commission: *Provided*, That a completion report will be submitted  
35 to the Commission after every mission, to wit:

36  
37           (a) Licensed nurses from foreign countries whose services are either for a fee or free if  
38           they are internationally well-known specialists or outstanding experts in any branch  
39           or specialty of nursing;

40  
41           (b) Licensed nurses from foreign countries on medical mission whose services shall be  
42           free in particular hospital, center or clinic;

1 (c) Licensed nurses from foreign countries who are engaged by colleges/universities  
2 offering the nursing program as exchange professors in a branch or specialty of  
3 nursing; and,  
4

5 (d) Licensed nurses from foreign countries who come to aid during declared disasters  
6 and calamities.  
7

8 The special or temporary permit shall be effective only for the duration of the project,  
9 medical mission or engagement contract.  
10

11 **SEC. 25. Non-registration and Non-issuance of Certificate of Registration, Professional**  
12 **License, Professional Identification Card, Special Permit or Temporary Permit.** No person  
13 convicted by final judgment of any criminal offense involving moral turpitude or any person guilty  
14 of immoral or dishonorable conduct or any person declared by the court to be of unsound mind  
15 may be registered and issued a certificate of registration, professional license, professional  
16 identification card, or a special temporary permit.  
17

18 The Board shall furnish the applicant a written statement setting forth the reasons for the  
19 actions, which shall be incorporated in the records of the Board.  
20

21 **SEC. 26. Revocation and Suspension of Certificate of Registration, Professional License,**  
22 **and Professional Identification Card and Cancellation of Special or Temporary Permit.**

23 The Board shall have the power to revoke or suspend the certificate of registration, professional  
24 license, professional identification card, or cancel the special or temporary permit of a nurse  
25 upon any of the following grounds:  
26

27 (a) Conviction, by final judgment, of any criminal offense involving moral turpitude or  
28 guilty of immoral or dishonorable conduct or any person declared by the court to be  
29 of unsound mind;  
30

31 (b) Violation of this Act, its policies, rules and regulations, and of the Philippine code of  
32 Ethics for Nurses;  
33

34 (c) Gross negligence, grave misconduct, ignorance, and incompetence in the nursing  
35 practice;  
36

37 (d) Fraud, concealment, misrepresentation, or false statements in obtaining a certificate  
38 of registration, professional license, professional identification card, special permit or  
39 temporary permit  
40

41 (e) Practice of the nursing profession pending suspension of license.  
42



1 the AIPO for nurses or any duly accredited education institutions. For the purpose, a CPD  
2 council is hereby created to implement the CPD program.

3  
4 **SEC. 33. Requirement for Inactive Nurses Returning to Practice.** Nurses are deemed to be  
5 inactive when:

- 6  
7 (a) They are not utilizing nursing competencies as defined in the scope of nursing  
8 practice for five (5) consecutive years;  
9 (b) They have not renewed their professional identification card for five (5) years; and  
10 (c) They do not have proof of five (5) years of continuous nursing practice.

11  
12 Inactive nurses are required to undergo one (1) month didactic training and three (3)  
13 months practicum in hospitals accredited by the Board.

14  
15  
16 **ARTICLE V**  
17 **Nursing Education**

18  
19 **SEC. 34. Nursing Education.** Refers to the formal learning and training in the science and art  
20 of nursing provided by higher educational institutions duly recognized by the CHED.

21  
22 There shall be a standard of Basic and Graduate Program for Nursing Education which  
23 must be pursuant to the CHED Law (RA 7722).

24  
25 **SEC. 35. Basic Program for Nursing Education.** Refers to the nursing education program  
26 which envisions providing sound liberal and professional education and equips basic nursing  
27 students with the necessary competencies for entry-level safe and quality nursing practice.

28  
29 Admission to the Basic Program for Nursing Education requires passing a National  
30 Nursing Admission Test (NNAT).

31  
32 The curriculum and the Related Learning Experiences (RLE) must be in accordance  
33 with the National Nursing Core Competency Standards promulgated by the Board and  
34 implemented through the Policies, Standards, and Guidelines of the CHED.

35  
36 **SEC. 36. Graduate Program for Nursing Education.** Refers to the post baccalaureate nursing  
37 program, which builds on the experiences and skills of a nurse towards mastery, expertise, and  
38 leadership in practice, research and education. It includes a master's degree and doctorate  
39 degree in nursing founded on the philosophies and the scientific body of knowledge and  
40 practice.

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

4  
5 **SEC. 37. Qualifications of the Dean.** The Dean of the College of Nursing (Dean) shall  
6 formulate policies, plans in collaboration with the administration/school officials and  
7 stakeholders. The Dean must adhere to the prescribed curriculum for the advancement of  
8 nursing education.

9  
10 The Dean:

11  
12 (a) Must be a holder of a certificate of registration and a current professional  
13 identification card issued by the Commission;

14  
15 (b) Must have the appropriate certificate of nursing proficiency, or its equivalent, to be  
16 issued by the PRBON;

17  
18 (c) Must be a holder of a master's degree in nursing, conferred by a university duly  
19 recognized by the Government of the Republic of the Philippines;

20  
21 (d) Must have at least five (5) years of experience in teaching and supervision in Nursing  
22 Education; and

23  
24 (e) Must have at least three (3) years clinical experience in a general nursing service.  
25

26 **SEC. 38. Qualifications of the Faculty.**

27  
28 (1) Basic Program for Nursing Education. – A member of the faculty in a College of Nursing  
29 teaching professional courses:

30  
31 (a) Must be a registered nurse in the Philippines and holder of a certificate of registration  
32 and a current professional identification card issued by the Commission;

33  
34 (b) Must have at least three (3) years nursing practice;

35  
36 (c) Must be a holder of a master's degree in nursing, conferred by a university duly  
37 recognized by the Government of the Republic of the Philippines; and

38  
39 (d) Must have the appropriate certificate of nursing proficiency, or its equivalent, to be  
40 issued by the PRBON.  
41

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

3  
4 (a) Must follow prescriptions 1 and 2 of basic nursing education; and

5  
6 (b) Must be a holder of a doctoral degree in nursing conferred by a university duly  
7 recognized by the Government of the Republic of the Philippines.  
8

9 **SEC. 39. Faculty-to-Student Ratio.** The faculty-to-student ratio must be in accordance with the  
10 standard to be determined and prescribed by the CHED.  
11

12  
13 **ARTICLE VI**  
14 **Nursing Service**  
15

16 **SEC. 40. Nursing Service.** Nursing Service is the promotion of health and prevention of illness  
17 which includes, but not limited to, nursing care provided by a nurse, either independently or  
18 collaboratively, to any individual, family or group in various health care settings.  
19

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

29 **SEC. 41. Nursing Interventions.** Nursing interventions include, but is not limited to: any or  
30 combination of essential primary health care, the application of traditional and innovative  
31 approaches, health counseling, and administration of written prescription for treatment,  
32 therapies, oral, topical, and parental medications, perform peripartal care covering pre-intra-  
33 postpartum care including the performance of internal examination during labor in the absence  
34 of antenatal bleeding, attend to normal delivery and suturing of perineal laceration and  
35 immediate care of the newborn; perform perioperative care covering pre-intra-post surgical care  
36 interventions; care during emergency and disaster.  
37

38 **SEC. 42. Health Interventions in Collaboration with Other Members of the Health Team.**  
39 In the various stages of nursing practice from promotion of health to end-of-life care, Nurses  
40 shall collaborate with other members of the health team.  
41

1 **SEC. 43. *Advanced Practice Nursing.*** Advanced Practice Nursing is the specialized and  
2 expanded nursing care pursuant to SEC. 46 hereof. Advanced Practice Nursing involves  
3 specialty training, through an Advanced Practice Nursing Program formulated by the concerned  
4 agencies with certification to be issued by the Board after passing the qualifying examination. A  
5 Registered Nurse (RN) who seeks to be an Advance Practice Nurse (APN) must have a  
6 master's degree in Nursing.

7  
8  
9 **ARTICLE VII**

10 **Nursing Research, Policy Development, and Planning**

11  
12 **SEC. 44. *Nursing Research and Policy Development.*** Nursing Research and Policy  
13 Development shall involve study and pursuit of nurse related issues encompassing the following  
14 areas:

15  
16 (a) Professional nursing practice such as advancing nursing knowledge to ensure quality  
17 nursing care for all and advocacy for sound health policies globally.

18  
19 (b) Nursing regulation on credentialing, code of ethics, standards and competencies.

20  
21 (c) Socio-economic welfare for nurses like occupational health and safety, human  
22 resources planning and policy, remuneration, career development.

23  
24 **SEC. 45. *Studies for Nursing Human Resource Needs, Production, Utilization and***  
25 ***Development.*** The Board, in coordination with the accredited integrated professional  
26 organization of registered nurses and the appropriate government or private agencies shall  
27 initiate, undertake and conduct studies on healthcare human resources production, utilization  
28 and development.

29  
30 **SEC. 46. *Advanced Practice Nursing Program.*** Within ninety (90) days from the effectivity of  
31 this Act, the Board in coordination with the accredited integrated professional organization of  
32 registered nurses, recognized specialty organizations, and the Department of Health (DOH) is  
33 hereby mandated to formulate and develop an Advanced Practice Nursing Program that would  
34 upgrade the level of skill and competence of specialty nurse clinicians in the country, such as,  
35 but not limited to, the areas of critical care, oncology, renal and such other areas as may be  
36 determined by the Board: *Provided*, that the beneficiaries of this program are obliged to serve in  
37 any Philippine hospital for a period of at least two (2) years of continuous service.

38  
39 **SEC. 47. *Salary.*** To enhance the general welfare, commitment to service, and professionalism  
40 of nurses, the Organization, Position Classification and Compensation Bureau of the  
41 Department of Budget and Management (DBM) is hereby directed to conduct a compensation

1 study for the nursing profession, with the end view of developing and recommending to the  
2 President a competitive compensation and remuneration system for nurses.

3  
4 **SEC. 48. *Incentives and Benefits.*** The Board, in coordination with the DOH, other concerned  
5 government and non-government institutions, association of hospitals and the AIPO for  
6 registered nurses, shall establish an incentive and benefit system in the form of free hospital  
7 care for nurses and their dependents, scholarship grants and other non-cash benefits.

8  
9  
10 **ARTICLE VIII**  
11 **Nursing Leadership and Governance**

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

24  
25 **SEC. 50. *Nursing Governance.*** Governance in nursing practice is shifting from the traditional  
26 view that nurses are subordinate and passive employees towards having more proactive  
27 involvement of taking charge of the organization to be the antecedent in decision making and  
28 implementation of plans and policies for the patients and communities. Governance in the  
29 practice of nursing shall empower each nurse in decision-making over their professional  
30 practice while extending their power and control over the administrative aspect of their practice.

31  
32  
33 **ARTICLE IX**  
34 **Nursing Personnel System**

35  
36 **SEC. 51. *Nursing Personnel System.*** The nursing personnel system covers the following  
37 fields: nursing service administration in the hospital setting, community health practice, and the  
38 academe.

39  
40 There shall be a nursing service office in every health institution, may it be administrative  
41 or clinical, with at least ten nurses. The nursing service office must be under the control and  
42 management of a chief nursing officer.



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

5  
6 There shall be a nurse for every school, whether private or public, primary, secondary or  
7 tertiary, subject to the applicable ratio prescribed by the appropriate government agency.

8  
9 **SEC. 53. Beginning Registered Nurse.** A beginning registered nurse shall provide for safe and  
10 quality care to an individual, family, or group that is independent or provided as part of a team.  
11 The nurse must be able to assess, plan, implement, and evaluate the care provided to clients  
12 based on evidence derived from research.

13  
14 A beginning registered nurse must have the following minimum qualifications:

15  
16 (1) Must be a Bachelor of Science in Nursing graduate from a higher educational  
17 institution recognized by the CHED;

18  
19 (2) Must be a registered nurse with current certificate of registration and professional  
20 identification card issued by the Commission;

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

23  
24 (4) Must not be convicted of any crime involving moral turpitude.

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

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

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

36  
37 (3) *Top Level Manager*, oversees all nursing units in terms of financial and human  
38 resources for health such as nurses and nursing assistants/adjuncts.

39  
40 Nursing Service Managers must have the following minimum qualifications in addition to the  
41 requirements of a Beginning Registered Nurse:

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

5  
6 (b) *For middle level managerial position in nursing*, must have completed all academic  
7 requirements in Master of Arts in Nursing or Master of Science in Nursing and must  
8 have at least three (3) years of clinical work and two (2) years of management  
9 experience, and must have initiated at least one (1) research project to improve  
10 quality of care;

11  
12 (c) *For top level managerial position in nursing*, must have a post-graduate degree in  
13 nursing or health management – related sciences and at least three (3) years of  
14 clinical work and three (3) years of management experience, and must have initiated  
15 at least two (2) research projects to improve quality of care; and

16  
17 (d) *For all managerial positions* – Must present the appropriate Certificate of Nursing  
18 Proficiency, or its equivalent, from the Board in observance of the Nursing  
19 Leadership and Governance Certification Program (Nurse Administrator I, Nurse  
20 Administrator II, Nursing Administration Specialist).

21  
22 The above qualifications shall apply to all nurses occupying supervisory or managerial  
23 positions across all health facilities.

24  
25 **SEC. 55. Public Health Practice.** A nursing service shall be organized and operationalized in  
26 every local health agencies in order to ensure the nursing component of public health programs.  
27 Thus, an ideal of having at least one (1) nurse in every barangay shall be the thrust of public  
28 health in order to provide accessible, affordable quality health care to all. More so, the ideal of  
29 having at least one (1) nurse in every school, whether private or public, shall be prioritized in  
30 every primary, secondary and tertiary educational institution in order to instill health awareness  
31 at an early stage and to improve the health status of the students.

32  
33 **SEC. 56. The Chief Nursing Officer (CNO).** The nursing service and delivery of healthcare in a  
34 public health practice or community set-up must be under the control and management of the  
35 Chief Nursing Officer or CNO. The CNO shall carry full administrative responsibility and shall  
36 have the authority on planning, organizing, directing and controlling of public health nurses. A  
37 CNO must have a minimum of three (3) years practice in a community setting as a Public Health  
38 Nurse, and must have at least five (5) years of experience in relevant nursing practice setting. In  
39 addition, the CNO public health agency must be a master's degree holder in relevant nursing  
40 practice setting, conferred by an educational institution duly recognized by the Government of  
41 the Philippines.

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

7  
8 **SEC. 57. Nurse Supervisor (NS).** The Nurse Supervisor or NS shall be in charge of planning,  
9 organizing, directing and controlling activities within a demographic unit. A NS must have a  
10 minimum of three (3) years practice in a community setting as a Public Health Nurse, and must  
11 be a master's degree holder in Public Health Nursing or its equivalent.

12  
13 **SEC. 58. The Public Health Nurse (PHN).** The Public Health Nurse or PHN shall perform the  
14 functions and activities of health promotion, such as the prevention and treatment of various  
15 diseases and illnesses, in a particular public setting. The PHN shall exercise a supervisory role  
16 to the midwives and barangay health workers within her area. The PHN shall initiate and  
17 participate in developing policies and guidelines to promote basic nursing services.

18  
19  
20 **ARTICLE X**  
21 **Prohibited Acts and Penal**

22  
23 **SEC. 59. Prohibited Acts.** Any of the following shall constitute unlawful and illegal acts:

24  
25 (a) Any person who is practicing the nursing profession in the Philippines:

- 26  
27 1. Without a certificate of registration, professional license, professional  
28 identification card, special permit or temporary permit or without having been  
29 declared exempt from examination in accordance with the provision of this Act;  
30  
31 2. Who uses a certificate of registration, professional license, professional  
32 identification card, special permit or temporary permit of another;  
33  
34 3. Who uses an invalid certificate of registration, professional license, a suspended  
35 or revoked certificate of registration, professional license, or an expired or  
36 cancelled special or temporary permits;  
37  
38 4. Who, by any means of misrepresentation, false evidence, or concealment,  
39 obtained a certificate of registration, professional license, professional  
40 identification card, special permit or temporary permit;  
41

- 1           5. Who falsely poses or advertises as a registered and licensed nurse or uses any  
2           other means that tend to convey the impression that he/she is a registered and  
3           licensed nurse;  
4
- 5           6. Who appends "Nurse," "Nars", or "Nrs" before his or her name or B.S.N./R.N.  
6           (Bachelor of Science in Nursing/Registered Nurse) after his or her name without  
7           having been conferred said degree or registration; or  
8
- 9           7. Who, as a registered and licensed nurse, abets or assists to the illegal practice of  
10          a person who is not lawfully qualified to practice nursing;  
11
- 12         (b) Any natural or juridical person, educational institutions offering BSN without full  
13          compliance with the requirements prescribed by law conducts Continuing  
14          Professional Development for nurses without accreditation from the Board; or any  
15          natural or juridical person or health facility who undertakes or offers *in service*  
16          training programs, for a fee and without permit/clearance from the Board of the  
17          Commission;  
18
- 19         (c) Any natural or juridical person or health facility who subscribes to substandard  
20          quality of nursing care and/or nursing practice, such as non-compliance with the  
21          nurse-to-patient ratio;  
22
- 23         (d) Any natural or juridical person or health facility who exercises and promotes  
24          precarious working conditions to nurses, such as, but not limited to, the following:  
25
- 26           1. Contracting or availing of the services of a nurse either without salary, for  
27           allowance, for salary below the applicable wage prescribed under this Act,  
28           whether or not under the pretext of a training, development program, certification  
29           course and/or seminar;  
30
- 31           2. Depriving or denying a nurse of the incentives and benefits as provided for the  
32           existing laws;  
33
- 34           3. Collecting any fees from a nurse or from any person or agent in his or her behalf  
35           in exchange for a nurse's voluntary services in a health facility;  
36
- 37           4. Requiring or obliging a volunteer nurse to perform the regular work functions  
38           and/or regular work load expected from a regular staff nurse employed by the  
39           health facility without proper compensation, to render full-time service as a  
40           condition for the continued availment of his/her volunteer services, and/or to be  
41           the sole nurse on duty, except during disasters, calamities, public emergencies  
42           and war;



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

6  
7 **SEC. 63. Appropriations.** The amount necessary to carry out the provisions of this Act shall be  
8 charged to savings of the concerned agencies immediately upon effectivity hereof. Every year  
9 thereafter, the amounts necessary to effectively implement the provisions of this Act shall be  
10 included in the annual budget of the concerned agencies to be incorporated in the General  
11 Appropriations (GAA).

12  
13 In order to effectively carry out the advance practice of the nursing program, the annual  
14 financial requirement needed to train at least ten percent (10%) of the nursing staff of the  
15 participating government hospitals and institutions shall be chargeable against the income of the  
16 Philippine Charity Sweepstakes Office (PCSO) and the Philippine Amusement And Gaming  
17 Corporation (PAGCOR), which shall equally share in the costs; the same shall be released to  
18 the Department of Health subject to the usual accounting and auditing procedures. *Provided,*  
19 that the Department of Health shall set the budget for, as well as the criteria for the availment of  
20 this program.

21  
22 **SEC. 64. Implementing Rules and Regulations.** Within ninety days (90) after the effectivity of  
23 this Act, the Commission, the Board, the AIPO for registered nurses, the Civil Service  
24 Commission, the Department of Budget and Management, the Department of Health and other  
25 concerned nursing organizations and government agencies, shall formulate the implementing  
26 rules and regulations necessary to carry-out the provisions of this Act. The implementing rules  
27 and regulations shall be published in the Official Gazette or in at least two (2) newspapers of  
28 general circulation.

29  
30 **SEC. 65. Separability Clause.** Should any provision of this Act be declared unconstitutional,  
31 the remaining parts not affected thereby shall remain valid and operational.

32  
33 **SEC. 66. Repealing Clause.** Republic Act No. 9173, otherwise known as the "Philippine  
34 Nursing Act of 2002" is hereby repealed. All other laws, decrees, orders, circulars, issuances,  
35 rules and regulations and parts thereof which are inconsistent with this Act are hereby repealed,  
36 amended or modified accordingly.

37  
38 **SEC. 67. Effectivity.** This Act shall take effect fifteen (15) days after its publication in the  
39 Official Gazette or in any two (2) newspapers of general circulation in the Philippines.

40  
41 Approved,