Republic of the Philippine
**HOUSE OF REPRESENTATIVES**
Quezon City

HOUSE OF REPRESENTATIVES
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**19TH CONGRESS**
First Regular Session

**HOUSE BILL NO. 816**

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## Introduced by Honorable Michael L. Romero

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# EXPLANATORY NOTE

**Republic Act No. 10912**, otherwise known as "***Continuing Professional Development. Act of 2016***" or CPD Law was enacted by Congress and lapsed into law last July 21,2016 with the primary intent to promote and upgrade the practice of professions in the country by continuously improving the competences of the Filipino professionals in accordance with and comparable to the international standards of practice. Thereby, this ensures their contribution in uplifting the general welfare, economic growth and development of the nation.

However, the implementation of CPD Law has been met with so much resistance from professionals, most especially teachers, engineers, accountants, physicians and nurses, among others, particularly the required 45 CPD units in the renewal of professional identifications cards (PICs). Thus, there were several bills filed in the previous Congress that seek to repeal or amend the CPD Law. The PRC, in response to this clamor and various hearings of the Senate Committee on Civil Service and Government Reorganization and the House Committee on Higher Education issued Resolution No. 2019-1146, amending relevant provisions of the Implementing Rules and Regulations (IRR) of the CPD Law, repealing the imposition of 45 CPD units in the renewal of PICs. The PRC Resolution provided a transition period for the implementation of Section 10 of CPD Law, until such time the antecedents requirements as indicated by PRC in their said Resolution shall have been accomplished such as the formulation of Career Progression and Specialization for every profession, pursuant to Section 12 of the CPD Law.

Career progression and specialization is vital and important tool and requirement in addressing professionals' welfare, employment and compensation issues, job mismatch, portability and comparability of qualifications, and to facilitate mobility in the local, regional and international labor markets. With Career Progression and Specialization, quality assured CPD credit units can be transferred or awarded to higher level of qualifications pursuant to the Philippine Qualification Framework (PQF).

Towards career progression and specialization, there must be in place a Qualification Portfolio Assessment Standards for every profession to ensure quality assurance in the recognition and award of higher level of qualifications for every professional. Moreover, the Index of Occupational Standards (IOS) of the Department of Budget and Management and the Qualification Standards of Positions of the Civil Service Commission, including those in the private sector through the Department of Labor and Employment need to be reviewed, revised and restructured/updated in accordance with the standards of practice and qualifications indicated in the Career Progression and Specialization of each profession.

The PRC and PRBs are likewise constrained with administrative, institutional and funding support for the effective implementation of CPD. This must also be addressed.

In view of the above premises and concerns, there is a need to amend certain provisions of **RA No. 10912 or the CPD law**.

Approval of the bill is earnestly requested.

**MICHAEL L. ROMERO**

Republic of the Philippine
**HOUSE OF REPRESENTATIVES**
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AN ACT
AMENDING CERTAIN PROVISIONS OF **REPUBLIC ACT NO. 10912**, OTHERWISE KNOWN AS THE **CONTINUING PROFESSIONAL DEVELOPMENT ACT OF 2016**

*Be it enacted by the Senate and the House of Representative of the Philippines in Congress Assembled:*

**Section 1.** Section 3 of Republic Act No. 10912 is hereby amended to read as:

Sec. 3. Definition of Terms. - The following terms shall be defined under this Act: XXX

h) CPD Credit Unit refers to the value of an amount of learning that can be transferred to a qualification achieved from formal, informal or non-formal learning setting **INCLUDING PROFESSIONAL WORK EXPERIENCE** wherein credits can be accumulated to predetermined levels for the award of a qualification;

XXX

v) Quality assurance refers to planned and systematic processes that provide confidence in the design, delivery and award of qualifications within an education and training system, **INCLUDING INFORMAL, SELF-DIRECTED AND WORK -PLACE BASED LEARNING** and is a component of **EXCELLENT** management that is focused on ensuring that the required standards will be fulfilled;

**y. CERTIFICATE OF REGISTRATION (COR) REFERS TO THE DOCUMENT ISSUED BY THE PRC SIGNIFYING THAT THE PERSON NAMED THEREIN HAS COMPLIED WITH ALL THE LEGAL AND PROCEDURAL REQUIREMENTS FOR SUCH ISSUANCE, INCLUDING, IN APPROPRIATE CASES, PASSING THE LICENSURE EXAMINATION OR REGISTRATION WITHOUT EXAMINATION;**

**z. COMPETENCY REFERS TO THE CAPABILITY TO APPLY OR USE A SET OF KNOWLEDGE, SKILLS & ABILITIES REQUIRED TO SUCCESSFULLY PERFORM CRITICAL WORK FUNCTIONS OR TASKS IN A DEFINED WORK SETTING;**

**aa. PORTABILITY REFERS TO ENABLE LEARNERS TO TRANSFER CREDITS OF QUALIFICATIONS FROM ONE LEARNING INSTITUTION AND/OR EMPLOYER TO ANOTHER**

**bb. POSITION REFERS TO A SET OF DUTIES AND RESPONSIBILITIES, ASSIGNED OR DELEGATED BY COMPETENT AUTHORITY AND PERFORMED BY AN INDIVIDUAL EITHER ON FULL-TIME OR PART-TIME BASIS".**

**cc. RECOGNITION OF PRIOR LEARNING REFERS TO, THROUGH ASSESSMENT, GIVE CREDIT TO LEARNING WHICH HAS ALREADY BEEN ACQUIRED IN DIFFERENT WAYS**

**dd. PROFESSIONAL IDENTIFICATION CARD (PIC) REFERS TO THE CARD BEARING THE REGISTRATION NUMBER, DATES OF ISSUANCE AND EXPIRY, DULY SIGNED BY THE PRC CHAIRPERSON ISSUED TO A REGISTERED PROFESSIONAL UPON PAYMENT OF THE PRESCRIBED FEE VALID FOR THREE (3) YEARS;**

**ee. PROFESSIONAL WORK EXPERIENCE REFERS TO ANY EXPERIENCE THAT A PROFESSIONAL GAINS WHILE WORKING IN A SPECIFIC FIELD;**

**ff. RECOGNITION OF PRIOR LEARNING REFERS TO, THROUGH ASSESSMENT, GIVE CREDIT TO LEARNING**

**WHICH HAS ALREADY BEEN ACQUIRED IN DIFFERENT WAYS**

**gg. SPECIALTY TRAINING REFERS TO A NON-DEGREE POST-GRADUATE TRAINING PROGRAM SUCH AS EXTERNSHIP, RESIDENCY AND FELLOWSHIP IN SPECIALTY AND SUB-SPECIALTY PROGRAM/S OR DIPLOMATES CONFERRED BY AN ORGANIZATION OR SOCIETY RECOGNIZED BY THE PERTINENT GOVERNMENT AUTHORITY.**

**SECTION 2**. Section 10 of Republic Act No. 10912 is hereby amended to read as:

"Sec. 10. CPD as Mandatory Requirement in the [Renewal of Professional License and Accreditation System] **UPGRADING OF QUALIFICATIONS** for the Practice of Professions. — The CPD is hereby made as a mandatory requirement in the [renewal of the PICs of] **UPGRADING OF QUALIFICATIONS TOWARDS CAREER PROGRESSION AND SPECIALIZATION OF** all registered and licensed professionals under the regulation of the PRC. **WHENEVER THERE IS AN UPGRADE OR MOVEMENT OF PQF QUALIFICATION LEVEL OF A PROFESSIONAL AS A RESULT OF THE TRANSFER OR AWARD OF CPD CREDIT UNITS FOR CAREER PROGRESSION AND SPECIALIZATION, THIS SHALL BE INDICATED AS ADDITIONAL INFORMATION IN THE PIC DURING THE RENEWAL PERIOD. CORRESPONDINGLY, A CERTIFICATE OF REGISTRATION SHALL BE ISSUED BY THE PROFESSIONAL REGULATORY BOARDS AND THE PROFESSIONAL REGULATION COMMISSION TO APPROPRIATE QUALIFICATION TITLE ATTAINED BASED ON PQF QUALIFICATION LEVEL. THE PRC SHALL LIKEWISE MAINTAIN A REGISTRY OF THESE QUALIFICATION TITLES FOR EVERY PROFESSION.**

**PROVIDED FURTHER THAT PROFESSIONALS WHO ARE COVERED BY MUTUAL RECOGNITION AGREEMENTS (MRAs), WHO DESIRES THAT THEIR QUALIFICATIONS BE RECOGNIZED/REGISTERED UNDER THESE**

**AGREEMENTS SHALL COMPLY WITH THE MANDATORY CPD REQUIRED.**

**SECTION 3**. Section 12 of Republic Act No. 10912 is hereby amended to read as:

Sec. 12 Career Progression and Specialization. - The PRC and the PRBs, in consultation with the AIPO/APO, the Civil Service Commission (CSC), other concerned government agencies and industry stakeholders, shall formulate and implement a Career Progression and Specialization Program for every profession. The Career Progression and Specialization Program shall form part of the CPD.

**THE RESPECTIVE PRBs AND THEIR CAREER PROGRESSION AND SPECIALIZATION COUNCILS AFTER DUE CONSULTATION WITH THEIR AIPO/APO AND CONCERNED STAKEHOLDERS, SHALL DEVELOP, PROMULGATE AND IMPLEMENT A QUALIFICATION ASSESSMENT STANDARDS FOR EVERY LEVEL OF QUALIFICATION OR STANDARDS OF PRACTICE INDICATED IN THEIR RESPECTIVE CAREER PROGRESSION AND SPECIALIZATION. TO ENSURE QUALITY ASSURANCE IN THE AWARD OF QUALIFICATIONS, THE PRBs AND PRC SHALL ACCREDIT QUALIFICATION PORTFOLIO ASSESSMENT CENTERS.**

**THE CAREER PROGRESSION AND SPECIALIZATION SHALL BE IMPLEMENTED AND ENFORCED IN THE QUALIFICATION STANDARS OF ALL POSITIONS IN GOVERNMENT AND PRIVATE ENTITIES COVERED BY THE PRACTICE OF PROFESSION. ALONG THIS, THE CIVIL SERVICE COMMISSION SHALL REVIEW, UPDATE AND REVISE THE QUALIFICATION STANDARDS OF POSITIONS IN GOVERNMENT.**

**IN THE CASE OF POSITIONS IN THE PRIVATE SECTOR, THE DEPARTMENT OF LABOR AND EMPLOYMENT SHALL COORDINATE AND UNDERTAKE THE REVIEW, UPDATING AND REVISION WITH CONCERNED PRIVATE ENTITIES THROUGH THEIR HUMAN RESOURCE MANAGEMENT OFFICERS AND MONITOR THEIR COMPLIANCE.**

**ALL QUALIFICATION TITLES REGISTERED FOR EVERY PROFESSION UNDER THEIR RESPECTIVE CAREER PROGRESSION AND SPECIALIZATION PROGRAM SHALL BE INCLUDED IN THE PHILIPPINE**

**STANDARD OCCUPATIONAL CLASSIFICATION (PSOC) AND THE INDEX OF OCCUPATIONAL SERVICES, POSITION TITLES AND SALARY GRADES (IOS) OF THE POSITION CLASSIFICATION AND COMPENSATION SYSTEM OF THE GOVERNMENT. AS SUCH THE PHILIPPINE STATISTICS AUTHORITY AND THE DEPARTMENT OF BUDGET AND MANAGEMENT IN COORDINATION WITH PRBs AND PRC SHALL REVIEW, UPDATE AND REVISE THE PSOC AND IOS.**

**SECTION 4**. Section 6 of Republic Act No. 10912 is hereby amended to read as:

Sec. 6. Powers, Functions and Responsibilities of the PRC and the Professional Regulatory Boards (PRBs). - The PRC and the PRBs shall undertake the overall implementation of the CPD Programs, and for this purpose, shall: (a) Organize CPD Councils for each of the regulated professions and promulgate guidelines for their operation; (b) Review existing and the regulated professions; new CPD Programs for all of (c) Formulate, issue, and promulgate guidelines and procedures for the implementation of the CPD Programs; (d) Coordinate with the academe, concerned government agencies, and other stakeholders in the implementation of the CPD Programs and other measures provided under this Act; and (e) Coordinate with concerned government agencies in the development of mechanisms and guidelines, in the grant and transfer of credit units earned from all the learning processes and activities, pursuant to this Act.

**THE PRBS, [FOR THEM] TO EFFECTIVELY CARRY OUT THESE MANDATES AND RESPONSIBILITITES, IN ADDITION TO THE MANDATES PROVIDED FOR IN THEIR RESPECTIVE PROFESSIONAL REGULATORY LAWS SHALL BE ALLOCATED AND PROVIDED WITH NECESSARY FUNDING AND APPROPRIATE AND ADEQUATE MANPOWER ON A FULL TIME BASIS. PROVIDED FURTHER THAT THE TECHNICAL STAFF MUST BE A LICENSED PROFESSIONAL THAT BELONGS TO THE PARTICULAR PRB ASSIGNED.**

**SECTION 5**. Section 6 of Republic Act No. 10912 is hereby amended to read as:

Sec. 14. Funding. - The implementation of the provisions of this Act shall be immediately included in the PRC programs, the funding of which shall be included in its

annual submissions for inclusion in the annual General Appropriations Act. The funding requirement herein mentioned shall be used for the regular operations of the CPD Councils, including the monitoring of the conduct of the CPD Programs, **THE OPERATION OF PRBs**. The PRC shall review and approve the proposed budget for each CPD Council **AND PRBs**, taking into consideration the reasonable expenses that will be incurred for travel, honorarium/allowances, and per diems, when attending official CPD Council meetings or performing other related functions assigned to them.

**FUNDING FOR FULL COMPUTERIZATION OF THE CPD SYSTEM AND DATABASE DEVELOPMENT, ENHANCEMENT OF THE PROFESSIONAL IDENTIFICATION CARD TO INCLUDE CPD DATA, AND HONORARIA OF THE CHAIRPERSON AND MEMBERS OF THE CPD COUNCIL OR THEIR ALTERNATES AS THE CASE MAY BE, MONITORING EXPENSES FOR THE CONDUCT OF CPD PROGRAM AND OTHER EXPENSES OF THE CPD COUNCILS, FOMRULATION AND IMPLEMENTATION OF CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND THE CREATION OF PLANTILLA POSITIONS FOR THE TECHNICAL AND ADMINISTRATIVE SUPPORT FOR PRBs SHALL BE PROVIDED FOR IN THE ANNUAL PRC BUDGET.**

**SECTION 6**. Additional Section, Section 11 is hereby added after Section 10 of R.A. No. 10912.

**SECTION 11. -EXEMPTION FROM MANDATORY CPD FOR OFWS. OVERSEAS FILIPINO WORKERS (OFWS) WHILE WORKING OR PRACTICING THEIR PROFESSIONS OVERSEAS ARE EXEMPTED FROM THE MANDATORY REQUIREMENT FOR CPD. HOWEVER, PROFESSIONALS COVERED BY MUTUAL RECOGNITION AGREEMENTS (MRAS), WHO MAY WISH THAT THEIR QUALIFICATIONS/PROFESSIONAL PRACTICE BE RECOGNIZED/REGISTERED BASED ON THESE AGREEMENTS SHALL COMPLY WITH THE REQUIREMENTS FOR CPD.**

**PROVIDED FURTHER, THAT OFWS/PROFESSIONALS PRACTICE THEIR PROFESSIONS OVERSEAS SHALL SUBMIT TO PRC AND RESPECTIVE CPD COUNCILS, THEIR EDUCATION, TRAINING AND WORK EXPERIENCE OBTAINED OR ACQUIRED OVERSEAS FOR PURPOSES OF EARNING APPROPRIATE CPD UNITS.**

Section 11 to 19 of RA No. 10912 are hereby renumbered to Sections 12 to 20.

**SECTION 7. IMPLEMENTING RULES AND REGULATIONS**. - The PRC and the PRBs, in consultation with the AIPO/APO and other stakeholders, shall promulgate the implementing rules and regulations (IRR) within six (6) months from the effectivity of this Act.

**SECTION 8. SEPARABILITY CLAUSE**. - If any part or provision of this Act is declared invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

**SECTION 9. REPEALING CLAUSE**. - All laws, decrees, executive orders and other administrative issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby repealed or modified accordingly.

**SECTION 10. EFFECTIVITY**. - This Act shall take effect fifteen (15) days following its complete publication in the Official Gazette or in two (2) newspapers of general circulation in the Philippines.

Approved.