

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 3468



Introduced by Hon. Bryan B. Revilla and Hon. Lani Mercado-Revilla

EXPLANATORY NOTE

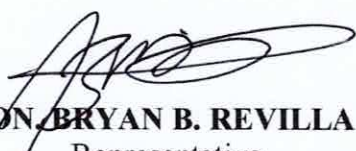
This bill seeks to amend R.A. No. 10912, otherwise known as the “Continuing Professional Development Act of 2016.” This law provides for the advancement of knowledge and specialization of professionals in their field. However, despite its noble intentions, in 2017, about fifty thousand (50,000) professional signed the petition to review the law. Professionals cited that its implementation is cumbersome due to the high cost of the trainings delivered mainly by private CPD providers.

This bill will allow CPD Credit unit to include professional work experience, exemption of OFW from mandatory CPD, for the government to provide free or inexpensive trainings and CPD Mandatory Paid Leave.

This proposals will ensure the advertent compliance of professionals to the law, ensuring further that we have an advanced and globally competitive professionals.

This bill was passed in the third and final reading in the House of Representatives during the 18th Congress.

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


HON. BRYAN B. REVILLA
Representative
AGIMAT Partylist


HON. LANI MERCADO-REVILLA
Representative
2nd District of Cavite



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AN ACT
ENHANCING THE CONTINUING PROFESSIONAL DEVELOPMENT OF
FILIPINO PROFESSIONALS AS AN INTEGRAL COMPONENT OF THE
CAREER PROGRESSION AND SPECIALIZATION PROGRAMS, AND
APPROPRIATING FUNDS THEREFOR, AMENDING FOR THE PURPOSE
REPUBLIC ACT NO. 10912, OTHERWISE KNOWN AS THE "CONTINUING
PROFESSIONAL DEVELOPMENT ACT OF 2016"

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

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

"Sec. 3. Definition of Terms. AS USED IN this Act:

XXX

- (E) *CAREER PROGRESSION* REFERS TO THE PROCESS OF DEVELOPING OR MOVING TOWARDS A MORE ADVANCED STATE IN A PERSON'S QUALIFICATIONS, JOB, TITLE, POSITION, OR PROFESSION. IT OUTLINES THE ROUTE THAT ONE MAY FOLLOW IN ORDER TO REACH IDENTIFIED CAREER DEVELOPMENT GOALS;
- (F). *CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS) COMMITTEE* REFERS TO THE BODY THAT PROVIDES TECHNICAL SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS SUCH AS PROGRAM AND LEARNING OUTCOMES FOR EVERY IDENTIFIED QUALIFICATION TITLE OF THE PROFESSION AND RECOMMENDS TO THE COUNCIL PROGRAMS AND POLICIES NEEDED IN THE IMPLEMENTATION OF THE CPSP-CATS;
- (G). *CERTIFICATE OF REGISTRATION* REFERS TO THE DOCUMENT ISSUED BY THE PROFESSIONAL REGULATION COMMISSION (PRC) SIGNIFYING THAT

- 1 (G). *CERTIFICATE OF REGISTRATION* REFERS TO THE DOCUMENT ISSUED BY
2 THE PROFESSIONAL REGULATION COMMISSION (PRC) SIGNIFYING THAT
3 THE PERSON NAMED THEREIN HAS COMPLIED WITH ALL THE LEGAL
4 AND PROCEDURAL REQUIREMENTS FOR SUCH ISSUANCE, INCLUDING,
5 IN APPROPRIATE CASES, PASSING THE LICENSURE EXAMINATION OR
6 REGISTRATION WITHOUT EXAMINATION;
7
- 8 [(e)] *Competence* refers to an ability that extends beyond the possession of knowledge and
9 skills, which include cognitive, functional, personal and ethical competence;]
10
- 11 (H). *COMPETENCY* REFERS TO THE CAPABILITY TO APPLY OR USE A SET OF
12 KNOWLEDGE, SKILLS & ABILITIES REQUIRED TO SUCCESSFULLY
13 PERFORM AND IMPLEMENT CRITICAL WORK FUNCTIONS OR TASKS IN A
14 DEFINED WORK SETTING;
15
- 16 [f] (I) *Continuing Professional Development (CPD)* refers to the ACQUISITION of
17 advanced knowledge, skills and ethical values in a post-licensure specialization or in
18 an Inter- or multidisciplinary field of study, for assimilation into professional practice,
19 [self-directed research and] or lifelong learning;
20
- 21 [(g)] (J) *CPD Council* refers to a body created to promote and ensure the continuous
22 improvement of professionals, in accordance with national, regional and
23 international standards of practice;
24
- 25 (K). *CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR PROFESSIONALS*
26 REFERS TO A LEARNER-CENTERED SYSTEM WHICH FACILITATES THE
27 RECOGNITION, ACCUMULATION, TRANSFER AND MOBILITY OF THE
28 WORKLOAD OF THE PROFESSIONALS AND ACHIEVEMENT OF LEARNING
29 OUTCOMES, WITH A VIEW TO ACHIEVING A PROFESSIONAL
30 QUALIFICATION OR ANY OTHER FORM OF RECOGNITION ACROSS
31 EDUCATION SECTORS;
32
- 33 (L). *CREDITS* REFER TO THE VALUE GIVEN TO A LEARNING OUTCOME OR A
34 PACKAGE OF LEARNING OUTCOMES;
35
- 36 [(h)] (M) *CPD Credit Unit* refers to the value of an amount of learning that can be
37 transferred to a qualification achieved from formal [, informal or] AND nonformal
38 learning setting [,] wherein credits can be accumulated to predetermined levels for the
39 award of a qualification;
40
- 41 (N). *CPD Program* refers to a set of STRUCTURED learning activities accredited by the
42 CPD Council such as seminars, workshops, technical lectures or subject matter,
43 meetings, nondegree lectures and scientific meetings, AND modules, [tours and visits,]
44 which equip the professionals with advanced knowledge, skills and values in
45 specialized or in an inter- or multidisciplinary field of study, [self-directed research]
46 and [/or] lifelong learning;
47
- 48 [(j)] (O) *CPD Provider* refers to a natural or juridical person accredited by the CPD Council
49 to conduct CPD Programs;
50
- 51 [(k)] (P) *Formal learning* refers to educational arrangements such as curricular
52 qualifications and teaching-learning requirements that take place in education and
53 training institutions recognized by relevant national authorities, and which lead to
54 diplomas and qualifications;
55
- 56 [(l)] *Informal learning* refers to learning that occurs in daily life assessed, through the
57 recognition, validation and accreditation process, and which can contribute to a
58 qualification;]

- 1
2 [[(m)] (Q) *Learning outcome* refers to what a learner can be expected to know,
3 understand and/or demonstrate as a result of a learning experience;
4
- 5 [[(n)] (R) *Lifelong learning* refers to learning activities undertaken throughout life for
6 the development of competencies and qualification of the professional;
7
- 8 [[(o)] (S) *Nonformal learning* refers to [learning that has been in addition or alternatively
9 to formal learning, which may be structured and made more flexible according to
10 educational and training arrangements] ACTIVITIES THAT ARE
11 STRUCTURED AND WHICH HAVE LEARNING PROCESSES AND
12 OUTCOMES SUCH AS HIGHER DEGREE OR DIPLOMA OR
13 CERTIFICATE COURSES, INSTITUTION OR COMPANY-SPONSORED
14 TRAINING PROGRAMS AND SEMINARS, SPECIALTY TRAINING, AND
15 ONLINE LEARNING ACTIVITIES WITH SYLLABI AND RELATED TO
16 ONE'S PROFESSION;
17
- 18 [[(p)] (T) *Online OR DIGITAL learning activities OR APPROACHES* refer to [structured
19 or unstructured] FORMAL AND NONFORMAL learning initiatives, which
20 make use of the internet and other web-based information and communications
21 technology solutions, INCLUDING THE FOLLOWING: 1) ONLINE
22 SEMINARS AND WORKSHOPS, WHICH ARE SYNCHRONOUS ONLINE
23 LEARNING APPROACHES; 2) E-LEARNING, WHICH IS AN
24 ASYNCHRONOUS SELF-PACED, ANYTIME, ANYWHERE LEARNING
25 APPROACH; 3) MICROLEARNING, WHICH IS AN ASYNCHRONOUS
26 BITE-SIZED LEARNING THAT IS A SELF-PACED, "ANYTIME,
27 ANYWHERE APPROACH", AND 4) BLENDED LEARNING, WHICH IS A
28 COMBNATION OF THE OTHER LEARNING APPROACHES
29 ENUMERATED HEREIN;
30
- 31 (U) *OVERSEAS FILIPINO WORKERS (OFWs)* REFER TO FILIPINO
32 PROFESSIONALS WHO ARE WORKING OUTSIDE THE PHILIPPINES
33 FOR A LIMITED PERIOD,
34
- 35 [[(q)] (V) *Pathways and Equivalencies* refer to mechanisms that provide access to
36 qualifications and assist professionals to move easily and between the different
37 education and training sectors, and between these sectors, and the labor market,
38 through the Philippine Credit Transfer System;
39
- 40 [[(r)] (W) *Philippine Qualifications Framework (PQF)* refers to the quality assured
41 national system for the development, recognition and award of qualifications at
42 defined levels, based on standards of knowledge, skills and values, acquired in
43 different ways and methods by learners and workers PURSUANT TO
44 REPUBLIC ACT NO. 10968, OTHERWISE KNOWN AS THE "PQF ACT";
45
- 46 (X) *PHILIPPINE QUALIFICATION REGISTER (PhQuaR)* REFERS TO THE
47 NATIONAL DATABASE OF QUALITY ASSURED QUALIFICATIONS
48 AUTHORIZED UNDER THE PQF. IT PROVIDES INFORMATION TO
49 EMPLOYERS, EDUCATION AND TRAINING PROVIDERS, AND
50 STUDENTS. THE INFORMATION INCLUDES THE QUALIFICATION
51 TITLE, QUALIFICATION DESCRIPTORS, THE PQF LEVEL, THE
52 AUTHORITY-GRANTING AGENCY, THE QUALIFICATION CODE, THE
53 INSTRUMENT AND DATE OF AUTHORIZATION;
54
- 55 (Y) *PORTABILITY* REFERS TO THE ABILITY OF ENABLING LEARNERS TO
56 TRANSFER CREDITS OF QUALIFICATIONS FROM ONE LEARNING
57 INSTITUTION OR EMPLOYER TO ANOTHER. HOWEVER, SUCH

TRANSFER AND RECOGNITION OF SKILLS ARE NOT AUTOMATIC
TRANSFER OF CREDITS TO QUALIFICATIONS;

(Z) *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;

(s)] (AA) *Prior learning* refers to a person's skills, knowledge and competencies that
have been acquired through work experience, training, independent study,
volunteer activities and hobbies, that may be applied for academic credit, as a
requirement of a training program or for occupational certification;

(BB) *Professional* refers to a person who is registered and licensed. To practice a
regulated profession in the Philippines and who holds a valid Certificate of
Registration and Professional Identification Card (PIC) from the Professional
Regulation Commission (PRC);

(CC) *PROFESSIONAL IDENTIFICATION CARD* REFERS TO THE CARD
BEARING THE REGISTRATION NUMBER, DATES OF ISSUANCE AND
EXPIRY, AND IMPORTANT INFORMATION ON PROFESSIONAL
PRACTICE, DULY SIGNED BY THE PRC CHAIRPERSON AND ISSUED
TO A REGISTERED PROFESSIONAL UPON PAYMENT OF THE
PRESCRIBED FEE, AND WHICH IS VALID FOR THREE (3) YEARS;

[(u)] (DD) *Qualification* refers to a status gained after a person has been assessed to
have achieved learning outcomes or competencies in accordance with the SET
standards [standard specified for a qualification title, and is proven by a document
issued by a recognized agency or body];

(EE) *QUALIFICATION FRAMEWORK CREDIT* REFERS TO A MEASUREMENT
OF COMPREHENSION IN A SPECIALIZATION PROGRAM. IT SPECIFIES
THE PROFICIENCY LEVEL TO BE ACQUIRED BY A LEARNER IN
ORDER TO EARN THE RELEVANT QUALIFICATION SOUGHT;

(FF) *QUALIFICATION TITLE* REFERS TO AN AWARD AFTER COMPETENCY
ASSESSMENT ENTERED INTO THE PHILIPPINE QUALIFICATIONS
REGISTER (PhQuaR). THE CONFERMENT IS GIVEN TO A
PROFESSIONAL BY THE PRC, AND THE PRBs;

[(v)] (GG) *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, and [is a component of quality management that is focused
on ensuring that quality requirements will be fulfilled] A COMPONENT OF
QUALITY MANAGEMENT THAT IS FOCUSED ON PROVIDING
CONFIDENCE THAT QUALITY REQUIREMENTS WILL BE FULFILLED.
QUALITY ASSURANCE ENSURES THAT STAKEHOLDERS INTERESTS
AND INVESTMENTS IN ANY ACCREDITED PROGRAM ARE
PROTECTED;

[(w)] *Self-directed learning* refers to learning activities such as online training,
local/international seminars/nondegree courses, institution/company-sponsored
training programs, and the like, which did not undergo CPD accreditation but may
be applied for and awarded CPD units by the respective CPD Council;]

(HH) *SPECIALIZATION* REFERS TO THE FIELD OF PRACTICE OF A
PROFESSION FOR A PARTICULAR AREA OF KNOWLEDGE OR THE

PROCESS OF BECOMING AN EXPERT IN A PARTICULAR FIELD OF PROFESSIONAL PRACTICE; AND

(II) *SPECIALTY TRAINING* REFERS TO A NONDEGREE POSTGRADUATE STRUCTURED TRAINING PROGRAM WITH ASSESSMENT MECHANISMS, CONDUCTED BY ANY COMPANY, PUBLIC OR PRIVATE, OR HIGHER EDUCATIONAL INSTITUTION."

SEC. 2. Section 5 of R.A. No. 10912 is hereby amended to read as follows:

"Sec. 5. Nature of CPD Programs. – The CPD Programs SHALL consist of FORMAL AND NONFORMAL LEARNING activities that, [range from] ARE structured [to nonstructured activities] SUCH AS DIPLOMA OR CERTIFICATE COURSES, INSTITUTION OR COMPANY-SPONSORED TRAINING PROGRAMS AND SEMINARS, SPECIALTY TRAINING, AND ONLINE LEARNING ACTIVITIES WITH SYLLABI THAT ARE RELATED TO ONE'S PROFESSION, AND which have learning processes and outcomes SUCH AS A HIGHER DEGREE OR WHICH CONFERS HIGHER PROFESSIONAL OR TRADE STATUS OR SKILL CATEGORIZATION.

[These include, but are not limited to, the following:

- (a) Formal learning;
- (b) Nonformal learning;
- (c) Informal learning;
- (d) Self-directed learning;
- (e) Online learning activities; and
- (f) Professional Work Experience.]

THE IN-SERVICE TRAINING FOR TEACHERS BEING IMPLEMENTED BY THE DEPARTMENT OF EDUCATION, WHICH ARE STRUCTURED AND WITH CLEAR-CUT LEARNING PROCESSES AND OUTCOMES, SHALL BE CONSIDERED AS PART OF THE CPD PROGRAM."

SEC.3. Section 10 of Republic Act No. 10912 is hereby amended to read as follows:

"Sec. 10. CPD as Mandatory Requirement in the [Renewal of Professional License and Accreditation System for the Practice or Professions] UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND COMPETENCIES. – SUBJECT TO SEC. 13 OF THIS ACT AND THE IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY THE CPSP-CATS FOR EVERY PROFESSION, [T] the CPD is hereby made as mandatory requirement in the [renewal of the PICS or all registered and licensed professionals under the regulation of PRC.] *→? in the .?* ALL PROFESSIONALS SHALL BE REQUIRED TO UPDATE AND UPGRADE THEIR KNOWLEDGE AND SKILLS BY UNDERGOING THE RELEVANT CPD PROGRAM WITHIN THE ALLOTTED PERIOD. THE COMPLETION OF THE RESPECTIVE PROFESSIONAL CPD TRAINING COURSES SHALL SERVE TO QUALIFY A REGISTERED AND LICENSED PROFESSIONAL TO THE 'USE OF QUALIFICATION OR TRADE TITLES, AND TO CLAIM COMPLIANCE WITH QUALIFICATION STANDARDS SET BY THE PRC, THE PROFESSIONAL REGULATORY BODIES OF FOREIGN COUNTRIES WITH WHOM PHILIPPINES HAS RECIPROCAL AGREEMENTS WITH, AND THE RESPECTIVE BOARDS OF PROFESSIONS. THE CPD SHALL ALSO BE SUBJECT TO THE FOLLOWING:

- A. ALL PROFESSIONALS SHALL BE REQUIRED TO OBTAIN FORTY-FIVE (45) CPD CREDIT UNITS EVERY FOUR (4) YEARS WHICH SHALL BE DEEMED AS THE COMPLIANCE PERIOD:

- 1 B. PROFESSIONALS COVERED BY MUTUAL RECOGNITION
2 ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR
3 PROFESSION AND QUALIFICATIONS BE INTERNATIONALLY
4 RECOGNIZED, SHALL COMPLY WITH THE REQUIRED CPD UNITS AS
5 PRESCRIBED IN THE MRAS WHICH IN NO CASE SHALL BE LESS
6 THAN FORTY-FIVE (45) CREDIT UNITS;
7
8 C. PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR
9 ACCREDITATION PRIOR TO THE PRACTICE OF THEIR PROFESSION
10 AS PROVIDED IN THEIR PROFESSIONAL REGULATORY LAWS (PRL),
11 SHALL COMPLY WITH THE REQUIRED CPD COURSES,
12
13 D. PROFESSIONALS WHO WISH TO BE ISSUED A CERTIFICATE OF GOOD
14 STANDING (COGS) BY THEIR AIPO AS INDICATED IN THEIR PRL,
15 SHALL COMPLY WITH THE CPD REQUIREMENT, WHICH IN NO CASE
16 SHALL BE, LESS THAN FORTY-FIVE (45) CREDIT UNITS; AND
17
18 E. DURING A PANDEMIC, STATE OF CALAMITY OR NATIONAL
19 EMERGENCY, PRC MAY TEMPORARILY SUSPEND THE,
20 COMPLIANCE PERIOD FOR CPD REQUIREMENTS INDEFINITELY OR
21 EXTEND THE END OF THE SAID COMPLIANCE PERIOD TO THE
22 EQUIVALENT DURATION OF THE PANDEMIC, STATE CALAMITY OR
23 NATIONAL EMERGENCY "
24
25

26 **SEC. 4.** A new Section 10-A is hereby inserted to read as follows,::

27
28 **"Sec. 10-A. EXEMPTIONS FROM CPD REQUIREMENTS – THE NUMBER OF**
29 **REQUIRED CREDIT UNITS PER COMPLIANCE SHALL NOT APPLY TO THE**
30 **FOLLOWING:**
31

- 32 a. NEWLY LICENSED OR REGISTERED PROFESSIONALS ON THE FIRST
33 RENEWAL THEIR PIC WITHIN THE FIRST FOUR (4) YEARS OBTAINING
34 LICENSE:
35
36 b. OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS ACT; AND SENIOR
37 CITIZENS WHO ARE NOT ENGAGED IN THE PRACTICE OF THEIR
38 PROFESSION AS DEFINED UNDER THEIR RESPECTIVE REGULATORY
39 LAWS."
40

41 **SEC.5.** Section 12 of Republic Act No. 10912 is hereby amended to read as follows:
42

43 **"Sec. 12. *Career Progression and Specialization PROGRAM AND CREDIT***
44 ***ACCUMULATION AND TRANSFER SYSTEM.* – THE CPD SHALL BE A**
45 **BENEFICIAL AND INTEGRATED COMPONENT IN THE UPGRADING OF**
46 **QUALIFICATION STANDARDS AND TITLE TOWARDS CPSP-CATS OF ALL**
47 **REGISTERED AND LICENSED PROFESSIONALS UNDER THE, REGULATION OF**
48 **THE PRC.**
49

50 FOR THIS PURPOSE, THE PRC AND THE PRBs SHALL CREATE THE CPSP-CATS
51 COMMITTEE FOR EACH PROFESSION TO ASSIST THE CPD COUNCIL AND THE
52 PRBs IN THE IMPLEMENTATION OF CPSP-CATS.
53

54 THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE in consultation with
55 the A/PO/APO, the Civil Service Commission (CSC), THE DEPARTMENT OF LABOR
56 AND EMPLOYMENT (DOLE), other concerned government agencies, EMPLOYERS'
57 BUSINESS AND PROFESSIONAL ORGANIZATIONS and industry stakeholders, shall
58 formulate and implement a [Career Progression and Specialization Program] CPSP-CATS

1 for every profession [The Career Progression and Specialization Program shall form part
2 of the CPD.] , WITH CPD AS INTEGRAL COMPONENT FOR ITS ACHIEVEMENT,
3 SUBJECT TO THE FOLLOWING:
4

- 5 A. THE CPSP-CATS COMMITTEE SHALL ESTABLISH MECHANISMS
6 TO FACILITATE THE MATCHING OF CPD LEARNING
7 OUTCOMES FOR CREDITS WITH THE INTENDED LEARNING
8 OUTCOMES OF PROFESSIONAL QUALIFICATIONS FOR CAREER
9 PROGRESSION AND SPECIALIZATION, AS WELL AS FOR THE,
10 TRANSFER OF CREDITS BETWEEN AND ACROSS
11 EDUCATIONAL AND TRAINING SECTOR,
12
- 13 B. CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS
14 MOVEMENT IN THE PQF QUALIFICATION LEVEL AS IT
15 RESULTS IN EARNING QUALIFICATION FRAMEWORK (QF)
16 CREDIT FOR CAREER PROGRESSION AND SPECIALIZATION;
17
- 18 C. THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER WITH
19 THE ACCREDITED SPECIALTY SOCIETY OR SIMILAR
20 PROFESSIONAL SPECIFIC ORGANIZATION SHALL DETERMINE
21 THE REQUIRED NUMBER OF QF CREDIT REQUIRED FOR THE
22 CONFIRMATION OF QUALIFICATION LEVELS OR PURSUANT TO
23 THE PQF;
24
- 25 D. UPON ASSESSMENT AND COMPLETION OF THE QF
26 REQUIREMENTS AND COMPLIANCE WITH OTHER
27 REQUIREMENTS, THE PRC AND THE PRB SHALL CONFER THE
28 QUALIFICATION OR TITLE COMMENSURATE TO THE PQF
29 QUALIFICATION LEVEL, WHICH SHALL BE INDICATED AS
30 ADDITIONAL INFORMATION IN THE PIC:
31
- 32 E. PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS
33 REFERENCE FRAMEWORK (AQRf) AND THE PRC SHALL
34 MAINTAIN A REGISTRY OF THESE QUALIFICATION TITLES FOR
35 EVERY PROFESSION; AND
36
- 37 F. PROFESSIONALS WHO ARE COVERED BY MRAs AND OTHER
38 INTERNATIONAL AGREEMENTS WHO DESIRE THAT THEIR
39 QUALIFICATIONS BE RECOGNIZED OR REGISTERED UNDER
40 THESE AGREEMENTS SHALL COMPLY WITH THE MANDATORY
41 CPD AND CPS REQUIREMENTS."
42

43 SEC. 6. Section 13 of Republic Act No. 10912 is hereby amended to read as follows.
44

45 "**Sec. 13. Role of Concerned Government Agencies and the Private Sector.** – [All
46 concerned government agencies and private firms and organizations employing
47 professionals shall include the CPD as part of their human resource development
48 plan and program.] AS PART OF THEIR HUMAN RESOURCE
49 DEVELOPMENT PLANS AND PROGRAMS, AND AS PROVIDED IN THE
50 SUBSECTIONS BELOW:
51

- 52 a) CONCERNED GOVERNMENT AGENCIES, PUBLIC HIGHER
53 EDUCATION INSTITUTIONS AND OTHER PUBLIC INSTITUTION
54 SHALL PROVIDE FULL FUNDING FOR THE CPD COMPLIANCE OF
55 PROFESSIONALS EMPLOYED BY THEM;
56
- 57 b) PRIVATE FIRMS SHALL SUPPORT THE CPD COMPLIANCE OF THEIR
58 EMPLOYED PROFESSIONALS. NOTHING IN THIS PROVISION SHALL

1 PREVENT, DIMINISH OR OTHERWISE REVOKE EXISTING COMPANY
2 POLICY MORE FAVORABLE TO THE EMPLOYEE;
3

- 4 c) THE RESPECTIVE CPD COUNCILS SHALL DEVISE MECHANISMS FOR
5 PROVIDING DISCOUNTS TO SENIOR CITIZENS IN THE FEES TO BE
6 CHARGED FOR ATTENDANCE IN CPD SEMINARS, TRAININGS, AND
7 SIMILAR PROGRAMS, SPECIFICALLY THOSE ENGAGED IN THE
8 PRACTICE OF THEIR PROFESSIONS AND WHO ARE REQUIRED TO
9 COMPLY WITH THE CPD REQUIREMENTS;
10
11 d) ALL PROFESSIONALS SHALL BE GIVEN CPD MANDATORY PAID
12 LEAVE IN SUFFICIENT NUMBER OF DAYS NECESSARY TO COMPLY
13 WITH THE REQUIREMENTS OF THIS ACT, TO BE CHARGED TO THEIR
14 EXISTING LEAVE CREDITS, AND
15
16 e) IN THE PROCESSING OF DOCUMENTS FOR RENEWAL OF PIC, IN
17 ACCORDANCE WITH THIS ACT, NO FEES SHALL BE REQUIRED IN
18 ADDITION TO WHAT THE PRC ALREADY REQUIRES FOR PIC
19 RENEWAL, IN ANY, PRIOR TO THE PASSAGE OF THIS ACT.”
20

21 **SEC. 7.** Section 14 of Republic Act No. 10912 is hereby amended to read as follows
22

23 **Sec. 14. Funding.** — The implementation of the provisions of this Act shall
24 be immediately included in the PRC programs, the funding of which shall be
25 included in its annual submissions for inclusion in the annual General
26 Appropriations Act. The funding requirement herein mentioned shall be used for
27 the regular operation of the CPD Councils including the monitoring of the conduct
28 of the CPD programs, AND OPERATIONS OF THE PRBs AND THE CPSP-
29 CATS COMMITTEE. The PRC shall review and approve the proposed budget for
30 each CPD Council, PRBs, AND CPSP-CATS COMMITTEE taking into
31 consideration the reasonable expenses that will be incurred BY THEIR
32 MEMBERS for travel, honorarium [/] OR allowances and per diems, when
33 attending official CPD Council meetings or performing other related functions
34 assigned to them
35

36 THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL
37 COMPUTERIZATION OF THE CPD SYSTEM AND DATABASE
38 DEVELOPMENT, AND THE ENHANCEMENT OF THE PROFESSIONAL
39 IDENTIFICATION CARD TO INCLUDE CPD DATA AND OTHER
40 INFORMATION ON PROFESSIONAL PRACTICE.
41

42 ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENT
43 OWNED AND CONTROLLED CORPORATIONS, SHALL INCLUDE IN
44 THEIR ANNUAL BUDGET AND ALLOCATION FOR THE CONDUCT OF
45 FREE TRAININGS AND SEMINARS FOR THEIR PROFESSIONAL
46 EMPLOYEES IN COMPLIANCE WITH THE PROVISIONS OF THIS ACT.’,
47

48 **SEC. 8.** A new Section 14-A is hereby inserted to read as follows:
49

50 **"SEC. 14-A. FREE OR INEXPENSIVE SEMINARS, WEBINARS AND**
51 **SIMILAR TRAINING PROGRAMS.** – THE VARIOUS GOVERNMENT
52 DEPARTMENTS AND AGENCIES. AND PRIVATE COMPANIES SHALL, IN
53 CONSULTATION AND COORDINATION WITH THE PRC, ESTABLISH A
54 MECHANISM WHEREBY THEY SHALL PROVIDE PROFESSIONALS UNDER
55 THEIR JURISDICTION, WITH FREE OR INEXPENSIVE SEMINARS, WORKSHOPS.
56 ONLINE AND SIMILAR TRAINING PROGRAMS, TO EARN CPD PROGRAM
57 CREDITS WITH NO OR VERY LOW COST TO PROFESSIONALS. THEY MAY
58 CREATE MECHANISMS WHERE QUALIFIED PROFESSIONALS FROM OUTSIDE

1 'THE GOVERNMENT AGENCIES OR PRIVATE COMPANIES MAY BE ALLOWED
2 TO JOIN THE SAID SEMINAR, WORKSHOPS AND ONLINE OR SIMILAR
3 TRAINING PROGRAM AND EARN CPD CREDITS,"
4

5 **SEC.9.** A new Section 15 is hereby inserted to read as follows:
6

7 "Sec. 15. **ADMINISTRATIVE PENALTIES** – WHEN THE FAILURE TO
8 OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE FAILURE OF THE
9 CONCERNED AGENCIES OR THE PERSONS RESPONSIBLE TO PROPERLY
10 IMPLEMENT THE CPD PROGRAM IN THE LOCATION AND PROFESSIONAL OF
11 THE CONCERNED PROFESSIONS: *PROVIDED*, THAT, THE PROFESSIONAL HAS
12 EXERCISED DUE DILIGENCE IN COMPLYING WITH THE CPD REQUIREMENTS
13 CONSIDERING THE CIRCUMSTANCES, THE PERSONS OR AGENCIES
14 RESPONSIBLE SHALL BE ADMINISTRATIVELY LIABLE IN ACCORDANCE
15 WITH RELEVANT LAWS FOR THE FAILURE TO PROPERLY IMPLEMENT THE
16 CPD PROGRAM, UPON COMPLIANCE WITH DUE PROCESS."
17

18 **SEC. 10.** SECTIONS 16, 17, 18, AND 19 OF REPUBLIC ACT NO. 10912 ARE
19 HEREBY RENUMBERED AS SECTIONS 17, 19 AND 20.
20

21 **SEC. 11. Implementing Rules and Regulations.** The PRC and the PRBs shall, in
22 consultation with the A/PO/APO, the CSC, DOLE, and other relevant stakeholders,
23 promulgate the rules and regulations to implement this Act within six (6) months from
24 its effectivity.
25

26 **SEC. 12. Separability Clause.** – If any part or provision of this Act is declared invalid or
27 unconstitutional, the other parts or provisions not affected thereby shall remain in full
28 force and effect.
29

30 **SEC. 13. Repealing Clause.** – All decrees, executive orders and other administrative
31 issuances or parts thereof, which are inconsistent with the provisions of this Act, are
32 hereby repealed or modified accordingly.
33

34 **SEC. 14. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its
35 publication in the *Official Gazette* or in a newspaper of general circulation.
36

37 Approved,
38