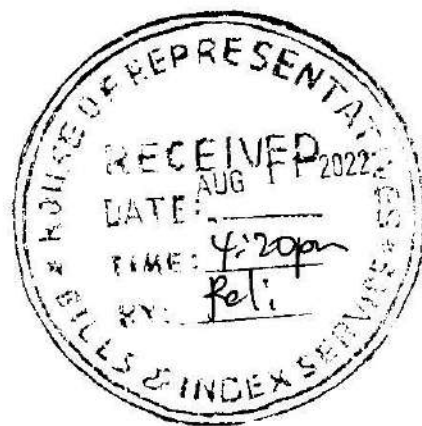


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

H. B. No. 3558

Introduced by Representative Ralph G. Recto

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. Approximately, 80,000 nurses graduate every year and the number of schools offering nursing courses grew from just forty in 1970 to more than a hundred at present. This mirrors the high 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 19,551 in 2016, at an average growth rate of 10.5% per year.¹ During the pandemic, the exodus of Filipino nurses especially to foreign countries has worsened by 25%, meaning 25% more Filipino nurses opted to render their services abroad. 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.²

The problem is further aggravated by some abusive practices inflicted 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 undesirable reputation of most nursing schools in the country and the quality of education that they offer.

This reality made local employment unattractive for our nurses resulting in the difficulty of 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.³

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 of 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 almost two decades ago.

¹ <http://www.poea.gov.ph/ofwstat/compendium/2015-2016.pdf>, (latest edition).

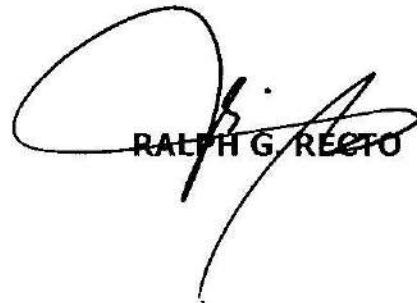
² <http://www.poea.gov.ph/stats/2010%20Deployment%20by%20Occupation,%20Destination%20and%20Sex%202010%20-New%20Hires.pdf>

³ Department of Health, Health Facilities and Government Health Manpower, 1999-2009.

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

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

HOUSE OF REPRESENTATIVES

H. B. No. 3558

Introduced by Representative Ralph G. Recto

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"

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

1 Section 1. *Short Title.* – This Act shall be known as the "*Philippine Nursing*
2 *Practice Reform Act*".

3 Sec. 2. Article II of Republic Act No. 9173 is hereby amended to read as
4 follows:

5 "ARTICLE II

6 "SEC. 2. *Declaration of Policy.* – **PUBLIC HEALTH**
7 **SAFETY DEMANDS A HIGH LEVEL OF COMPETENCY AMONG**
8 **FILIPINO NURSES.** It is hereby declared the policy of the State to
9 **GUARANTEE UNIVERSAL ACCESS TO THE DELIVERY OF BASIC**
10 **QUALITY HEALTH SERVICES THROUGH AN ADEQUATE**
11 **NURSING PERSONNEL SYSTEM THROUGHOUT THE COUNTRY.**
12 **THE STATE RECOGNIZES NURSES AS PRIME MOVERS OF**
13 **NATIONAL DEVELOPMENT AND CONTRIBUTORS TO**
14 **INTERNATIONAL COOPERATION AND UNDERSTANDING. AS**
15 **SUCH, THE STATE** assumes responsibility for the protection, [and]
16 improvement **AND DEVELOPMENT** of the nursing profession by
17 instituting measures that will result in relevant **AND QUALITY** nursing
18 [education] **PRACTICE**, humane working conditions, better career

prospects, and a dignified existence for ~~[our]~~ nurses **TO ENSURE A HIGH LEVEL OF WELLNESS AND WELL-BEING.**

"The State hereby guarantees the delivery of quality basic health services through an adequate nursing personnel system throughout the country."

Sec. 3. Section 28, Article VI of the same Act is hereby amended and renumbered as Section 3 under Article III and succeeding Sections are hereby renumbered accordingly, to read as follows:

"ARTICLE ~~[VI]~~ III

SCOPE OF Nursing Practice

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

"(a) Provide nursing care through the utilization of the nursing process. **BASIC** nursing care includes, but not limited to, traditional and innovative approaches, therapeutic use of self, executing health care techniques and procedures, essential primary health care, comfort measures, health teachings, and administration of written prescription for treatment, therapies, oral, topical and parenteral medications, internal examination during labor in the absence of antenatal bleeding

and delivery~~[-In case of]~~ **AND** suturing of perineal laceration ~~[special training shall be provided according to protocol established.];~~

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

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

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

"[d](E) xxx; and

"[e](F) Undertake nursing and health human resource development training and research, which shall include, but not limited to, the development of advanced nursing practice:

"Provided, That this section shall not apply to nursing students who perform nursing functions under the direct supervision of a qualified faculty: *Provided, further,* That in the practice of nursing in all settings, the nurse is ~~[duty-bound]~~ **MANDATED** to observe the Code of Ethics for Nurses and uphold the standards of safe **AND QUALITY** nursing practice. The nurse is required to maintain competence by continual ~~[learning through continuing]~~ professional ~~[education to be provided]~~ **DEVELOPMENT AS PRESCRIBED** by the ~~[accredited professional organization or any recognized professional]~~ **BOARD OF Nursing [organization]:** *Provided, finally,* That the program and activity for the ~~[continuing]~~ **CONTINUAL PROFESSIONAL [education] DEVELOPMENT** shall be submitted to and approved by the Board."

1 **PROGRAMS CONFERRED BY AN ACCREDITED**
2 **UNIVERSITY;**

3 "~~d~~**(E)** Have at least ten (10) years of continuous practice of
4 the **NURSING** profession prior to appointment; and

5 "~~e~~**(F)** [~~Not have been convicted of any offense involving moral~~
6 turpitude] **MUST BE OF PROVEN HONESTY AND**
7 **INTEGRITY:**

8 *"Provided, That the membership to the Board shall represent the*
9 *three (3) areas of nursing, namely: nursing education, nursing service*
10 *and community health nursing."*

11 "SEC. [5] **6. Requirements Upon Qualification as Member of the**
12 *Board of Nursing. – xxx."*

13 "SEC. [6] **7. Term of Office. – xxx."**

14 "SEC. [7] **8. Compensation of the Board Members. – xxx."**

15 "SEC.[8] **9. Administrative Supervision of the Board, Custodian**
16 *of its Records, Secretariat and Support Services. – xxx."*

17 "SEC. [9] **10. Powers and Duties of the Board. – xxx:**

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

29 "(b) Issue, suspend, [~~or~~] revoke **OR REISSUE** certificates of
30 registration for the practice of nursing **AND ENSURE**
31 **WIDEST PUBLICATION THROUGH ELECTRONIC**
32 **AND WRITTEN MEDIA;**

1 “(c) ~~[Monitor]~~ **ENFORCE** and **MONITOR SAFE AND** quality
2 standards of nursing practice in the Philippines and
3 exercise the powers necessary to ensure the maintenance
4 of efficient, ~~[ethical]~~ **ETHICO-MORAL**, ~~[and]~~ technical,
5 ~~[moral]~~ **AND** professional standards in the practice of
6 nursing ~~[taking into account the]~~ **TOWARDS OPTIMAL**
7 health ~~[needs]~~ **AND THE COMMON GOOD** of the
8 nation;

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

21 “(e) xxx;

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

27 “(g) ~~[Recognize nursing specialty organizations in coordination~~
28 ~~with the accredited professional organization]~~
29 **INSTITUTE A NATIONAL NURSING CAREER**
30 **PROGRESSION PROGRAM (NNCPP) FOR THE**
31 **CONTINUING PROFESSIONAL DEVELOPMENT OF**
32 **FILIPINO NURSES;**

1 **"(H) CREATE A COUNCIL FOR NURSING RECOGNITION,**
2 **ACCREDITATION AND CERTIFICATION THAT WILL**
3 **ASSIST THE BOARD OF NURSING IN:**

4 **(1) RECOGNIZING ORGANIZED NURSING**
5 **GROUPS;**

6 **(2) SETTING STANDARDS FOR ADVANCED**
7 **NURSING PRACTICE, EDUCATION, RESEARCH AND**
8 **MANAGEMENT;**

9 **(3) ACCREDITING SPECIALTY PROGRAMS AND**
10 **ADVANCED NURSING PROGRAMS BASED ON**
11 **ESTABLISHED MECHANISMS;**

12 **(4) CREDENTIALING INDIVIDUAL REGISTERED**
13 **NURSES BASED ON ACCEPTED CRITERIA;**

14 **(5) MONITORING AND EVALUATION OF**
15 **ADVANCED NURSING PRACTICE, EDUCATION,**
16 **RESEARCH AND MANAGEMENT TO ENSURE SAFETY**
17 **AND QUALITY OF NURSING PRACTICE IN THE**
18 **PHILIPPINES;**

19 **"(I) MAKE DECISIONS TO INFLUENCE AUTHORITIES/**
20 **AGENCIES ON MATTERS THAT DIRECTLY AFFECT**
21 **NURSES' WELFARE;**

22 **"(J) ENSURE PERFORMANCE OF MANDATED DUTIES**
23 **AND FUNCTIONS WITH THE PROVISION OF**
24 **OPERATIONAL RESOURCES INCLUDING HUMAN**
25 **RESOURCE, PHYSICAL SPACE AND BUDGET TO**
26 **ENSURE THE CONFIDENTIALITY AND SANCTITY OF**
27 **THEIR FUNCTIONS AS PROVIDED THROUGH THE**
28 **ANNUAL BUDGET OF THE PRC AS PROMULGATED**
29 **IN THE GENERAL APPROPRIATIONS ACT; AND**

30 **"[h](K) xxx."**

31 **"SEC. [10] 11. *Annual Report.* – xxx."**

1 "SEC. [11] **12. Removal or Suspension of Board Members.** –
2 xxx."

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

4 "ARTICLE [IV] **V**

5 Examination and Registration

6 "SEC. [12] **13. PHILIPPINE NURSE** Licensure Examination. -
7 All applicants for license to practice nursing shall be required to pass a
8 written examination, which shall be given by the Board in such places
9 and dates as may be designated by the Commission: *Provided,* That it
10 shall be in accordance with Republic Act No. 8981, otherwise known as
11 the "PRC Modernization Act of 2000."

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

18 "(a) xxx;

19 "(b) xxx;

20 "(c) [He/she] **THE APPLICANT** is a holder of a Bachelor[~~'s~~
21 ~~Degree in~~] **OF SCIENCE IN NURSING DEGREE** from a
22 college or university that complies with the standards of
23 nursing education duly recognized by the proper government
24 agency."

25 "SEC. [14] **15. Scope of Examination.** – The scope of the
26 examination for the practice of nursing in the Philippines shall be
27 determined by the Board [~~:-The Board shall take~~] **OF NURSING**
28 **TAKING** into consideration the **CORE COMPETENCIES REQUIRED**
29 **OF BEGINNING NURSE PRACTITIONERS CONSIDERING THE**
30 objectives of the nursing curriculum[~~, the broad areas of nursing, and~~
31 ~~other related disciplines and competencies in determining the subjects~~

1 of-examinations] **IN RESPONSE TO THE NEEDS OF THE SOCIETY**
2 **AND THE DEMANDS OF INDUSTRY.**

3 **THE PHILIPPINE NURSE LICENSURE EXAMINATION SHALL BE**
4 **BASED ON A COMPETENCY-BASED TEST FRAMEWORK."**

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

18 "SEC. [16] **17. Oath.** – xxx."

19 "SEC. [17] **18. Issuance of Certificate of**
20 *Registration/Professional License and Professional Identification Card.* –
21 A certificate of registration/professional license as a nurse shall be
22 issued to an applicant who passes the examination upon payment of
23 the prescribed fees. Every certificate of registration/professional license
24 shall show the full name of the registrant, the serial number, the
25 signature of the Chairperson of the Commission and of the Members of
26 the Board[7]. **THE CERTIFICATE SHALL BEAR THE LOGO OF THE**
27 **BOARD OF NURSING** and the official seal of the Commission.

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

1 "SEC. [18] **19. Fees for Examination and Registration.** --
2 Applicants for licensure and for registration shall pay the prescribed
3 fees set by **THE** Commission."

4 "SEC. [19] **20. Automatic Registration of Nurses.** -- All nurses
5 whose names appear at the roster of nurses shall ~~[be automatically or]~~
6 *ipso facto* **BE** registered as nurses **AND AS MEMBERS OF THE PRC**
7 **ACCREDITED PROFESSIONAL ORGANIZATION (APO)** ~~[under this~~
8 ~~Act]~~ **UPON [its] THE effectivity OF THIS ACT."**

9 "SEC. [20] **21. Registration by Reciprocity.** -- xxx."

10 "SEC. [21] **22. Practice Through Special/Temporary Permit.** -- A
11 special/temporary permit may be issued ~~[by the Board]~~ to the
12 following persons ~~[subject to the approval of]~~ **BASED ON**
13 **QUALIFICATION STANDARDS AS DETERMINED BY THE BOARD**
14 **OF NURSING AND APPROVED BY** the Commission ~~[and upon~~
15 ~~payment of the prescribed fees]~~:

16 "(a) xxx;

17 "(b) Licensed nurses from foreign countries/states on medical
18 mission whose services shall be free in a particular hospital,
19 center or clinic; and

20 "(c) Licensed nurses from foreign countries/states ~~[employed]~~
21 **ENGAGED** by schools/colleges of nursing as exchange
22 professors in a branch or specialty of nursing[;] **AND IN**
23 **EMERGENCY SITUATIONS OF GROSS DISASTERS**
24 **AND CALAMITIES:**

25 "*Provided, however,* That the special/temporary permit shall be
26 effective only for the duration of the project, medical mission or
27 ~~[employment]~~ **ENGAGEMENT** contract."

28 "SEC. [22] **23. Non-registration and Non-issuance of Certificates**
29 *of Registration/Professional License or Special/Temporary Permit.* --
30 xxx."

1 "SEC. [23] **24.** *Revocation and Suspension of Certificate of*
2 *Registration/Professional License and Cancellation of*
3 *Special/Temporary Permit. – xxx."*

4 "SEC. [24] **25.** *Re-issuance of Revoked Certificates and*
5 *Replacement of Lost Certificates. – xxx."*

6 Sec. 6. Articles V and VI of the same Act are hereby amended to read
7 as follows:

8 "ARTICLE [V] **VI**

9 Nursing Education

10 "SEC. [25] **26.** *Nursing Education [Program]. – NURSING*
11 **EDUCATION IS THE FORMAL LEARNING AND TRAINING IN THE**
12 **SCIENCE AND ART OF NURSING PROVIDED BY HIGHER**
13 **EDUCATION INSTITUTIONS DULY ACCREDITED BY THE CHED.**

14 **"(A) BASIC NURSING EDUCATION PROGRAM.** – The
15 **BASIC** nursing education program [shall] **IS A**
16 **COMPETENCY-BASED CURRICULUM WHICH WILL**
17 provide sound general and professional foundation for [the
18 practice—of] nursing **SERVICE TO BE ABLE TO**
19 **IMPLEMENT THE NECESSARY SAFE QUALITY**
20 **NURSING PRACTICE. ADMISSION TO THE**
21 **BACCALAUREATE NURSING PROGRAM SHALL**
22 **REQUIRE PASSING A NATIONAL NURSING**
23 **ADMISSION TEST (NNAT).**

24 The learning experiences shall adhere strictly to specific
25 requirements embodied in the prescribed curriculum as
26 promulgated by the Commission on Higher Education's
27 policies and standards of nursing education."

28 **"(B) GRADUATE NURSING EDUCATION PROGRAM. –**
29 **THE GRADUATE NURSING EDUCATION PROGRAM**
30 **BUILDS ON THE EXPERIENCES AND SKILLS OF A**
31 **REGISTERED NURSE TOWARDS MASTERY,**
32 **EXPERTISE AND LEADERSHIP IN PRACTICE,**

1 RESEARCH AND EDUCATION. IT INCLUDES A
2 MASTER'S DEGREE AND DOCTORATE DEGREE IN
3 NURSING FOUNDED ON SCIENTIFIC BODY OF
4 KNOWLEDGE AND PRACTICE.

5 GRADUATE AND POST-GRADUATE NURSING
6 PROGRAMS SHALL BE OFFERED ONLY BY LEVEL
7 THREE (3) ACCREDITED HIGHER EDUCATION
8 INSTITUTIONS BASED ON RELEVANT CHED
9 POLICIES AND GUIDELINES.

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

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

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

15 "[~~(b)~~] **1.B.** Have at least [~~one (1)~~] **THREE (3)** year**S** of
16 clinical practice in a field of specialization;

17 "[~~(c)~~ Be a member of good standing in the accredited
18 professional organization of nurses; and]

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

23 **"1.D. UNDERGO TEACHER TRAINING FOR**
24 **NURSING EDUCATION PRIOR TO TEACHING**
25 **EMPLOYMENT; AND**

26 **"1.E. UNDERGO CLINICAL SKILLS COMPETENCY**
27 **ENHANCEMENT EVERY TWO (2) YEARS, AS**
28 **PRESCRIBED AND ACCREDITED BY THE BOARD.**

29 "~~In addition to the aforementioned qualifications, the dean of a~~
30 ~~college must have a master's degree in nursing. He/She must~~
31 ~~have at least five (5) years of experience in nursing.]"~~

1 **"(2) GRADUATE NURSING EDUCATION. A MEMBER**
2 **OF THE FACULTY TEACHING GRADUATE**
3 **PROFESSIONAL COURSES MUST:**

4 **"2.A. FOLLOW PRESCRIPTIONS 1 AND 2 OF**
5 **BASIC NURSING EDUCATION; AND**

6 **"2.B. BE A HOLDER OF A DOCTORAL DEGREE**
7 **IN NURSING, EDUCATION, OR OTHER ALLIED**
8 **HEALTH SCIENCES CONFERRED BY A COLLEGE**
9 **OR UNIVERSITY DULY RECOGNIZED BY THE**
10 **GOVERNMENT OF THE REPUBLIC OF THE**
11 **PHILIPPINES:**

12 ***PROVIDED,* THAT HIGHER EDUCATION**
13 **INSTITUTIONS OFFERING BOTH BASIC AND**
14 **GRADUATE NURSING EDUCATION PROGRAMS**
15 **SHALL BE GIVEN THREE (3) YEARS WITHIN**
16 **WHICH TO COMPLY WITH QUALIFICATION**
17 **REQUIREMENTS OF FACULTY MEMBERS FROM**
18 **THE EFFECTIVITY OF THIS ACT.**

19 **"(D) QUALIFICATIONS OF THE DEAN. – THE DEAN OF A**
20 **COLLEGE OF NURSING MUST:**

21 **"(1) BE A REGISTERED NURSE IN THE PHILIPPINES**
22 **AND A HOLDER OF A CURRENT VALID PRC ID;**

23 **"(2) HAVE AT LEAST THREE (3) YEARS OF CLINICAL**
24 **PRACTICE IN A FIELD OF SPECIALIZATION;**

25 **"(3) HAVE AT LEAST THREE (3) YEARS OF NURSING**
26 **EDUCATION PROGRAM MANAGEMENT**
27 **EXPERIENCE OR THREE (3) YEARS OF**
28 **MANAGEMENT IN ANY HEALTH-RELATED**
29 **INSTITUTION;**

30 **"(4) BE A HOLDER OF A MASTER'S DEGREE IN**
31 **NURSING FOR BACCALAUREATE PROGRAM**
32 **AND PREFERABLY A DOCTORAL DEGREE IN**

1 NURSING FOR DOCTORAL PROGRAM
2 CONFERRED BY AN ACCREDITED COLLEGE OR
3 UNIVERSITY IN THE PHILIPPINES OR ITS
4 EQUIVALENT; AND

5 "(5) UNDERGO PROGRESSIVE TRAINING FOR
6 DEANS ACCORDING TO A PROGRAM
7 PRESCRIBED BY THE BOARD."

8 [ARTICLE VI]

9 [Nursing Practice]

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

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

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

31 (1) BACHELOR OF SCIENCE IN NURSING
32 GRADUATE;

1 (2) REGISTERED NURSE WITH CURRENT PRC
2 ID;

3 (3) MUST BE A MEMBER OF THE ACCREDITED
4 PROFESSIONAL ORGANIZATION (APO); AND

5 (4) MUST NOT BE CONVICTED OF ANY CRIME
6 OF MORAL TURPITUDE.

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

**ADDITION TO THE REQUIREMENTS OF A BEGINNING
NURSE PRACTITIONER:**

- (1) RELEVANT MASTERS DEGREE FROM A
RECOGNIZED UNIVERSITY-BASED PROGRAM;**
- (2) MUST BE CERTIFIED BASED ON THE BOARD OF
NURSING PROTOCOL; AND**
- (3) MUST BE A MEMBER OF THE ACCREDITED
PROFESSIONAL ORGANIZATION (APO) AND
THE CORRESPONDING SPECIALTY
ORGANIZATION."**

**~~"[SEC. 29] (C) [Qualification of a] NURSING SERVICE
[Administrators] MANAGER. – A [person] NURSING
SERVICE MANAGER IS A PRACTITIONER occupying
supervisory or managerial positions requiring LEADERSHIP
AND knowledge of nursing [must:] MANAGEMENT.~~**

~~"[(a) Be a registered nurse in the Philippines;]~~

**~~"[(b) Have at least two (2) years experience in general
nursing service administration;]~~**

**~~"[(c) Possess a degree of Bachelor of Science in Nursing,
with at least nine (9) units in management and
administration courses at the graduate level; and]"~~**

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

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

1 **"(3) THE TOP LEVEL MANAGER OVERSEES ALL**
2 **NURSING UNITS IN TERMS OF THE**
3 **FINANCIAL, HUMAN RESOURCES FOR HEALTH**
4 **INCLUDING THE NURSES, NURSING**
5 **ASSISTANTS/ADJUNCTS AND OTHERS.**

6 **"A NURSING SERVICE MANAGER MUST HAVE THE**
7 **FOLLOWING MINIMUM QUALIFICATIONS IN ADDITION**
8 **TO THE REQUIREMENTS OF A BEGINNING NURSE**
9 **PRACTITIONER:**

10 **"(1) FOR FIRST LEVEL MANAGERIAL POSITION**
11 **IN NURSING, EIGHTEEN (18) UNITS OF**
12 **NURSING MANAGEMENT AND CLINICAL**
13 **SUBJECTS IN MASTER OF ARTS IN**
14 **NURSING/MASTER OF SCIENCE IN**
15 **NURSING AND AT LEAST THREE (3) YEARS**
16 **OF CLINICAL WORK EXPERIENCE;**

17 **"(2) FOR MIDDLE LEVEL MANAGERIAL POSITION**
18 **IN NURSING, COMPLETED ALL ACADEMIC**
19 **REQUIREMENTS IN MASTER OF ARTS IN**
20 **NURSING/MASTER OF SCIENCE IN**
21 **NURSING AND AT LEAST THREE (3) YEARS**
22 **OF CLINICAL AND TWO (2) YEARS OF**
23 **MANAGEMENT EXPERIENCE;**

24 **"(3) FOR TOP LEVEL MANAGERIAL POSITION IN**
25 **NURSING, MASTERS DEGREE IN NURSING**
26 **OR HEALTH MANAGEMENT-RELATED**
27 **SCIENCES AND AT LEAST THREE (3) YEARS**
28 **OF CLINICAL AND THREE (3) YEARS OF**
29 **MANAGEMENT EXPERIENCE; AND**

30 **"[d](4) MUST be a member of good standing of the**
31 **accredited professional organization [of—nurses]**
32 **AND RELEVANT NURSING ORGANIZATIONS:**

1 ~~"[Provided, That a person occupying the position of chief nurse~~
2 ~~or director of nursing service shall, in addition to the foregoing~~
3 ~~qualifications, possess:~~

4 ~~1. At least five (5) years of experience in a supervisory~~
5 ~~or managerial position in nursing; and~~

6 ~~2. A master's degree major in nursing;~~

7 ~~Provided further, That for primary hospitals, the maximum~~
8 ~~academic qualifications and experiences for a chief nurse shall~~
9 ~~be as specified in subsections (a), (b) and (c) of this section:~~

10 ~~Provided furthermore, That for chief nurses in the public health~~
11 ~~nursing shall be given priority. Provided, even further, That for~~
12 ~~chief nurses in military hospitals, priority to those who have~~
13 ~~finished a master's degree in nursing and the completion of the~~
14 ~~General Staff Course (GSC): Provided finally, That those~~
15 ~~occupying such positions before the effectivity of this Act shall~~
16 ~~be given a period of five (5) years within which to qualify.]"~~

17 **"PROVIDED, THAT THE ABOVE QUALIFICATIONS SHALL**
18 **APPLY TO ALL NURSES OCCUPYING SUPERVISORY OR**
19 **MANAGERIAL POSITIONS ACROSS ALL HEALTH**
20 **FACILITIES SUCH AS, BUT NOT LIMITED TO PRIMARY**
21 **OR MILITARY HEALTH FACILITIES, FOR TOP LEVEL**
22 **MANAGERIAL POSITION OF FIRST AND SECOND**
23 **LEVELS, AS WELL AS MEDICAL CENTERS NATIONWIDE."**

24 **"SEC. 28. NURSE-PATIENT RATIO. –THE GOVERNMENT AND**
25 **PRIVATE HOSPITALS ARE HEREBY MANDATED TO MAINTAIN**
26 **THE STANDARD NURSE-PATIENT RATIO SET BY THE**
27 **DEPARTMENT OF HEALTH:**

28 **"(A) IN HOSPITALS, BASED ON ACUITY AND**
29 **AUTHORIZED BED CAPACITY (ABC);**

30 **"(B) IN COMMUNITY, BASED ON NEED, POPULATION**
31 **AND GEOGRAPHY; AND**

1 **"(C) IN OCCUPATIONAL OR SCHOOL SETTINGS, BASED**
2 **ON RELEVANT LEGAL INSTRUMENTS.**

3 "SEC. [26] **29. Requirement for Inactive Nurses Returning to Practice.**

4 – Nurses [~~who have not actively practiced the profession~~] **ARE**
5 **DEEMED TO BE INACTIVE WHEN:**

6 **"(A) THEY ARE NOT UTILIZING NURSING**
7 **COMPETENCIES AS DEFINED IN THE SCOPE OF**
8 **NURSING PRACTICE FOR FIVE (5) CONSECUTIVE**
9 **YEARS;**

10 **"(B) THERE IS NON-RENEWAL OF PRC ID FOR FIVE (5)**
11 **YEARS; AND**

12 **"(C) THEY DO NOT HAVE PROOF OF FIVE (5) YEARS OF**
13 **CONTINUOUS NURSING PRACTICE.**

14 **"INACTIVE NURSES** are required to undergo one (1) month of
15 didactic training and three (3) months of practicum. The Board **ON AN**
16 **EXISTING CAPACITY** shall accredit hospitals **AND HEALTH CARE**
17 **AGENCIES** to conduct the said training program."

18 Sec. 7. Article VII of the same Act is hereby amended to read as follows:

19 "ARTICLE VII

20 [Health] **HUMAN RESOURCES FOR HEALTH (HRH)**

21 Production, Utilization and Development

22 "SEC. 30. *Studies for Nursing Manpower Needs, Production,*
23 *Utilization and Development.* – The Board, in coordination with [~~the~~
24 ~~accredited professional organization~~] **RELEVANT NURSING AND**
25 **OTHER GOVERNMENT AND NON-GOVERNMENT AGENCIES,**
26 shall initiate, undertake and conduct studies on health human
27 resources production, utilization and development. **THE BOARD**
28 **SHALL LIKEWISE ENSURE THE EFFECTIVE IMPLEMENTATION**
29 **OF HRH DEVELOPMENT STRATEGIES FOR NURSES AND OTHER**
30 **RELATED PERSONNEL TO ATTAIN A HIGHLY MOTIVATED AND**
31 **PRODUCTIVE NURSING PERSONNEL SYSTEM AND**
32 **WORKFORCE."**

1 "SEC. 31. ~~[Comprehensive]~~ **NATIONAL Nursing [Specialty]**
2 **CAREER PROGRESSION Program (NNCPP).** – THERE SHALL BE
3 AN INSTITUTIONALIZED NATIONAL NURSING CAREER
4 PROGRESSION PROGRAM (NNCPP) AS PRESCRIBED IN
5 ARTICLE IV, SEC. 10, PARAGRAPHS G & H. IN THE
6 IMPLEMENTATION OF THE NNCPP, THE BOARD SHALL
7 COORDINATE WITH THE DEPARTMENT OF HEALTH AND
8 OTHER RELEVANT GOVERNMENT AND PRIVATE AGENCIES.

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

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

1 "The beneficiaries of this program are obliged to serve in any
2 Philippine hospital for a period of at least two (2) years of continuous
3 service."

4 "SEC. 32. ~~[Salary]~~ **COMPENSATION.** – In order to enhance
5 the general welfare, commitment to service and professionalism of
6 nurses, the minimum base pay of nurses working in the public **AND**
7 **PRIVATE** health and **HEALTH-RELATED** institutions shall **BE IN**
8 **ACCORDANCE WITH PREVAILING SALARY STANDARDS SET BY**
9 **LAW FOR PROFESSIONALS AND SHALL** not be lower than salary
10 grade 15 [~~prescribed under Republic Act No. 6758, otherwise known as~~
11 ~~the "Compensation and Classification Act of 1989".~~] **FOLLOWING**
12 **THE PROVISIONS OF THE SALARY STANDARDIZATION LAW:**
13 [~~Provided, That for nurses working in local government units,~~
14 ~~adjustment to their salaries shall be in accordance with Sec. 10 of the~~
15 ~~said law.~~] **PROVIDED, THAT ADVANCED PRACTICE NURSES IN**
16 **PUBLIC AND PRIVATE HEALTH AND HEALTH-RELATED**
17 **INSTITUTIONS SHALL BE ENTITLED TO ADDITIONAL**
18 **REMUNERATION. GOVERNMENT AND NON-GOVERNMENT**
19 **FINANCIAL INSTITUTIONS SHALL PROVIDE A MECHANISM**
20 **FOR REIMBURSEMENTS FOR SPECIALTY AND ADVANCED**
21 **PRACTICE NURSING SERVICES BASED ON QUALIFICATIONS**
22 **PRESCRIBED BY THE BOARD ADHERING TO THE NATIONAL**
23 **NURSING CAREER PROGRESSION PROGRAM (NNCPP). IN**
24 **ADDITION, NURSING PROFESSIONAL FEES MAY BE EXACTED**
25 **DIRECTLY FROM THE CLIENTELE AND PATIENTS WITHIN THE**
26 **PROVISIONS OF ADVANCED PRACTICE NURSING OR**
27 **COLLABORATIVELY WITH EXPERT NURSES."**

28 "SEC. 33. *Funding for the* ~~[Comprehensive]~~ **DEVELOPMENT**
29 **OF THE NATIONAL Nursing [Specialty] CAREER PROGRESSION**
30 **PROGRAM (NNCPP) AND TRAINING.** – The annual financial
31 requirement needed to [~~train at least ten percent (10%) of the nursing~~
32 ~~staff of the participating government hospital~~] **IMPLEMENT THE**

1 **NNCPP IN THE TRAINING OF GOVERNMENT AND PRIVATE**
2 **NURSES FOR CONTINUAL LIFE-LONG LEARNING** shall be
3 ~~[chargeable against]~~ **SOURCED FROM:**

4 **"(A) ONE PERCENT (1%) OF THE ANNUAL BUDGET OF**
5 **THE DEPARTMENT OF HEALTH AS SPECIFIED**
6 **UNDER THE ANNUAL GENERAL APPROPRIATIONS**
7 **ACT; [and]**

8 **"(B) TEN PERCENT (10%) OF** the income of the Philippine
9 Charity Sweepstakes Office and the Philippine
10 Amusement and Gaming Corporation which [shall equally
11 share in the costs and] shall be released to the
12 Department of Health subject to accounting and auditing
13 procedures: *Provided,* That the Department of Health
14 shall set the criteria for the availment of this program;
15 **AND**

16 **"(C) TWENTY PERCENT (20%) OF THE PROFESSIONAL**
17 **REGULATION COMMISSION'S INCOME FROM THE**
18 **REGULATION OF THE NURSING PROFESSION."**

19 ~~"SEC. 34. Incentives and Benefits. – [The Board of Nursing in~~
20 ~~coordination with the Department of Health and other concerned~~
21 ~~government agencies, association of hospitals and the accredited~~
22 ~~professional organization]~~ **TO THE EXTENT POSSIBLE AS**
23 **PROVIDED BY LAW, A MECHANISM** shall **BE** established **BY THE**
24 **BOARD OF NURSING TO PROVIDE [an] incentiveS and benefitS**
25 ~~[system in the form of free hospital care for nurses and their~~
26 ~~dependents, scholarship grants and other non cash benefits. The~~
27 ~~government and private hospitals are hereby mandated to maintain the~~
28 ~~standard nurse patient ratio set by the Department of Health.]~~ **FOR**
29 **NURSES IN BOTH GOVERNMENT AND PRIVATE SECTORS."**

30 Sec. 8. Article VIII of the same Act is hereby amended to read as
31 follows:
32

1 "ARTICLE VIII

2 Penal and Miscellaneous Provisions

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

11 "(A) **VIOLATIONS AGAINST CODE OF ETHICS AND**
12 **PUBLIC MORALS;**

13 "(B) **VIOLATIONS AGAINST PROFESSIONAL**
14 **STANDARDS;**

15 "(C) **VIOLATIONS AGAINST HUMAN/PATIENT'S**
16 **RIGHTS; AND**

17 "(D) **OTHER OFFENSES."**

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

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

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

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

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

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

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

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

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

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

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

20 *Sec. 9. Implementing Rules and Regulations.* - Within ninety days (90) after
21 the effectivity of this Act, the Board and the Commission, in coordination with the
22 accredited professional organization, the Department of Health, the Department of
23 Budget and Management and other government agencies concerned, shall formulate
24 rules and regulations necessary to carry out the provisions of this Act. The
25 implementing rules and regulations shall be published in the *Official Gazette* or
26 newspaper of general circulation.

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

1 Sec. 11. *Repealing Clause.* - All laws, decrees, orders, rules and regulations or
2 parts thereof inconsistent with any of the provisions of this Act are hereby repealed,
3 amended or modified accordingly.

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

Approved,