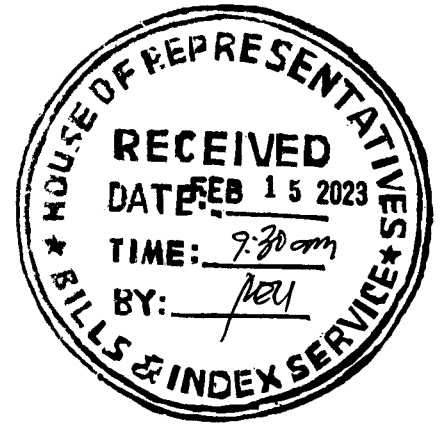


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 7168



Introduced by: HON. KRISTINE ALEXIE B. TUTOR and
HON. CIRIACO B. GATO JR.

EXPLANATORY NOTE

Art II, Section 15 of the 1987 Philippine Constitution provides that, "The state shall protect and promote the right to health of the people and instill health consciousness among them." Further, under Article XIII, Section II of the 1987 Constitution provides that "The state shall adopt an integrated and comprehensive approach to health development, which shall endeavor to make essential goods, health and other social services available to all the people at an affordable cost."

The state recognizes the dynamic role of midwives in the provision of preventive and promotive health care services, including primary health care services for women, children and other members of the community. It is for this reason this bill seeks to promote and strengthen the practice of midwifery. The midwives are the frontliners in the delivery of healthcare services particularly in geographically isolated disadvantaged area. (GIDA) Rebel infested areas and other areas where others fear to tread.

Midwifery professions is presently regulated by RA 7392, or the Philippine Midwifery Act of 1992. This bill aims to strengthen the regulatory and professional practice of midwifery in the Philippines, through the enhancement of the general welfare and commitment to service and professionalism of midwives working in public and private institutions.

The strengthening of the practice of midwifery profession seek to result in health services that would be more accessible, affordable and appropriate to address needs of the patients. This also has the purpose that no mother will die or be injured in the process of giving life to a healthy newborn baby.

In view of the foregoing considerations approval of this bill is earnestly requested .



HON. KRISTINE ALEXIE B. TUTOR
Bohol, 3rd District



HON. CIRIACO B. GATO JR.
Batanes, Lone District

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HOUSE BILL NO. 7168

**Introduced by: Hon. KRISTINE ALEXIE B. TUTOR and
Hon. CIRIACO B. GATO JR.**

AN ACT

TO STRENGTHEN THE PRACTICE OF MIDWIFERY AS A PROFESSION IN THE PHILIPPINES, PROVIDING FUNDS THEREFORE, REPEALING FOR THE PURPOSE REPUBLIC ACT NOS 7392 AND 2644, AND FOR OTHER PURPOSES.

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

SECTION 1. Short Title – *This act shall be known as the “Philippine Midwifery Act of 2023.”*

SECTION 2. Declaration of Policy - It is hereby declared the policy of the state to assume responsibility for the protection and enhancement of the midwifery profession. The state shall adopt measures that will continuously improve the knowledge, skills and competence, and ethical standards of midwives to prevent increase in maternal and infant mortality rates . It is further declared a policy of the state to strengthen the practice of midwifery as an allied medical profession so that no mother will die or be injured in the process of giving life to a healthy newborn

The state also recognizes the critical role of midwives in the provision of preventive and promotive health care services for women, children and other members of the community.

SECTION 3. Definition of Terms - For the purposes of this act, the following terms shall be defined as follows:

- a) Accredited Integrated Professional Organization (AIPO)– Refers to concerned Board and PRC Accredited Integrated Professional Organization for a given profession which is specifically mandated by the provision of Professional Regulatory Law (PRL) to integrate the professionals into one national organization and where the membership therein by the professional is automatic and mandatory .

- b) APO – refers to the PRC Accredited Professional Organization where membership therein by professionals is only voluntary .
- c) Barangay Health Workers - A Barangay Health Worker (BHW) is a person who has undergone training programs under any accredited government and non-government organization and who voluntarily renders primary health care services in the community after having been accreditation to function as such by the local health board and in accordance with guidelines of the Department of Health (RA 7883. Sec 3)
- d) Board – Refers to the Professional Regulatory Board of Midwifery.
- e) Code of Ethics – Refers to the set of principles of practices and standards of behavior that shall govern the ethical conduct, moral obligations and professional duties to be observed by all registered and licensed midwives.
- f) Commission – Refers to the Professional Regulation Commission.
- g) Continuing Professional Development – Refers to the inculcation of advanced knowledge, skills and ethical values in a post-licensure specialization or multi-disciplinary field of study, for assimilation into professional practice, self-directed research and / or lifelong learning.
- h) Department of Health – is the agency of the government who oversee the health and welfare of the people both preventive and curative care.
- i) DOH Clinical Practice Guidelines – Refers to the evidence based document developed by Department of Health (DOH), in consultation with relevant public and private stakeholders, that presents the appropriate health care for specific clinical circumstances, with the goal of delivering the optimal care to clients.
- j) Komadrona - Tagalog term of midwife as written in the certificate of compliance as required by RA 7392 and Rules and regulations of the Board and admitted to practice
- k) Life Saving Drugs – are drugs such as oxytocin, magnesium sulfate, antenatal steroids and antibiotics among other medicines used to prevent and manage pregnancy – related complication
- l) Midwife- refers to a person who has successfully completed midwifery education, program and, who is registered and licensed to practice by the Board of Midwifery and the Professional Regulation Commission as defined under RA 7392.
- m) Service Delivery Network – network of organizations that provides or makes arrangements to provide equitable, comprehensive, integrated, and continuous

good quality health services to a defined population, with minimum duplications and inefficiencies.”

n) **Skilled Health Professionals** — are providers such as midwives, doctors or nurses who were educated , licensed and trained to proficiency in the skill needed to manage pregnancies, childbirth and the immediate newborn period and in the identification , management and referral of complications in mothers and newborns.

SECTION 4. *Composition of the Board* — There shall be a Board of Midwifery, hereinafter referred to as the Board, which shall be under the direct supervision of the Professional Regulation Commission (PRC). It shall be collegial body composed of a chairperson and four (4) members to be appointed by the President of the Philippines.

SECTION 5. *Qualifications of the Chairperson and Members of the Board*

A. Chairperson of the Board of Midwifery shall at the time of his/her appointment:

- i. Be a natural born citizen and resident of the Philippines
- ii. Be of good moral character
- iii. Be a registered midwife
- iv. Have at least 10 years in practice as a midwife
- v. Be a master of science degree or doctorate degree holder in any of the following fields: public health, maternal and child health (MCH), community health, primary health care, health services administration, health systems or health care management;

B. Three members of the Board of Midwifery at the time of their appointment:

- i. Be a natural born citizen and resident of the Philippines
- ii. Be of good moral character
- iii. Be a registered midwife
- iv. Be a degree holders, preferably in the field of health and social science; and
- v. Have at least 10 years in practice as a midwife prior to their appointment;

C. One (1) member of the Board of Midwifery at the time of his/her appointment:

- i. Be a natural born citizen and resident of the Philippines
- ii. Be of good moral character
- iii. Be a registered obstetrician-gynecologist with at least 10 years in practice as an obstetrician-gynecologist
- iv. Be a degree holders, preferably in the field of health and social science; and
- v. Have at least 5 years in practice as an obstetrician-gynecologist preferably diplomate prior to his/her appointment.

SECTION 6. *Disqualifications of the Board Members:*

- a) Member of the faculty, whether full time or part time or lecturer of any school, college or university where a regular course is midwifery.
- b) Those who have pecuniary interest, directly or indirectly in any school, college or university during their term of office as member of the Board.
- c) Officer or member of the Board of Trustees of Midwifery Organization
- d) Those who hold positions which violate the provisions of Republic Act No. 6713 Code of Conduct and Ethical Standards for Public Officials and Employees or which violates incompatibility of office under items a to c.

SECTION 7. *Terms of Office* - The Chairperson shall hold office for six (6) years without reappointment. Three (3) members shall hold office for four (4) years without reappointment. Two (2) members shall hold office for three (3) years subject for reappointment for only one term. Any vacancy in the Board occurring within the term of a member shall be filled for the unexpired portion of the term only.

SECTION 8. *Compensation of Board Members* - The Chairperson and members of the Board shall receive compensation and allowances comparable to the Chairperson and members of other Professional and Regulatory Boards.

Section 9. *Removal of Board Members.* - Any members of the Board may be removed by the President of the Philippines, upon the recommendation of the Professional Regulation Commission, for neglect of duty incompetence or unethical, immoral and dishonorable conduct after having been given the opportunity to defend herself/himself in a proper administrative investigation conducted by the Commission.

Section 10. *Power and Duties of the Board* - The Board shall supervise and regulate the practice of midwifery profession and shall have the following powers, duties and functions:

- a) Enforce the provisions of this Act.
- b) Conduct Licensure examination for midwives
- c) Administer oaths in accordance with the provision of this Act.
- d) Issue, suspend or revoke certificates of registration for the practice of midwifery.
- e) Maintain a registry of midwives in good standing in cooperation with AIPO/APO
- f) Conduct hearings and investigations to resolve complaints against midwives for malpractice, unethical and unprofessional conduct and violation of this Act or its implementing rules and regulations and in connection therewith.
- g) Issue subpoena Ad Testificandum and Subpoena Duces Tecum and to punish with contempt persons obstructing, impeding and/or otherwise interfering with the conduct of such proceedings upon application with the court.
- h) Promulgate a code of Ethics in coordination and consultation with AIPO/APO and professional organizations representing registered and practicing midwives in the Philippines within one (1) year from the effectivity of this Act.
- i) Conduct inspection and monitoring of educational institutions and facilities where midwifery services are offered or midwifery programs are taught to

ascertain that the standards of midwifery education are properly complied with and maintained at all times.

- j) The Board shall submit an annual report to the Commission at the end of each calendar year, giving a detailed account of its proceedings and the accomplishments and recommending measures to upgrade and improve the conditions affecting the midwifery practice and education.
- k) To adopt an official seal to authenticate its official documents.
- l) The Board shall attend meetings regularly.

Section 11. *Meetings of the Board.* The Board shall hold a regular meeting at least once (1x) a month within the Commission premises or in such other places as may be agreed upon on such date and time fixed by the Board. A special meeting may be called by the chairperson or any of its two (2) members to consider, deliberate or act upon urgent and important matters. The Board Secretary shall keep the minutes of the regular and special meetings of the board. The minutes shall be signed and certified as correct by the members of the board present.

SECTION 12. *Administrative Supervision of the Board and Custodian of its Records.* – The members of the Board shall be under the general supervision of the Commission. All records, including examination paper, applications for examinations, administrative and other investigative cases conducted by the Board shall be under the custody of the Commission.

SECTION 13 *Standards for Midwifery Education* – To ensure quality midwifery education in the Philippines, the Commission on Higher Education (CHED) has the following duties and responsibilities:

- a) Establish standards for midwifery education, including the setting of minimum qualifications of faculty, and the facility requirements for training, among others;
- b) Develop and periodically review the basic curriculum in consultation with the Department of Health (DOH), the Board, AIPO/APO, APSOM and other midwifery organization.
- c) Monitor and evaluate the performance of midwifery programs of schools, colleges, and institutions;
- d) Examine the facilities of universities and colleges of midwifery, and those seeking permission to open the midwifery courses prescribed; and
- e) Impose appropriate sanctions to institutions that do not fulfill the aforementioned standards, such as downgrading or withdrawal of accreditation, and termination of the program or school course, among others in coordination with the Board.

SECTION 14. *Schools of Midwifery* – To become a duly accredited and legally constituted institution for midwifery education and training as provided for in RA 7392 (Midwifery Act of 1992) a school of midwifery shall have applied and secured a permit from the Commission on Higher Education (CHED). The school shall operate a midwifery program in accordance with the existing policies, standards and guidelines for midwifery education.

SECTION 15. *Qualification of Faculty* – The faculty shall have academic preparation appropriate to teaching assignment, as follows:

- a) Masteral degree holder on Health and social sciences or doctor of medicine
- b) Proof of competence in the field of specialization assigned to him/her.
- c) A registered nurse or registered midwife in the Philippines with at least one (1) year of satisfactory teaching experience or one (1) year of efficient performance in maternity ward/community, Provided, that a registered midwife maybe allowed to follow up student midwives in the community ward provided she has at least two (2) years of experience in the area of assignment and has undergone training in the supervision of students.

Be a member of good standing of AIPO/APO or other national association of midwives.

SECTION 16. *Continuing Professional Development* – A registered midwife is required to maintain competence by continual learning through Continuing Professional Development. The Implementation of the CPD programs and activities for the midwifery profession shall be governed by RA 10912 otherwise known as the Continuing Development Act of 2016 and its Implementing Rules and Regulation.

SECTION 17. *Examination Required* - All applicants for registration to the practice of midwifery in the Philippines, shall be required to pass a written examination which shall be given by the Board in such places and dates as may be designated by the Commission. Provided, that it shall be in accordance with RA 8981, otherwise known as PRC Modernization Act of 2000.

SECTION 18. *Scope of Examination* -The scope of Examination for the practice of midwifery shall consist of the following:

- a) Newborn, infant and child health related procedures to midwifery;
- b) Obstetrical anatomy and physiology;
- c) Obstetrics (including essential intrapartum and basic emergency obstetric care)
- d) Principles of Microbiology and parasitology as applied to midwifery practice;
- e) Pharmacology as applied to midwifery practice;
- f) Midwifery procedures
- g) Primary Health Care (covers community care, public health, and preventive care);
- h) Maternal nutrition, newborn, infant and young child feeding (including breastfeeding and complementary feeding);
- i) Responsible parenthood, family planning, adolescent health and reproductive health;
- j) Ethics and legal jurisprudence of midwifery practice;
- k) Professional growth and development, and entrepreneurship; and

- l) Other subjects that the Board may deem necessary for inclusion from time to time.

SECTION 19. *Prerequisite and Qualifications of Applicants for Examination* - In order to be admitted to the midwifery examination, an applicant shall at the time of filing his/her of application therefor, establish to the satisfaction of the Board that she/he

- a) Is in good health, of good moral character.
- b) A graduate of midwifery in a government recognized and duly accredited institution. At the time of the issuance of a certificate of registration, the applicant shall be a citizen of the Philippines and at least eighteen (18) years of age.

For purposes of admission to the midwives' licensure examination, the applicant must submit the following documentary requirements:

- a) Philippines Statistic Authority authenticated copy of the certificate of live births,
- b) Certified true copy of the official transcript of records
- c) Duly accomplished form, certified as true and correct by the clinical instructor and dean/principal of the school of midwifery attesting to the applicant's:
 - 1. Handling of at least Twenty (20) actual deliveries
 - 2. Suturing of at least five (5) perineal lacerations
 - 3. Insertion of at least five (5) intravenous fluids
 - 4. Conduct of at least Ten (10) internal examinations
- d) Other documents that the Board may require provided any additional requirement has been subject of prior consultation and is duly announced in a public document.

SECTION 20. *Fees for Examination* - Applicants for examination for the practice of midwifery shall pay an examination fee as prescribed by the Professional Regulation Commission.

SECTION 21. *Ratings in the Board Examination* - To be qualified as having passed the Board examination for midwives, the examinee must obtain a general rating of seventy-five percent (75%) in the written test with no grade lower than fifty percent (50%) in any of the examination subjects.

SECTION 22. *Report on the Results of the Board Examinations* - As a result of fully computerized examination, the Board shall, within a maximum of thirty (30) days after the examination, report the ratings obtained by each examinee to the Commission. The Commission shall, after days from receipt, release to the public the results of the Board examinations.

SECTION 23. *Oath* - All successful examinees shall be required to take an oath of profession before the Board or any government official authorized to administer oaths prior to entering the midwifery practice.

SECTION 24 . *Issuance of Certificate of Registration / Professional License and Professional Identification Card* - A certificate of Registration / Professional License as a midwife shall be issued to an applicant who passed the application upon payment of the prescribed fees. Every certificate of registration/professional license shall show the full name of the chairperson of the Commission and of the members of the Board, and the official seal of the Commission.

SECTION 25. *Registration of Nurse –Midwife* - Certification of Registration may be issued to registered nurses who finished midwifery course and passed the examination for midwives provided, that the nurse, before being allowed to take examination submit written evidence to the Board that he/she has handled at least twenty (20) delivery cases as certified by the municipal / city or Provincial Health Officer or chief of a duly registered or recognized hospital. DOH and Philhealth accredited birthing centers .

SECTION 26. *Inhibition Against the Practice of Midwifery* -No person shall practice or offer to practice midwifery in the Philippines, as defined in this Act without holding a valid Certificate of Registration and Professional License as midwife.

SECTION 27. *Foreign Reciprocity* - A certificate of registration / professional license maybe issued without examination to midwives registered under the laws of a foreign country or state. Provided, that the requirements for registration or licensing of midwives in said country are substantially the same as those prescribed under this Act. Provided further, that the laws of such state or country grant the same privileges to registered midwives of the Philippines.

SECTION 28. *Practice of Midwifery Defined* - The practice of midwifery consists of performing, rendering or offering for a fee, salary or other reward or compensation services requiring an understanding of the principles and application of procedures and techniques in:

- a) Managing normal and uncomplicated pregnancies and deliveries
- b) Identifying pregnancy complications and danger signs,-and immediate referral of high risk pregnancy woman to the appropriate facility in the service delivery network.
- c) Caring for the newborn, and proper assessment initial management, and immediate referral of newborn complications.
- d) Carrying out the written order of physicians on natal, ante-natal, intra-natal and post-natal care of the normal pregnant mother which includes:
 - 1. Oral and parenteral dispensing of oxytocic drug before or after delivery of placenta as a measure to prevent postpartum hemorrhage .Provided the delivery is normal spontaneous and single birth.
 - 2. Suturing of 1st degree (small, skin deep tears which usually heal naturally) and 2nd degree (deeper tear affecting the muscle of the perinium as well as the skin this require stitches) of perineal lacerations to control bleeding and giving of intravenous fluid insertion during obstetrical emergencies provided they have been trained for that purpose.

- e) Providing family planning services which include modern and natural family planning method including counseling on informed choices to women of reproductive age
- f) Administering recommended vaccines related to Maternal and child health care and as vaccinator as stated in RA 115251 section 9 .
- g) Providing primary care in the community, with emphasis on preventive and promotive health care services.
- h) May perform the following procedures to a newborn, infant or young child:
- i) Four core-time bound interventions during the first 60- 90 minutes of life of the newborn in accordance to the Essential Newborn Care (EINC)
 - 1. Immediate and thorough drying .
 - 2. Early skin to skin contact .
 - 3. Properly-timed clamping and cutting of the cord after 1to 3 minutes.
 - 4. Non-separation of the newborn from the mother for early breastfeeding initiation and rooming in.
- ii) Administration of the following after the first full breastfeeding of the newborn:
 - a) Recommended dose of Intramuscular Vitamin K to prevent Hemorrhagic disease of the newborn
 - b) Ophthalmic prophylaxis ointment to prevent neonatal conjunctivitis
 - c) Intramuscular administration of Hepatitis B vaccine
 - d) Intradermal administration of Bacillus Calmette Guerin (BCG) vaccine.
 - e) Newborn Screening
 - f) Performing other tasks or procedures to be determined by the Department of Health (DOH). Provided that the scope, requirements and interpretation of said functions shall be specified in the Clinical Practice Guidelines to be jointly promulgated by the Department of Health (DOH) and the Board of Midwifery in consultation with AIPO/APO and other midwifery organizations.

SECTION 29 . *Revocation and Suspension of Certificate of Registration and Cancellation -*

The Board shall have the power to revoke or suspend the validity of a certificate of registration of a midwife for any of the causes mentioned in the preceding section, or on cases of: (a) unprofessional conduct, (b) professional malpractice, (c) clear professional incompetence, or (d) serious ignorance or negligence, (e) assisting or performing abortion in the practice of midwifery or (f) using fraud, deceit or false statements to obtain a certificate of registration. From the final decision of the Board, appeal maybe taken to the Professional Regulation Commission whose decision shall be final and executory.

SECTION 30. *Refusal to Issue Certificate of Registration -*

The Board shall refuse to issue a certificate of registration to any person convicted by the court of competent jurisdiction of any criminal offense involving moral turpitude, and to any person guilty of immoral or dishonorable conduct. The Board shall give the applicant a written

statement setting forth the reason or reasons for its action, which statement shall be incorporated in the records of the Board.

SECTION 31. *Reissuance and Replacement of Revoked Certificates-*

The Board may for reasons of equity and justice and upon proper application therefor issue another copy of the certificate upon payment of dues, and in so doing, it may exempt the applicant for the requisite examination.

SECTION 32. *Midwives Positions in Public Health facilities* – All public health facilities such as but not limited to Government Owned Controlled Corporation (GOCC), DOH-retained hospitals, Local Government Unit managed hospitals at the district level; shall have plantilla positions for midwives and not nursing attendant position.

Provided, that the compensation of midwives working in public health shall not be lower than Salary Grade 13 as entry salary for midwives, pursuant to Republic Act No. 6758; Also as provided for under the Civil Service Law, a government employee has to work eight (8) hours a day or forty (40) hours a week. Provided further, that for midwives working in health facilities under local government units, adjustments to their compensation shall be in accordance with Section 10 of the same Act;

Furthermore, other benefits and entitlements shall also be provided to midwives by their public health employers in accordance with existing laws.

SECTION 33. *Midwives in Private Health facilities* – Midwives employed or contracted by private health facilities shall have salaries, benefits not lower than the minimum wage set by the Department of Labor and Employment (DOLE). Government midwives who practice in private facilities after their regular office hours shall comply with the existing guidelines being set by the Civil Service Commission and Department of Health.

SECTION 34. *Midwives with Birthing Centers* – Midwives who shall establish and manage their own birthing center/s shall comply and be properly guided with the regulatory standards and operating procedures as defined by the Department of Health; This shall take into consideration certain requirements such as but not limited to number of facilities providing maternal care services in a particular geographic/ territorial jurisdiction and based on an assessment of actual maternal care service requirement in a particular community.

Midwives offering services in these facilities should likewise comply with PhilHealth Certification and Accreditation standards. Midwives with Birthing facilities and offering pregnancy and other RH related services shall both be accredited as service provider and an MCP/ FP accredited facility to comply with quality standards. Claims on maternal and newborn care package and family planning service must be paid on time .

SECTION 35. Creation of National Midwifery Office at the Department of Health - with the following roles ;

1. Provide leadership on conducting the formulation of Midwifery Policy and Strategy (accurate information , clear direction)
2. Provide expert advice to inform policy and decision makers relative to midwifery practice.

3. Review the National Human Resources for Health Plan for midwives , including workforce demography.
4. Ensure adequate demand with respect to health service delivery for primary health care and other population health priorities (1 midwife in every barangay) Attract, recruit and retain midwives they are most needed.
5. Establish and strengthen senior leadership for midwifery workforce governance and management
6. Develop and share midwifery knowledge through a variety of process such as peer review and research .

6.1 Interpret and critically apply appropriate research findings to ensure that midwifery practice is evidence-based .

SECTION 36. Penal Provision - (a) Any person who shall practice midwifery in the Philippines within the meaning of this Act without a certificate of registration issued in accordance herewith, or (b) any person presenting or using as his/her own the certificate of registration of another or (c) any person giving any false or forged evidence to the Professional Regulation Commission in order to secure a certificate of registration or (d) any person using a revoked or suspended certificate of registration (e) or any person assuming, using or advertising, as a registered midwife or a registered nurse midwife or appending to his/her name the letters R.M. without having been conferred such title by the Professional Regulation Commission or (f) advertising any title description tending to convey the impression that he/she is a registered midwife, shall be guilty of misdemeanor and shall, upon conviction, be sentenced to a fine of not less than Fifty Thousand Pesos (50,000) nor more than One hundred Thousand Pesos (100,000), or to suffer imprisonment for a period of not less than two (2) years nor more than seven years, or both such fine and imprisonment at the discretion of the court. The aforementioned penalty shall likewise be imposed upon any person found guilty of violation of any rule and regulation validly issued pursuant to the provisions of this Act.

SECTION 37. Enforcement of this Act – It shall be the primary duty of the Commission and the Board to effectively implement this Act. Any duly law enforcement agencies and officers of national, provincial, city or municipal governments shall, upon written or request of the Commission or the Board, render assistance in enforcing the provisions of this Act and to prosecute any persons violating the same.

SECTION 38. Appropriations – The Chairperson of the Professional Regulation Commission shall immediately include the funding necessary to implement the provisions of this Act in the General Appropriations Act.

SECTION 39. Implementing Rules and Regulations – Within 90 (days) after the effectivity of this Act, the Board and the Commission, in coordination with the accredited Integrated Professional Organization (AIPO), Accredited Professional Organization (APO) and national organization of Midwives, the Department of Health (DOH), the Department of Budget and Management (DBM) and other concerned government agencies, in consultation with relevant stakeholders in the private sector, shall formulate such rules and regulations necessary to carry

out the provisions of this Act. The implementing rules and regulations shall be published in the Official Gazette or in any newspaper of general circulation.

SECTION 40. *Repealing Clause* –Republic Act Numbered Two Thousand Six Hundred and Forty-Four is hereby repealed and all laws, decrees, orders, instructions, rules and regulations and other issuance or parts therefor inconsistent with this Act are likewise repealed or amended accordingly.

SECTION 41. *Separability Clause* - If for any reason, any part or section of this Act shall be declared unconstitutional or invalid, other sections or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 42. *Effectivity Clause* - This Act shall take effect upon completion of its publication in at least two (2) national newspapers of general circulation.

Approved.