HOUSE OF REPRESENTATIVES
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NINETEENTH CONGRESS)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

HOUSE OF REPRESENTATIVES

Introduced by Representative Rufus B. Rodriguez

House Bill No. 10075

EXPLANATORY NOTE

Section 17 (b) and (c) of Republic Act 11223 otherwise known as the Universal Health Care Law states that there shall be accurate, sensitive and timely epidemiologic surveillance systems, and proactive and effective health promotion programs or campaigns. Further, Section 23 of the same law requires that, in order to ensure the continuity in the provision of health programs and services, all health professionals and health care workers be guaranteed permanent employment and competitive salaries. The State recognizes that health personnel are indispensable because they are the providers of these essential services that must be basically available to promote the health and well-being of the Filipinos.

Republic Act 5527 otherwise known as the Philippine Medical Technology Act of 1969 was enacted aimed to establish the identity of the Filipino Medical Technologist. However, the modernization of the profession remains elusive 54 years later. Throughout the years, the profession itself inevitably evolved so as to adopt to the fast-paced Science and Technology in medicine and health. First, a massive transition of its nomenclature from Medical Technologist (MT) to Medical Laboratory Scientist (MLS) occurred across countries such as the UK, USA, Australia, New Zealand, Canada, India, Ghana, Nigeria, Pakistan as well as the World Health Organization (WHO). The same name was also adopted by the Philippines' Commission on Higher Education (CHED). This is an action to standardize the name and identity of the profession.

In order to preserve the integrity and enhance the quality of the MLS' services, the CHED and the Professional Regulation Commission (PRC) must implement effective strategies across all stages of the MLS education and development. These can be met by restructuring the MLS Professional Regulatory Board (PRB), the CPD Council for MLS and the Technical Committee for MLS Education through adequate representation by qualified MLS from different areas and specialization. Further, low to no-cost CPD Programs must be provided by the government and employers of the MLS professional using various platforms to maximize learning opportunities.

The invaluable contribution of the MLS was highlighted during the onset and peak of COVID-19 pandemic and this role remains today. Unfortunately, the neglected working conditions of the MLS in the country is leading to demoralization and impending abandonment of this relevant profession. Thus, this Bill aims to modernize and uplift the MLS profession not only for the benefit of the 59,333 MLS in this country (Reference: WHO Global Health Observatory, 2023) but most importantly for the health of 119 million Filipinos entitled to Health as a fundamental human right.

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

RUFUS B. RODRIGUEZ

NINETEENTH CONGRESS)
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HOUSE OF REPRESENTATIVES

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House Bill No. 10075

AN ACT
REGULATING AND MODERNIZING THE PRACTICE OF MEDICAL LABORATORY SCIENCE IN THE PHILIPPINES, REPEALING, FOR THIS PURPOSE, REPUBLIC ACT NOS. 5527 AND 6138 AND PRESIDENTIAL DECREE NOS. 498 AND 1534, PROVIDING FUNDS THEREOF AND FOR OTHER RELATED PURPOSES

SECTION 1. Short Title. – This Act shall be known as the *"Philippine Medical Laboratory Science Act"*.

SECTION 2. Declaration of Policy. – The State recognizes the importance of the Medical Laboratory Science profession in nation building and development through the portals of healthcare, education, and research. Hence, it shall develop and nurture competent, virtuous, productive, and well-rounded Medical Laboratory Scientists whose standard of practice and service shall be world class. Further, the State shall promote, regulate and protect the professional practice of Medical Laboratory Science in the Philippines and shall ensure its continued growth and development at par with international standards of practice.

SECTION 3. Definition of Terms. – As used in this Act, the following terms shall mean:

a. **Accredited Medical Laboratory Science Training Laboratory** – refers to a clinical laboratory duly licensed by the Department of Health and accredited as a training laboratory for Medical Laboratory Science Program by the Commission on Higher Education (CHED);
b. **Accredited Professional Organization** – refers to any national professional organization, whose membership is voluntary, and recognized and accredited by the Professional Regulation Commission;
c. **Board** – refers to the Professional Regulatory Board of Medical Laboratory Science under the administrative supervision and control of the Professional Regulation Commission;
d. **Capillary puncture** – a method of collection of blood sample from tiny blood vessels called capillaries; also called skin puncture or prick puncture;
e. **Career Progression and Specialization (CPS)** – refers to the process of developing or moving towards a more advances state in a person's job, title, position, or profession; it outlines the route one may follow in order to reach identified career development goals;
f. **Commission** – refers to the Professional Regulation Commission;
g. **Complex specimen collection** – invasive, or that which can cause greater pain or discomfort during sampling. It requires to be collected only by certified, trained personnel. Such will include Arterial Blood puncture, biopsies and other tissue sampling, fluid/discharge or drainage from inner and/or deeper body cavities and anatomical sites. Post-specimen collection complication may expectedly result and should be handled with greater precaution and care;
h. **Continuing Professional Development (CPD)** – refers to the inculcation of advanced knowledge, skills and ethical values in post-licensure specialized or in inter-or multidisciplinary field of study for assimilation into professional practice, self-directed

research and/or lifelong learning;

i. **Code of Ethics** – refers to a set of guidelines, standards, and principles to promote professional behavior that are value – and compliance-based and relates to integrity, professionalism, and social responsibility, as prescribed and promulgated by the Board, in consultation with the duly accredited professional organization, with the approval of the Professional Regulation Commission;
j. **Medical Laboratory Aide** – an undergraduate/non-degree level of BSMLS/ BSMT/BSPH Program or a Highschool graduate belonging to the Science, Technology, Engineering and Mathematics (STEM) Program in the Philippines. He/she is allowed only to perform limited tasks in the laboratory after appropriate training and under strict supervision of the MLS;
k. **Medical Laboratory Science (MLS)** – formerly referred to as Medical Technology, refers to the healthcare profession that primarily provides professional services for the purpose of aiding in the diagnosis, treatment and management of diseases, for public health surveillance, and for the promotion of health in general. The profession provides laboratory investigations on biological and non-biological specimens which have impact on health, the results of which provide information to physicians or other health professionals in relation to healthcare, research, forensics and other services related to Medical Laboratory Science using emerging, converging or disrupting technologies, as may be applied in the field and other related fields. This profession my also provide professional services specifically laboratory-based investigations on animals for purposes of animal care (treatments/management) and use (e.g. research);
l. **Medical Laboratory Scientist (MLS)** – formerly referred to as Medical Technologist, refers to the new name of the profession based on the globally-accepted nomenclature. He/she is a holder of degree in Bachelor of Science in Medical Laboratory Science or Bachelor of Science in Public Health, and is duly licensed and registered with the Professional Regulation Commission and therefore is allowed to practice Medical Laboratory Science. The entry-level position is MLS-1 and the highest position is MLS-5. The MLS is the only professional with sufficient competency and capability to perform various scientific laboratory procedures following the laboratory process cycle, i.e., Pre-Analytical, Analytical and Post-Analytical;
m. **Medical Laboratory Technician** – a holder of degree of Bachelor of Science in Medical Laboratory Science (BMLS) or as transitory provision, Bachelor of Science in Medical Technology (BSMT) or BSPH who has not taken or passed the PRC licensure examination but has undergone training to become a Certified Phlebotomist Level I or allowed to perform pre-analytic specimen preparation procedures;
n. **Phlebotomy** – a method of collection of blood sample by drawing from a vein;
o. **Phlebotomist** – a medical laboratory technician or a medical laboratory scientist who is trained to perform capillary and venous blood collection (Certified Phlebotomist Level I) or capillary, venous and arterial blood collection (Certified Phlebotomist Level II);
p. **Recognized School of Medical Laboratory Science** – refers to a school, college or university which offers a Bachelor's degree program in Medical Laboratory Science and Public Health approved by the Commission on Higher Education;
q. **Specimen collection** – refers to the process of obtaining a biological sample in any form (blood, tissue, fluid, etc.) primarily from human but may also be obtained from other source (animal or other organisms) for purposes of laboratory analysis. The specimen collection shall be categorized as either simple of complex;
r. **Simple specimen collection** – non-invasive to minimally-invasive obtaining of sample. It may be done through a guided instruction (written or verbal_ or from where the anatomical site of sampling is readily accessible to the specimen collector or will expectedly bring minimal discomfort of pain (e.g. urine, phlegm, venous blood, capillary blood, throat, nose);
s. **Technical Panel for Medical Laboratory Science Education** – refers the Technical Panel for Medical Laboratory Science and Public Health Education organized under

the Commission on Higher Education (CHED);

SECTION 4. Areas and Scope of Practice of Medical Laboratory Science. – A person is deemed to be in the practice of Medical Laboratory Science shall include the following:

For purposes of helping in the diagnosis, treatment and management of diseases in public health surveillance, and in the promotion of health in general, such person with:

a. Performs, phlebotomy, simple or complex specimen collection procedures;
b. Performs examination of tissues, secretions and excretions of the human body and other body fluids through electronic, chemical, microscopic, hematologic, serologic, immunologic, nuclear, molecular, cytogenetic, parasitologic, bacteriologic mycologic, virologic and many other laboratory procedures and techniques, either manual or automated;
c. Performs blood banking procedures and immune-hematologic techniques for transfusion service;
d. Performs histopathologic and cytologic techniques;
e. Performs processing, biobanking and preservation of specimens;
f. Teaches courses, train and supervises students in educational institutions with Medical Laboratory Science programs; provided, that teaching of courses for licensure examinations shall follow Section 11 of Republic Act No.8981, "PRC Modernization Act of 2000;
g. Undertakes consultancy in clinical laboratory equipment planning and evaluation, introduction and demonstration of new clinical laboratory methods, or troubleshooting of laboratory tests and procedures where knowledge, skills and experience as Medical Laboratory Scientist are required;
h. Performs drug testing and toxicology testing;
i. Performs research involving human beings, animals, plants or non-biological materials which require the utilization of the knowledge and skills of a Medical Laboratory Scientist;
j. Performs clinical laboratory quality control and quality assessments;
k. Performs preparation and standardization of reagents, standards, stains or others; Provided, that such reagents, standards, stains or others are exclusively for the use of their clinical laboratory;
l. Serves as trainer/instructor of other MLS professionals and other laboratory personnel;
m. Provides other services where knowledge, skills and experience of a Medical Laboratory Scientist are needed such as but not limited to: research, industry, animal and plant laboratories requiring laboratory analyses and investigations;
n. May serve as owner/co-owner and/or director of the laboratory. Provided that, as laboratory director, the MLS must have met the criteria and requirements for this position.

The performance of any of the foregoing activities by a registered and licensed Medical Laboratory Scientist shall be without prejudice to all other applicable laws, rules and regulations.

The Professional Regulatory Board of Medical Laboratory Science, hereinafter created. subject to the "Modernization Act of 2000", and in consultation with the accredited professional organization (APO), may modify the above-enumerated acts, services, or activities, as the need arises, in order to conform to the latest trends and developments in the practice of the Medical Laboratory Science profession: Provided, that such modifications are consistent with the enumerations above.

SECTION 5. Professional Regulatory Board of Medical Laboratory Science. – There is hereby created a Professional Regulatory Board of Medical Technology under the Commission. The Board shall be composed of a Chairperson and four (4) Members, all of whom are registered Medical Laboratory Scientists who have completed the Bachelor of

Science in Medical Laboratory Science/Bachelor of Science in Public Health. The Chairperson and Members of the Boards shall be appointed by the President of the Republic of the Philippines ('President') upon recommendation of the Commission and shall serve for a term of three (3) years. The Chairperson and the Members of the Board shall hold such office until their successors have been 196 appointed and duly qualified.

For its recommendation, the Commission shall submit to the President a list containing five (5) names from among a list of seven (7) nominees for each position recommended by the duly accredited professional organizations of Medical Laboratory Scientists for appointment of the Chairperson or any Member of the Board prior to the expiration of the term of the Chairperson or any Member of the Board.

In case of death, disability or removal for cause of the Chairperson or any Member of the Board, his successor shall only serve the balance of his term.

SECTION 6. Qualifications of the Chairperson and Members of the Board. – No person shall be appointed as Chairperson or as a Member of the Board unless he is a duly registered medical technologist, a natural born Filipino citizen and a resident of the Philippines within the last five years at the time of nomination, and of good moral character. Provided, further, that the Chairperson and the Members of the Board must not be an officer or director of the accredited professional organizations at the time of their nomination.

The Chairperson must be at least forty (40) years of age and must have at least fifteen (15) years of professional experience as a medical technologist and must be holding a position as medical technologist in a continuous period of at least 5 years at the time of appointment. He must be a holder of at least a health-related Master's degree, preferably a Master degree in Medical Laboratory Science/MT.

The Members of the Board must be at least forty (40) years of age, must have at least ten (10) years of professional experience as Medical Laboratory Scientist and holding a position as Medical Laboratory Scientist in a continuous period of at least 5 years at the time of appointment and preferably a holder of a health-related Master's degree. The Chairperson and Members of the Board must not have any pecuniary interest, directly or indirectly, in any school, college, university or conferring an academic degree necessary for admission to the practice of Medical Laboratory Science or in any review center ; neither shall he/she be a member of the faculty or of the administration thereof at the time of his/her appointment to the Board; nor shall he/she be a member of the faculty/ administration in a Medical Laboratory Science School and reviewer in a review center at the time of nomination.

SECTION 7. Compensation and Allowances of the Board. – The Chairperson and each Member of the Board shall receive compensation and allowances equivalent to the being received by the chairperson and members of the other professional regulatory boards under the Commission as provided for in the General Appropriations Act.

SECTION 8. Powers and Functions of the Board. –

a. Administer and implement the provisions of this Act;
b. Regulate the profession in accordance with the professional regulatory Law;
c. Determine and prepare the questions for the licensure examination for Medical Laboratory Scientists;
d. Administer oaths in connection with the administration of this Act;
e. Issue, suspend, revoke or reissue, reinstate certificates of registration and Special Temporary Permits for the practice of Medical Laboratory Science;
f. Look into conditions affecting the practice of Medical Laboratory Science in the Philippines and, whenever necessary, adopt such a measure that may be deemed proper

for the maintenance of good ethics and standards in the practice of Medical Laboratory Science;

g. Investigate cases arising from the violations of this Act, or of the rules and regulations issued hereunder. For this purpose, the Board may issue subpoena and subpoena duces tecum;
h. Draft such rules and regulations as may be necessary to carry out the provisions under this Act;
i. Prescribe the qualifications and training of Medical Laboratory Scientists with regard to special fields of the profession and to supervise their special examination to be conducted by the Commission;
j. Prescribe and promulgate the Code of Ethics and Code of Professional Standards for the Practice of Medical Laboratory Science, in consultation with the APO;
k. Issue guidelines on the CPD, through the CPD Council, with the approval of the Commission; and
l. Perform such other functions as may be prescribed by the Commission in accordance with existing laws.

SECTION 9. Removal of Board Members. – Any member of the Board may, upon the recommendation of the Commission after due process of law and investigation conducted by the Commission, be suspended or removed by the President of the Philippines from office for cause such as gross neglect of duty, incompetence, malpractice, crimes involving moral turpitude, and manipulating of the licensure examination results, or disclosure of secret and confidential information in the examination questions prior to the conduct of the said examination.

SECTION 10. Licensure Examination. – Except as otherwise specifically allowed under the provisions of this Act, all applicants for registration as Medical Laboratory Scientist shall be required to undergo a written examination which shall be given by the Board semi-annually in such places as the Board may deem proper, subject to the approval of the Commission.

SECTION 11. Qualifications for Admission to the Licensure Examination. – An applicant for the licensure examination for Medical Laboratory Scientist shall establish to the satisfaction of the Board, that;

a. He/She is a citizen of the Philippines, or if he/she is a foreigner, must prove that the country of which he/she is a subject or citizen thereof permits Filipino medical technologists to practice within its territorial jurisdiction on the same basis as the subjects or citizens of such country;
b. He/She is a graduate of a Bachelor of Science in Medical Laboratory Science from a CHED recognized school, college or university. A graduate of Bachelor of Science in Public Health may be eligible if the completed degree program is similar to the Policies, Standards and Guidelines for Medical Laboratory Science Education as approved by CHED;
c. He/She is of good moral character; and
d. He/She must not have been finally convicted of an offense involving moral turpitude by a competent court.

SECTION 12. Scope of Examination for Medical Laboratory Science. – The scope of examination for Medical Laboratory Science shall cover the following courses with their respective relative weights:

Clinal Chemistry	20%
Microbiology and Parasitology	20%
Hematology	20%
Immunohematology (Blood Banking and Transfusion	

Services) and Immunology and Serology	20%
Clinical Microscopy (Urinalysis and Other Body Fluids)	10%
Histopathologic, cytologic and cellular immunologic Technique Laboratory Management, Medical Technology Law, Related Laws and Code of Ethics	10%

The general average of each examinee shall be computed according to the above-mentioned relative weights of each course. The Board may change, add to or remove from the list of above courses or weights as progress in the Medical Laboratory Science may require, after consultation with the accredited professional organizations and association of schools of Medical Laboratory Science and upon approval of the Commission.

The schedule of courses for examination shall be prepared and submitted by the Board in a manner prescribed by the Commission.

SECTION 13. Report on Rating. – The Board shall, after the date of completion of the examination, report the result thereof for the approval of the Commission within such time limit and guidelines that the Board and the Commission may set.

SECTION 14. Ratings in the Examination. – In order to pass the examination for Medical Laboratory Science, a candidate must obtain a general average of at least seventy-five (75%) in the written test, with no rating below fifty percent (50%) in any of the major courses. Provided, that the candidate has not failed in at least sixty percent (60%) of the courses computed according to their relative weights. There shall be unlimited number of repeat examinations for those who failed the test.

SECTION 15. Oath. – All successful examinees qualified for registration shall be required to take an oath of profession before any member of the Board or any representative of the Board as authorized by the Commission to administer oaths, prior to entering into the practice of Medical Laboratory Science in the Philippines.

SECTION 16. Issuance of Certificate of Registration. – Every applicant who has satisfactorily passed the required examination for Medical Laboratory Science shall be issued a Certificate of Registration as such. All certificates shall be signed by the Chairman and Members of the Board and by the Chairperson of the Commission.

A Professional Identification Card shall at least bear minimum information such as the registration number, date of issuance and expiry date, duly signed by the Chairperson of the Commission. Other information such as qualifications of the applicant may be included upon the approval of the Commission. The Professional Identification Card shall be renewed subject to requirements prescribed by the Board and the Commission.

The Board shall refuse to issue a Certificate of Registration to any person convicted by a court of competent jurisdiction of any criminal offense involving moral turpitude, or who has committed immoral, dishonorable, or dishonest conduct, or is of unsound mind. In the event of the Board's refusal to issue a Certificate of Registration, it shall issue a written statement to the applicant setting forth the reason for its action. The statement issued by the Board shall be incorporated in its records.

SECTION 17. Fees. – The fees to be paid by each applicant for the issuance of a new Certificate of Registration, replacement of a lost, destroyed or mutilated Certificate of Registration, or issuance or replacement of the Professional Identification Card shall be in accordance with the fees established by the Commission.

SECTION 18. Revocation or Suspension of Certificate of Registration. – The revocation or suspension of a Certificate of Registration may only be made after the completion of an administrative proceeding conducted by the hearing committee composed of at least one (1)

Member of the Board and one (1) legal officer. Provided, that the existing rules of evidence shall be observed during the administrative proceeding. Provided further, that the person whose Certificate of Registration is sought to be revoked or suspended shall be entitled to be represented by counsel, to have a speedy, impartial and public proceeding, to confront the witnesses against him and to all other rights guaranteed by the Constitution.

The Board may, after giving proper notice and hearing to the party concerned, reprimand an erring Medical Laboratory Scientist, revoke or suspend his Certificate of Registration for violating any provision of this Act, any rules or regulations issued pursuant to this Act or for unprofessional and unethical conduct, incompetence or ignorance, malpractice or negligence in the practice of Medical Laboratory Science.

No penalty of revocation shall be imposed unless there is a unanimous vote of all the five members of the Board. The Board may, by majority vote, impose the penalty of reprimand or suspension. Provided that the suspension of the Certificate of Registration shall not exceed two (2) years.

When the penalty of suspension or revocation is imposed by the Board, the Medical Laboratory Scientist shall be required to surrender his Certificate of Registration within fifteen (15) days after the decision becomes final. Should the Medical Laboratory Scientist fail. to surrender his certificate of registration within said period without valid reason, the Board may disqualify him perpetually from the practice of Medical Laboratory Science. The suspension shall run from the date of such surrender.

SECTION 19. Appeal. – The revocation or suspension of a Certificate of Registration made by the hearing committee may be appealed primarily and exclusively to the Commission. The decision of the Commission may be elevated to the Court of Appeals in accordance with the Rules of Court.

SECTION 20. Reissuance or Reinstatement of a Revoked or Suspended Certificate of Registration. – The Board may reissue a revoked Certificate of Registration upon the application of the medical laboratory scientist whose Certificate of Registration was revoked. Provided, that the reissuance of a revoked Certificate of Registration may only be made for proper and sufficient reasons, Provided, further, that no revoked Certificate of Registration may be reissued within two (2) years from the date of its surrender.

A suspended Certificate of Registration shall be reinstated upon request of the Medical Laboratory Scientist after the expiration of the period of suspension**.**

The reissuance or reinstatement of the Certificate of Registration shall be without prejudice to further actions by the Board for a violation of any provision of this Act, its implementing rules or regulations or any condition imposed by the Board upon the medical technologist during the period of revocation or suspension.

SECTION 21. Roster of Medical Laboratory Scientists. – A roster of Medical Laboratory Scientists shall be prepared annually by the Professional Registry Division. This roster shall contain the name of each registered medical laboratory scientist; the date of registration or issuance of the Certificate of Registration and other pertinent data, as approved by the Commission.

SECTION 22. Technical Panel for Medical Laboratory Science Education (TPMLSE) or its equivalent. – The Technical Panel for Medical Laboratory Science Education under the 431 Commission on Higher Education shall be composed of the following members:

a. A representative from the Board;
b. The President of a PRC-accredited professional organization of Medical Laboratory Scientist;
c. The President of the association of schools of Medical Laboratory Science;
d. Two representatives from clinical laboratory practice who are Chief Medical Laboratory Scientists or at least holding a supervisory Medical Laboratory Scientist position in a

tertiary clinical laboratory; and

e. Two representatives from academe who are Medical Laboratory Scientists holding positions with management responsibility in an institution with Medical Laboratory Science program.

The Commission on Higher Education shall provide secretariat and other support services to the TPMLSE or its equivalent

SECTION 23. Responsibilities of TPMLSE or its equivalent. – The TPMLSE shall assist the Commission on Higher Education in setting Policies, Standards and Guidelines for the formal Medical Laboratory Science Programs, both undergraduate and post-graduate studies. It shall serve as the Resource Persons for CHED.

SECTION 24. Medical Laboratory Science Education. – The Bachelor of Science in Medical Laboratory Science program shall be at least four (4) years, as stipulated in the Commission on Higher Education's Policies, Standards and Guidelines for Medical Laboratory Science Education. Said program shall be composed of general education, core and professional courses, and a satisfactory and duly approved internship program in CHED accredited training laboratories.

SECTION 25. Accreditation of Schools of Medical Laboratory Science Education and of Training Laboratories. – All laws, executive orders, presidential decrees, implementing Rules and Regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 26. Studies for Medical Laboratory Science Human Resource Management. – The Board, in coordination with a PRC-accredited professional organization and appropriate government and private agencies shall initiate, undertake and conduct studies on health, human resources production, utilization or deployment and development.

SECTION 27. Continuing Professional Development (CPD) for Medical Laboratory Science. The Board shall formulate guidelines for the implementation of Continuing Professional Development for Medical Laboratory Science as approved by the Commission to ensure sustainability, accessibility and affordability. CPD shall provide, promote and facilitate the enhancement of competence and competencies towards delivery of quality, safe, updated, and ethical services, both locally and globally. It shall also support Career Progression and Specialization Program for Medical Laboratory Science. Provision of CPD Programs shall be initiated by the government or by the employers in the case of private institutions. Likewise, CPD programs shall be made available through platforms that are feasible, convenient and appropriate to maximize learning opportunities. CPD may take in the form of short- or long-term studies, trainings, workshops, seminars, conventions among others.

SECTION 28. Salary. – In order to enhance the general welfare, commitment to service, and professionalism of Medical Laboratory Scientists, the minimum base pay entry of a medical laboratory scientist (MLS-1) in public and private laboratories shall not be lower than the amount equivalent to Salary Grade 15.

SECTION 29. Hazard Pay, Health and Safety and other Entitlements. - Medical Laboratory Scientists working in either public or private healthcare institutions shall be entitled to 25% of the minimum basic pay as hazard pay; a working environment compliant to occupational safety and health standards, including provision of personal equipment; and other non-wage benefits such as availment of health services, including psychological and physical health services; and support for professional needs such as but not limited to Continuing Professional Development and Career Progression and Specialization and legal assistance where needed.

SECTION 30. Career Progression and Specialization (CPS) - The Board shall formulate a Career Progression and Specialization Program for Medical Laboratory Science as approved by the Commission. Examples of CPS include but are not limited to: Certifications as Phlebotomist Levels I and II. Diplomate and Fellowship Programs shall serve as options for MLS professionals who desire to specialize in Medical Laboratory Science (e.g. Organism based: Bacteriology, Mycology; Disease-based: Malaria, TB; Area-based: Clinical Chemistry, Hematology, Histopathology, etc.)

SECTION 31. Foreign Reciprocity - No foreigner shall be admitted to an examination, be given a Certificate of Registration or be entitled to any of the rights or privileges under this Act unless the country or state of which he is a subject, or a citizen permits Filipino Medical Laboratory Scientists to practice within its territorial limits on the same basis as the subjects or citizens of said country or state.

SECTION 32. Inhibition Against the Practice of Medical Laboratory Science. - No person shall practice or offer to practice Medical Laboratory Science as defined in this Act without previously obtained a valid certificate of registration from the Board provided that registration shall not be required of the following:

a. Medical Laboratory Scientists from other countries called for specific consultation or as visiting or exchange professors to colleges or universities or medical missions who may be issued Special Temporary Permits (STPs): Provided, that their practice of Medical Laboratory Science within the country is limited to their performance of the said function and subject to other conditions as may be prescribed by the Board and the Commission.

SECTION 33. Penal Provisions. - The following shall be punished by a fine of not less than fifty thousand pesos (50,000) nor more than one hundred thousand pesos (100,000) or imprisonment for not less than six (6) months nor more than (2) years, or both, at the discretion of the court: Any person who shall practice Medical Laboratory Science in the Philippines without being registered in accordance with the provisions of this Act:

a. Any Medical Laboratory Scientist who shall knowingly make a fraudulent laboratory report;
b. Any person presenting or attempting to use as his own, the Certificate of Registration of another;
c. Any person who shall give any false or fraudulent evidence of any kind to the Board or any member thereof in obtaining a Certificate of Registration as a Medical Laboratory Scientists;
d. Any person who shall impersonate any registrant;
e. Any person who shall attempt to use a revoked or suspended of Registration;
f. Any person who shall, in connection with his name or otherwise, assume, use or advertise any title or description tending to convey the impression that he is a medical technologist without holding a valid Certificate of Registration;
g. Any person or corporate body who shall allow non-registered Medical Laboratory Scientist under his employ to engage in the practice of Medical Laboratory Science or recommend the appointment of anyone to the position of a Medical Laboratory Scientist while knowing that he is not registered as such; or
h. Any person or corporate body who shall violate any provision of this Act or any rules or regulations issued pursuant to this Act.

SECTION 34. Enforcement of this Act. - It shall be the primary duty of the Commission and Board to effectively implement the provisions of this Act. Any law enforcement agency and officers, employees and agents of national, provincial, city or municipal governments shall, upon the call or request of the Commission or the Board, render assistance in enforcing the provisions of this Act and, to prosecute any person violating the same.

SECTION 35. Funds. - The Chairperson of the Commission shall include in the Commission's program the funding requirements for the implementation of this Act. Thereafter, the amount necessary for the continued implementation of this Act shall be included in the General Appropriations Act.

SECTION 36. Implementing Rules and Regulations. - Within ninety (90) days after the effectivity of this Act, the Board and the Commission, in coordination with the accredited professional organization, the Department of Health, the Department of Budget and Management and other concerned agencies, 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 37. Transitory Provisions. – Upon the effectivity of this Act:

a. The Board shall discontinue the registration of Medical Technicians as provided for in Section 21 of Republic Act No. 5527 Provided, that Medical Laboratory Technicians registered under Republic Act No. 5527 shall maintain their status as registered Medical Laboratory Technician after this Act has taken effect. Provided, further, that registered Medical Laboratory Scientist occupying the position of a Medical Laboratory Technician shall be accorded an appropriate position and be reclassified as a Medical Laboratory Scientist;
b. The incumbent Chairperson and Members of the Board shall continue to serve until the first Board constituted under the provisions of this Act shall have been appointed and duly qualified.

SECTION 38. Separability Clause. – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 39. Repealing Clause. – Republic Act Nos. 5527 and 6138, Presidential Decree Nos. 498 and 1534 are hereby repealed.

SECTION 40. Effectivity. – This Act shall take effect after fifteen (15) days following its publication in at least two (2) newspapers of general circulation and the Official Gazette.

Approved,