

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



HOUSE OF REPRESENTATIVES

*Introduced by Representative Rufus B. Rodriguez and
Representative Maximo B. Rodriguez, Jr.*

House Bill No. **995**

EXPLANATORY NOTE

This bill was approved by the House of Representatives during the 19th Congress.

Last July 21, 2016, Republic Act No. 10912 was signed into law. With this, programs for the mandatory continuing professional development or CPD of workers and professionals were institutionalized.

However, the CPD Law has been met with negative feedback from workers and professionals, including teachers, engineers, accountants, physicians and nurses. In an online survey conducted by the Professional Regulation Commission (PRC) on the CPD implementation, 95 percent of respondents said that the CPD law should be stopped. The main reasons for the backlash are the exorbitant fees, difficult requirements, confusing processes, and lack of accredited training providers for the CPD requirements. This made the law a burden instead of helping improve the workforce. The implementation of CPD Programs will ensure that our professionals will be the best in their fields.

If a worker or professional cannot comply with the requirements of the CPD Law for Professional identification Card (PIC) renewal, his/her job security may be at stake.

Thus, this measure seeks to amend some provision of RA 10912 to make it easier for the workers and professionals affected to comply with the mandatory requirements of the CPD law.

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


RUFUS B. RODRIGUEZ


MAXIMO B. RODRIGUEZ, JR.

HOUSE OF REPRESENTATIVES

*Introduced by Representative Rufus B. Rodriguez and
Representative Maximo B. Rodriguez, Jr.*

House Bill No. **995**

AN ACT

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

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

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

“SEC. 3. *Definition of Terms.* – [The following terms shall be defined under] AS USED IN this Act:

xxx

(E) CAREER PROGRESSION REFERS TO THE PROCESS OF DEVELOPING OR MOVING TOWARDS A MORE ADVANCED STATE IN A PERSON'S QUALIFICATIONS, JOB, TITLE, POSITION, OR PROFESSION. IT OUTLINES THE ROUTE THAT ONE MAY FOLLOW IN ORDER TO REACH IDENTIFIED CAREER DEVELOPMENT GOALS;

(F) CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS) COMMITTEE REFERS TO THE BODY THAT PROVIDES TECHNICAL SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS, SUCH AS PROGRAM AND LEARNING OUTCOMES FOR EVERY IDENTIFIED QUALIFICATION TITLE OF THE PROFESSION AND RECOMMENDS TO THE COUNCIL THE FORMULATION AND IMPLEMENTATION OF THE NECESSARY PROGRAMS AND POLICIES TO BE IMPLEMENTED BY THE CPSP-CATS;

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

[(e) Competence refers to an ability that extends beyond the possession of knowledge and skills, which include cognitive, functional, personal and ethical competence;]

(H) COMPETENCY REFERS TO THE CAPABILITY TO APPLY OR USE A SET OF KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO SUCCESSFULLY PERFORM

AND IMPLEMENT CRITICAL WORK FUNCTIONS OR TASKS IN A DEFINED WORK SETTING;

[(f)] (I) Continuing Professional Development [or] (CPD) refers to the [inculcation] ACQUISITION of advanced knowledge, skills and ethical values in a post-licensure specialization or in an inter- or multidisciplinary field of study, for assimilation into professional practice, [self-directed research and/] or lifelong learning;”

[(g)] (J) CPD Council refers to a body created to promote and ensure the continuous improvement of professionals, in accordance with national, regional and international standards of practice;

[(h)] (K) CPD credit unit refers to the value of an amount of learning that can be transferred to a qualification achieved from formal [, informal or] AND nonformal learning setting [,] wherein credits can be accumulated to predetermined levels for the award of a qualification;

[(i)] (L) CPD Program refers to a set of STRUCTURED learning activities accredited by the CPD Council such as seminars, workshops, technical lectures or subject matter meetings, nondegree training lectures and scientific meetings, [modules, tours and visits,] which equip [the] professionals with advanced knowledge, skills and values in A specialized or [in an] inter- or multidisciplinary field of study[, self-directed research and /or lifelong learning];

[(j)] (M) CPD Provider refers to a natural or juridical person accredited by the CPD Council to conduct CPD Programs;

(N) CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR PROFESSIONALS REFERS TO A LEARNER-CENTERED SYSTEM WHICH FACILITATES THE RECOGNITION, ACCUMULATION, TRANSFER, AND MOBILITY OF THE WORK EXPERIENCE OR WORK CREDENTIALS OF PROFESSIONALS AND THE ACHIEVEMENT OF LEARNING OUTCOMES TO ENABLE THEM TO ACQUIRE A PROFESSIONAL QUALIFICATION OR ANY OTHER FORM OF RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

(O) CREDITS REFER TO THE VALUE GIVEN TO A LEARNING OUTCOME OR A PACKAGE OF LEARNING OUTCOMES;

[(k)] (P) Formal learning refers to educational arrangements such as curricular qualifications and teaching-learning requirements that take place in education and training institutions recognized by relevant national authorities, and which lead to THE CONFERMENT OF diplomas and qualifications;

[(l)] Informal learning refers to learning that occurs in daily life assessed, through the recognition, validation and accreditation process, and which can contribute to a qualification;]

[(m)] (Q) Learning outcomes refer to what a learner can be expected to know, understand [and/] or demonstrate as a result of a learning experience;

[(n)] (R) Lifelong learning refers to learning activities undertaken throughout life for the development of competencies and qualifications of the professional;

[(o)] (S) Nonformal learning refers to [learning that has been acquired in addition or alternatively to formal learning, which may be structured and made more flexible according

to educational and training arrangements] STRUCTURED ACTIVITIES WHICH HAVE LEARNING PROCESSES AND PRE-DETERMINED OUTCOMES SUCH AS A HIGHER EDUCATION DEGREE OR DIPLOMA OR CERTIFICATE COURSES, INSTITUTION OR COMPANY-SPONSORED TRAINING PROGRAMS AND SEMINARS, SPECIALTY TRAINING, AND ONLINE LEARNING ACTIVITIES THAT ARE DELIVERED ACCORDING TO APPROVED SYLLABI AND WHICH ARE RELATED TO ONE'S PROFESSION;

[(p)] (T) Online OR DIGITAL learning activities OR APPROACHES refer to [structured or unstructured] FORMAL AND NONFORMAL learning initiatives, which make use of the internet and other web-based Information and Communications Technology solutions, INCLUDING THE FOLLOWING: 1) ONLINE SEMINARS AND WORKSHOPS, WHICH ARE SYNCHRONOUS ONLINE LEARNING APPROACHES; 2) E-LEARNING, WHICH IS AN ASYNCHRONOUS SELF-PACED, ANYTIME, ANYWHERE LEARNING APPROACH; 3) MICROLEARNING WHICH IS AN EDUCATIONAL STRATEGY THAT BREAKS COMPLEX TOPICS DOWN INTO SHORT-FORM, STAND-ALONE UNITS OF STUDY THAT CAN BE VIEWED AS MANY TIMES AS NECESSARY, WHENEVER AND WHEREVER THE LEARNER HAS THE NEED, THROUGH MICROLEARNING INSTRUCTIONAL MODULES THAT ARE DESIGNED TO BE CONSUMED IN ABOUT FIVE MINUTES AND ADDRESS ONE SPECIFIC SKILL OR KNOWLEDGE GAP TOPIC; AND 4) BLENDED LEARNING, WHICH IS A COMBINATION OF THE OTHER LEARNING APPROACHES ENUMERATED HEREIN;

(U) OVERSEAS FILIPINO WORKER (OFW) REFERS TO A FILIPINO PROFESSIONAL WHO IS WORKING OUTSIDE THE PHILIPPINES FOR A LIMITED PERIOD;

[(q)] (V) Pathways and Equivalencies refer to mechanisms that provide access to qualifications and assist professionals to move easily [and readily] between the different education and training sectors, and between these sectors, and the labor market, through the Philippine Credit Transfer System;

[(r)] (W) Philippine Qualifications Framework [or] (PQF) refers to the quality assured national system for the development, recognition and award of qualifications at defined levels, based on standards of knowledge, skills and values, acquired in different ways and methods by learners and workers PURSUANT TO REPUBLIC ACT NO. 10968, OTHERWISE KNOWN AS THE "PQF ACT";

(X) PHILIPPINE QUALIFICATIONS REGISTER (PhQuaR) REFERS TO THE NATIONAL DATABASE OF QUALITY ASSURANCE QUALIFICATIONS AUTHORIZED UNDER THE PQF. IT PROVIDES INFORMATION TO EMPLOYERS, EDUCATION AND TRAINING PROVIDERS, AND STUDENTS. THE INFORMATION INCLUDES THE QUALIFICATION TITLE, QUALIFICATION DESCRIPTORS, THE PQF LEVEL, THE AUTHORITY-GRANTING AGENCY, THE QUALIFICATION CODE, THE INSTRUMENT AND DATE OF AUTHORIZATION;

(Y) PORTABILITY REFERS TO THE ABILITY OF ENABLING LEARNERS TO TRANSFER CREDITS OF QUALIFICATIONS FROM ONE LEARNING INSTITUTION OR EMPLOYER TO ANOTHER. HOWEVER, SUCH TRANSFER AND RECOGNITION OF SKILLS ARE NOT AUTOMATIC TRANSFER OF CREDITS TO QUALIFICATIONS;

(Z) POSITION REFERS TO A SET OF DUTIES AND RESPONSIBILITIES, ASSIGNED OR DELEGATED BY COMPETENT AUTHORITY AND PERFORMED BY AN INDIVIDUAL EITHER ON FULL-TIME OR PART-TIME BASIS;

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

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

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

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

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

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

[(v)] (GG) Quality assurance refers to planned and systematic processes that provide confidence in the design, delivery and award of qualifications within an education and training system, and [is a component of quality management that is focused on ensuring that quality requirements will be fulfilled] A COMPONENT OF QUALITY MANAGEMENT THAT IS FOCUSED ON PROVIDING CONFIDENCE THAT QUALITY REQUIREMENTS WILL BE FULFILLED. QUALITY ASSURANCE ENSURES THAT STAKEHOLDERS' INTERESTS AND INVESTMENTS IN ANY ACCREDITED PROGRAM ARE PROTECTED;

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

(HH) SPECIALIZATION REFERS TO THE FIELD OF PRACTICE OF A PROFESSION FOR A PARTICULAR AREA OF KNOWLEDGE OR THE PROCESS OF BECOMING AN EXPERT IN A PARTICULAR FIELD OF PROFESSIONAL PRACTICE; AND

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

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

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

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

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

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

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

"SEC. 10. *CPD as Mandatory Requirement in the [Renewal of Professional License and Accreditation System for the Practice of Professions]* **UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND COMPETENCIES.** - SUBJECT TO SEC. 13 OF THIS ACT AND THE IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY THE CPSP-CATS FOR EVERY PROFESSION, [T] the CPD is hereby made as a mandatory requirement in the [renewal of the PICs of all registered and licensed professionals under the regulation of the PRC.] **UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND COMPETENCIES.** ALL PROFESSIONALS SHALL BE REQUIRED TO UPDATE AND UPGRADE THEIR KNOWLEDGE AND SKILLS BY UNDERGOING THE RELEVANT CPD PROGRAM WITHIN THE ALLOTTED PERIOD. THE COMPLETION OF THE RESPECTIVE PROFESSIONAL CPD TRAINING COURSES SHALL SERVE TO QUALIFY A REGISTERED AND LICENSED PROFESSIONAL TO THE USE OF QUALIFICATION OR TRADE TITLES, AND TO CLAIM COMPLIANCE WITH QUALIFICATION STANDARDS SET BY THE PRC, THE PROFESSIONAL REGULATORY BODIES OF FOREIGN COUNTRIES WITH WHOM THE PHILIPPINES HAS RECIPROCAL AGREEMENTS WITH, AND THE RESPECTIVE BOARDS OF PROFESSIONS. THE CPD SHALL ALSO BE SUBJECT TO THE FOLLOWING:

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

(B) PROFESSIONALS COVERED BY MUTUAL RECOGNITION ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR PROFESSION AND QUALIFICATIONS BE INTERNATIONALLY RECOGNIZED, SHALL COMPLY WITH THE REQUIRED CPD UNITS AS PRESCRIBED IN THE MRAS WHICH IN NO CASE SHALL BE LESS THAN FORTY-FIVE (45) CREDIT UNITS;

(C) PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR ACCREDITATION PRIOR TO THE PRACTICE OF THEIR PROFESSION AS PROVIDED IN THE

RELEVANT PROFESSIONAL REGULATORY LAWS (PRL), SHALL COMPLY WITH THE REQUIRED CPD COURSES;

(D) PROFESSIONALS WHO WISH TO BE ISSUED A CERTIFICATE OF GOOD STANDING (COGS) BY THEIR AIPO AS INDICATED IN THEIR PRL, SHALL COMPLY WITH THE CPD REQUIREMENT, WHICH IN NO CASE SHALL BE LESS THAN FORTY-FIVE (45) CREDIT UNITS; AND

(E) DURING A PANDEMIC, STATE OF CALAMITY OR NATIONAL EMERGENCY, THE PRC MAY TEMPORARILY SUSPEND THE COMPLIANCE PERIOD FOR CPD REQUIREMENTS INDEFINITELY OR EXTEND THE END OF THE SAID COMPLIANCE PERIOD TO THE EQUIVALENT DURATION OF THE PANDEMIC, CALAMITY OR NATIONAL EMERGENCY.

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

“SEC. 10-A. EXEMPTIONS FROM CPD REQUIREMENTS. - THE NUMBER OF REQUIRED CREDIT UNITS PER COMPLIANCE SHALL NOT APPLY TO THE FOLLOWING:

(A) NEWLY LICENSED OR REGISTERED PROFESSIONALS ON THE FIRST RENEWAL OF THEIR PIC WITHIN THE FIRST FOUR (4) YEARS AFTER OBTAINING THEIR LICENSE;

(B) OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS ACT; AND

(C) SENIOR CITIZENS WHO ARE NOT ENGAGED IN THE PRACTICE OF THEIR PROFESSION, AS DEFINED UNDER THEIR RESPECTIVE REGULATORY LAWS.”

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

“SEC. 12. *Career Progression and Specialization PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM.* – THE CPSP-CATS SHALL BE SUPERVISED AND ADMINISTERED BY THE CPSP-CATS COMMITTEE WHICH SHALL PROVIDE TECHNICAL SUPPORT TO THE CPD COUNCIL AND THE BOARD OF EACH PROFESSION IN THE FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS. THE CATS, AS A LEARNER-CENTERED SYSTEM FOR PROFESSIONALS, IS A MEANS TO FACILITATE THEIR RECOGNITION, ACCUMULATION, TRANSFER, AND MOBILITY OF WORK EXPERIENCE OR WORK CREDENTIALS AND ACHIEVEMENT OF LEARNING OUTCOMES, ENABLING THEM TO ACQUIRE A PROFESSIONAL QUALIFICATION OR ANY OTHER FORM OF RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

THE CPD SHALL BE A BENEFICIAL AND INTEGRATED COMPONENT IN THE UPGRADING OF QUALIFICATION STANDARDS AND TITLE TOWARDS CPSP-CATS OF ALL REGISTERED AND LICENSED PROFESSIONALS UNDER THE REGULATION OF THE PRC.

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

THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE, in consultation with the RESPECTIVE AIPO/APO, the Civil Service Commission (CSC), THE DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), other concerned government

agencies, EMPLOYERS' BUSINESS AND PROFESSIONAL ORGANIZATIONS and industry stakeholders, shall formulate and implement a [Career Progression and Specialization Program] CPSP-CATS for every profession [.The Career Progression and Specialization Program shall form part of the CPD.] WITH CPD AS AN INTEGRAL COMPONENT THEREOF, SUBJECT TO THE FOLLOWING:

(A) THE CPSP-CATS COMMITTEE SHALL ESTABLISH MECHANISMS TO FACILITATE THE MATCHING OF CPD LEARNING OUTCOMES FOR CREDITS WITH THE INTENDED LEARNING OUTCOMES OF PROFESSIONAL QUALIFICATIONS FOR CAREER PROGRESSION AND SPECIALIZATION, AS WELL AS FOR THE TRANSFER OF CREDITS BETWEEN AND ACROSS EDUCATIONAL AND TRAINING SECTORS;

(B) CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS MOVEMENT IN THE PQF QUALIFICATION LEVEL AS IT RESULTS IN EARNING QUALIFICATION FRAMEWORK (QF) CREDIT FOR CAREER PROGRESSION AND SPECIALIZATION;

(C) THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER WITH THE ACCREDITED SPECIALTY SOCIETY OR SIMILAR PROFESSIONAL SPECIALTY ORGANIZATION SHALL DETERMINE THE REQUIRED NUMBER OF QF CREDITS REQUIRED FOR THE CONFERMENT OF QUALIFICATION LEVELS OR PURSUANT TO THE PQF;

(D) UPON ASSESSMENT AND COMPLETION OF THE PQF REQUIREMENTS AND COMPLIANCE WITH OTHER REQUIREMENTS, THE PRC AND THE PRB SHALL CONFER THE QUALIFICATION OR TITLE COMMENSURATE TO THE PQF QUALIFICATION LEVEL, WHICH SHALL BE INDICATED AS ADDITIONAL INFORMATION IN THE PIC;

(E) PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS REFERENCE FRAMEWORK AND THE PRC SHALL MAINTAIN A REGISTRY OF QUALIFICATIONS TITLES FOR EVERY PROFESSION; AND

(F) PROFESSIONALS WHO ARE COVERED BY MRAs AND OTHER INTERNATIONAL AGREEMENTS WHO DESIRE TO BE RECOGNIZED OR REGISTERED UNDER THESE AGREEMENTS SHALL COMPLY WITH THE MANDATORY CPD AND CPS REQUIREMENTS."

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

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

(A) CONCERNED GOVERNMENT AGENCIES, PUBLIC HIGHER EDUCATION INSTITUTIONS, AND OTHER PUBLIC INSTITUTIONS SHALL PROVIDE FULL FUNDING FOR THE CPD COMPLIANCE OF PROFESSIONALS UNDER THEIR EMPLOY;

(B) PRIVATE FIRMS SHALL SUPPORT THE CPD COMPLIANCE OF PROFESSIONALS UNDER THEIR EMPLOY. NOTHING IN THIS PROVISION SHALL PREVENT, DIMINISH, OR OTHERWISE REVOKE EXISTING COMPANY POLICY MORE FAVORABLE TO THE EMPLOYEE;

(C) THE RESPECTIVE CPD COUNCILS SHALL DEVISE MECHANISMS FOR PROVIDING DISCOUNTS TO SENIOR CITIZENS IN THE FEES TO BE CHARGED FOR ATTENDANCE IN CPD SEMINARS, TRAININGS, AND SIMILAR PROGRAMS, SPECIFICALLY THOSE ENGAGED IN THE PRACTICE OF THEIR PROFESSIONS AND WHO ARE REQUIRED TO COMPLY WITH THE CPD REQUIREMENTS;

(D) ALL PROFESSIONALS SHALL BE GIVEN CPD MANDATORY PAID LEAVE IN SUFFICIENT NUMBER OF DAYS NECESSARY TO COMPLY WITH THE REQUIREMENTS OF THIS ACT, TO BE CHARGED TO THEIR EXISTING LEAVE CREDITS; AND

(E) IN THE PROCESSING OF DOCUMENTS FOR RENEWAL OF PIC, IN ACCORDANCE WITH THIS ACT, NO FEES SHALL BE REQUIRED IN ADDITION TO WHAT THE PRC ALREADY REQUIRES FOR PIC RENEWAL, IF ANY, PRIOR TO THE PASSAGE OF THIS ACT.”

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

“SEC. 14. *Funding.* - The implementation of the provisions of this Act shall be immediately included in the PRC programs, the funding of which shall be included in its annual submissions for inclusion in the annual General Appropriations Act.

The funding requirement herein mentioned shall be used for the regular operations of the CPD Councils, including the monitoring of the conduct of the CPD programs, AND THE OPERATION OF THE PRBs AND CPSP-CATS COMMITTEE.

The PRC shall review and approve the proposed budget for each CPD Council, PRB, AND CPSP-CATS COMMITTEE taking into consideration the reasonable expenses that will be incurred BY THEIR MEMBERS for travel, honorarium [/] OR allowances, and per diems, when attending official CPD Council meetings or performing other related functions assigned to them.

THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL COMPUTERIZATION OF THE CPD SYSTEM FOR DATABASE DEVELOPMENT, AND THE ENHANCEMENT OF THE PIC TO INCLUDE CPD DATA AND OTHER INFORMATION ON PROFESSIONAL PRACTICE.

ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENT-OWNED AND CONTROLLED CORPORATIONS, SHALL INCLUDE IN THEIR ANNUAL BUDGET AN ALLOCATION FOR THE CONDUCT OF FREE TRAININGS AND SEMINARS FOR THEIR PROFESSIONAL EMPLOYEES IN COMPLIANCE WITH THE PROVISIONS OF THIS ACT.”

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

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

COMPANIES MAY BE ALLOWED TO JOIN THE SAID SEMINAR, WORKSHOPS AND ONLINE OR SIMILAR TRAINING PROGRAM AND EARN CPD CREDITS.”

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

“SEC. 15. *ADMINISTRATIVE PENALTIES.* – WHEN THE FAILURE TO OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE FAILURE OF THE CONCERNED AGENCIES OR THE PERSONS RESPONSIBLE TO PROPERLY IMPLEMENT THE CPD PROGRAM IN THE LOCATION AND PROFESSION OF THE CONCERNED PROFESSIONALS, THE PERSONS OR AGENCIES RESPONSIBLE SHALL BE ADMINISTRATIVELY LIABLE IN ACCORDANCE WITH RELEVANT LAWS FOR THE FAILURE TO PROPERLY IMPLEMENT THE CPD PROGRAM, UPON COMPLIANCE WITH DUE PROCESS: *PROVIDED*, THAT THE PROFESSIONAL HAS EXERCISED DUE DILIGENCE IN COMPLYING WITH THE CPD REQUIREMENTS CONSIDERING THE CIRCUMSTANCES.”

SEC. 10. Section 15 of Republic Act No. 10912 is hereby renumbered as Section 16 and is hereby amended to read as follows:

“SEC. [15.] 16. *Implementing Rules and Regulations.* - The PRC and the PRBs[,] SHALL, in consultation with the VARIOUS AIPOS/APOS, CSC, DOLE, and other RELEVANT stakeholders, [shall] promulgate the implementing rules and regulations (IRR) within six (6) months from the effectivity of this Act . However, a PRB may prescribe its own requirements or procedure relating to the CPD as may be pertinent and applicable to the specific profession: *Provided*, That the same does not contravene any of the provisions of this Act and its IRR.

SEC. 11. Sections 16, 17, 18, and 19 of Republic Act No. 10912 are hereby renumbered as Sections 17, 18, 19, and 20, respectively.

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

SEC. 13. *Repealing Clause.* - All laws, decrees, executive orders and other administrative issuances or parts thereof, which are inconsistent with the provisions of this Act, are repealed or modified accordingly.

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

Approved,