

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6375



Introduced by REPRESENTATIVE MERCEDES K. ALVAREZ, MNSA

EXPLANATORY NOTE

Republic Act No. 10912, otherwise known as the Continuing Professional Development (“CPD”) Act of 2016 was enacted to ensure that Filipino professionals continuously enhance their competencies in response to evolving industry standards, technological advancements, and global demands. However, its implementation has long been met with concerns regarding accessibility, cost, and the burden placed on professionals who must comply with its requirements as a prerequisite for renewing their licenses. This measure seeks to address these concerns while preserving the value of CPD in career advancement and professional excellence.

The bill proposes to remove CPD as a mandatory requirement for the renewal of Professional Regulation Commission (“PRC”) licenses, thereby easing a long-standing administrative and financial burden on professionals. CPD shall remain required only for those pursuing career progression, specialization, or additional professional titles. This reform reflects the direction of the PRC to decouple CPD from mere compliance and instead align it with genuine professional growth.

The measure also institutionalizes exemptions from CPD requirements for specific groups: (1) newly licensed professionals during their first renewal within four years from registration; (2) Overseas Filipino Workers; and (3) senior citizens who are no longer engaged in the practice of their profession. These exemptions acknowledge unique circumstances faced by these sectors and promote fairness in implementation.

Furthermore, CPD shall be strengthened as a tool for upgrading qualification standards, ensuring that earned units correspond to learning outcomes under the Philippine Qualifications Framework. The intent is to shift CPD away from merely attending seminars for unit accumulation and toward meaningful capacity-building that contributes to higher qualifications or professional titles.

To ensure responsiveness during crises, the bill grants the PRC the authority to suspend CPD compliance periods during a pandemic, state of calamity, or national emergency. This empowers the PRC to make timely adjustments that protect professionals from undue hardship.

Finally, the measure directs the provision of free or low-cost CPD programs nationwide. Government agencies, Government-Owned or Controlled Corporations, and private institutions will be mandated to establish mechanisms for accessible CPD-accredited activities. All government entities shall allocate funds in their annual budgets for free training sessions and seminars to support the continuous development of professionals at little to no cost.

In view of the foregoing, the immediate passage of this measure is earnestly sought.


ATTY. MERCEDES K. ALVAREZ, MNSA

(F) CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS)

1 COMMITTEE REFERS TO THE BODY THAT PROVIDES TECHNICAL
2 SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT
3 (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE
4 FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS, SUCH
5 AS PROGRAM AND LEARNING OUTCOMES FOR EVERY IDENTIFIED
6 QUALIFICATION TITLE OF THE PROFESSION AND RECOMMENDS
7 TO THE COUNCIL THE FORMULATION AND IMPLEMENTATION OF
8 THE NECESSARY PROGRAMS AND POLICIES TO BE IMPLEMENTED
9 BY THE CPSP-CATS;

10
11 (G) CERTIFICATE OF REGISTRATION REFERS TO THE DOCUMENT
12 ISSUED BY THE PROFESSIONAL REGULATION COMMISSION (PRC)
13 SIGNIFYING THAT THE PERSON NAMED THEREIN HAS COMPLIED
14 WITH ALL THE LEGAL AND PROCEDURAL REQUIREMENTS FOR
15 SUCH ISSUANCE, INCLUDING, IN APPROPRIATE CASES, PASSING
16 THE LICENSURE EXAMINATION OR REGISTRATION WITHOUT
17 EXAMINATION;

18
19 [(e) Competence refers to an ability that extends beyond the possession of
20 knowledge and skills, which include cognitive, functional, personal and
21 ethical competence;]

22
23 (H) COMPETENCY REFERS TO THE CAPABILITY TO APPLY OR USE A
24 SET OF KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO
25 SUCCESSFULLY PERFORM AND IMPLEMENT CRITICAL WORK
26 FUNCTIONS OR TASKS IN A DEFINED WORK SETTING;

27
28 [(f)] (I) Continuing Professional Development [or] (CPD) refers to the
29 [inculcation] ACQUISITION of advanced knowledge, skills and ethical
30 values in a post-licensure specialization or in an inter- or multidisciplinary
31 field of study, for assimilation into professional practice, [self-directed
32 research and/] or lifelong learning;"

33

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

4
5 [(h)] (K) CPD credit unit refers to the value of an amount of learning that
6 can be transferred to a qualification achieved from formal [, informal or]
7 AND nonformal learning setting [,] wherein credits can be accumulated to
8 predetermined levels for the award of a qualification;

9
10 [(i)] (L) CPD Program refers to a set of STRUCTURED learning activities
11 accredited by the CPD Council such as seminars, workshops, technical
12 lectures or subject matter meetings, nondegree training lectures and
13 scientific meetings, [modules, tours and visits,] which equip [the]
14 professionals with advanced knowledge, skills and values in A specialized
15 or [in an] inter- or multidisciplinary field of study[, self-directed research
16 and /or lifelong learning];

17
18 [(j)] (M) CPD Provider refers to a natural or juridical person accredited by
19 the CPD Council to conduct CPD Programs;

20
21 (N) CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR
22 PROFESSIONALS REFERS TO A LEARNER-CENTERED SYSTEM
23 WHICH FACILITATES THE RECOGNITION, ACCUMULATION,
24 TRANSFER, AND MOBILITY OF THE WORK EXPERIENCE OR WORK
25 CREDENTIALS OF PROFESSIONALS AND THE ACHIEVEMENT OF
26 LEARNING OUTCOMES TO ENABLE THEM TO ACQUIRE A
27 PROFESSIONAL QUALIFICATION OR ANY OTHER FORM OF
28 RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

29
30 (O) CREDITS REFER TO THE VALUE GIVEN TO A LEARNING
31 OUTCOME OR A PACKAGE OF LEARNING OUTCOMES;

32
33 [(k)] (P) Formal learning refers to educational arrangements such as
34 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 BUT NOT LIMITED TO THE FOLLOWING: 1) ONLINE SEMINARS AND WORKSHOPS, WHICH ARE SYNCHRONOUS ONLINE LEARNING APPROACHES; 2) E-LEARNING, WHICH IS AN ASYNCHRONOUS

1 SELF-PACED, ANYTIME, ANYWHERE LEARNING APPROACH; 3)
2 MICROLEARNING WHICH IS AN EDUCATIONAL STRATEGY THAT
3 BREAKS COMPLEX TOPICS DOWN INTO SHORT-FORM, STAND-
4 ALONE UNITS OF STUDY THAT CAN BE VIEWED AS MANY TIMES AS
5 NECESSARY, WHENEVER AND WHEREVER THE LEARNER HAS THE
6 NEED, THROUGH MICROLEARNING INSTRUCTIONAL MODULES
7 THAT ARE DESIGNED TO BE CONSUMED IN ABOUT FIVE MINUTES
8 AND ADDRESS ONE SPECIFIC SKILL OR KNOWLEDGE GAP TOPIC;
9 AND 4) BLENDED LEARNING, WHICH IS A COMBINATION OF THE
10 OTHER LEARNING APPROACHES ENUMERATED HEREIN;

11
12 (U) OVERSEAS FILIPINO WORKER (OFW) REFERS TO A FILIPINO
13 PROFESSIONAL WHO IS WORKING OUTSIDE THE PHILIPPINES FOR
14 A LIMITED PERIOD;

15
16 [(q)] (V) Pathways and Equivalencies refer to mechanisms that provide
17 access to qualifications and assist professionals to move easily [and
18 readily] between the different education and training sectors, and between
19 these sectors, and the labor market, through the Philippine Credit Transfer
20 System;

21
22 [(r)] (W) Philippine Qualifications Framework [or] (PQF) refers to the
23 quality assured national system for the development, recognition and
24 award of qualifications at defined levels, based on standards of knowledge,
25 skills and values, acquired in different ways and methods by learners and
26 workers PURSUANT TO REPUBLIC ACT NO. 10968, OTHERWISE
27 KNOWN AS THE "PQF ACT";

28
29 (X) PHILIPPINE QUALIFICATIONS REGISTER (PhQuaR) REFERS TO
30 THE NATIONAL DATABASE OF QUALITY ASSURANCE
31 QUALIFICATIONS AUTHORIZED UNDER THE PQF. IT PROVIDES
32 INFORMATION TO EMPLOYERS, EDUCATION AND TRAINING
33 PROVIDERS, AND STUDENTS. THE INFORMATION INCLUDES THE
34 QUALIFICATION TITLE, QUALIFICATION DESCRIPTORS, THE PQF

1 LEVEL, THE AUTHORITY-GRANTING AGENCY, THE
2 QUALIFICATION CODE, THE INSTRUMENT AND DATE OF
3 AUTHORIZATION;

4
5 (Y) PORTABILITY REFERS TO THE ABILITY OF ENABLING
6 LEARNERS TO TRANSFER CREDITS OF QUALIFICATIONS FROM
7 ONE LEARNING INSTITUTION OR EMPLOYER TO ANOTHER.
8 HOWEVER, SUCH TRANSFER AND RECOGNITION OF SKILLS ARE
9 NOT AUTOMATIC TRANSFER OF CREDITS TO QUALIFICATIONS;

10
11 (Z) POSITION REFERS TO A SET OF DUTIES AND RESPONSIBILITIES,
12 ASSIGNED OR DELEGATED BY COMPETENT AUTHORITY AND
13 PERFORMED BY AN INDIVIDUAL EITHER ON FULL-TIME OR PART-
14 TIME BASIS;

15
16 [(s)] (AA) Prior learning refers to the skills, knowledge and competencies
17 of a person that have been acquired through work experience, training,
18 independent study, volunteer activities and hobbies, that may be applied
19 for academic credit, as a requirement of a training program or for
20 occupational certification;

21
22 [(t)] (BB) Professional refers to a person who is registered and licensed to
23 practice a regulated profession in the Philippines and who holds a valid
24 Certificate of Registration and Professional Identification Card (PIC) from
25 the Professional Regulation Commission (PRC);

26
27 (CC) PROFESSIONAL IDENTIFICATION CARD REFERS TO THE CARD
28 BEARING THE REGISTRATION NUMBER, DATES OF ISSUANCE AND
29 EXPIRY, AND IMPORTANT INFORMATION ON PROFESSIONAL
30 PRACTICE, DULY SIGNED BY THE PRC CHAIRPERSON AND ISSUED
31 TO A REGISTERED PROFESSIONAL UPON PAYMENT OF THE
32 PRESCRIBED FEE, AND WHICH IS VALID FOR THREE (3) YEARS;

1 [(u)] (DD) Qualification refers to a status gained after a person has been
2 assessed to have achieved learning outcomes or competencies in
3 accordance with the SET standards [specified for a qualification title, and
4 is proven by a document issued by a recognized agency or body];
5

6 (EE) QUALIFICATION FRAMEWORK CREDIT REFERS TO A
7 MEASUREMENT OF COMPREHENSION IN A SPECIALIZATION
8 PROGRAM. IT SPECIFIES THE PROFICIENCY LEVEL TO BE
9 ACQUIRED BY A LEARNER IN ORDER TO EARN THE RELEVANT
10 QUALIFICATION SOUGHT;
11

12 (FF) QUALIFICATION TITLE REFERS TO AN AWARD AFTER
13 COMPETENCY ASSESSMENT ENTERED INTO THE PhQuaR. THE
14 CONFERMENT IS GIVEN TO A PROFESSIONAL BY THE PRC AND THE
15 PRBs;
16

17 [(v)] (GG) Quality assurance refers to planned and systematic processes
18 that provide confidence in the design, delivery and award of qualifications
19 within an education and training system, and [is a component of quality
20 management that is focused on ensuring that quality requirements will be
21 fulfilled] A COMPONENT OF QUALITY MANAGEMENT THAT IS
22 FOCUSED ON PROVIDING CONFIDENCE THAT QUALITY
23 REQUIREMENTS WILL BE FULFILLED. QUALITY ASSURANCE
24 ENSURES THAT THE INTERESTS AND INVESTMENTS OF
25 STOCKHOLDERS IN ANY ACCREDITED PROGRAM ARE PROTECTED;
26

27 [(w) Self-directed learning refers to learning activities such as online
28 training, local/international seminars/nondegree courses,
29 institution/company-sponsored training programs, and the like, which did
30 not undergo CPD accreditation but may be applied for and awarded CPD
31 units by the respective CPD Council;]
32

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

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

3
4 (II) SPECIALTY TRAINING REFERS TO A NONDEGREE
5 POSTGRADUATE STRUCTURED TRAINING PROGRAM WITH
6 ASSESSMENT MECHANISMS, CONDUCTED BY ANY COMPANY,
7 PUBLIC OR PRIVATE, OR HIGHER EDUCATION INSTITUTION.”

8
9 Sec. 2. Section 5 of Republic Act No. 10912 is hereby amended to read as
10 follows:

11
12 “SEC. 5. *Nature of CPD Programs.* - The CPD Programs SHALL consist of
13 FORMAL AND NONFORMAL LEARNING activities that [range from] ARE
14 structured [to nonstructured activities] SUCH AS DIPLOMA OR
15 CERTIFICATE COURSES, INSTITUTION OR COMPANY-SPONSORED
16 TRAINING PROGRAMS AND SEMINARS, SPECIALTY TRAINING, AND
17 ONLINE LEARNING ACTIVITIES WITH SYLLABI THAT ARE RELATED
18 TO ONE’S PROFESSION, AND which have learning processes and
19 outcomes SUCH AS A HIGHER DEGREE OR WHICH CONFERS HIGHER
20 PROFESSIONAL OR TRADE STATUS OR SKILL CATEGORIZATION.

21
22 [These include, but are not limited to, the following:

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

29
30 THE IN-SERVICE TRAINING FOR TEACHERS BEING IMPLEMENTED BY
31 THE DEPARTMENT OF EDUCATION, WHICH IS STRUCTURED AND
32 WITH CLEAR-CUT LEARNING PROCESSES AND OUTCOMES, SHALL BE
33 CONSIDERED AS PART OF THE CPD PROGRAM.”
34

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

3
4 “SEC. 10. *CPD as Mandatory Requirement in the [Renewal of*
5 *Professional License and Accreditation System for the Practice of*
6 *Professions]* **UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS,**
7 **VALUES AND COMPETENCIES.** - SUBJECT TO SECTION 13 OF THIS
8 ACT AND THE IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY
9 THE CPSP-CATS FOR EVERY PROFESSION, [T] the CPD is hereby made
10 as a mandatory requirement in the [renewal of the PICs of all registered
11 and licensed professionals under the regulation of the PRC.] **UPDATING**
12 **AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND**
13 **COMPETENCIES. ALL PROFESSIONALS SHALL BE REQUIRED TO**
14 **UPDATE AND UPGRADE THEIR KNOWLEDGE AND SKILLS BY**
15 **UNDERGOING THE RELEVANT CPD PROGRAM WITHIN THE**
16 **ALLOTTED PERIOD. THE COMPLETION OF THE RESPECTIVE**
17 **PROFESSIONAL CPD TRAINING COURSES SHALL SERVE TO**
18 **QUALIFY A REGISTERED AND LICENSED PROFESSIONAL TO THE**
19 **USE OF QUALIFICATION OR TRADE TITLES, AND TO CLAIM**
20 **COMPLIANCE WITH QUALIFICATION STANDARDS SET BY THE PRC,**
21 **THE PROFESSIONAL REGULATORY BODIES OF FOREIGN**
22 **COUNTRIES WITH WHOM THE PHILIPPINES HAS RECIPROCAL**
23 **AGREEMENTS WITH, AND THE RESPECTIVE BOARDS OF**
24 **PROFESSIONS. THE CPD SHALL ALSO BE SUBJECT TO THE**
25 **FOLLOWING:**

26
27 (A) ALL PROFESSIONALS SHALL BE REQUIRED TO OBTAIN FORTY-
28 FIVE (45) CPD CREDIT UNITS EVERY FOUR (4) YEARS WHICH
29 SHALL BE DEEMED AS THE COMPLIANCE PERIOD;

30
31 (B) PROFESSIONALS COVERED BY MUTUAL RECOGNITION
32 ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR
33 PROFESSION AND QUALIFICATIONS BE INTERNATIONALLY
34 RECOGNIZED, SHALL COMPLY WITH THE REQUIRED CPD UNITS

1 AS PRESCRIBED IN THE MRAS WHICH IN NO CASE SHALL BE
2 LESS THAN FORTY-FIVE (45) CREDIT UNITS;

3
4 (C)PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR
5 ACCREDITATION PRIOR TO THE PRACTICE OF THEIR
6 PROFESSION AS PROVIDED IN THE RELEVANT PROFESSIONAL
7 REGULATORY LAWS (PRL), SHALL COMPLY WITH THE
8 REQUIRED CPD COURSES;

9
10 (D)PROFESSIONALS WHO WISH TO BE ISSUED A CERTIFICATE OF
11 GOOD STANDING (COGS) BY THEIR AIPO AS INDICATED IN
12 THEIR PRL, SHALL COMPLY WITH THE CPD REQUIREMENT,
13 WHICH IN NO CASE SHALL BE LESS THAN FORTY-FIVE (45)
14 CREDIT UNITS; AND

15
16 (E)DURING A PANDEMIC, STATE OF CALAMITY OR NATIONAL
17 EMERGENCY, THE PRC MAY TEMPORARILY SUSPEND THE
18 COMPLIANCE PERIOD FOR CPD REQUIREMENTS INDEFINITELY
19 OR EXTEND THE END OF THE SAID COMPLIANCE PERIOD TO
20 THE EQUIVALENT DURATION OF THE PANDEMIC, CALAMITY OR
21 NATIONAL EMERGENCY.”

22
23 Sec. 4. A new Section 10-A is hereby inserted to read as follows:

24
25 “SEC. 10-A. EXEMPTIONS FROM CPD REQUIREMENTS. - THE
26 NUMBER OF REQUIRED CREDIT UNITS PER COMPLIANCE SHALL
27 NOT APPLY TO THE FOLLOWING:

28
29 (A)NEWLY LICENSED OR REGISTERED PROFESSIONALS ON THE
30 FIRST RENEWAL OF THEIR PIC WITHIN THE FIRST FOUR (4)
31 YEARS AFTER OBTAINING THEIR LICENSE;

32
33 (B)OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS ACT; AND
34

1 (C) SENIOR CITIZENS WHO ARE NOT ENGAGED IN THE PRACTICE
2 OF THEIR PROFESSION, AS DEFINED UNDER THEIR
3 RESPECTIVE REGULATORY LAWS.”
4

5 Sec. 5. Section 12 of Republic Act No. 10912 is hereby amended to read as
6 follows:
7

8 “SEC. 12. *Career Progression and Specialization PROGRAM AND*
9 *CREDIT ACCUMULATION AND TRANSFER SYSTEM.* – THE CPSP-
10 CATS SHALL BE SUPERVISED AND ADMINISTERED BY THE CPSP-
11 CATS COMMITTEE WHICH SHALL PROVIDE TECHNICAL SUPPORT
12 TO THE CPD COUNCIL AND THE BOARD OF EACH PROFESSION IN
13 THE FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS.
14 THE CATS, AS A LEARNER-CENTERED SYSTEM FOR
15 PROFESSIONALS, IS A MEANS TO FACILITATE THEIR
16 RECOGNITION, ACCUMULATION, TRANSFER, AND MOBILITY OF
17 WORK EXPERIENCE OR WORK CREDENTIALS AND ACHIEVEMENT
18 OF LEARNING OUTCOMES, ENABLING THEM TO ACQUIRE A
19 PROFESSIONAL QUALIFICATION OR ANY OTHER FORM OF
20 RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;
21

22 THE CPD SHALL BE A BENEFICIAL AND INTEGRATED COMPONENT
23 IN THE UPGRADING OF QUALIFICATION STANDARDS AND TITLE
24 TOWARDS CPSP-CATS OF ALL REGISTERED AND LICENSED
25 PROFESSIONALS UNDER THE REGULATION OF THE PRC.
26

27 FOR THIS PURPOSE, THE PRC AND THE PRBs SHALL CREATE THE
28 CPSP-CATS COMMITTEE FOR EACH PROFESSION TO ASSIST THE
29 CPD COUNCIL AND THE PRBs IN THE IMPLEMENTATION OF CPSP-
30 CATS.
31

32 THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE, in
33 consultation with the RESPECTIVE AIPO/APO, the Civil Service
34 Commission (CSC), THE DEPARTMENT OF LABOR AND

1 EMPLOYMENT (DOLE), other concerned government agencies,
2 EMPLOYERS' BUSINESS AND PROFESSIONAL ORGANIZATIONS and
3 industry stakeholders, shall formulate and implement a [Career
4 Progression and Specialization Program] CPSP-CATS for every profession
5 [.The Career Progression and Specialization Program shall form part of the
6 CPD.] WITH CPD AS AN INTEGRAL COMPONENT THEREOF,
7 SUBJECT TO THE FOLLOWING:
8

9 (A)THE CPSP-CATS COMMITTEE SHALL ESTABLISH MECHANISMS
10 TO FACILITATE THE MATCHING OF CPD LEARNING OUTCOMES
11 FOR CREDITS WITH THE INTENDED LEARNING OUTCOMES OF
12 PROFESSIONAL QUALIFICATIONS FOR CAREER PROGRESSION
13 AND SPECIALIZATION, AS WELL AS FOR THE TRANSFER OF
14 CREDITS BETWEEN AND ACROSS EDUCATIONAL AND TRAINING
15 SECTORS;
16

17 (B)CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS
18 MOVEMENT IN THE PQF QUALIFICATION LEVEL AS IT RESULTS
19 IN EARNING QUALIFICATION FRAMEWORK (QF) CREDIT FOR
20 CAREER PROGRESSION AND SPECIALIZATION;
21

22 (C)THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER WITH
23 THE ACCREDITED SPECIALTY SOCIETY OR SIMILAR
24 PROFESSIONAL SPECIALTY ORGANIZATION SHALL DETERMINE
25 THE REQUIRED NUMBER OF QF CREDITS REQUIRED FOR THE
26 CONFERMENT OF QUALIFICATION LEVELS OR PURSUANT TO
27 THE PQF;
28

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

1
2 (E) PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS
3 REFERENCE FRAMEWORK AND THE PRC SHALL MAINTAIN A
4 REGISTRY OF QUALIFICATIONS TITLES FOR EVERY
5 PROFESSION; AND
6

7 (F) PROFESSIONALS WHO ARE COVERED BY MRAs AND OTHER
8 INTERNATIONAL AGREEMENTS WHO DESIRE TO BE
9 RECOGNIZED OR REGISTERED UNDER THESE AGREEMENTS
10 SHALL COMPLY WITH THE MANDATORY CPD AND CPS
11 REQUIREMENTS.”
12

13 Sec. 6. Section 13 of Republic Act No. 10912 is hereby amended to read as
14 follows:
15

16 “SEC. 13. *Role of Concerned Government Agencies and the Private Sector.*
17 – [All concerned government agencies and private firms and organizations
18 employing professionals shall include the CPD as part of their human
19 resource development plan and program.] AS PART OF THEIR HUMAN
20 RESOURCE DEVELOPMENT PLANS AND PROGRAMS, AND AS
21 PROVIDED IN THE SUBSECTIONS BELOW:
22

23 (A) CONCERNED GOVERNMENT AGENCIES, PUBLIC HIGHER
24 EDUCATION INSTITUTIONS, AND OTHER PUBLIC INSTITUTIONS
25 SHALL PROVIDE FULL FUNDING FOR THE CPD COMPLIANCE OF
26 PROFESSIONALS UNDER THEIR EMPLOY;
27

28 (B) PRIVATE FIRMS SHALL SUPPORT THE CPD COMPLIANCE OF
29 PROFESSIONALS UNDER THEIR EMPLOY. NOTHING IN THIS
30 PROVISION SHALL PREVENT, DIMINISH, OR OTHERWISE
31 REVOKE EXISTING COMPANY POLICY MORE FAVORABLE TO
32 THE EMPLOYEE;
33

1 (C)THE RESPECTIVE CPD COUNCILS SHALL DEVISE MECHANISMS
2 FOR PROVIDING DISCOUNTS TO SENIOR CITIZENS IN THE FEES
3 TO BE CHARGED FOR ATTENDANCE IN CPD SEMINARS,
4 TRAININGS, AND SIMILAR PROGRAMS, SPECIFICALLY THOSE
5 ENGAGED IN THE PRACTICE OF THEIR PROFESSIONS AND WHO
6 ARE REQUIRED TO COMPLY WITH THE CPD REQUIREMENTS;
7

8 (D)ALL PROFESSIONALS SHALL BE GIVEN CPD MANDATORY PAID
9 LEAVE IN SUFFICIENT NUMBER OF DAYS NECESSARY TO
10 COMPLY WITH THE REQUIREMENTS OF THIS ACT, TO BE
11 CHARGED TO THEIR EXISTING LEAVE CREDITS; AND
12

13 (E)IN THE PROCESSING OF DOCUMENTS FOR RENEWAL OF PIC, IN
14 ACCORDANCE WITH THIS ACT, NO FEES SHALL BE REQUIRED IN
15 ADDITION TO WHAT THE PRC ALREADY REQUIRES FOR PIC
16 RENEWAL, IF ANY, PRIOR TO THE PASSAGE OF THIS ACT.”
17

18 Sec. 7. Section 14 of Republic Act No. 10912 is hereby amended to read as
19 follows:
20

21 “SEC. 14. *Funding.* - The implementation of the provisions of this Act
22 shall be immediately included in the PRC programs, the funding of which
23 shall be included in its annual submissions for inclusion in the annual
24 General Appropriations Act.
25

26 The funding requirement herein mentioned shall be used for the regular
27 operations of the CPD Councils, including the monitoring of the conduct
28 of the CPD programs, AND THE OPERATION OF THE PRBs AND CPSP-
29 CATS COMMITTEE.
30

31 The PRC shall review and approve the proposed budget for each CPD
32 Council, PRB, AND CPSP-CATS COMMITTEE taking into consideration
33 the reasonable expenses that will be incurred BY THEIR MEMBERS for
34 travel, honorarium [/] OR allowances, and per diems, when attending

1 official CPD Council meetings or performing other related functions
2 assigned to them.

3
4 THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL
5 COMPUTERIZATION OF THE CPD SYSTEM FOR DATABASE
6 DEVELOPMENT, AND THE ENHANCEMENT OF THE PIC TO
7 INCLUDE CPD DATA AND OTHER INFORMATION ON
8 PROFESSIONAL PRACTICE.

9
10 ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENT-OWNED
11 AND CONTROLLED CORPORATIONS, SHALL INCLUDE IN THEIR
12 ANNUAL BUDGET AN ALLOCATION FOR THE CONDUCT OF FREE
13 TRAININGS AND SEMINARS FOR THEIR PROFESSIONAL
14 EMPLOYEES IN COMPLIANCE WITH THE PROVISIONS OF THIS
15 ACT.”

16
17 Sec. 8. A new Section 14-a is hereby inserted to read as follows:

18
19 “SEC. 14-A. *FREE OR INEXPENSIVE SEMINARS, WEBINARS AND*
20 *SIMILAR TRAINING PROGRAMS.* - THE VARIOUS GOVERNMENT
21 DEPARTMENTS AND AGENCIES, AND PRIVATE COMPANIES SHALL,
22 IN CONSULTATION AND COORDINATION WITH THE PRC,
23 ESTABLISH A MECHANISM WHEREBY THEY SHALL PROVIDE
24 PROFESSIONALS UNDER THEIR JURISDICTION, WITH FREE OR
25 INEXPENSIVE SEMINARS, WORKSHOPS, ONLINE AND SIMILAR
26 TRAINING PROGRAMS, TO EARN CPD PROGRAM CREDITS WITH NO
27 OR VERY LOW COST TO PROFESSIONALS. THEY MAY CREATE
28 MECHANISMS WHERE QUALIFIED PROFESSIONALS FROM
29 OUTSIDE THE GOVERNMENT AGENCIES OR PRIVATE COMPANIES
30 MAY BE ALLOWED TO JOIN THE SAID SEMINAR, WORKSHOPS AND
31 ONLINE OR SIMILAR TRAINING PROGRAM AND EARN CPD
32 CREDITS.”

33
34 Sec. 9. A new Section 15 is hereby inserted to read as follows:

1
2 “SEC. 15. *ADMINISTRATIVE PENALTIES.* – WHEN THE FAILURE TO
3 OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE FAILURE
4 OF THE CONCERNED AGENCIES OR THE PERSONS RESPONSIBLE
5 TO PROPERLY IMPLEMENT THE CPD PROGRAM IN THE LOCATION
6 AND PROFESSION OF THE CONCERNED PROFESSIONALS, THE
7 PERSONS OR AGENCIES RESPONSIBLE SHALL BE
8 ADMINISTRATIVELY LIABLE IN ACCORDANCE WITH RELEVANT
9 LAWS FOR THE FAILURE TO PROPERLY IMPLEMENT THE CPD
10 PROGRAM, UPON COMPLIANCE WITH DUE PROCESS: *PROVIDED,*
11 THAT THE PROFESSIONAL HAS EXERCISED DUE DILIGENCE IN
12 COMPLYING WITH THE CPD REQUIREMENTS CONSIDERING THE
13 CIRCUMSTANCES.”
14

15 Sec. 10. Section 15 of Republic Act No. 10912 is hereby renumbered as Section
16 16 and is hereby amended to read as follows:
17

18 “SEC. [15.] 16. *Implementing Rules and Regulations.* - The PRC and the
19 PRBs[,] SHALL, in consultation with the VARIOUS AIPOS/APOS, CSC,
20 DOLE, and other RELEVANT stakeholders, [shall] promulgate the
21 implementing rules and regulations (IRR) within six (6) months from the
22 effectivity of this Act . However, a PRB may prescribe its own requirements
23 or procedure relating to the CPD as may be pertinent and applicable to the
24 specific profession: *Provided,* That the same does not contravene any of
25 the provisions of this Act and its IRR.
26

27 Sec. 11. Sections 16, 17, 18, and 19 of Republic Act No. 10912 are hereby
28 renumbered as Sections 17, 18, 19, and 20, respectively.
29

30 Sec. 12. *Separability Clause.* – If any part or provision of this Act is declared
31 invalid or unconstitutional, the other parts or provisions not affected shall remain in
32 full force and effect.
33

1 Sec. 13. *Repealing Clause.* – Republic Act No. 10912 and all other laws, decrees,
2 executive orders and other administrative issuances or parts thereof, which are
3 inconsistent with the provisions of this Act, are hereby repealed or modified
4 accordingly.

5
6 Sec. 14. *Effectivity.* – This Act shall take effect fifteen (15) days after its
7 publication in the *Official Gazette* or in a newspaper of general circulation.
8

Approved,