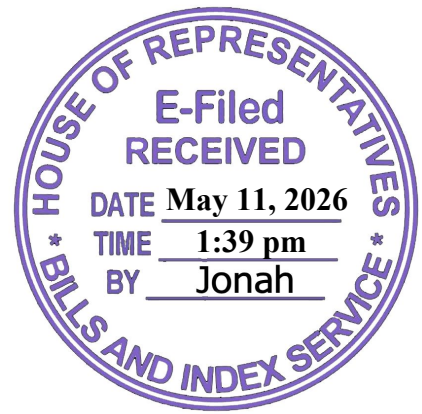


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9173



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

The nursing profession is the backbone of the healthcare system. Our nurses are the primary providers of patient care, often working under high-pressure conditions that require constant adaptation to new medical technologies, protocols, and global health standards.

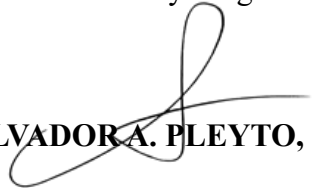
Under current laws, Continuing Professional Development (CPD) is a mandatory requirement for the renewal of professional licenses. While the intent of CPD—to ensure lifelong learning and professional competence—is noble, the burden of fulfillment has fallen almost exclusively on the shoulders of the individual nurse. In many cases, nurses are forced to pay for expensive seminars out-of-pocket and utilize their limited rest days to attend training sessions.

This financial and logistical strain contributes to professional burnout and encourages the migration of our skilled healthcare workers to countries that offer better institutional support for professional growth.

This bill seeks to institutionalize a comprehensive support system for the CPD of nurses. It proposes that:

1. Public and private employers provide paid study leaves and subsidies for mandatory CPD units.
2. The Government establishes a scholarship and grant system for specialized nursing certifications.
3. Tax incentives should be granted to private healthcare institutions that invest in the professional development of their nursing staff.

By investing in the continuous education of our nurses, we are not just supporting a profession; we are ensuring a higher standard of care for every patient in the country. In view of the foregoing, the immediate passage of this bill is earnestly sought.


SALVADOR A. PLEYTO, SR.

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9173

Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

**AN ACT INSTITUTIONALIZING CONTINUING PROFESSIONAL
DEVELOPMENT (CPD) SUPPORT FOR NURSES, PROVIDING FUNDS
THEREFOR, AND FOR OTHER PURPOSES**

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

SECTION 1. *Title.* - This Act shall be known as the "Nursing CPD Support and Empowerment Act."

SEC. 2. *Declaration of Policy.* – It is the policy of the State to protect and promote the right to health of the people. Recognizing that nurses are essential to the delivery of quality health services, the State shall ensure that professional development is accessible, affordable, and supported by institutional mechanisms to alleviate the financial and personal burden on healthcare workers.

SEC. 3. *Definition of Terms.* – As used in this Act:

- Continuing Professional Development (CPD) refers to the post-licensure intellectual or emotional enrichment of professionals as defined under Republic Act No. 10912.
- CPD Providers refer to entities accredited by the Professional Regulation Commission (PRC) to offer CPD programs.
- Nurses refer to all registered nurses in the Philippines, whether employed in public or private healthcare institutions, academe, or community settings.

SEC. 4. *Mandatory Employer Support.* – All healthcare institutions, whether public or private, shall be mandated to provide the following support for their nursing staff:

- Paid CPD Leave: Nurses shall be entitled to at least five (5) days of paid professional development leave per year to attend accredited CPD seminars, workshops, or conventions.
- Registration Subsidies: Employers shall cover at least fifty percent (50%) of the registration fees for mandatory CPD courses required for license renewal, provided that the training is relevant to the nurse's current area of practice.

SEC. 5. *National Nursing Scholarship and Grant Program.* – The Department of Health (DOH), in coordination with the Professional Regulation Commission (PRC), shall establish a Nursing Excellence Fund. This fund shall provide:

- Grants for nurses pursuing specialized certifications (e.g., Critical Care, Oncology, Dialysis).
- Full subsidies for "Train-the-Trainer" programs to increase the number of in-house CPD providers within regional hospitals.

SEC. 6. *Free Online CPD Portals.* – The PRC and DOH shall develop a centralized online platform offering free, high-quality CPD modules for nurses. These modules shall be accessible to all registered nurses and shall automatically credit units to their professional profiles upon successful completion.

SEC. 7. *Tax Incentives for Private Institutions.* – Private healthcare facilities that provide full funding for the CPD requirements of their nursing staff shall be entitled to an additional tax deduction from their gross income, equivalent to one hundred twenty percent (120%) of the total cost of the CPD training provided.

SEC. 8. *Role of the Professional Regulatory Board of Nursing.* – The Board of Nursing shall simplify the accreditation process for in-hospital training programs to allow hospitals to conduct their own CPD-earning activities without excessive administrative fees.

SEC. 9. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriations of the DOH. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 10. *Implementing Rules and Regulations (IRR).* – Within sixty (60) days from the effectivity of this Act, the DOH, PRC, and Department of Budget and Management (DBM), in consultation with nursing professional organizations, shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 11. *Separability Clause.* - If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SEC. 12 *Repealing Clause.* - All laws, executive orders, decrees, issuances, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 13^{gfc}. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspaper of general circulation.

Approved,