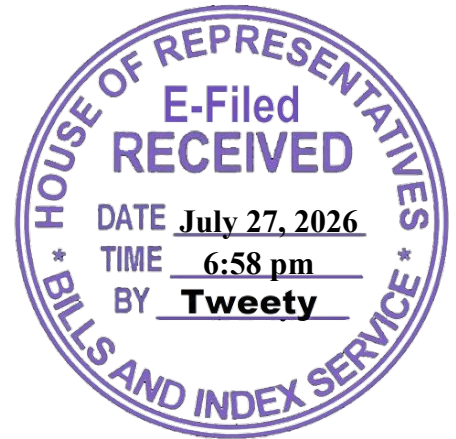




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session



House Bill No. 10254

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

EXPLANATORY NOTE

The Filipino professional workforce plays a critical role in nation-building, economic growth, public service delivery, and global competitiveness. As industries become increasingly specialized and technology-driven, professionals are expected not only to maintain competence in their respective fields but also to continuously develop advanced skills, specialized expertise, and interdisciplinary competencies. However, while the country's regulatory framework provides mechanisms for licensure and continuing professional development, there remains no comprehensive and institutionalized system that recognizes career progression, specialization pathways, and transferable professional qualifications across regulated professions.

The increasing complexity of professional practice demands a more responsive framework that recognizes diverse career trajectories and promotes lifelong learning. Many professions now require structured post-licensure training, specialization programs, and competency-based qualifications that are not adequately captured under existing professional regulatory mechanisms. Without a unified system for recognizing and transferring professional competencies and qualifications, opportunities for career advancement, professional mobility, and international recognition remain limited.

This measure seeks to institutionalize the Career Progression and Specialization Program and Credit Accumulation and Transfer System (CPSP-CATS) for all regulated professions under the Professional Regulation Commission. The proposed legislation establishes an integrated framework for career progression, specialization, competency assessment, and credit recognition that aligns professional qualifications with the Philippine Qualifications Framework and internationally accepted standards of professional practice.

The bill empowers the Professional Regulation Commission and the Professional Regulatory Boards to formulate profession-specific career progression pathways, accredit specialty societies and training institutions, establish professional practice standards, and implement mechanisms for recognizing accumulated professional learning and competencies. It likewise creates the necessary institutional

mechanisms—including the CPSP-CATS Program Management Committee, profession-specific CPSP-CATS Committees, Technical Working Groups, and dedicated secretariat support—to ensure effective and transparent implementation of the program.

Furthermore, the proposed measure strengthens collaboration among government agencies, professional organizations, academic institutions, and industry stakeholders to ensure that professional qualifications remain responsive to evolving labor market demands and technological developments. By facilitating the transfer and recognition of professional competencies and qualifications, the bill promotes lifelong learning, enhances professional mobility, and supports both domestic and international competitiveness of Filipino professionals.

Institutionalizing career progression and specialization pathways will not only benefit individual professionals but will also contribute to higher standards of professional practice, improved public service delivery, and greater confidence in the competence and integrity of Philippine professionals across all sectors.

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


EDUARDO "BRO. EDDIE" C. VILLANUEVA



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HOUSE BILL NO. 10254

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EDUARDO “BRO. EDDIE” C. VILLANUEVA

AN ACT
INSTITUTIONALIZING THE CAREER PROGRESSION AND SPECIALIZATION
PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-
CATS), ESTABLISHING THE CPSP-CATS COMMITTEE AND APPROPRIATING
FUNDS THEREFOR

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

1 **SECTION 1. Short Title.** – This Act shall be known as the “CPSP-CATS Act.”
2

3 **SEC. 2. Declaration of Policy.** – The State recognizes the vital role of
4 professionals in nation-building and development. It also acknowledges the diverse
5 specializations of professionals and the diverse functions specific to the varied
6 specializations. Hence, it shall establish, maintain, and support a complete, adequate,
7 and integrated system of education relevant to the needs of the people and society.
8

9 Furthermore, it shall develop and nurture competent, virtuous, productive, and
10 well-rounded professional whose competence has been determined by a quality
11 assured assessment mechanism and whose standards of professional service and
12 practice are internationally recognized and considered world-class. To achieve these
13 desired outcomes, such mechanisms must be complemented by regulatory measures,
14 programs, and activities that foster their professional growth, social responsibility, and
15 career advancement.
16

17 **SEC. 3. Definition of Terms.** – As used in this Act, the following terms shall
18 mean:

19 (a) *Accreditation* refers to the formal or official approval granted to a person, a
20 program or an organization, upon meeting essential requirements of
21 achievement standards, including qualifications or unit(s) of a qualification,
22 usually for a particular period of time, as defined by an accrediting agency. It also

- 1 refers to as the official approval of achievement standards, including
2 qualifications or units of a qualification, usually for a particular period of time, as
3 being able to meet particular requirements defined by an accrediting agency;
- 4 (b) *Career Progression* refers to the professional development and process of
5 moving towards a more advanced state in terms of, but not limited to, standards-
6 based competencies and skills, position and stature, remuneration and
7 incentives, and qualifications and development goals. It outlines the route that
8 one may follow in order to reach identified career development goals;
- 9 (c) *Career Progression and Specialization Program and Credit Accumulation and*
10 *Transfer System (CPSP-CATS) Committee* refers to the Committee for a
11 particular specialized field that provides technical support to the Professional
12 Regulatory Boards and Professional Regulation Commission in the formulation
13 and implementation of the CPSP-CATS;
- 14 (d) *Career Progression and Specialization Program and Credit Accumulation and*
15 *Transfer System Program Management Committee (CPSP-CATS PMC)* refers
16 to the Committee assisting the Professional Regulation Commission in the
17 formulation and implementation of the CPSP-CATS;
- 18 (e) *Certificate of Recognition* refers to a document issued by the Professional
19 Regulation Commission (PRC) to professionals who have specialized knowledge,
20 training and experience, and have demonstrated their competence and expertise,
21 including professionals with higher qualifications obtained through a career
22 progression;
- 23 (f) *Credit Accumulation and Transfer System (CATS)* refers to a learner-centered
24 system which facilitates the recognition, accumulation, transfer, and mobility of
25 the work experience or work credentials of professionals and the achievement of
26 learning outcomes to enable them to acquire a professional qualification or any
27 other form of recognition in any area or field of expertise. It provides for a
28 mechanism which allows the transfer of Qualification Framework (QF) Credit
29 from one qualification to another qualification or learning program to another
30 qualification, thus, minimizing the duplication of learning;
- 31 (g) *Other Specialty Categories* refers to any of the following organizations or groups
32 which provides for a structured training program, modules with quality assurance
33 assessment mechanism that are seeking recognition and accreditation by the
34 respective professional Boards such as Sub-Specialty Societies,
35 Multidisciplinary specialty society/organization, or others of similar import;
- 36 (h) *Philippine Qualifications Framework (PQF)* is a quality assured national system
37 for the development, recognition, and award of qualifications based on standards
38 of knowledge, skills, and values acquired in different ways and methods by
39 learners and workers of the country;
- 40 (i) *PQF Level Descriptors* refers to a general statement that summarizes the
41 learning outcomes appropriate to a specific level in the PQF grouped in domains
42 of learning;

- 1 (j) *Professional* refers to a person who is registered and licensed to practice a
2 regulated profession in the Philippines and who holds a valid Certificate of
3 Registration and Professional Identification Card (PIC) from the PRC;
- 4 (k) *Professional Organization* refers to an organization composed of professionals
5 registered and licensed with the Professional Regulation Commission in a
6 particular field of professional practice, duly registered with the Securities and
7 Exchange Commission, without prejudice to membership in other professional
8 organizations;
- 9 (l) *Professional Practice Outcomes* refers to the program outcomes and learning
10 outcomes, which are the expected results of significant or essential learnings that
11 the professional has achieved and can reliably be demonstrated once
12 implemented into practice in accordance with the professional practice standard
13 specified for a qualification title;
- 14 (m) *Professional Practice Standards* are authoritative statements issued by
15 professional regulatory authorities in consultation with professional
16 organizations/societies that define the minimum level of competence, ethical
17 conduct, and performance expected of practitioners in a profession and serve as
18 benchmarks for evaluating professional practice and ensuring public protection;
- 19 (n) *Professional Practice Standards in relation to PQF* refers to established
20 benchmarks, competencies, and ethical requirements that define the expected
21 levels of responsibility and autonomy, knowledge and understanding, and skills
22 and application necessary for competent practice within a profession. These
23 standards serve as minimum requirements that guide professionals in the safe,
24 ethical, effective, and professional delivery of services. They also provide the
25 basis for assessing professional competence, accountability, and quality of
26 practice. Furthermore, they provide a framework for aligning professional
27 practice with the levels of responsibility, autonomy, and competence prescribed
28 under the PQF;
- 29 (o) *Professional Qualification* refers to a status gained after a professional has been
30 assessed to have achieved professional practice outcomes or competences in
31 accordance with the professional standard specified for a qualification title, and
32 is proven by a document issued by the Professional Regulation Commission;
- 33 (p) *Professional Qualification Title* refers to an award given to a professional by the
34 PRC and the Professional Regulatory Board (PRB) after competency
35 assessment has been conducted;
- 36 (q) *Professional Qualification Title through an Institutional Based Career*
37 *Progression* refers to the positions in the government agencies and private
38 entities covered by the practice of profession;
- 39 (r) *Professional Training Programs* refers to the intended learning outcomes or
40 modules aligned with the Professional Practice Outcomes approved by the
41 Commission and the PRBs that meet the requirements for each identified CPSP;
- 42 (s) *Program Outcomes* refers to a set of learning outcomes specific to the
43 professional training programs. It is specific to the discipline and describes what
44 gives a discipline its coherence and identity and define threshold and typical

- 1 expectations of a professional in terms of the abilities and skills needed to
2 develop understanding or competence in the discipline.
- 3 (t) *Quality Assurance* refers to planned and systematic processes that provide
4 confidence in the design, delivery and award of qualifications within an education
5 and training system, and is a component of quality management that is focused
6 on ensuring that quality requirements will be fulfilled;
- 7 (u) *Qualification Framework (QF) Credit* refers to a measurement of comprehension
8 in a career progression and specialization program. It specifies the proficiency
9 level to be acquired by a learner in order to earn the relevant qualification sought;
- 10 (v) *Recognition* refers to the formal process of granting official learning outcomes
11 status to skills and competencies either through: awarding of qualifications
12 (certificates, diploma, or titles) as a result of the assessment, or granting of
13 equivalence, credit units or waivers, validation of gained skills and/or
14 competences;
- 15 (w) *Specialization* refers to the field of practice of a profession for a particular area
16 of knowledge or the process of becoming an expert in a particular field of
17 professional practice;
- 18 (x) *Specialty Board* refers to an independent body recognized by the Specialty
19 Society or by the other Specialty Categories Providing Structured Training
20 Programs, composed of specialists in the specialized/sub-specialized field who
21 conduct the assessment for trainees or professionals of a specialized/sub-
22 specialized program;
- 23 (y) *Specialty Society/Organization* refers to an organization composed of experts or
24 specialists in a particular field of professional practice or organization composed
25 of experts or specialists belonging to multiple professions, duly registered with
26 the SEC which provides for a structured training program, modules with quality
27 assurance assessment mechanism (e.g. Academy, Institute, Association, or
28 other similar import);
- 29 (z) *Specialty Training* refers to a non-degree post-graduate structured training
30 program with assessment mechanisms, conducted by any company, public or
31 private, or by a society or organization;
- 32 (aa) *Sub-specialty Society* refers to an organization duly registered with the SEC or a
33 group of experts within a specialty society that provides for structured sub-
34 specialized training programs, modules with quality assurance assessment
35 mechanisms; and
- 36 (bb) *Training Institution for CPSP* refers to an establishment or facility that provides
37 or implements a specialty training/professional training program accredited by
38 the Commission upon the recommendation of the PRB as certified by the
39 accredited Specialty Society/Organization or other Specialty Categories
40 providing structured training programs for professionals and government
41 agencies/private entities providing professional qualification titles through an
42 institutional based career progression. It defines objectives, outcomes, and
43 competencies; identifies appropriate teaching-learning activities. It may

1 formulate a system for assessment and conducts assessment and awards
2 certificate of completion.

3 **SEC. 4. Career Progression and Specialization Program.** – The Professional
4 Regulation Commission, hereafter referred to as the Commission, and the PRBs, in
5 consultation with the professional organizations, the Civil Service Commission (CSC),
6 if applicable, other concerned government agencies and industry stakeholders, shall
7 formulate and implement a career progression and specialization program for every
8 profession.

9
10 The Commission shall prescribe a set of criteria in identifying a career
11 progression and specialization program, which shall include but not be limited to the
12 following:

- 13 (a) It should be a well-defined and distinct field of expertise that will meet the needs
14 of the Filipino people and contribute to improving the quality and safety of the
15 community;
- 16 (b) It has an extensive impact on the industry, and it is beneficial to the profession
17 and professional; and
- 18 (c) It represents a widely accepted and recognized area of expertise supported by
19 evidence-based practice.

20
21 **SEC. 5. Powers, Functions, and Responsibilities of the Commission and**
22 **the PRBs.** – The Commission and the PRBs, upon the recommendation of the CPSP-
23 CATS PMC, shall undertake the overall implementation of the CPSP-CATS, and for
24 this purpose, shall perform the following functions:

- 25 (a) Organize a CPSP-CATS Committee for each of the regulated professions, and
26 other Committees/Working Groups, as may be deemed necessary;
- 27 (b) Review existing and new Professional Practice Outcomes to correspond with the
28 industry/community needs and aligned with the descriptors of the PQF and
29 specialty training/professional training programs;
- 30 (c) Accredite specialty societies/organizations and other specialty categories
31 providing structured training programs for professionals and government
32 agencies/private entities providing institutional based qualification titles;
- 33 (d) Develop training/specialty programs, modules with quality assurance
34 competency assessment standards consistent with the Philippine industries' job
35 requirements and demands;
- 36 (e) Monitor and evaluate the effectiveness of the specialty training/professional
37 training programs and its assessment mechanism for every identified CPSP
38 including specialty societies/organizations and other specialty categories
39 providing structured training programs for professionals and government
40 agencies/private entities providing institutional based qualification titles based on
41 the quality assured standards prescribed by the Commission;

- (f) Formulate, issue and promulgate guidelines and procedures for the implementation of the CPSP including conduct of studies and research to develop, and improve its implementation;
- (g) Establish and maintain linkages with the professional organization, concerned government agencies, and other industry stakeholders in the formulation and implementation of the CPSP and other measures provided under this Act;
- (h) Establish mechanisms to facilitate the matching of learning outcomes and professional practice outcomes for credits as well as the transfer of credits between and across educational and training sectors;
- (i) Facilitate the recognition, accumulation, and transfer of professional's learning outcomes achieved with a view to receiving a professional qualification or any other form of recognition;
- (j) Coordinate with concerned government agencies, private entities in the development of mechanisms and guidelines in the grant and transfer of qualifications framework credit earned from all the learning processes and activities, pursuant to this Act; and
- (k) Perform such other powers, functions, and responsibilities as it may deem necessary to carry out the objectives of this Act.

SEC. 6. CPSP-CATS Program Management Committee (PMC). – The CPSP-CATS PMC shall be headed by the Oversight Commissioner for the CPSP-CATS and shall be composed of a Program Manager, Vice Program Manager, and CPSP-CATS Chairperson and Vice-Chairperson for each cluster and members from the PRBs.

The CPSP-CATS PMC shall:

- (a) Recommend to the Commission programs and policies relative to the formulation and implementation of the CPSP-CATS of all the PRBs;
- (b) Guide all the PRBs and CPSP-CATS Committees in the formulation of their CPSP;
- (c) Develop Credit Accumulation and Transfer Systems;
- (d) Attend meetings relative to the CPSP-CATS;
- (e) Conduct consultative meeting, orientation, and capacity-building activities related to the formulation, development, and implementation of the CPSP-CATS; and
- (f) Perform such other functions relevant and necessary in the formulation of the CPSP and development of CATS and their implementation.

SEC. 7. CPSP-CATS Committee. – There is hereby created a CPSP-CATS Committee for each profession regulated by the Commission. Every CPSP-CATS Committee shall be composed of a Chairperson, Vice-Chairperson, and five (5) members who are experts in their field.

1 The Chairperson and Vice-Chairperson of the CPSP-CATS Committee shall be
2 the members of the PRB so chosen by the concerned PRB to sit in the CPSP-CATS
3 Committee.

4
5 The qualifications, grounds for replacement of a committee member, and
6 provisions on integrity and disclosure of conflict of interest, vacancy, and term of office
7 of the Committees shall be determined by the Commission, upon recommendation of
8 the PRBs, subject to the guidelines to be promulgated by the Commission.

9
10 **SEC. 8. Powers, Functions, and Responsibilities of the CPSP-CATS**
11 **Committee.** – The function of the CPSP-CATS Committee is only recommendatory to
12 the PRBs. The CPSP-CATS Committee shall be under the supervision and control of
13 the PRBs and the Commission. As such, all actions and decisions of the CPSP-CATS
14 Committee shall, at all times, be subject to the approval of the PRB. The CPSP-CATS
15 Committee shall:

- 16 (a) Provide technical support to the PRB in the formulation of the CPSP and CATS
17 such as proposing professional practice outcomes for every identified
18 professional qualification title, professional training programs and coordinating
19 the approved outcomes and training programs with accredited specialty
20 societies/organizations and other specialty categories providing structured
21 training programs for professionals and government agencies/private entities
22 providing professional qualification titles through an institutional based career
23 progression;
- 24 (b) Recommend programs and policies needed in the implementation of the CPSP
25 and CATS;
- 26 (c) Validate the documentary requirements of the candidates as assessed and
27 submitted by the concerned accredited specialty societies/organizations and
28 other specialty categories providing structured training programs for
29 professionals and government agencies/private entities providing professional
30 qualification titles through an institutional based career progression for the
31 conferment of qualification title by the Commission including requirements for the
32 accreditation;
- 33 (d) Submit to the PRBs the list of the qualified candidates to be endorsed to the
34 Commission for conferment of the professional qualification title;
- 35 (e) Assess regularly the compliance of specialty society/organization and other
36 specialty categories providing structured training programs for professionals and
37 government agencies/private entities providing professional qualification titles
38 through an institutional based career progression in accordance with the
39 standards prescribed by the PRB and Commission;
- 40 (f) Coordinate and monitor the delivery of accredited specialty societies/
41 organizations and other specialty categories providing structured training
42 programs for professionals, and government agencies/private entities providing
43 professional qualification titles through an institutional based career progression;

- 1 (g) Submit to the PRB periodic reports on its progress and accomplishment relative
2 to the implementation of CPSP and CATS;
- 3 (h) Consult with the CPSP-CATS PMC all matters related to the formulation and
4 implementation of the profession's CPSP and CATS;
- 5 (i) Conduct consultative meeting, orientation, and capacity building activities related
6 to the formulation, development, and implementation of the CPSP and CATS of
7 their respective profession under the supervision of the PRB concerned; and
- 8 (j) Perform such other functions relevant and necessary in the formulation and
9 implementation of the CPSP and CATS as directed by the PRB, CPSP-CATS
10 PMC, or by the Commission.
11

12 **SEC. 9. *Creation of the Technical Working Group.*** – The PRBs may create
13 their respective Technical Working Groups (TWGs) up to three (3) members for a
14 specific concern or activity necessary in the formulation and implementation of the
15 CPSP and CATS. The members of the TWG must be experts or specialists in their
16 fields and additional qualifications as may be prescribed by the Commission, upon
17 recommendation of the PRBs, and subject to the guidelines to be promulgated by the
18 Commission.
19

20 **SEC. 10. *CPSP-CATS Secretariat.*** – A CPSP-CATS Secretariat is created as
21 an office at the PRC Central Office to provide technical, administrative, and operational
22 support to the CPSP-CATS Committees, CPSP-CATS PMC, Technical Working
23 Groups, and the PRBs in the implementation of the CPSP and CATS and other support
24 services to implement the provisions of this Act.
25

26 Positions are also established at the Regional Offices to assess applications on
27 the CPSP-CATS and to assist the CPSP-CATS Committees during stakeholders'
28 consultation, capacity buildings or other activities relevant to the CPSP-CATS.
29

30 The Commission shall determine the appropriate structure with heads in such
31 number of clusters as may be necessary; the staffing pattern thereof; and qualification
32 standards of the positions therein in accordance with the rules and regulations of the
33 CSC and Department of Budget and Management (DBM).
34

35 **SEC. 11. *Administrative Control and Supervision of the Commission and***
36 ***PRB.*** – The CPSP-CATS Committee shall be under the administrative control and
37 supervision of the PRBs and the Commission.
38

39 All records of the CPSP-CATS Committee, including applications related to the
40 CPSP-CATS, its results, minutes of deliberation, shall be kept by the CPSP-CATS
41 Secretariat.
42

1 **SEC. 12. Accreditation of Specialty Societies, Specialty Organizations, and**
2 **Other Institutions Providing Structured Training Programs and Professional**
3 **Qualification Titles through Institutional-Based Career Progression.** – The
4 Commission, upon recommendation of the PRBs, shall accredit specialty societies or
5 organizations and other specialty categories providing structured training programs for
6 professionals and government agencies or private entities providing professional
7 qualification titles through an institutional based career progression, and shall issue a
8 certificate of accreditation thereto, subject to the prescribed guidelines.

9
10 **SEC. 13. Roster of Professionals.** – The Commission shall maintain a roster or
11 database of professionals which shall contain the name of each registered
12 professional, professional qualification title, appropriate PQF level, the residence and
13 office addresses, the date of registration and issuance of certificates, and other data
14 which the PRB may deem pertinent. The roster shall be open to the public upon
15 request subject to Data Privacy Act and other similar issuances.

16
17 **SEC. 14. Issuance of Certificate of Recognition and Professional**
18 **Identification Card with Corresponding PQF Level.** – All candidates who passed
19 the assessment mechanism prescribed by the Commission and the PRB will be
20 accorded the professional qualification title. A certificate of recognition shall be issued
21 by the PRB and the Commission recognizing the qualification awarded to an individual
22 specialist or a professional with advanced or higher qualifications by accredited
23 specialty societies or organizations or other specialty categories, or government
24 agencies, after validation that the individual has passed the competency assessment
25 based on the structured training program or professional portfolio and complied with
26 the other requirements prescribed by the PRB and the Commission in the
27 implementing guidelines for the concerned career progression and specialization, after
28 payment of fees prescribed by the Commission. The Certificate shall bear the
29 signatures of the Commission and PRB, stamped with the official seal of the
30 Commission and of the PRB, recognizing that the person named therein has been
31 awarded a qualification with a corresponding PQF Level.

32
33 Correspondingly, the PRC Professional Identification Card (PIC) bearing the
34 professional qualification title attained with registration number and its validity and
35 expiry dates duly signed by the Chairperson of the Commission shall likewise be
36 issued to every registrant who has paid the prescribed fees. A clear reference to the
37 appropriate PQF Level is likewise indicated on the renewed PRC PIC and Certificate
38 of Recognition.

39
40 **SEC. 15. Replacement of Certificate and PRC Professional Identification**
41 **Card.** – A new certificate or professional identification card, to replace lost, destroyed,
42 or mutilated ones, or change of name of the professional may be issued subject to the
43 rules as implemented by the PRBs and the Commission.

1 **SEC. 16. Professionals who are Actively Practicing a Specialization or**
2 **Advanced or Higher Qualifications Identified and Approved by the Commission**
3 **upon Issuance of the Guidelines.** – Upon issuance of the guidelines, a registered
4 professional who seeks to have his/her specialization or advanced or higher
5 qualifications be recognized by the PRB and the Commission must submit credentials
6 showing that he/she is qualified and competent to practice as such before the
7 effectivity of this Act. The Commission shall issue the corresponding guidelines to
8 operationalize this provision.

9
10 **SEC. 17. Support from the Civil Service Commission, Department of Labor**
11 **and Employment (DOLE), Philippine Statistics Authority (PSA), and Department**
12 **and Budget Management.** – All professional qualification titles recognized by the
13 Commission under the CPSP-CATS shall be included in the Philippine Standard
14 Occupational Classification (PSOC) and the Index of Occupational Services, Position
15 Titles, and Salary Grades (IOS) of the Position Classification and Compensation
16 System of the Government. As such, the CSC, DOLE, PSA and the DBM, in
17 coordination with the PRBs and Commission, shall review, update, and revise the
18 PSOC and IOS.

19
20 **SEC. 18. Credit Accumulation and Transfer System (CATS).** – The
21 Commission and the PRBs shall develop and implement credit accumulation and
22 transfer systems upon consultation with the stakeholders. Subject to the guidelines
23 prescribed by the Commission and the PRBs, the CPSP-CATS Committee shall
24 evaluate and act on applications relevant to the credit accumulation and transfer
25 system.

26
27 **SEC. 19. Recognition of CPSP Qualification Framework (QF) Credit.** – All
28 duly validated and recognized CPSP QF Credit earned by a professional shall be
29 accumulated and transferred in accordance with the Pathways and Equivalencies.

30
31 **SEC. 20. Consultants and Technical Assistance.** – In pursuing its objectives,
32 the Commission is hereby authorized to set aside a portion of its appropriation for the
33 hiring of services of qualified consultants, and private organizations for career
34 progression and specialization program. It shall avail itself of the services of other
35 agencies of the Government as may be required.

36
37 **SEC. 21. Establishment of Professional Practice Standards.** – There shall be
38 a Professional Practice Standards to be established by the PRBs which shall be
39 observed by the professionals in the practice of their profession. The integrity of the
40 Professional Practice Standards shall be ensured by the Commission and PRBs
41 through rigorous reviews and consultation with stakeholders after five (5) years from
42 the effectivity of this Act and every five (5) years thereafter, or within a shorter period,
43 as the Commission and PRBs deems it necessary. The Professional Practice

Standards shall serve as basis of the PRBs in formulating or reviewing their professional practice outcomes in the CPSP.

SEC. 22. *Fraud Relating to CPSP-CATS.* – Fraudulent acts relating to the implementation and enforcement of this Act shall be punishable under the pertinent provisions of the Revised Penal Code, and other applicable laws. In addition to the penalties prescribed in the aforementioned laws, a professional who is adjudged guilty of any fraudulent act relating to the CPSP-CATS shall also be meted with the penalty of suspension or revocation of his/her PRC Certificate of Registration, subject to the implementing rules and regulations (IRR) formulated under this Act.

In case of a government official or employee who is party to any fraudulent act relating to the CPSP-CATS, he/she shall also be subject to the administrative penalties that may be imposed under the anti-graft laws, the Administrative Code and the Code of Conduct of Public Officials and Employees.

SEC. 23. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriations of the departments and agencies concerned. Thereafter, such sums necessary for the continued implementation of this Act shall be included in the General Appropriations Act.

The funding requirement herein mentioned shall be used for the regular operations of the CPSP-CATS Committees, CPSP-CATS PMC, and TWGs, including the monitoring and evaluation of the conduct of the specialty training or professional training programs, accredited specialty societies or organizations and other specialty categories providing structured training programs for professionals and government agencies or private entities providing professional qualification titles through an institutional based career progression.

The Commission shall review and approve the proposed budget for each CPSP-CATS Committee, CPSP-CATS PMC, and TWGs, taking into consideration the reasonable expenses that will be incurred for travel, honorarium and per diems, when attending official CPSP-CATS meetings or performing other related functions assigned to them to improve and enhance the performance of the core function of the Commission.

SEC. 24. *Full Computerization of the Operations.* – In addition to the annual appropriations of the Commission provided under the Annual General Appropriations Act, the Commission is hereby authorized to use its income to implement the CPSP-CATS for full computerization of the operations, subject to the usual accounting and auditing requirements.

1 **SEC. 25. Implementing Rules and Regulations.** – The rules and regulations
2 necessary for the effective and efficient enforcement of the provisions of this Act shall
3 be formulated by the Commission, in consultation with relevant government agencies,
4 LGUs, the private sector, and other stakeholders, and shall be implemented within
5 ninety (90) days from the effectivity of this Act.

6
7 Unjustified or willful failure or refusal of the concerned government agencies to
8 promulgate the IRR within the specified period shall subject the heads of these
9 government agencies to administrative penalties under applicable civil service laws.

10
11 Should the IRR contain provisions that are contrary to this Act, the heads of the
12 government agencies responsible for such provision, when done in bad faith or with
13 gross negligence, shall be held administratively liable.

14
15 **SEC. 26. Separability Clause.** – If any portion or provision of this Act is declared
16 unconstitutional, the remainder hereof or any provisions not affected thereby shall
17 remain in force and effect.

18
19 **SEC. 27. Repealing Clause.** – Any law, presidential decree or issuance,
20 executive order, letter of instruction, rule, or regulation inconsistent with the provisions
21 of this Act is hereby repealed or modified accordingly.

22 **SEC. 28. Effectivity.** – This Act shall take effect fifteen (15) days after its
23 complete publication in the Official Gazette or in a newspaper of general circulation.

24
25 *Approved,*