

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10452**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to establish a National Nurse Mentorship and Training Program that mobilizes the expertise of returning Overseas Filipino Worker (OFW) nurses to strengthen the competencies of locally practicing nurses, enhance nursing education and clinical training, and improve the quality of healthcare services throughout the country.

The Philippines remains one of the world's leading sources of nurses, supplying healthcare professionals to countries facing workforce shortages. According to the World Health Organization (WHO)¹, the global shortage of health and care workers is projected to reach approximately 11 million by 2030, driving sustained international demand for Filipino nurses. While overseas employment provides better compensation and professional advancement, it also contributes to persistent shortages of experienced nurses in Philippine healthcare facilities, particularly in government hospitals and underserved communities. This continuing migration has placed additional pressure on the country's health system and underscores the need to maximize the value of the nursing workforce that returns home.

Returning OFW nurses possess advanced clinical competencies, specialized training, and extensive experience acquired from highly developed healthcare systems. Many have worked in specialized fields such as critical care, emergency medicine, oncology, geriatrics, maternal and child health, mental health, and infection prevention. They also bring practical knowledge on modern healthcare technologies, patient safety systems, interdisciplinary collaboration, and evidence-based nursing practices. Despite the significant value of these competencies, the country has yet to institutionalize a mechanism that systematically facilitates their transfer to the local nursing workforce.

This measure addresses that gap through a structured mentorship and skills

¹ World Health Organization. (N.D.) Health workforce. Accessed from: <https://www.who.int/health-topics/health-workforce>. Accessed in July 7, 2026.

transfer program under the Department of Health, in coordination with the Professional Regulation Commission–Board of Nursing, the Commission on Higher Education, and the Department of Migrant Workers. The program enables returning OFW nurses to serve as accredited mentors in hospitals, rural health units, community health centers, and nursing schools, creating sustained opportunities for professional development, continuing education, and capacity building across both clinical and academic settings.

The bill also recognizes mentorship as a professional contribution deserving institutional support. It grants Continuing Professional Development (CPD) credits to participating nurses while providing appropriate incentives to accredited mentors, including honoraria, tax incentives, and eligibility for government-supported postgraduate education and specialized training. These measures encourage participation, promote professional excellence, and reinforce the value of knowledge sharing within the nursing profession.

Beyond workforce development, the proposed measure transforms overseas nursing experience into a strategic national resource. Rather than allowing internationally acquired expertise to remain untapped, the bill promotes its reintegration into the Philippine healthcare system, strengthens institutional capacity, raises standards of patient care, and supports the long-term development of a resilient and globally competitive nursing profession.

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



HON. ERIC G. YAP

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10452**

Introduced by **Representative ERIC G. YAP**

AN ACT
PROVIDING OPPORTUNITIES FOR RETURNING OVERSEAS FILIPINO
WORKER NURSES TO TRAIN LOCAL NURSES, ESTABLISHING A
NATIONAL NURSE MENTORSHIP AND TRAINING PROGRAM,
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

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

Section 1. *Short Title.* – This Act shall be known as the “*National Nurse Mentorship and Training Act*”.

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to recognize the invaluable contribution of Filipino nurses working overseas and to harness their acquired knowledge, skills, and experience for national development. To this end, the State shall provide opportunities for returning overseas Filipino worker (OFW) nurses to contribute to the upgrading of nursing education, hospital training, and health service delivery in the Philippines.

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

a. A returning OFW nurse refers to a licensed Filipino nurse who has worked abroad and is returning to the Philippines either temporarily or permanently; and

b. Local nurse refers to any licensed nurse practicing in the Philippines, whether employed in public or private institutions, or newly graduated and undergoing hospital or community training.

SEC. 4. *Establishment of the National Nurse Mentorship and Training Program.* – There is hereby established a National Nurse Mentorship and Training Program under the Department of Health (DOH), in coordination with the Professional Regulatory Board of Nursing (PRBON), Commission on Higher Education (CHED), and the Department of Migrant Workers (DMW).

SEC. 5. *Mentorship Assignments.* – Returning OFW nurses may serve as mentors in accredited hospitals, rural health units, community health centers, and higher education institutions offering nursing programs.

SEC. 6. *Knowledge and Skills Transfer.* – The training shall cover specialized skills, updated international standards, advanced nursing practices, and innovations in patient care acquired abroad.

SEC. 7. *Capacity Building.* – Returning OFW nurses shall assist in training local nurses for critical areas such as intensive care, emergency medicine, geriatrics, maternal and child care, and public health.

SEC. 8. *Continuing Professional Development Credits.* – Participation by both returning OFW nurses and local nurses shall be credited as Continuing Professional Development (CPD) units by the PRBON.

SEC. 9. *Incentives.* – Returning OFW nurses who participate shall receive appropriate honoraria, tax incentives, and eligibility for government scholarships or grants for postgraduate studies.

SEC. 10. *Implementing Agencies.* – The implementing agencies shall be as follows:

- a. The DOH shall accredit hospitals and facilities as host training sites;
- b. The PRBON shall accredit returning OFW nurses as mentors/trainers;
- c. The CHED shall integrate mentorship programs into nursing curricula where feasible; and
- d. The DMW shall coordinate with foreign employers to facilitate return programs and encourage skills sharing upon reintegration.

SEC. 11. *Funding.* – The amount necessary to carry out the initial implementation of this Act shall be charged against the current appropriations of the DOH. Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act.

SEC. 12. *Implementing Rules and Regulations.* – The DOH, in coordination with the PRC, CHED, and DMW, shall promulgate the necessary rules and regulations for the effective implementation of this Act within ninety (90) days after its effectivity.

SEC. 13. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 14. *Repealing Clause.* – All laws, presidential decrees, executive orders,

rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

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

Approved,