

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

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10453**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to institutionalize Continuing Professional Development (CPD) support for Filipino nurses through employer-assisted learning programs, government-funded training opportunities, accessible online CPD resources, and incentives for healthcare institutions that invest in nursing workforce development. The measure recognizes that continuous professional growth is essential in maintaining competent nursing practice, improving healthcare delivery, and strengthening the country's capacity to respond to evolving health challenges.

The implementation of mandatory CPD requirements under Republic Act No. 10912, otherwise known as the "*Continuing Professional Development Act of 2016*", ensures that professionals continuously update their knowledge and skills. However, many nurses continue to face barriers that limit their ability to participate in CPD activities. According to Lim-Saco, F. and Guino-o, T., 2024¹ in their study published in the *Silliman Journal* identified registration costs, work schedules, and transportation constraints as among the major challenges affecting nurses' participation in professional development programs. Similarly, the study of Palma, J., et. al., 2020² among hospital nurses in the Philippines found that while nurses recognize the importance of CPD, financial constraints, limited availability of programs, and time-related factors remain significant barriers to participation. These challenges create a gap between the expectation for continuous professional advancement and the actual capacity of nurses to access relevant learning opportunities.

The proposed measure addresses these policy gaps through a comprehensive support framework for nursing professional development. It addresses the financial burden of CPD compliance through mandatory employer assistance, including paid

¹ Lim-Saco, F. ., & Guino-o, T. A. . (2024). Assessment of Needs and Barriers to Continuing Professional Development among Nurses. *Silliman Journal*, 65(1). Retrieved from <https://su-journal.su.edu.ph/index.php/sj/article/view/538>. Accessed in July 12, 2026.

² Palma, J. A. F. S., Oducado, R. M. F., & Palma, B. S. (2020). Continuing professional development: Awareness, attitude, facilitators, and barriers among nurses in the Philippines. *Nursing Practice Today*, 7(3), 198-207. DOI 10.18502/npt.v7i3.3348. Retrieved from <https://repository.wvus.edu.ph/handle/20.500.14353/80> . Accessed in July 12, 2026.

professional development leave and partial subsidy for required training programs. It expands access to specialized skills development through a government-supported scholarship and grant mechanism that enables nurses to pursue advanced certifications and strengthens the pool of nurse educators and trainers. It also responds to geographic and accessibility barriers through free online CPD platforms that allow nurses, including those in underserved areas, to participate in accredited learning activities. Furthermore, it encourages private sector participation through tax incentives and streamlines hospital-based CPD initiatives to increase the availability of affordable and relevant professional development opportunities.

Nurses remain the backbone of the Philippine healthcare system, carrying the responsibility of caring for patients in hospitals, communities, and emergency situations while continuously adapting to new medical technologies and changing health needs. However, a healthcare system cannot demand excellence from its workforce without providing meaningful opportunities for growth and advancement. Supporting nurses in their pursuit of lifelong learning is not merely a professional obligation; it is an investment in safer patient care, stronger healthcare institutions, and a more resilient nation. The country's nurses have long served as a source of pride and strength, and this measure ensures that they receive the support necessary to continue serving with competence, confidence, and dedication.

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



HON. ERIC G. YAP

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AN ACT
INSTITUTIONALIZING CONTINUING PROFESSIONAL DEVELOPMENT
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. *Short Title.* – This Act shall be known as the “*Nursing Continuing Professional Development (CPD) Support Act*”.

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to protect and promote the right to health of the people. The State recognizes that nurses are essential to the delivery of quality health services and 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:

a. Continuing Professional Development (CPD) refers to the post-licensure intellectual or emotional enrichment of professionals as defined under Republic Act No. 10912, otherwise known as the “*Continuing Professional Development Act of 2016*”;

b. CPD Providers refer to entities accredited by the Professional Regulation Commission (PRC) to offer CPD programs; and

c. 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 shall, whether public or private, be mandated to provide the following support for their nursing staff:

a. 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; and

b. 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) shall, in coordination with the PRC, establish a Nursing Excellence Fund. This fund shall provide:

a. Grants for nurses pursuing specialized certifications (e.g., Critical Care, Oncology, Dialysis); and

b. 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 shall, in consultation with nursing professional organizations, 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 invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 12. *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. 13. *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,