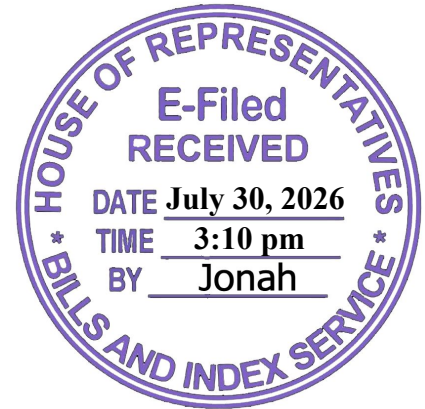


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
Second Regular Session

House Bill No. **10454**



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to institutionalize the grant of risk welfare benefits to nurse educators assigned to supervise nursing students during clinical and community-based Related Learning Experiences (RLEs) in public and private institutions. The measure recognizes the occupational risks inherent in clinical instruction and establishes a mandatory risk welfare benefit to strengthen the recruitment, retention, and professional welfare of nurse educators, thereby supporting the country's health workforce development and the implementation of universal health care.

The Philippines continues to face significant challenges in building and sustaining an adequate nursing workforce. World Health Organization (WHO)¹ identifies sustained investment in nursing education, faculty capacity, workforce retention, and decent working conditions as essential to achieving universal health coverage and resilient health systems. The report further emphasizes that strengthening the nursing workforce requires not only increasing the number of practicing nurses but also ensuring the availability and protection of qualified nurse educators who prepare future generations of healthcare professionals.

Despite their indispensable role, nurse educators remain outside the statutory coverage of the hazard pay and related benefits provided under Republic Act No. 7305, otherwise known as the "*Magna Carta of Public Health Workers*". While supervising students in hospitals, rural health units, laboratories, and community health facilities, nurse educators are routinely exposed to infectious diseases, biological agents, hazardous substances, workplace violence, ergonomic hazards, and other occupational risks substantially similar to those encountered by frontline nurses. The absence of a comparable statutory benefit creates an inequitable situation that fails to recognize the risks assumed by those responsible for educating and training the country's future nursing workforce.

The proposed measure addresses this policy gap through requiring

¹ World Health Organization. (2025, May 12). State of the World's Nursing Report 2025. Accessed from: <https://www.who.int/publications/i/item/9789240110236/>. Accessed in July 10, 2026.

employers to provide risk welfare benefits based on the actual monthly hours of clinical or community-based exposure. The graduated schedule of benefits is patterned after the exposure-based hazard pay framework under the Magna Carta of Public Health Workers and adapted to the clinical supervision workload of nurse educators. The corresponding workday classifications are converted into equivalent monthly hours of clinical exposure to reflect the workload of nurse educators supervising Related Learning Experiences. The bill likewise establishes standards for the certification of exposure hours, prescribes employer responsibility for the payment of benefits, and provides mechanisms for compliance monitoring, complaint resolution, and enforcement to ensure the effective implementation of the measure.

Nurse educators carry the responsibility of preparing every generation of Filipino nurses who will serve in hospitals, communities, and healthcare institutions across the country and around the world. They perform this duty while confronting many of the same occupational hazards faced by frontline healthcare workers, yet the law has long denied them the protection and recognition afforded to others exposed to similar risks. Such disparity can no longer be ignored. Extending risk welfare benefits to nurse educators is a matter of fairness, dignity, and sound public policy. Investing in those who educate and train the nation's future nurses strengthens the nursing profession, secures the country's healthcare workforce, and protects the quality of care that every Filipino deserves.

In view of the foregoing, the immediate approval of this measure 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. **10454**

Introduced by **Representative ERIC G. YAP**

AN ACT
GRANTING RISK WELFARE BENEFITS TO NURSE EDUCATORS ENGAGED
IN CLINICAL OR COMMUNITY-BASED RELATED LEARNING EXPERIENCES
IN THE PUBLIC AND PRIVATE SECTORS, AND APPROPRIATING FUNDS
THEREFOR

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 “*Risk Welfare Benefits of Nurse Educators Act*”.

SEC. 2. *Declaration of Policy.* – The State upholds the vital importance of achieving universal health coverage for our people and, in this regard, seeks to address the shortage of nurses and nurse educators. In pursuit of national health security, the State recognizes the lack of commensurate and mandatory benefits for nurse educators. Towards this end, it shall institutionalize the grant of risk welfare benefits as part of the recruitment and retention packages for the said educators.

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

a. Health facility refers to hospitals, infirmaries, rural health units, birthing centers, laboratories, clinics, and other health facilities licensed by the Department of Health (DOH);

b. Hours of Exposure shall refer to the aggregate number of actual hours of clinical or community-based supervision rendered by a nurse educator during a calendar month;

c. Nurse educator refers to a registered nurse who assesses, plans, implements, and evaluates nursing education and professional development programs, and is assigned to supervise nursing students during clinical or community-based Related Learning Experiences (RLEs). A nurse educator must:

i. Be a registered nurse in the Philippines with a current valid Professional Regulation Commission (PRC) Identification (ID) Card;

ii. Have attained a Master's degree in Nursing from a duly recognized college or university by the Commission on Higher Education; and

iii. Have a minimum of at least three (3) years of clinical experience;

d. Risk refers to occupational exposure to biological, chemical, physical, ergonomic, psychosocial, environmental, and other hazards arising from the supervision of RLEs; and

e. Risk welfare benefit refers to a financial benefit for nurse educators performing preceptorship in intensive nursing practice or RLEs. It is a payment to cover actual or potential threats or dangers associated with carrying out RLE activities.

SEC. 4. *Grant of Risk Welfare Benefits.* – Schools or health facilities that employ nurse educators, regardless of employment status, whether permanent, temporary, contractual, part-time, or full-time, shall grant them risk welfare benefits for every month of service, based on the aggregate monthly hours of exposure, based on the following rates of risk welfare benefits:

HOURS OF EXPOSURE	LEVEL OF EXPOSURE	RATE
96 hours or more	High	25% of monthly basic salary
48 hours - 95 hours	Moderate	14% of monthly basic salary
Less than 48 hours	Low	8% of monthly basic salary

The actual hours of exposure shall be jointly certified by the Dean or authorized academic head and the head of the receiving clinical facility based on official duty assignments and RLE records.

The employer of the nurse educator shall be primarily responsible for the payment of the risk welfare benefit regardless of the location of the RLE assignment.

Employers shall maintain records of RLE assignments, exposure hours, certifications, and benefit payments for at least five (5) years and shall make them available upon request by the implementing agencies.

SEC. 5. *Disbursement of Risk Welfare Benefits.* – Risk welfare benefits shall be paid monthly together with the regular salary of the nurse educator and shall not be deferred, withheld, or released in lump sum except in cases authorized by law or as may be necessary to correct administrative or payroll errors under the Implementing Rules and Regulations.

Government institutions shall charge the payment against their respective appropriations. Private employers shall release the benefit directly to qualified nurse educators and maintain records subject to inspection and compliance monitoring by the Commission on Higher Education (CHED) and the Department of Labor and Employment (DOLE), and by the DOH when the RLE is conducted in a health facility.

In the event that the area of exposure of the nurse educator entails increased risk, the implementing agencies shall prescribe additional risk welfare benefits or enhanced rates for extraordinary exposure in the Implementing Rules and Regulations.

SEC. 6. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed to reduce any allowance and benefit under existing laws, decrees, issuances, executive orders, and contracts or agreements between nurse educators and their employers.

SEC. 7. *Complaint Resolution and Grievance Mechanism.* – Any nurse educator who is denied or deprived of the risk welfare benefits provided under this Act may file a verified complaint before the appropriate CHED Regional Office, which shall have primary jurisdiction to receive, investigate, and resolve complaints arising from the implementation of this Act.

The CHED Regional Office shall constitute a Grievance Panel, in coordination with the DOH and DOLE, to hear and resolve complaints involving the grant, computation, payment, or non-payment of risk welfare benefits. The Panel may require the submission of documents, conduct investigations, summon the parties, and issue appropriate recommendations or compliance orders in accordance with the Implementing Rules and Regulations.

Where the complaint involves a government higher education institution or a state-run health facility, the CHED Regional Office shall coordinate with the appropriate government agency concerned. Where the complaint involves a private higher education institution or private health facility, the CHED Regional Office shall coordinate with the DOLE and other appropriate agencies, as necessary.

Nothing in this Act shall preclude an aggrieved nurse educator from pursuing other administrative, civil, or criminal remedies available under existing laws.

SEC. 8. *Implementing Agency.* – The Commission on Higher Education (CHED) shall serve as the lead implementing agency for this Act, in coordination with the DOH, DOLE, and PRC.

SEC. 9. *Prohibition Against Circumvention.* – No employer shall reduce the salary, benefits, workload credits, honoraria, or other existing benefits of a nurse educator to offset the payment of the risk welfare benefit provided under this Act.

SEC. 10. *Compliance Monitoring.* – The CHED shall, in coordination with the DOH and DOLE, conduct periodic inspections and compliance audits in compliance with this Act and may require educational institutions and health facilities to submit reports and records necessary to verify compliance.

SEC. 11. *Annual Reporting.* – The CHED shall submit to Congress an annual report containing the number of beneficiaries, amount released, number of participating institutions, compliance rate, complaints received, and recommendations not later than March 31 of every year.

SEC. 12. *Funding.* – The risk welfare benefits of nurse educators employed in State Universities and Colleges (SUCs), Local Universities and Colleges (LUCs), other government higher education institutions, and state-run health facilities shall be charged against the respective appropriations of the employing agency or institution. Thereafter, such amounts as may be necessary shall be included in the annual General Appropriations Act.

Nurse educators employed by private higher education institutions shall receive the risk welfare benefits from their respective employers as part of the mandatory employment benefits provided under this Act. Private higher education institutions that comply with this Act may be granted fiscal incentives in accordance with existing tax laws and subject to the approval, rules and regulations issued by the Department of Finance and the Bureau of Internal Revenue.

The implementing agencies shall utilize their respective existing appropriations for the administrative expenses necessary to carry out their responsibilities under this Act. Thereafter, such amounts as may be necessary shall be included in their respective annual budget proposals, subject to the usual budgeting, accounting, and auditing laws, rules, and regulations.

SEC. 13. *Penal Provision.* – Any person, institution, or agency that violates any provision of this Act or its implementing rules and regulations shall, upon conviction, be punished with a fine of not less than Two hundred fifty thousand pesos (Php 250,000.00) but not more than Five hundred thousand pesos (Php 500,000.00), or imprisonment of not more than two (2) years, or both, at the discretion of the court.

If the offender is a corporation, partnership, association, educational institution, hospital, or any other juridical entity, the penalty shall be imposed upon its president, chief executive officer, administrator, dean, director, or any other responsible officer who authorized, directed, or knowingly permitted the commission of the violation. The juridical entity shall likewise be subject to the applicable fine and other sanctions provided under this act.

If the offender is a government agency or public institution, the responsible public official or employee who authorized, directed, or knowingly permitted the violation shall be subject to the penalties provided in this Act, in addition to any administrative, civil, or criminal liability that may arise under existing laws.

The imposition of penalties under this Act shall not prevent an aggrieved nurse educator from pursuing the recovery of unpaid risk welfare benefits and other monetary claims through the appropriate administrative, quasi-judicial, or judicial proceedings.

CHED may impose administrative sanctions on private higher education institutions that repeatedly fail to comply with this Act, without prejudice to other penalties provided by law.

SEC. 14. *Implementing Rules and Regulations.* – Within ninety (90) days after the effectivity of this Act, CHED, as the lead implementing agency, shall promulgate the implementing rules and regulations to carry out the provisions of this Act in coordination with DOH, DOLE, and PRC; *Provided*, That the non-promulgation of the rules and regulations shall not prevent the immediate implementation of this Act upon effectivity.

SEC. 15. *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. 16. *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. 17. *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,