



Republic of the Philippines
House of Representatives
Quezon City

TWENTIETH CONGRESS

Second Regular Session

House Bill No. 11422



Introduced by Representative Jernie Jett V. Nisay

EXPLANATORY NOTE

Republic Act No. 10912, or the Continuing Professional Development Act of 2016, recognizes the importance of continuing education for Filipino professionals. However, while CPD remains largely a requirement for maintaining professional credentials, it is without a clear system connecting CPD credits to career advancement, specialization, or higher qualifications. Access to CPD programs may also be difficult when training is costly, unavailable, or burdensome.

Hence, this proposed measure seeks to make CPD more meaningful by linking it with career progression and specialization, allowing professionals to earn and transfer credits toward recognized qualifications, while requiring government agencies and private employers to provide or support accessible and affordable CPD programs.

Continuing professional development should not simply be a requirement to maintain a license. It should help professionals improve their skills, advance in their careers, and receive recognition for what they have learned. It is not supposed to be a mandatory requirement professionals should blindly follow just for the sake of compliance.

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


REP. JERNIE JETT V. NISAY
Pusong Pinoy Partylist



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AN ACT

ENHANCING THE CONTINUING PROFESSIONAL DEVELOPMENT OF FILIPINO PROFESSIONALS AS AN INTEGRAL COMPONENT OF CAREER PROGRESSION AND SPECIALIZATION PROGRAMS, AND APPROPRIATING FUNDS THEREFOR, AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 10912, OTHERWISE KNOWN AS THE “CONTINUING PROFESSIONAL DEVELOPMENT ACT OF 2016”

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

SECTION 1. Section 3 of Republic Act No. 10912 is hereby amended to read as follows:

“SEC. 3. Definition of Terms. —[The following terms shall be defined under] AS USED IN this Act:

xxx

(E) CAREER PROGRESSION REFERS TO THE PROCESS OF DEVELOPING OR MOVING TOWARDS A MORE ADVANCED STATE IN A PERSON’S QUALIFICATIONS, JOB, TITLE, POSITION, OR PROFESSION. IT OUTLINES THE ROUTE THAT ONE MAY FOLLOW IN ORDER TO REACH IDENTIFIED CAREER DEVELOPMENT GOALS;

(F) CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS) COMMITTEE REFERS TO THE BODY THAT PROVIDES TECHNICAL SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE FORMULATION

1 AND IMPLEMENTATION OF THE CPSP-CATS, SUCH AS PROGRAM AND
2 LEARNING OUTCOMES FOR EVERY IDENTIFIED QUALIFICATION TITLE
3 OF THE PROFESSION AND RECOMMENDS TO THE COUNCIL THE
4 FORMULATION AND IMPLEMENTATION OF THE NECESSARY PROGRAMS
5 AND POLICIES TO BE IMPLEMENTED BY THE CPSP-CATS;
6

7 (G) CERTIFICATE OF REGISTRATION REFERS TO THE DOCUMENT
8 ISSUED BY THE PROFESSIONAL REGULATION COMMISSION (PRC)
9 SIGNIFYING THAT THE PERSON NAMED THEREIN HAS COMPLIED WITH
10 ALL THE LEGAL AND PROCEDURAL REQUIREMENTS FOR SUCH
11 ISSUANCE, INCLUDING, IN APPROPRIATE CASES, PASSING THE
12 LICENSURE EXAMINATION OR REGISTRATION WITHOUT EXAMINATION;
13

14 [(e) Competence refers to an ability that extends beyond the possession of
15 knowledge and skills, which include cognitive, functional, personal and ethical
16 competence;]
17

18 (H) COMPETENCY REFERS TO THE CAPABILITY TO APPLY OR USE A SET
19 OF KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO SUCCESSFULLY
20 PERFORM AND IMPLEMENT CRITICAL WORK FUNCTIONS OR TASKS IN A
21 DEFINED WORK SETTING;
22

23 [(f)] (I) Continuing Professional Development [or] (CPD) refers to the [inculcation]
24 ACQUISITION of advanced knowledge, skills and ethical values in a post-
25 licensure specialization or in an inter- or multidisciplinary field of study, for
26 assimilation into professional practice, [self-directed research and/] or lifelong
27 learning;
28

29 [(g)] (J) CPD Council refers to a body created to promote and ensure the
30 continuous improvement of professionals, in accordance with national, regional
31 and international standards of practice;
32

33 [(h)] (K) CPD credit unit refers to the value of an amount of learning that can be
34 transferred to a qualification achieved from formal [, informal or] AND nonformal
35 learning setting [,] wherein credits can be accumulated to predetermined levels
36 for the award of a qualification;
37

38 [(i)] (L) CPD Program refers to a set of STRUCTURED learning activities
39 accredited by the CPD Council such as seminars, workshops, technical lectures
40 or subject matter meetings, nondegree training lectures and scientific meetings,
41 [modules, tours and visits,] which equip [the] professionals with advanced
42 knowledge, skills and values in A specialized or [in an] inter- or multidisciplinary
43 field of study[, self-directed research and/or lifelong learning];
44

1 [(j)] (M) CPD Provider refers to a natural or juridical person accredited by the
2 CPD Council to conduct CPD Programs;

3
4 (N) CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR
5 PROFESSIONALS REFERS TO A LEARNER-CENTERED SYSTEM WHICH
6 FACILITATES THE RECOGNITION, ACCUMULATION, TRANSFER, AND
7 MOBILITY OF THE WORK EXPERIENCE OR WORK CREDENTIALS OF
8 PROFESSIONALS AND THE ACHIEVEMENT OF LEARNING OUTCOMES TO
9 ENABLE THEM TO ACQUIRE A PROFESSIONAL QUALIFICATION OR ANY
10 OTHER FORM OF RECOGNITION IN ANY AREA OR FIELD OF EXPERTISE;

11
12 (O) CREDITS REFER TO THE VALUE GIVEN TO A LEARNING OUTCOME
13 OR A PACKAGE OF LEARNING OUTCOMES;

14
15 [(k)] (P) Formal learning refers to educational arrangements such as curricular
16 qualifications and teaching-learning requirements that take place in education
17 and training institutions recognized by relevant national authorities, and which
18 lead to THE CONFERMENT OF diplomas and qualifications; [
19

20 (l) Informal learning refers to learning that occurs in daily life assessed, through
21 the recognition, validation and accreditation process, and which can contribute
22 to a qualification;]

23
24 [(m)] (Q) Learning outcomes refer to what a learner can be expected to know,
25 understand [and/] or demonstrate as a result of a learning experience;

26
27 [(n)] (R) Lifelong learning refers to learning activities undertaken throughout life
28 for the development of competencies and qualifications of the professional;

29
30 [(o)] (S) Nonformal learning refers to [learning that has been acquired in addition
31 or alternatively to formal learning, which may be structured and made more
32 flexible according to educational and training arrangements] STRUCTURED
33 ACTIVITIES WHICH HAVE LEARNING PROCESSES AND PRE-
34 DETERMINED OUTCOMES SUCH AS A HIGHER EDUCATION DEGREE OR
35 DIPLOMA OR CERTIFICATE COURSES, INSTITUTION OR COMPANY-
36 SPONSORED TRAINING PROGRAMS AND SEMINARS, SPECIALTY
37 TRAINING, AND ONLINE LEARNING ACTIVITIES THAT ARE DELIVERED
38 ACCORDING TO APPROVED SYLLABI AND WHICH ARE RELATED TO
39 ONE'S PROFESSION;

40
41 [(p)] (T) Online OR DIGITAL learning activities OR APPROACHES refer to
42 [structured or unstructured] FORMAL AND NONFORMAL learning initiatives,
43 which make use of the internet and other web-based Information and
44 Communications Technology solutions, INCLUDING THE FOLLOWING: 1)
45 ONLINE SEMINARS AND WORKSHOPS, WHICH ARE SYNCHRONOUS

1 ONLINE LEARNING APPROACHES; 2) E-LEARNING, WHICH IS AN
2 ASYNCHRONOUS SELF-PACED, ANYTIME, ANYWHERE LEARNING
3 APPROACH; 3) MICROLEARNING WHICH IS AN EDUCATIONAL STRATEGY
4 THAT BREAKS COMPLEX TOPICS DOWN INTO SHORT-FORM, STAND-
5 ALONE UNITS OF STUDY THAT CAN BE VIEWED AS MANY TIMES AS
6 NECESSARY, WHENEVER AND WHEREVER THE LEARNER HAS THE
7 NEED, THROUGH MICROLEARNING INSTRUCTIONAL MODULES THAT
8 ARE DESIGNED TO BE CONSUMED IN ABOUT FIVE MINUTES AND
9 ADDRESS ONE SPECIFIC SKILL OR KNOWLEDGE GAP TOPIC; AND 4)
10 BLENDED LEARNING, WHICH IS A COMBINATION OF THE OTHER
11 LEARNING APPROACHES ENUMERATED HEREIN;

12
13 (U) OVERSEAS FILIPINO WORKER (OFW) REFERS TO A FILIPINO
14 PROFESSIONAL WHO IS WORKING OUTSIDE THE PHILIPPINES FOR A
15 LIMITED PERIOD;

16
17 [(q)] (V) Pathways and Equivalencies refer to mechanisms that provide access
18 to qualifications and assist professionals to move easily [and readily] between
19 the different education and training sectors, and between these sectors, and the
20 labor market, through the Philippine Credit Transfer System;

21
22 [(r)] (W) Philippine Qualifications Framework [or] (PQF) refers to the quality
23 assured national system for the development, recognition and award of
24 qualifications at defined levels, based on standards of knowledge, skills and
25 values, acquired in different ways and methods by learners and workers
26 PURSUANT TO REPUBLIC ACT NO. 10968, OTHERWISE KNOWN AS THE
27 "PQF ACT";

28
29 (X) PHILIPPINE QUALIFICATIONS REGISTER (PhQuaR) REFERS TO THE
30 NATIONAL DATABASE OF QUALITY ASSURANCE QUALIFICATIONS
31 AUTHORIZED UNDER THE PQF. IT PROVIDES INFORMATION TO
32 EMPLOYERS, EDUCATION AND TRAINING PROVIDERS, AND STUDENTS.
33 THE INFORMATION INCLUDES THE QUALIFICATION TITLE,
34 QUALIFICATION DESCRIPTORS, THE PQF LEVEL, THE AUTHORITY-
35 GRANTING AGENCY, THE QUALIFICATION CODE, THE INSTRUMENT AND
36 DATE OF AUTHORIZATION;

37
38 (Y) PORTABILITY REFERS TO THE ABILITY OF ENABLING LEARNERS TO
39 TRANSFER CREDITS OF QUALIFICATIONS FROM ONE LEARNING
40 INSTITUTION OR EMPLOYER TO ANOTHER. HOWEVER, SUCH TRANSFER
41 AND RECOGNITION OF SKILLS ARE NOT AUTOMATIC TRANSFER OF
42 CREDITS TO QUALIFICATIONS;

43
44 (Z) POSITION REFERS TO A SET OF DUTIES AND RESPONSIBILITIES,
45 ASSIGNED OR DELEGATED BY COMPETENT AUTHORITY AND

PERFORMED BY AN INDIVIDUAL EITHER ON FULL-TIME OR PART-TIME BASIS;

[(s)] (AA) Prior learning refers to a person's skills, knowledge and competencies that have been acquired through work experience, training, independent study, volunteer activities and hobbies, that may be applied for academic credit, as a requirement of a training program or for occupational certification;

[(t)] (BB) Professional refers to a person who is registered and licensed to practice a regulated profession in the Philippines and who holds a valid Certificate of Registration and Professional Identification Card (PIC) from the Professional Regulation Commission (PRC);

(CC) PROFESSIONAL IDENTIFICATION CARD REFERS TO THE CARD BEARING THE REGISTRATION NUMBER, DATES OF ISSUANCE AND EXPIRY, AND IMPORTANT INFORMATION ON PROFESSIONAL PRACTICE, DULY SIGNED BY THE PRC CHAIRPERSON AND ISSUED TO A REGISTERED PROFESSIONAL UPON PAYMENT OF THE PRESCRIBED FEE, AND WHICH IS VALID FOR THREE (3) YEARS;

[(u)] (DD) Qualification refers to a status gained after a person has been assessed to have achieved learning outcomes or competencies in accordance with the SET standardS [specified for a qualification title, and is proven by a document issued by a recognized agency or body];

(EE) QUALIFICATION FRAMEWORK CREDIT REFERS TO A MEASUREMENT OF COMPREHENSION IN A SPECIALIZATION PROGRAM. IT SPECIFIES THE PROFICIENCY LEVEL TO BE ACQUIRED BY A LEARNER IN ORDER TO EARN THE RELEVANT QUALIFICATION SOUGHT;

(FF) QUALIFICATION TITLE REFERS TO AN AWARD AFTER COMPETENCY ASSESSMENT ENTERED INTO THE PhQuaR. THE CONFERMENT IS GIVEN TO A PROFESSIONAL BY THE PRC AND THE PRBs;

[(v)] (GG) Quality assurance refers to planned and systematic processes that provide confidence in the design, delivery and award of qualifications within an education and training system, and [is a component of quality management that is focused on ensuring that quality requirements will be fulfilled] A COMPONENT OF QUALITY MANAGEMENT THAT IS FOCUSED ON PROVIDING CONFIDENCE THAT QUALITY REQUIREMENTS WILL BE FULFILLED. QUALITY ASSURANCE ENSURES THAT STAKEHOLDERS' INTERESTS AND INVESTMENTS IN ANY ACCREDITED PROGRAM ARE PROTECTED;

[(w) Self-directed learning refers to learning activities such as online training, local/international seminars/nondegree courses, institution/company-sponsored

1 training programs, and the like, which did not undergo CPD accreditation but
2 may be applied for and awarded CPD units by the respective CPD Council;]

3
4 (HH) SPECIALIZATION REFERS TO THE FIELD OF PRACTICE OF A
5 PROFESSION FOR A PARTICULAR AREA OF KNOWLEDGE OR THE
6 PROCESS OF BECOMING AN EXPERT IN A PARTICULAR FIELD OF
7 PROFESSIONAL PRACTICE; AND

8
9 (II) SPECIALTY TRAINING REFERS TO A NONDEGREE POSTGRADUATE
10 STRUCTURED TRAINING PROGRAM WITH ASSESSMENT MECHANISMS,
11 CONDUCTED BY ANY COMPANY, PUBLIC OR PRIVATE, OR HIGHER
12 EDUCATION INSTITUTION.”

13
14 **SEC. 2.** Section 5 of Republic Act No. 10912 is hereby amended to read as
15 follows:

16
17 “SEC. 5. *Nature of CPD Programs.* — The CPD Programs SHALL consist of
18 FORMAL AND NONFORMAL LEARNING activities that [range from] ARE
19 structured [to nonstructured activities] SUCH AS DIPLOMA OR CERTIFICATE
20 COURSES, INSTITUTION OR COMPANY-SPONSORED TRAINING
21 PROGRAMS AND SEMINARS, SPECIALTY TRAINING, AND ONLINE
22 LEARNING ACTIVITIES WITH SYLLABI THAT ARE RELATED TO ONE’S
23 PROFESSION, AND which have learning processes and outcomes SUCH AS A
24 HIGHER DEGREE OR WHICH CONFERS HIGHER PROFESSIONAL OR
25 TRADE STATUS OR SKILL CATEGORIZATION.

26
27 [These include, but are not limited to, the following:

- 28 (a) Formal learning;
29 (b) Nonformal learning;
30 (c) Informal learning;
31 (d) Self-directed learning;
32 (e) Online learning activities; and
33 (f) Professional work experience.]

34
35 THE IN-SERVICE TRAINING FOR TEACHERS BEING IMPLEMENTED BY
36 THE DEPARTMENT OF EDUCATION, WHICH ARE STRUCTURED AND WITH
37 CLEAR-CUT LEARNING PROCESSES AND OUTCOMES, SHALL BE
38 CONSIDERED AS PART OF THE CPD PROGRAM.”

39
40 **SEC. 3.** Section 10 of Republic Act No. 10912 is hereby amended to read
41 as follows:

42 “SEC. 10. *CPD as Mandatory Requirement in the [Renewal of Professional*
43 *License and Accreditation System for the Practice of Professions)* UPDATING
44 AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES AND
45 COMPETENCIES. — SUBJECT TO SEC. 13 OF THIS ACT AND THE

1 IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY THE CPSPCATS
2 FOR EVERY PROFESSION, [T] the CPD is hereby made as a mandatory
3 requirement in the [renewal of the PICs of all registered and licensed
4 professionals under the regulation of the PRC.] UPDATING AND UPGRADING
5 OF KNOWLEDGE, SKILLS, VALUES AND COMPETENCIES. ALL
6 PROFESSIONALS SHALL BE REQUIRED TO UPDATE AND UPGRADE
7 THEIR KNOWLEDGE AND SKILLS BY UNDERGOING THE RELEVANT CPD
8 PROGRAM WITHIN THE ALLOTTED PERIOD. THE COMPLETION OF THE
9 RESPECTIVE PROFESSIONAL CPD TRAINING COURSES SHALL SERVE
10 TO QUALIFY A REGISTERED AND LICENSED PROFESSIONAL TO THE USE
11 OF QUALIFICATION OR TRADE TITLES, AND TO CLAIM COMPLIANCE
12 WITH QUALIFICATION STANDARDS SET BY THE PRC, THE
13 PROFESSIONAL REGULATORY BODIES OF FOREIGN COUNTRIES WITH
14 WHOM THE PHILIPPINES HAS RECIPROCAL AGREEMENTS WITH, AND
15 THE RESPECTIVE BOARDS OF PROFESSIONS. THE CPD SHALL ALSO BE
16 SUBJECT TO THE FOLLOWING:

17
18 (A) ALL PROFESSIONALS SHALL BE REQUIRED TO OBTAIN FORTY-FIVE
19 (45) CPD CREDIT UNITS EVERY FOUR (4) YEARS 'WHICH SHALL BE
20 DEEMED AS THE COMPLIANCE PERIOD;

21
22 (B) PROFESSIONALS COVERED BY MUTUAL RECOGNITION
23 ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR PROFESSION
24 AND QUALIFICATIONS BE INTERNATIONALLY RECOGNIZED, SHALL
25 COMPLY WITH THE REQUIRED CPD UNITS AS PRESCRIBED IN THE MRAS
26 WHICH IN NO CASE SHALL BE LESS THAN FORTY-FIVE (45) CREDIT
27 UNITS;

28
29 (C) PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR
30 ACCREDITATION PRIOR TO THE PRACTICE OF THEIR PROFESSION AS
31 PROVIDED IN THE RELEVANT PROFESSIONAL REGULATORY LAWS
32 (PRL), SHALL COMPLY WITH THE REQUIRED CPD COURSES;

33
34 (D) PROFESSIONALS WHO WISH TO BE ISSUED A CERTIFICATE OF GOOD
35 STANDING (COGS) BY THEIR AIPO AS INDICATED IN THEIR PRL, SHALL
36 COMPLY WITH THE CPD REQUIREMENT, WHICH IN NO CASE SHALL BE
37 LESS THAN FORTY-FIVE (45) CREDIT UNITS; AND

38
39 (E) DURING A PANDEMIC, STATE OF CALAMITY OR NATIONAL
40 EMERGENCY, THE PRC MAY TEMPORARILY SUSPEND THE COMPLIANCE
41 PERIOD FOR CPD REQUIREMENTS INDEFINITELY OR EXTEND THE END
42 OF THE SAID COMPLIANCE PERIOD TO THE EQUIVALENT DURATION OF
43 THE PANDEMIC, CALAMITY OR NATIONAL EMERGENCY."

44
45 **SEC. 4.** A new Section 10-A is hereby inserted to read as follows:

1 “SEC. 10-A. *EXEMPTIONS FROM CPD REQUIREMENTS.* — THE NUMBER OF
2 REQUIRED CREDIT UNITS PER COMPLIANCE SHALL NOT APPLY TO THE
3 FOLLOWING:

4
5 (A) NEWLY LICENSED OR REGISTERED PROFESSIONALS ON THE FIRST
6 RENEWAL OF THEIR PIC WITHIN THE FIRST FOUR (4) YEARS AFTER OBTAINING
7 THEIR LICENSE;

8
9 (B) OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS ACT; AND

10
11 (C) SENIOR CITIZENS WHO ARE NOT ENGAGED IN THE PRACTICE OF THEIR
12 PROFESSION, AS DEFINED UNDER THEIR RESPECTIVE REGULATORY LAWS.”

13
14 **SEC. 5.** Section 12 of Republic Act No. 10912 is hereby amended to read as
15 follows:

16
17 “SEC. 12. Career Progression and Specialization PROGRAM AND CREDIT
18 ACCUMULATION AND TRANSFER SYSTEM. — THE CPSP-CATS SHALL BE
19 SUPERVISED AND ADMINISTERED BY THE CPSP-CATS COMMITTEE
20 WHICH SHALL PROVIDE TECHNICAL SUPPORT TO THE CPD COUNCIL
21 AND THE BOARD OF EACH PROFESSION IN THE FORMULATION AND
22 IMPLEMENTATION OF THE CPSP-CATS. THE CATS, AS A LEARNER-
23 CENTERED SYSTEM FOR PROFESSIONALS, IS A MEANS TO FACILITATE
24 THEIR RECOGNITION, ACCUMULATION, TRANSFER, AND MOBILITY OF
25 WORK EXPERIENCE OR WORK CREDENTIALS AND ACHIEVEMENT OF
26 LEARNING OUTCOMES, ENABLING THEM TO ACQUIRE A PROFESSIONAL
27 QUALIFICATION OR ANY OTHER FORM OF RECOGNITION IN ANY AREA
28 OR FIELD OF EXPERTISE;

29
30 THE CPD SHALL BE A BENEFICIAL AND INTEGRATED COMPONENT IN
31 THE UPGRADING OF QUALIFICATION STANDARDS AND TITLE TOWARDS
32 CPSP-CATS OF ALL REGISTERED AND LICENSED PROFESSIONALS
33 UNDER THE REGULATION OF THE PRC.

34
35 FOR THIS PURPOSE, THE PRC AND THE PRBs SHALL CREATE THE CPSP-
36 CATS COMMITTEE FOR EACH PROFESSION TO ASSIST THE CPD
37 COUNCIL AND THE PRBs IN THE IMPLEMENTATION OF CPSP-CATS.

38
39 THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE, in consultation
40 with the RESPECTIVE AIPO/APO, the Civil Service Commission (CSC), THE
41 DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), other concerned
42 government agencies, EMPLOYERS’ BUSINESS AND PROFESSIONAL
43 ORGANIZATIONS and industry stakeholders, shall formulate and implement a
44 [Career Progression and Specialization Program] CPSP-CATS for every
45 profession [.The Career Progression and Specialization Program shall form part

1 of the CPD.] WITH CPD AS AN INTEGRAL COMPONENT THEREOF,
2 SUBJECT TO THE FOLLOWING:
3

4 (A) THE CPSP-CATS COMMITTEE SHALL ESTABLISH MECHANISMS 10 TO
5 FACILITATE THE MATCHING OF CPD LEARNING OUTCOMES FOR
6 CREDITS WITH THE INTENDED LEARNING OUTCOMES OF
7 PROFESSIONAL QUALIFICATIONS FOR CAREER PROGRESSION AND
8 SPECIALIZATION, AS WELL AS FOR THE TRANSFER OF CREDITS
9 BETWEEN AND ACROSS EDUCATIONAL AND TRAINING SECTORS;
10

11 (B) CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS MOVEMENT
12 IN THE PQF QUALIFICATION LEVELS IT RESULTS IN EARNING
13 QUALIFICATION FRAMEWORK (QF) CREDIT FOR CAREER PROGRESSION
14 AND SPECIALIZATION;
15

16 (C) THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER WITH THE
17 ACCREDITED SPECIALTY SOCIETY OR SIMILAR PROFESSIONAL
18 SPECIALTY ORGANIZATION SHALL DETERMINE THE REQUIRED NUMBER
19 OF QF CREDITS REQUIRED FOR THE CONFERMENT OF QUALIFICATION
20 LEVELS OR PURSUANT TO THE PQF;
21

22 (D) UPON ASSESSMENT AND COMPLETION OF THE PQF REQUIREMENTS
23 AND COMPLIANCE WITH OTHER REQUIREMENTS, THE PRC AND THE
24 PRB SHALL CONFER THE QUALIFICATION OR TITLE COMMENSURATE TO
25 THE PQF QUALIFICATION LEVEL, WHICH SHALL BE INDICATED AS
26 ADDITIONAL INFORMATION IN THE PIC;
27

28 (E) PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS REFERENCE
29 FRAMEWORK AND THE PRC SHALL MAINTAIN A REGISTRY OF
30 QUALIFICATIONS TITLES FOR EVERY PROFESSION; AND
31

32 (F) PROFESSIONALS WHO ARE COVERED BY MRAs AND OTHER
33 INTERNATIONAL AGREEMENTS WHO DESIRE TO BE RECOGNIZED OR
34 REGISTERED UNDER THESE AGREEMENTS SHALL COMPLY 'WITH THE
35 MANDATORY CPD AND CPS REQUIREMENTS.'
36

37 **SEC. 6.** Section 13 of Republic Act No. 10912 is hereby amended to read as
38 follows:
39

40 "SEC. 13. Role of Concerned Government Agencies and the Private Sector. —
41 [All concerned government agencies and private firms and organizations
42 employing professionals shall include the CPD as part of their human resource
43 development plan and program.] AS PART OF THEIR HUMAN RESOURCE
44 DEVELOPMENT PLANS AND PROGRAMS, AND AS PROVIDED IN THE
45 SUBSECTIONS BELOW:

1
2 (A) CONCERNED GOVERNMENT AGENCIES, PUBLIC HIGHER EDUCATION
3 INSTITUTIONS, AND OTHER PUBLIC INSTITUTIONS SHALL PROVIDE FULL
4 FUNDING FOR THE CPD COMPLIANCE OF PROFESSIONALS UNDER
5 THEIR EMPLOY;
6

7 (B) PRIVATE FIRMS SHALL SUPPORT THE CPD COMPLIANCE OF
8 PROFESSIONALS UNDER THEIR EMPLOY. NOTHING IN THIS PROVISION
9 SHALL PREVENT, DIMINISH, OR OTHERWISE REVOKE EXISTING
10 COMPANY POLICY MORE FAVORABLE TO THE EMPLOYEE;
11

12 (C) THE RESPECTIVE CPD COUNCILS SHALL DEVISE MECHANISMS FOR
13 PROVIDING DISCOUNTS TO SENIOR CITIZENS IN THE FEES TO BE
14 CHARGED FOR ATTENDANCE IN CPD SEMINARS, TRAININGS, AND
15 SIMILAR PROGRAMS, SPECIFICALLY THOSE ENGAGED IN THE PRACTICE
16 OF THEIR PROFESSIONS AND 'WHO ARE REQUIRED TO COMPLY WITH
17 THE CPD REQUIREMENTS;
18

19 (D) ALL PROFESSIONALS SHALL BE GIVEN CPD MANDATORY PAID
20 LEAVE IN SUFFICIENT NUMBER OF DAYS NECESSARY TO COMPLY WITH
21 THE REQUIREMENTS OF THIS ACT, TO BE CHARGED TO THEIR EXISTING
22 LEAVE CREDITS; AND
23

24 (E) IN THE PROCESSING OF DOCUMENTS FOR RENEWAL OF PIC, IN
25 ACCORDANCE WITH THIS ACT, NO FEES SHALL BE REQUIRED IN
26 ADDITION TO WHAT THE PRC ALREADY REQUIRES FOR PIC RENEWAL,
27 IF ANY, PRIOR TO THE PASSAGE OF THIS ACT.”
28

29 **SEC. 7.** Section 14 of Republic Act No. 10912 is hereby amended to read as
30 follows:
31

32 “SEC. 14. *Funding.* — The implementation of the provisions of this Act shall
33 be immediately included in the PRC programs, the funding of which shall be
34 included in its annual submissions for inclusion in the annual General
35 Appropriations Act.
36

37 The funding requirement herein mentioned shall be used for the
38 regular operations of the CPD Councils, including the monitoring of the conduct
39 of the CPD programs, AND THE OPERATION OF THE PRBs AND CPSP-CATS
40 COMMITTEE.
41

42 The PRC shall review and approve the proposed budget for each CPD Council,
43 PRB, AND CPSP-CATS COMMITTEE taking into consideration the reasonable
44 expenses that will be incurred BY THEIR MEMBERS for travel, honorarium [/]

1 OR allowances, and per diems, when attending official CPD Council meetings
2 or performing other related functions assigned to them.
3

4 THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL
5 COMPUTERIZATION OF THE CPD SYSTEM FOR DATABASE
6 DEVELOPMENT, AND THE ENHANCEMENT OF THE PIC TO INCLUDE CPD
7 DATA AND OTHER INFORMATION ON PROFESSIONAL PRACTICE.
8

9 ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENTOWNED AND
10 CONTROLLED CORPORATIONS, SHALL INCLUDE IN THEIR ANNUAL
11 BUDGET AN ALLOCATION FOR THE CONDUCT OF FREE TRAININGS AND
12 SEMINARS FOR THEIR PROFESSIONAL EMPLOYEES IN COMPLIANCE
13 WITH THE PROVISIONS OF THIS ACT.”
14

15 **SEC. 8.** A new Section 14-A is hereby inserted to read as follows:
16

17 “SEC. 14-A. *FREE OR INEXPENSIVE SEMINARS, WEBINARS AND SIMILAR*
18 *TRAINING PROGRAMS.* — THE VARIOUS GOVERNMENT DEPARTMENTS
19 AND AGENCIES, AND PRIVATE COMPANIES SHALL, IN CONSULTATION
20 AND COORDINATION WITH THE PRC, ESTABLISH A MECHANISM
21 WHEREBY THEY SHALL PROVIDE PROFESSIONALS UNDER THEIR
22 JURISDICTION, WITH FREE OR INEXPENSIVE SEMINARS, WORKSHOPS,
23 ONLINE AND SIMILAR TRAINING PROGRAMS, TO EARN CPD PROGRAM
24 CREDITS WITH NO OR VERY LOW COST TO PROFESSIONALS. THEY MAY
25 CREATE MECHANISMS WHERE QUALIFIED PROFESSIONALS FROM
26 OUTSIDE THE GOVERNMENT AGENCIES OR PRIVATE COMPANIES MAY
27 BE ALLOWED TO JOIN THE SAID SEMINAR, WORKSHOPS AND ONLINE OR
28 SIMILAR TRAINING PROGRAM AND EARN CPD CREDITS.”
29

30 **SEC. 9.** A new Section 15 is hereby inserted to read as follows:
31

32 “SEC. 15. ADMINISTRATIVE PENALTIES. — WHEN THE FAILURE TO
33 OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE FAILURE OF
34 THE CONCERNED AGENCIES OR THE PERSONS RESPONSIBLE TO
35 PROPERLY IMPLEMENT THE CPD PROGRAM IN THE LOCATION AND
36 PROFESSION OF THE CONCERNED PROFESSIONALS, THE PERSONS OR
37 AGENCIES RESPONSIBLE SHALL BE ADMINISTRATIVELY LIABLE IN
38 ACCORDANCE WITH RELEVANT LAWS FOR THE FAILURE TO PROPERLY
39 IMPLEMENT THE CPD PROGRAM, UPON COMPLIANCE WITH DUE
40 PROCESS: PROVIDED, THAT THE PROFESSIONAL HAS EXERCISED DUE
41 DILIGENCE IN COMPLYING WITH THE CPD REQUIREMENTS
42 CONSIDERING THE CIRCUMSTANCES.”
43

44 **SEC. 10.** Section 15 of Republic Act No. 10912 is hereby renumbered as Section
45 16 and is hereby amended to read as follows:

1
2 “SEC. [15.] 16. Implementing Rules and Regulations. — The PRC and the PRBs[,]
3 SHALL, in consultation with the VARIOUS AIPOS/APOS, CSC, DOLE, and other
4 RELEVANT stakeholders, [shall] promulgate the implementing rules and regulations
5 (IRR) within six (6) months from the effectivity of this Act. However, a PRB may
6 prescribe its own requirements or procedure relating to the CPD as may be pertinent
7 and applicable to the specific profession: Provided, That the same does not contravene
8 any of the provisions of this Act and its IRR.”
9

10 **SEC. 11.** Sections 16, 17, 18, and 19 of Republic Act No. 10912 are hereby
11 renumbered as Sections 17, 18, 19, and 20, respectively.
12

13 **SEC. 12. *Separability Clause.*** — If any part or provision of this Act is declared
14 invalid or unconstitutional, the other parts or provisions not affected shall remain in full
15 force and effect.
16

17 **SEC. 13. *Repealing Clause.*** — All laws, decrees, executive orders and other
18 administrative issuances or parts thereof, which are inconsistent with the provisions of
19 this Act, are repealed or modified accordingly. **SEC. 14. Effectivity.** — This Act shall
20 take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper
21 of general circulation.
22

23 **SEC. 14. Effectivity.** — This Act shall take effect fifteen (15) days after its
24 publication in the Official Gazette or in a newspaper of general circulation.
25

26 *Approved,*