



HOUSE OF REPRESENTATIVES

H. No. 6512

BY REPRESENTATIVES BONDOC, GONZALEZ, CUA (J.), ALMARIO, CLIMACO,
GONZALES (N.) AND DE GUZMAN, PER COMMITTEE REPORT NO 2160

AN ACT TO REGULATE THE PRACTICE OF PSYCHOLOGY,
CREATING FOR THIS PURPOSE A PROFESSIONAL
REGULATORY BOARD OF PSYCHOLOGY, APPROPRIATING
FUNDS THEREFOR AND FOR OTHER PURPOSES

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

1 ARTICLE I

2 TITLE

3 SECTION 1. *Title.* – This Act shall be known as the “Philippine
4 Psychology Act of 2009”.

5 ARTICLE II

6 STATEMENT OF POLICY

7 SEC. 2. *Statement of Policy* – The State recognizes that psychologists
8 have an important role in nation-building and development. It also
9 acknowledges the diverse specializations of psychologists and the diverse
10 functions specific to the varied specializations. In particular, it recognizes the
11 significance of the psychological services that practicing psychologists provide

1 to diverse types of clients, but also recognizes the need to protect the public by
2 preventing inexperienced or untrained individuals from offering psychological
3 services. Hence, it shall nurture competent, upright, and assiduous
4 psychologists whose standards of practice and service shall be excellent and
5 globally competitive through the administration of inviolable, effective and
6 credible licensure examinations and the imposition and promotion of
7 regulatory measures, programs and activities that enhance their professional
8 growth and well-being.

9 ARTICLE III

10 DEFINITION OF TERMS

11 SEC. 3. *Definition of Terms.* – As used in this Act, the following terms
12 shall have the following meanings:

13 (a) “Psychology” is the scientific study of human behavior. It involves
14 the application of scientific methods to inquire into the biological, cognitive,
15 affective, developmental, personal, social, cultural, and individual difference
16 dimensions of human behavior.

17 (b) “Practice of psychology” consists of the delivery of psychological
18 services that involve application of psychological principles and procedures for
19 the purpose of describing, understanding, predicting and influencing the
20 behavior of individuals or groups, in order to assist in the attainment of optimal
21 human growth and functioning. The delivery of psychological services
22 includes, but is not limited to: (1) psychological interventions: psychological
23 counseling, psychotherapy, psychosocial support, coaching, psychological
24 debriefing, group processes, and all other psychological interventions that
25 involve the application of psychological principles to improve psychological
26 functioning of individuals, families, groups and organizations; (2)
27 psychological assessment: gathering and integration of psychology-related data
28 for the purpose of making a psychological evaluation, accomplished through a
29 variety of tools, including individual tests, projective tests, clinical interviews,

1 and other psychological assessment tools, for the purpose of assessing diverse
2 psychological functions including cognitive abilities, aptitudes, personality
3 characteristics, attitudes, values, interests, emotions and motivations, among
4 others, in support of psychological counseling, psychotherapy and other
5 psychological interventions; and (3) psychological programs: development,
6 planning, implementation, monitoring, and evaluation of psychological
7 treatment programs and other psychological intervention programs for
8 individuals and/or groups.

9 (c) "Psychologist" means a natural person who is duly registered and
10 holds a valid certificate of registration and a valid professional identification
11 card as professional psychologist, issued by the Professional Regulatory Board
12 of Psychology and the Professional Regulation Commission pursuant to this
13 Act for the purpose of delivering the different psychological services defined
14 in this Act.

15 (d) "Psychometrician" means a natural person who holds a valid
16 certificate of registration and a valid professional identification card as
17 psychometrician issued by the Professional Regulatory Board of Psychology
18 and the Professional Regulation Commission pursuant to this Act. As such,
19 he/she shall be authorized to do any of the following: *Provided*, That such
20 shall at all times be conducted under the supervision of a licensed professional
21 psychologist: (1) administering and scoring of objective personality tests,
22 structured personality tests, pen-and-paper intelligence, achievement and
23 interest tests, excluding projective tests and other higher level forms of
24 psychological tests; (2) interpreting results of the same and preparing a written
25 report on these results; and (3) conducting preparatory intake interviews of
26 clients for psychological intervention sessions.

ARTICLE IV

PROFESSIONAL REGULATORY BOARD OF PSYCHOLOGY

SEC. 4. *Creation and Composition of the Professional Regulatory Board of Psychology.* – There is hereby created a Professional Regulatory Board of Psychology, hereinafter called the Board, a collegial body under the administrative control and supervision of the Professional Regulation Commission, hereinafter referred to as the Commission, which shall be composed of a chairperson and two (2) members appointed by the President of the Philippines from a list of three (3) nominees for each position. The list of nominees shall be submitted to the Commission by the integrated and accredited national organization of psychologists. The Board shall be organized not later than sixty (60) days from the effectivity of this Act.

SEC. 5. *Qualifications of the Chairperson and the Members of the Professional Regulatory Board of Psychology.* – The chairperson and members of the Board shall, at the time of their appointment and for the course of their term, possess the following qualifications:

- (a) A natural-born citizen and resident of the Philippines;
- (b) At least thirty-five (35) years of age;
- (c) Possess good moral character;
- (d) Hold a doctorate degree in psychology conferred by a university, college or school in the Philippines or abroad duly recognized and/or accredited by the Commission on Higher Education (CHED);
- (e) Have at least ten (10) years of practice in psychology and psychometrics in a duly recognized institution, clinic or center, as well as at least five (5) years of teaching experience in the field of psychology;
- (f) Be a registered and licensed psychologist, except in the case of the first members of the Board who shall automatically be conferred a valid certificate of registration and a valid professional identification card in psychology and psychometrics upon appointment to the Board;

1 (g) Is neither an officer, trustee nor member of the faculty of any
2 university, college, institute or school where a regular course in psychology is
3 offered or taught or review classes conducted, and shall not have any pecuniary
4 interest, direct or indirect, in any such institution;

5 (h) Is not an officer, nor hold any position other than being a member,
6 of the integrated and accredited national organization of psychologists; and

7 (i) Shall not have been convicted of any crime involving moral
8 turpitude.

9 SEC. 6. *Term of Office.* – The members of the Board shall hold office
10 for a term of three (3) years or until their successors shall have been appointed
11 and duly qualified. Each member of the Board may be reappointed for one (1)
12 full term of three (3) years. The first members of the Board shall hold office
13 for the following terms: the chairperson for three (3) years; one (1) member for
14 two (2) years; and the other member for one (1) year, which shall be specified
15 in their respective appointments. Any vacancy occurring within the term of a
16 member shall be filled for the unexpired portion of the term only. Each
17 member of the Board shall qualify by taking the proper oath prior to the
18 performance of his/her duties.

19 SEC. 7. *Powers and Duties.* – The Board shall have the following
20 powers and duties:

21 (a) Administer and implement the provisions of this Act and
22 promulgate as well as revise or update, as necessary, rules and regulations,
23 resolutions and guidelines hereto: *Provided,* That the policies, resolutions,
24 rules and regulations issued or promulgated by the Board shall be subject to
25 review and approval of the Commission;

26 (b) Supervise and monitor the registration, licensure and practice of
27 psychologists and psychometricians in the Philippines;

28 (c) Administer oaths in connection with the administration of this Act;

1 (d) Issue, and upon compliance with due process requirements, suspend
2 or revoke, and/or reinstate, the certificate of registration and professional
3 identification card for psychologists and psychometricians;

4 (e) Adopt an official seal of the Board;

5 (f) Monitor the conditions and circumstances affecting the practice of
6 psychology and psychometrics in the Philippines, and adopt such measures as
7 may be deemed lawful and proper for the enhancement and maintenance of
8 high professional, ethical and technical standards of the profession;

9 (g) Issue permits to and exercise visitorial powers over agencies,
10 institutions, associations, corporations and partnerships to verify that the
11 persons practicing psychology and psychometrics therein are psychologists and
12 psychometricians with valid certificates of registration and valid professional
13 identification cards, and that they possess the necessary accreditation, skills
14 and/or facilities to competently carry out their functions;

15 (h) Assist the Commission in the formulation and implementation of
16 the guidelines on continuing professional education for psychologists and
17 psychometricians;

18 (i) Ensure, in coordination with the CHED, that all educational
19 institutions offering the course/program of psychology strictly comply with the
20 policies, standards and requirements prescribed by the CHED for such
21 course/program, especially in the areas of administration, curriculum, faculty,
22 library and facilities;

23 (j) Prepare, adopt, issue and amend, in consultation with the CHED,
24 syllabi for the licensure examination subjects;

25 (k) Investigate and, when warranted, hear administrative cases
26 involving violations of this Act, its implementing rules and regulations as
27 hereinafter promulgated, and any applicable code of ethics and/or code of
28 professional standards. For this purpose, it may issue *subpoena ad*
29 *testificandum* and *subpoena duces tecum* to secure the appearance of witnesses

1 and the production of documents in connection therewith: *Provided*, That the
2 Board's decision, resolution or orders rendered in administrative cases shall be
3 subject to review only on appeal; and

4 (l) Perform such other functions and duties as may be lawfully
5 delegated to it, or as it may deem necessary to carry out the objectives of this
6 Act.

7 SEC. 8. *Compensation and Allowances.* – The chairperson and
8 members of the Board shall receive the same compensation and allowances as
9 those received by the chairperson and members of the existing regulatory
10 boards under the Commission, as provided in the charter of the Commission
11 and in the General Appropriations Act.

12 SEC. 9. *Removal or Suspension of Members of the Professional*
13 *Regulatory Board of Psychology.* – Any member of the Board may, upon the
14 recommendation of the Commission, upon observance of due process and
15 completion of the proper investigation, be suspended or removed by the
16 President from office for cause such as gross neglect of duty, incompetence,
17 malpractice, behavior unbecoming of a psychology professional, immorality,
18 unethical or dishonorable conduct, final conviction of any crime involving
19 moral turpitude, any act of graft and corruption, and participation in the
20 manipulation of or any dishonesty relative to the licensure examinations and/or
21 the registration process.

22 SEC. 10. *Administrative Supervision Over the Board, Custodian of its*
23 *Records, Secretariat and Support Services.* – The Board shall be under the
24 administrative supervision and control of the Commission. All records of the
25 Board, including documents relative to the licensure examinations as well as
26 administrative and other investigative cases conducted by the Board, shall be
27 kept in the custody of the Commission. The Commission shall designate the
28 secretary of the Board and shall provide the secretariat with necessary support
29 services to effectively implement the provisions of this Act.

ARTICLE V

LICENSURE EXAMINATIONS

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3 SEC. 11. *Examinations Required.* – All applicants for registration to
4 practice psychology and psychometrics shall be required to pass a licensure
5 examination for psychologists and psychometricians to be conducted by the
6 Board in such places and dates, and subject to such requirements, prescribed
7 by the Commission.

8 SEC. 12. *Qualifications of Applicants for the Licensure Examination*
9 *for Psychologists.* – Any person may apply to take the examination for
10 registration and licensure as a psychologist after furnishing evidence
11 satisfactory to the Board that the applicant:

12 (a) Is a Filipino citizen, a permanent resident or a citizen of a foreign
13 state/country which extends reciprocity to the Philippines relative to the
14 practice of the profession;

15 (b) Holds at least a master's degree in psychology conferred by a
16 university, college or school in the Philippines or abroad recognized/accredited
17 by the CHED and has obtained sufficient credits for the subjects covered in the
18 examination;

19 (c) Has undergone a minimum of two hundred (200) hours of
20 supervised practicum/internship/clinical experience related to services
21 enumerated in paragraph (b) of Section 3 of this Act and under the auspices of
22 a licensed psychologist or other licensed mental health professional;

23 (d) Is of good moral character; and

24 (e) Has not been convicted of an offense involving moral turpitude.

25 SEC. 13. *Qualifications of Applicants for the Licensure Examination*
26 *for Psychometricians.* – Any person may apply to take the examination for
27 registration and licensure as a psychometrician by furnishing evidence
28 satisfactory to the Board that the applicant:

1 (a) Is a Filipino citizen, a permanent resident or a citizen of a foreign
2 state/country which extends reciprocity to the Philippines relative to the
3 practice of the profession;

4 (b) Holds at least a bachelor's degree in psychology conferred by a
5 university, college or school in the Philippines or abroad recognized/accredited
6 by the CHED and has obtained sufficient credits for the subjects covered in the
7 examination;

8 (c) Is of good moral character; and

9 (d) Has not been convicted of an offense involving moral turpitude.

10 SEC. 14. *Examination Subjects for Psychologists.* – The licensure
11 examination for psychologists shall cover the following subjects:

12 (a) Advanced Theories of Personality;

13 (b) Advanced Abnormal Psychology;

14 (c) Advanced Psychological Assessment; and

15 (d) Psychological Counseling and Psychotherapy.

16 SEC. 15. *Examination Subjects for Psychometricians.* – The licensure
17 examination for psychometricians shall cover the following subjects:

18 (a) Theories of Personality;

19 (b) Abnormal Psychology;

20 (c) Industrial Psychology; and

21 (c) Psychological Assessment.

22 The Board may recluster, rearrange, modify, add or exclude and
23 prescribe subjects for psychologists and psychometricians as the need arises.

24 SEC. 16. *Registration Without Examination for Psychologists.* – A
25 person who possesses the qualifications required to take the examination for
26 registration as a psychologist pursuant to the provisions of this Act may be
27 registered without examination: *Provided*, That the applicant files with the
28 Board within three (3) years after its creation an application for registration
29 and issuance of certificate of registration and professional identification card

1 by submitting credentials satisfactory to the Board that the applicant had, on or
2 prior to the effectivity of this Act, fulfilled the requirements under either
3 subparagraphs (a), (b) or (c) herein:

4 (a) Obtained a doctoral degree in psychology and had accumulated
5 three (3) years of work experience in the practice of psychology in the
6 Philippines;

7 (b) Obtained a master's degree in psychology and accumulated a
8 minimum of five (5) years of work experience in the practice of psychology in
9 the Philippines; or

10 (c) Psychologists or employees who hold positions as psychologists
11 presently employed in various government or private agencies, who have a
12 bachelor's degree in psychology, accumulated a minimum of ten (10) years of
13 work experience in the practice of psychology as a psychologist, and who have
14 updated their professional education in various psychology-related functions.

15 SEC. 17. *Registration Without Examination for Psychometricians* – A
16 person who possesses the qualifications required to take the examination for
17 registration as a psychometrician may be registered without examination:
18 *Provided*, That the applicant files with the Board within three (3) years after its
19 creation an application for registration and issuance of a certificate of
20 registration and professional identification card by submitting credentials
21 satisfactory to the Board that the applicant on or before the effectivity of this
22 Act had obtained a bachelor's degree in psychology and had accumulated a
23 minimum of two (2) years full time work experience in the practice of
24 psychometrics in the Philippines.

25 SEC. 18. *Ratings in the Examination*. – To be qualified as having
26 passed the licensure examination for psychologists and psychometricians, a
27 candidate must have obtained a weighted general average of at least
28 seventy-five percent (75%) for all subjects, with no grade lower than sixty
29 percent (60%) in any given subject. An examinee who obtains a weighted

1 general average of seventy-five percent (75%) or higher but obtains a rating
2 below sixty percent (60%) in any given subject may retake such subject or
3 subjects within the next two (2) years, and upon obtaining a rating of at least
4 seventy-five percent (75%) in each such subject, shall then be deemed to have
5 passed the licensure examination.

6 SEC. 19. *Report of Ratings.* – The Board shall submit to the
7 Commission an official report detailing the ratings obtained by each examinee
8 within ten (10) calendar days after the examination, unless such period is
9 extended for just cause.

10 ARTICLE VI

11 REGISTRATION

12 SEC. 20. *Oath of Psychologists and Psychometricians.* – All successful
13 examinees qualified for registration and all qualified applicants for registration
14 without examination shall be required to take an oath to uphold the profession
15 before any member of the Board or any officer of the Commission authorized
16 to administer oaths, prior to entering into the practice of psychology or
17 psychometrics in the Philippines.

18 SEC. 21. *Issuance of Certificate of Registration and Professional*
19 *Identification Card.* – A certificate of registration and professional
20 identification card shall be issued to all successful examinees and registrants
21 without examination upon compliance with all the legal requirements,
22 including payment of fees, prescribed by the Commission. The certificate of
23 registration shall bear the signature of the chairperson of the Commission and
24 members of the Board, indicating that the person named therein is entitled to
25 practice the profession with all the privileges and concomitant responsibilities
26 appurtenant thereto. The said certificate shall remain in full force and effect
27 until suspended or revoked in accordance with this Act. A professional
28 identification card bearing the registration number, date of issuance and
29 validity term of three (3) years, duly signed by the chairperson of the

1 Commission, shall likewise be issued to every registrant who has paid the
2 prescribed registration fee. Upon expiration of the professional identification
3 card, the psychologist and psychometrician may renew the same upon proof of
4 compliance with continuing education requirements prescribed by the Board
5 and/or the Commission.

6 SEC. 22. *Disclosure of Registration Information.* – The psychologist or
7 psychometrician shall be required to indicate his/her registration and
8 professional identification card number and date of issuance, the duration of
9 validity, including the professional tax receipt number on each document
10 signed, used or issued in connection with the practice of his/her profession.

11 SEC. 23. *Non-issuance of Certificate of Registration and Professional*
12 *Identification Card.* – The Board shall not register nor issue a certificate of
13 registration or professional identification card to any person convicted of a
14 criminal offense involving moral turpitude, has been found guilty by a judicial
15 or other duly constituted tribunal of immoral or dishonorable conduct, or has
16 been medically diagnosed to be of unsound mind. In the event of non-issuance
17 of the certificate for any reason, the Board shall furnish the applicant a written
18 statement setting forth the reasons for such denial, which statement shall be
19 incorporated into the records of the Board.

20 SEC. 24. *Foreign Reciprocity.* – No foreigner shall be admitted to the
21 psychology or psychometrics licensure examination unless he/she proves that
22 the country of which he/she is a citizen either:

23 (a) Admits Filipino citizens to the practice of psychology or
24 psychometrics without need for registration and issuance of a certificate of
25 registration/professional identification card;

26 (b) Allows Filipino citizens to practice psychology or psychometrics
27 without restriction; or

28 (c) Allows Filipino citizens to practice the same after an examination
29 on terms of strict and absolute equality with nationals of said country.

1 SEC. 25. *Practice Through Temporary/Special Permit.* –
2 Temporary/Special permits may be issued by the Board, subject to the
3 approval by the Commission and payment of appropriate fees, to the following
4 persons:

5 (a) Licensed psychologists or psychometricians from foreign
6 countries/states who are internationally acknowledged specialists or
7 outstanding experts in psychology or psychometrics: *Provided*, That their
8 services are important and necessary either due to the lack or inadequacy of
9 available local specialists or experts or in recognition of their potential
10 contribution to the promotion and advancement of the practice of psychology
11 or psychometrics through transfer of technology;

12 (b) Licensed psychologists or psychometricians from foreign
13 countries/states whose services shall be free and offered exclusively to indigent
14 patients in a particular hospital, center or clinic; and

15 (c) Licensed psychologists or psychometricians from foreign
16 countries/states employed as exchange professors to teach psychology or
17 psychometrics in schools, colleges, universities offering psychology or
18 psychometrics courses or programs.

19 The permit shall detail the conditions thereof which shall, among other
20 things, include the effectivity period of not more than one (1) year subject to
21 renewal, and the specific place of practice such as the clinic, hospital, center,
22 school, college or university offering the course of psychology or
23 psychometrics. The Board, subject to the approval by the Commission, shall
24 prescribe rules and regulations on the implementation of this particular section.

25 SEC. 26. *Suspension or Revocation of Certificate of Registration and*
26 *Professional Identification Card or Cancellation of a Temporary/Special*
27 *Permit.* – The Board shall have the power, after notice and hearing, to suspend
28 or revoke the certificate of registration and professional identification card or

1 to cancel temporary/special permits granted pursuant to this Act on any ground
2 set forth in Section 30 of this Act or any of the instances hereunder:

3 (a) Procurement of a certificate of registration and/or professional
4 identification card, or temporary/special permit by fraud or deceit;

5 (b) Allowing an unqualified person to advertise or to practice the
6 profession by using one's certificate of registration or professional
7 identification card or temporary/special permit;

8 (c) Violating or conspiring to violate any of the provisions of this Act,
9 its implementing rules and regulations, the code of ethics or code of
10 professional standards promulgated hereinafter by the Board;

11 (d) Manifest physical or mental incompetence to render psychological
12 services with reasonable skill and safety to his/her clients/patients;

13 (e) Professional misconduct or negligence in the performance of duties
14 as a psychologist or psychometrician; and

15 (f) Engaging in the practice of the profession during the period of
16 one's suspension.

17 SEC. 27. *Reinstatement.* – A psychologist or psychometrician whose
18 certificate of registration has been revoked may apply to the Board for
19 reinstatement at any time after two (2) years from the date of revocation of said
20 certificate. The application shall be in writing and shall conform to the
21 requirements hereinafter prescribed by the Board. No certificate of registration
22 or professional identification card shall be reinstated unless the Board is
23 satisfied that a good cause exists to warrant such reinstatement. Issuance of a
24 new certificate of registration or professional identification card, or
25 temporary/special permit in lieu of one that has been lost, destroyed or
26 mutilated shall be subject to applicable rules prescribed by the Commission.

1 upon payment of the required fees and dues. Membership in the integrated
2 organization shall not be a bar to membership in any other association of
3 psychologists and/or psychometricians.

4 SEC. 32. *Code of Ethics and Code of Practice for Psychologists and*
5 *Psychometricians.* – The Board shall adopt and promulgate the Code of Ethics
6 and Code of Practice for Psychologists and Psychometricians prescribed and
7 issued by the accredited professional organization of psychologists.

8 ARTICLE VIII

9 PROHIBITED ACTS, PENALTIES AND ENFORCEMENT OF THIS ACT

10 SEC. 33. *Prohibited Acts.* – (a) No person shall:

11 (1) Engage in the professional practice of psychology or psychometrics
12 nor represent himself/herself as a professional practicing psychologist or
13 psychometrician without a valid certificate of registration/valid professional
14 identification card, or a valid temporary/special permit granted by the Board
15 pursuant to this Act;

16 (2) Represent himself/herself to be a licensed and authorized practicing
17 psychologist or psychometrician during the time that his/her certificate of
18 registration has been suspended or revoked or professional identification card
19 without being renewed, or temporary/special permit cancelled;

20 (3) Allow any other person to use his/her certificate of registration and
21 professional identification card or temporary/permit special for any purpose,
22 regardless of whether such act actually enables the unqualified individual to
23 engage in the practice of psychology or psychometrics;

24 (4) Use, exhibit and/or misrepresent as his/her own the certificate of
25 registration and/or professional identification card or temporary/special permit
26 of another; and

27 (5) Give any false, inaccurate, misleading or incomplete information to
28 the Board in order to obtain a certificate of registration or professional
29 identification card or temporary/special permit;

1 (b) No corporation, partnership, association or entity shall operate a
2 psychology or psychometrics office, center, clinic, or otherwise engage in the
3 practice or allow the practice of psychology or psychometrics within its
4 premises without securing a permit therefor from the Board. Such permit shall
5 be issued only after the Board is satisfied that such establishment is
6 competently staffed by a psychologist and equipped with sufficient and
7 adequate psychology-related instruments and facilities; and

8 (c) A violation of any provision of this Act or of its implementing rules
9 and regulations shall be penalized accordingly.

10 SEC. 34. *Penalties.* – Any person who violates any provision of this
11 Act or its implementing rules and regulations shall be punished with
12 imprisonment of not less than six (6) months but not more than three (3) years,
13 or a fine of not less than Ten thousand pesos (P10,000.00) but not more than
14 One hundred thousand pesos (P100,000.00), or both, at the discretion of the
15 court.

16 SEC. 35. *Injunction.* – The Board may initiate action to enjoin,
17 restrain, and/or prosecute any individual, corporation, association, partnership
18 or entity engaging in the practice of psychology and psychometrics in violation
19 of this Act.

20 SEC. 36. *Enforcement.* – It shall be the duty of all duly constituted
21 law enforcement agencies and officers of national, provincial, city or municipal
22 governments to uphold and enforce the provisions of this Act and to investigate
23 and prosecute or cause the investigation and prosecution of any person
24 violating the same.

ARTICLE IX

MISCELLANEOUS PROVISIONS

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3 SEC. 37. *Funding Provision.* – The chairperson of the Commission
4 shall immediately include in the Commission’s programs the prompt
5 implementation of this Act, the funding of which shall be provided for in the
6 annual General Appropriations Act.

7 SEC. 38. *Implementing Rules and Regulations.* – Within ninety (90)
8 days after the constitution of the Board, it shall promulgate the necessary
9 implementing rules and regulations, subject to approval of the Commission, to
10 implement the provisions of this Act.

11 SEC. 39. *Separability Clause.* – If any provision of this Act shall at
12 any time be found to be unconstitutional or invalid, the remainder thereof not
13 affected by such declaration shall remain in full force and effect.

14 SEC. 40. *Repealing Clause.* – All laws, decrees, rules or regulations
15 inconsistent with the provisions of this Act are hereby repealed or modified
16 accordingly.

17 SEC. 41. *Effectivity.* – This Act shall take effect after fifteen (15) days
18 following its complete publication in two (2) newspapers of general
19 circulation.

Approved,

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