

1 contributors to international cooperation and understanding. As such, the State
2 assumes responsibility for the protection, improvement and development of the
3 nursing profession by instituting measures that will result in relevant and
4 quality nursing practice, humane working conditions, better career prospects,
5 and a dignified existence for nurses to ensure high level of wellness and
6 well-being.

7 ARTICLE III

8 SCOPE OF NURSING

9 The practice of the profession of nursing includes the performance of
10 functions in nursing service, education, research, leadership and governance.

11 SEC. 3. *Scope of Nursing Service.* – A person shall be deemed to be
12 practicing nursing within the meaning of this Act when singly or in
13 collaboration with another, the person initiates and performs nursing care to
14 individuals, families, population groups and communities in any health care
15 setting. It includes, but not limited to, nursing care during conception, labor,
16 delivery, infancy, childhood, toddler, preschool, school age, adolescence,
17 adulthood and old age. Nurses are primarily responsible for the promotion of
18 health and prevention of illness. As members of the health team, nurses shall
19 collaborate with other health care providers for the promotive, preventive,
20 curative and rehabilitative aspects of care, restoration of health, alleviation of
21 suffering, and when recovery is not possible, towards a peaceful death. In
22 performing independent and collaborative functions singly or jointly, it shall be
23 the duty of the nurse to:

24 (a) Provide nursing care through the utilization of the nursing process.
25 Basic nursing care includes, but not limited to, traditional and innovative
26 approaches, therapeutic use of self, executing health care techniques and
27 procedures, essential primary health care, comfort measures, health teachings,
28 and administration of written prescription for treatment, therapies, oral, topical

1 and parenteral medications, internal examination during labor in the absence of
2 antenatal bleeding, attending to normal delivery and suturing of perineal
3 laceration;

4 (b) Provide advanced nursing care through specialized and expanded
5 roles within the protocol of advanced nursing practice. Certification by an
6 accredited certification body is required;

7 (c) Collaborate with community resources and coordinate with the
8 members of the health team in any health care setting;

9 (d) Provide health education to empower individuals, families,
10 population groups and communities to maintain, attain, restore and sustain
11 optimal health and quality of life;

12 (e) Teach, guide and supervise students in nursing education programs
13 including the administration of nursing services in varied settings such as
14 hospitals and clinics; undertake consultation services; engage in such activities
15 that require the utilization of knowledge and decision-making skills of a
16 registered nurse; and

17 (f) Undertake nursing and health human resource development training
18 and research, which shall include, but not limited to, the development of
19 advanced nursing practice.

20 This section shall not apply to nursing students who perform nursing
21 functions under the direct supervision of a qualified faculty.

22 In the practice of nursing in all settings, the nurse is mandated to
23 observe the Code of Ethics for Nurses and uphold the standards of safe and
24 quality nursing practice. The nurse is required to maintain competence by
25 continual professional development as prescribed by the Board of Nursing:
26 *Provided*, That the program and activity for the continual professional
27 development shall be submitted to and approved by the Board.

1 Nursing services include, but are not limited to, nursing care provided to
2 individual, family or group in any health care setting such as hospitals, public
3 health institutions or communities, clinics and others by a registered nurse. The
4 nurse shall possess the core competencies prescribed by the Board of Nursing.
5 Nursing service includes the provision of specialized, expanded and advanced
6 practice services as well as nursing management.

7 (A) Beginning Registered Nurse. – Beginning registered nurse
8 provides for safe and quality care to an individual, family or group that is
9 independent or provided as part of a team by a nurse or a group of nurses who
10 will be able to assess, plan, implement and evaluate care provided to clients
11 based on evidence derived from research.

12 A beginning registered nurse must have the following minimum
13 qualifications:

14 (1) Bachelor of Science in Nursing graduate;

15 (2) Registered nurse with current certificate of registration;

16 (3) Must be physically, mentally and psychologically fit to practice
17 nursing;

18 (4) Must not be convicted of any crime involving moral turpitude; and

19 (5) Must be a member of the accredited professional organization
20 (APO).

21 (B) Advanced Practice Nurse. – Advanced practice nurse is a
22 registered nurse who has acquired expert knowledge base, complex
23 decision-making skills and clinical competencies for expanded practice based
24 on evidence derived from research. Advanced practice of nursing requires
25 substantial theoretical knowledge in the specialty area of nursing practice and
26 proficient clinical utilization of this knowledge in implementing independent
27 and interdependent nursing interventions. Specialties can be differentiated in
28 different categories: according to functions, disease/pathology, systems, age,

1 sex, acuity, settings and technology/therapies This practice includes the
2 acquisition of new knowledge and skills that legitimize role autonomy within
3 specific areas of practice. A master's degree is required for entry level. This
4 includes, but is not limited to, those who are in education, management and
5 clinical practice.

6 An advanced practice nurse must have the following minimum
7 qualifications in addition to the requirements of a beginning registered nurse:

8 (1) Relevant master's degree graduate from a recognized
9 university-based program;

10 (2) Must be certified based on protocol as approved by the Board of
11 Nursing and recommended by the specialty certification council;

12 (3) Must be a member of the APO and the corresponding specialty
13 organization; and

14 (4) Must have at least three (3) years of experience and demonstrate
15 requisite competencies.

16 (C) Nursing Service Manager. - Nursing service manager is a
17 practitioner occupying supervisory or managerial positions requiring
18 leadership and knowledge of nursing management:

19 (1) The first level manager is responsible directly for the physical setup
20 of the unit, structure and other human resources for health.

21 (2) The middle level manager is responsible for the department or
22 section handling more than one (1) or two (2) units, takes care of the financial,
23 logistic, operational functions and others.

24 (3) The top level manager oversees all nursing units in terms of
25 financial and human resources for health such as nurses and nursing
26 assistants/adjuncts.

27 A nursing service manager must have the following minimum
28 qualifications in addition to the requirements of a beginning registered nurse:

1 (a) For first level managerial position in nursing, eighteen (18) units of
2 nursing management and clinical subjects in Master of Arts in Nursing/Master
3 of Science in Nursing and at least three (3) years of clinical work experience;

4 (b) For middle level managerial position in nursing, completed all
5 academic requirements in Master of Arts in Nursing/Master of Science in
6 Nursing and at least three (3) years of clinical work and two (2) years of
7 management experience;

8 (c) For top level managerial position in nursing, a post-graduate
9 degree in nursing or health management-related sciences and at least three (3)
10 years of clinical work and three (3) years of management experience; and

11 (d) Must be a member of good standing of the APO and relevant
12 nursing organizations.

13 The above qualifications shall apply to all nurses occupying supervisory
14 or managerial positions across all health facilities such as, but not limited to,
15 primary or military health facilities, for top level managerial position of first
16 and second levels, as well as medical centers nationwide.

17 (D) Nurse-Patient Ratio. – The government and private hospitals are
18 hereby mandated to maintain the standard nurse-patient ratio set by the
19 Department of Health (DOH):

20 (1) In hospitals based on acuity and authorized bed capacity (ABC).

21 (2) In the community based on need, population and geography.

22 (3) In occupational or school settings based on relevant legal
23 instruments (AO, EO, RA).

24 (E) Prohibition on the Acceptance of Volunteer Nurses. – All medical
25 institutions both government and private are hereby prohibited from accepting
26 volunteer nurses.

27 SEC. 4. *Scope of Nursing Education.* – Nursing education is the
28 formal learning and training in the science and art of nursing provided by

1 higher education institutions duly accredited by the Commission on Higher
2 Education (CHED).

3 (A) Basic Nursing Education Program. – The basic nursing education
4 program is a competency-based curriculum which will provide sound liberal
5 and professional education to implement the necessary safe quality nursing
6 practice.

7 Admission to the baccalaureate nursing program shall require passing a
8 National Nursing Admission Test (NNAT).

9 A registered nurse may move up to the next levels of career progression
10 and tracks according to demonstrated competencies, education and clinical
11 experience.

12 The curriculum and the related learning experiences shall adhere strictly
13 to specific requirements according to the policies, standards and guidelines of
14 the CHED in consultation with the Board of Nursing and the Association of
15 Deans of Philippine Colleges of Nursing.

16 (B) Graduate Nursing Education Program. – The graduate nursing
17 education program builds on the experiences and skills of a registered nurse
18 towards mastery, expertise and leadership in practice, research and education.
19 It includes a master's degree and doctorate degree in nursing founded on the
20 philosophical, scientific body of knowledge and practice.

21 Graduate and post-graduate nursing programs shall be offered only in
22 schools with level three (3) accredited basic nursing programs as promulgated
23 by the CHED policies and standards on graduate education.

24 (C) Qualifications of Faculty Members. –

25 (1) Basic Nursing Education. – A member of the faculty in a College
26 of Nursing teaching professional courses must:

27 (a) Be a registered nurse in the Philippines and a holder of a valid
28 certificate of registration and a valid professional identification card;

1 (b) Have at least three (3) years of clinical practice in a field of
2 specialization;

3 (c) Be a member of good standing in the APO of nurses;

4 (d) Be a holder of a master's degree in nursing, education or other
5 allied medical and health sciences conferred by a college or university duly
6 recognized by the Government of the Republic of the Philippines;

7 (e) Present a certificate of teacher training program for nursing
8 education prior to employment; and

9 (f) Present a certificate of clinical skills competency enhancement
10 from an accredited nursing organization,

11 (2) Graduate Nursing Education. – A member of the faculty teaching
12 graduate professional courses must:

13 (a) Follow prescriptions 1 and 2 of basic nursing education; and

14 (b) Be a holder of a doctoral degree in nursing, education, or other
15 allied health sciences conferred by a college or university duly recognized by
16 the Government of the Republic of the Philippines

17 (D) Qualifications of the Dean. – The dean of a college of nursing
18 must.

19 (1) Be a registered nurse in the Philippines and a holder of a valid
20 certificate of registration and a valid professional identification card;

21 (2) Have at least three (3) years of clinical practice in a field of
22 specialization;

23 (3) Have at least three (3) years of nursing education program
24 management experience or three (3) years of management in any health-related
25 institution;

26 (4) Be a holder of a master's degree in nursing for baccalaureate
27 program and preferably a doctoral degree in nursing for masters and doctoral

1 program conferred by a duly recognized higher education institution by the
2 CHED.

3 (5) Undergo progressive training for deans according to the protocol
4 approved by the Board of Nursing in consultation with the Association of
5 Deans of Philippine Colleges of Nursing.

6 (E) Faculty-Student Ratio. – The ratio of faculty to student is based on
7 the CHED Memorandum Order (CMO), policies and standards for Bachelor of
8 Science in Nursing (BSN) program.

9 ARTICLE IV

10 ORGANIZATION OF THE BOARD OF NURSING

11 SEC. 5. *Creation and Composition of the Board.* – There shall be
12 created a Professional Regulatory Board of Nursing, hereinafter referred to as
13 the Board, to be composed of a Chairperson and six (6) members. They shall
14 be appointed by the President of the Republic of the Philippines from among
15 three (3) recommendees, per vacancy, of the Professional Regulation
16 Commission, hereinafter referred to as the Commission, chosen and ranked
17 from a list of five (5) nominees, per vacancy, of the APO of nurses in the
18 Philippines who possess the qualifications prescribed in Section 5 of this Act.

19 SEC. 6. *Qualifications of the Chairperson and Members of the Board.*
20 – The Chairperson and members of the Board shall, at the time of their
21 appointment, possess the following qualifications:

22 (a) Be a natural born citizen and resident of the Philippines for the last
23 five (5) years;

24 (b) Be a member of good standing of the APO of nurses;

25 (c) Be a registered nurse in the Philippines and a holder of a current
26 valid certificate of registration;

27 (d) Be a holder of a post-graduate degree in nursing and preferably
28 with a doctorate degree conferred by an accredited university;

1 (e) Have at least ten (10) years of continuous practice of the nursing
2 profession prior to appointment: *Provided, however,* That the last five (5)
3 years of which shall be in the Philippines; and

4 (f) Must be of proven honesty and integrity.

5 The membership to the Board shall represent the three (3) areas of
6 nursing, namely: nursing education, nursing service and community health
7 nursing.

8 *SEC. 7. Requirements Upon Qualification as Member of the Board of*
9 *Nursing.* – Any person appointed as Chairperson or member of the Board
10 shall immediately resign from any position in any school, college, university or
11 institution offering Bachelor of Science in Nursing and/or review program for
12 the local nursing board examinations or training hospitals or health facilities
13 with nursing affiliates and shall not have any pecuniary interest in or
14 administrative supervision over any institution offering Bachelor of Science in
15 Nursing including review classes.

16 *SEC. 8. Term of Office.* – The Chairperson and members of the Board
17 shall hold office for a term of three (3) years and until their successors shall
18 have been appointed and qualified: *Provided,* That the Chairperson and
19 members of the Board may be reappointed for another term.

20 Any vacancy in the Board occurring within the term of a member shall
21 be filled for the unexpired portion of the term only. Each member of the Board
22 shall take the proper oath of office prior to the performance of duties.

23 The incumbent Chairperson and members of the Board shall continue to
24 serve for the remainder of their term under Republic Act No. 9173 or the
25 “Philippine Nursing Act of 2002” until their replacements have been appointed
26 by the President and shall have been duly qualified.

27 *SEC. 9. Compensation of the Board Members.* – The Chairperson and
28 members of the Board shall receive compensation and allowances comparable

1 to the compensation and allowances received by the Chairperson and members
2 of other professional regulatory boards.

3 SEC. 10. *Administrative Supervision of the Board, Custodian of its*
4 *Records, Secretariat and Support Services.* – The Board shall be under the
5 administrative supervision of the Commission. All records of the Board,
6 including applications for examinations, administrative and other investigative
7 cases conducted by the Board shall be under the custody of the Commission.
8 The Commission shall designate the Secretary of the Board and shall provide
9 the secretariat and other support services to implement the provisions of this
10 Act.

11 SEC. 11. *Powers and Duties of the Board.* – The Board shall
12 supervise and regulate the practice of the nursing profession and shall have the
13 following powers, duties and functions:

14 (a) Ensure the proper conduct of the Philippine Nurse Licensure
15 Examination (PNLE) considering the process and systems of the Commission,
16 which include, but not limited to, application, test development, examination,
17 correction and release of results. The use of appropriate technology/modalities
18 during the conduct of the PNLE is encouraged to enhance efficiency while
19 upholding integrity;

20 (b) Issue, suspend, revoke or reissue certificates of registration for the
21 practice of nursing and ensure the widest publication through electronic and
22 written media;

23 (c) Enforce and monitor safe and quality standards of nursing practice
24 in the Philippines and exercise the powers necessary to ensure the maintenance
25 of efficient, ethico-moral, technical and professional standards in the practice
26 of nursing towards optimal health and the common good of the nation;

27 (d) Ensure quality nursing education by examining and monitoring
28 higher education institutions (HEIs) offering nursing programs and those

1 seeking permission to open nursing courses to ensure that standards of nursing
2 education are properly complied with and maintained at all times. The
3 authority to open and close nursing education programs offered by HEI, shall
4 be vested on the CHED, only upon the written recommendation of the Board;

5 (e) Conduct hearings and investigations to resolve complaints against
6 active practicing nurses for unethical and unprofessional conduct and
7 violations of this Act, or its rules and regulations and in connection therewith,
8 issue subpoena *ad testificandum* and subpoena *duces tecum* to secure the
9 appearance of respondents and witnesses and the production of documents and
10 punish with contempt persons obstructing, impeding and/or otherwise
11 interfering with the conduct of such proceedings, upon application with the
12 court;

13 (f) Promulgate a Code of Ethics that is responsive to the needs of the
14 nursing profession, in coordination and consultation with the APO of nurses
15 within one (1) year from the effectivity of this Act;

16 (g) Institute a mechanism for career progression in nursing for the
17 continuing professional development of Filipino nurses;

18 (h) Create a council for nursing recognition, accreditation and
19 certification that will assist the Board of Nursing in:

20 (1) Recognizing organized nursing groups;

21 (2) Setting standards for advanced nursing practice, education, research
22 and management;

23 (3) Accrediting specialty and advanced nursing programs based on
24 established mechanisms;

25 (4) Credentialing individual registered nurses based on accepted
26 criteria; and

27 (5) Monitoring and evaluating specialty and advanced nursing practice,
28 education, research and management.

1 (i) Make decisions to influence authorities/agencies on matters that
2 directly affect nurses' welfare;

3 (j) Ensure performance of mandated duties and functions with the
4 provision of operational resources including human resource, physical space
5 and budget to ensure the confidentiality and sanctity of their functions as
6 provided through the annual budget of the Professional Regulation
7 Commission (PRC) as promulgated in the General Appropriations Act;

8 (k) Utilize funds designated for nursing development; and

9 (l) Prescribe, adopt, issue and promulgate guidelines, regulations,
10 measures and decisions as may be necessary for the improvement of the
11 nursing practice, advancement of the profession and for the proper and full
12 enforcement of this Act subject to the review and approval by the Commission.

13 SEC. 12. *Annual Report.* – The Board shall, at the close of its
14 calendar year, submit an annual report to the President of the Philippines
15 through the Commission giving a detailed account of its proceedings and the
16 accomplishments during the year and making recommendations for the
17 adoption of measures that will upgrade and improve the conditions affecting
18 the practice of the nursing profession.

19 SEC. 13. *Removal or Suspension of Board Members.* – The President
20 may remove or suspend any member of the Board, after due process, on the
21 following grounds:

22 (a) Continued neglect of duty or incompetence;

23 (b) Commission or toleration of irregularities in the licensure
24 examination; and

25 (c) Unprofessional, immoral or dishonorable conduct.

ARTICLE V

EXAMINATION AND REGISTRATION

1
2
3 SEC. 14. *Philippine Nurse Licensure Examination (PNLE)*. – All
4 applicants for certificate of registration to practice nursing shall be required to
5 pass a written examination, which shall be given by the Board in such places
6 and dates as may be designated by the Commission: *Provided*, That it shall be
7 in accordance with existing PRC Law.

8 SEC. 15. *Qualifications for Admission to the PNLE*. – In order to be
9 admitted to the examination for nurses, an applicant, from the time of
10 graduation, must file immediately an application and establish to the
11 satisfaction of the Board that the applicant is:

12 (a) A citizen of the Philippines, or a citizen or subject of a country
13 which permits Filipino nurses to practice within its territorial limits on the
14 same basis as the subject or citizen of such country: *Provided*, That the
15 requirements for the registration or licensing of nurses in said country are
16 substantially the same as those prescribed in this Act;

17 (b) Of good moral character; and

18 (c) A holder of a Bachelor of Science in Nursing degree from a college
19 or university that complies with the standards of nursing education duly
20 recognized by the proper government agency.

21 SEC. 16. *Scope of Examination*. – The scope of the examination for
22 the practice of nursing shall be determined by the Board of Nursing taking into
23 consideration the core competencies required of beginning registered nurses
24 considering the objectives of the nursing curriculum in response to the needs of
25 the society and the demands of industry.

26 The PNLE shall be on a competency-based test framework.

1 SEC. 17. *Ratings.* – In order to pass the examination, an examinee
2 must obtain at least seventy-five percent (75%) of tested areas of
3 competencies. An examinee shall be given a chance to repeat the PNLE with a
4 maximum of three (3) examinations.

5 SEC. 18. *Oath.* – All successful candidates in the examination shall
6 be required to take an oath of profession before the Board or any government
7 official authorized to administer oaths prior to entering upon the nursing
8 practice.

9 SEC. 19. *Issuance of Certificate of Registration/Professional*
10 *License and Professional Identification Card.* – A certificate of
11 registration/professional license as a nurse shall be issued to an applicant who
12 passes the examination and upon payment of the prescribed fees. Every
13 certificate of registration/professional license shall show the full name of the
14 registrant, the serial number, the signature of the Chairperson of the
15 Commission and of the members of the Board. The certificate shall bear the
16 logo of the Board of Nursing and the official seal of the Commission.

17 A professional identification card, duly signed by the Chairperson of the
18 Commission, bearing the date of registration, number and the date of issuance
19 and expiration thereof shall likewise be issued to every registrant upon
20 payment of the required fees.

21 SEC. 20. *Fees for Examination and Registration.* – Applicants for
22 licensure and for registration shall pay the prescribed fees set by Commission.

23 SEC. 21. *Automatic Registration of Nurses.* – All nurses whose names
24 appear at the roster of nurses shall *ipso facto* be registered as nurses and as
25 members of the PRC-APO upon the effectivity of this Act.

26 SEC. 22. *Registration by Reciprocity.* – A certificate of
27 registration/professional license may be issued without examination to nurses
28 registered under the laws of a foreign state or country: *Provided*, That the

1 requirements for registration or licensing of nurses in said country are
2 substantially the same as those prescribed under this Act: *Provided, further,*
3 That the laws of such state or country grant the same privileges to registered
4 nurses of the Philippines on the same basis as the subjects or citizens of such
5 foreign state or country

6 SEC. 23. *Practice Through Special/Temporary Permit.* – A
7 special/temporary permit may be issued to the following persons based on
8 qualification standards as determined by the Board of Nursing and approved
9 by the Commission. The special/temporary permit shall be effective only for
10 the duration of the project, medical mission or engagement contract:

11 (a) Licensed nurses from foreign countries/states whose service are
12 either for a fee or free if they are internationally well-known specialists or
13 outstanding experts in any branch or specialty of nursing;

14 (b) Licensed nurses from foreign countries/states on medical mission
15 whose services shall be free in a particular hospital, center or clinic;

16 (c) Licensed nurses from foreign countries/states engaged by
17 colleges/universities offering nursing as exchange professors in a branch or
18 specialty of nursing; and

19 (d) Licensed nurses from foreign countries/states who come to aid
20 during declared disasters and calamities.

21 SEC. 24. *Nonregistration and Non-issuance of Certificates of*
22 *Registration/Professional License or Special/Temporary Permit.* – No person
23 convicted by final judgment of any criminal offense involving moral turpitude
24 or any person guilty of immoral or dishonorable conduct or any person
25 declared by the court to be of unsound mind shall be registered and be issued
26 a certificate of registration/professional license or a special/temporary permit.

1 The Board shall furnish the applicant a written statement setting forth
2 the reasons for its actions, which shall be incorporated in the records of the
3 Board.

4 SEC. 25. *Revocation and Suspension of Certificate of*
5 *Registration/Professional License and Cancellation of Special/Temporary*
6 *Permit.* – The Board shall have the power to revoke or suspend the certificate
7 of registration/professional license or cancel the special/temporary permit of a
8 nurse upon any of the following grounds:

- 9 (a) For any of the causes mentioned in the preceding section;
10 (b) For unprofessional and unethical conduct;
11 (c) For gross incompetence or serious ignorance;
12 (d) For malpractice or negligence in the practice of nursing;
13 (e) For the use of fraud, deceit or false statements in obtaining a
14 certificate of registration/professional license or a temporary/special permit;
15 (f) For violation of this Act, the rules and regulations, the Code of
16 Ethics for nurses and technical standards for nursing practice, the policies of
17 the Board and the Commission, or the conditions and limitations for the
18 issuance of the temporarily/special permit; or
19 (g) For practicing the profession during one's suspension from such
20 practice.

21 The suspension of the certificate of registration/professional license
22 shall be for a period not to exceed four (4) years.

23 SEC. 26. *Re-issuance of Revoked Certificates and Replacement of Lost*
24 *Certificates.* – The Board may, after the expiration of a maximum of four (4)
25 years from the date of revocation of a certificate, for reasons of equity and
26 justice and when the cause for revocation has disappeared or has been cured
27 and corrected, upon proper application therefor and the payment of the

1 required fees, issue another copy of the certificate of registration/professional
2 license.

3 A new certificate of registration/professional license to replace the
4 certificate that has been lost, destroyed or mutilated may be issued, subject to
5 the rules of the Board.

6 ARTICLE VI

7 HUMAN RESOURCES FOR HEALTH (HRH)

8 PRODUCTION, UTILIZATION AND DEVELOPMENT

9 SEC. 27. *Studies and Interventions for Nursing Human Resource*
10 *Needs, Production, Utilization and Development.* – The Board shall, in
11 coordination with relevant nursing and other government and nongovernment
12 agencies:

13 (a) Conduct studies on health human resource production, utilization
14 and development; and

15 (b) Implement HRH development strategies for nurses to attain a highly
16 motivated and productive nursing workforce.

17 SEC. 28. *National Nursing Career Progression Program.* – There
18 shall be an institutionalized national nursing career progression program as
19 prescribed in Article IV, Section 11(g) and (h) of this Act. In the
20 implementation of the national nursing career progression program, the Board
21 shall coordinate with the DOH and other relevant government and private
22 agencies: *Provided,* That any registered nurse, before being allowed to work in
23 specialty areas to perform beyond generalist function or have specific
24 specialties, must finish the formal education and training towards
25 specialization, possess recognized advanced practice competencies and must
26 be certified by the Board to be an advanced practice nurse and must be a
27 member of a relevant and accredited nursing specialty organization: *Provided,*

1 *further*, That nursing specialty organizations with advanced practice shall be
2 recognized and certified by the Board.

3 SEC. 29. *Compensation.* – In order to enhance the general welfare,
4 commitment to service and professionalism of nurses, the minimum base pay
5 of nurses working in the public and private health and health-related
6 institutions shall be in accordance with prevailing salary standards set by law
7 for professionals.

8 SEC. 30. *Incentives and Benefits.* – To the extent possible as provided
9 by law, mechanism shall be established by the Board of Nursing to provide
10 incentives and benefits for nurses in both government and private sectors.

11 SEC. 31. *Requirement for Inactive Nurses Returning to Practice.* –
12 Nurses are deemed to be inactive when:

13 (a) They are not utilizing nursing competencies as defined in the scope
14 of nursing practice for five (5) consecutive years;

15 (b) There is nonrenewal of certificate of registration for five (5) years;
16 and

17 (c) They do not have proof of five (5) years of continuous nursing
18 practice.

19 Inactive nurses are required to undergo one (1) month of didactic
20 training and three (3) months of practicum. Only the Board shall accredit
21 hospitals and health care agencies to conduct the said training program.

22 ARTICLE VII

23 PENAL AND MISCELLANEOUS PROVISIONS

24 SEC. 32. *Prohibited Acts in the Practice of Nursing.* – A fine of not
25 less than One hundred thousand pesos (P100,000.00) nor more than Three
26 hundred thousand pesos (P300,000.00) or imprisonment of not less than one
27 (1) year nor more than six (6) years, or both, upon the discretion of the court,
28 shall be imposed upon the following classification of offenses:

- 1 (a) Violations against the Code of Ethics and public morals;
- 2 (b) Violations against professional standards;
- 3 (c) Violations against human/patient's rights; and
- 4 (d) Other offenses.

5 ARTICLE VIII

6 FINAL PROVISIONS

7 SEC. 33. *Enforcement of this Act.* – It shall be the primary duty of the
8 Commission and the Board to effectively implement this Act. Law
9 enforcement agencies and officers of national, provincial, city or municipal
10 governments shall, upon the call or request of the Commission or the Board,
11 render assistance in enforcing the provisions of this Act and to prosecute any
12 persons violating the same.

13 SEC. 34. *Appropriations* – The Chairperson of the PRC shall
14 immediately include in its program and issue such rules and regulations to
15 implement the provisions of this Act, the funding of which shall be included in
16 the annual General Appropriations Act.

17 SEC. 35. *Implementing Rules and Regulations.* – Within ninety
18 (90) days after the effectivity of this Act, the Board and the Commission, in
19 coordination with the APO and other nursing professional organizations, the
20 DOH, the Department of Budget and Management and other concerned
21 government agencies, shall formulate the implementing rules and regulations
22 necessary to carry out the provisions of this Act. The implementing rules and
23 regulations shall be published in the *Official Gazette* or in a newspaper of
24 general circulation.

25 SEC. 36. *Separability Clause.* – If any part of this Act is declared
26 unconstitutional, the remaining parts not affected thereby shall continue to be
27 valid and operational.

1 SEC. 37. *Repealing Clause.* -- Republic Act No. 9173, otherwise
2 known as the "Philippine Nursing Act of 2002" is hereby repealed. All other
3 laws, decrees, orders, circulars, issuances, rules and regulations and parts
4 thereof which are inconsistent with the amendatory provisions of this Act are
5 hereby repealed, amended or modified accordingly.

6 SEC. 38. *Effectivity Clause.* -- This Act shall take effect fifteen (15)
7 days after its publication in the *Official Gazette* or in two (2) national
8 newspapers of general circulation.

Approved,

○