



**HOUSE OF REPRESENTATIVES**

**H. No. 6411**

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BY REPRESENTATIVES PAQUIZ, PADILLA, RODRIGUEZ (R.), RODRIGUEZ (M.),  
SALVACION, UNGAB, YAP (S.), PIAMONTE, ALEJANO, SY-ALVARADO,  
DEL ROSARIO (A.G.), MERCADO-REVILLA, TY, REVILLA,  
MASONSONG, SEÑERES, MARCOS, KHO, SAHALI, ARENAS, FLORES,  
VELASCO, BAGATSING, ATIENZA, VILLANUEVA, UY (J.), LOBREGAT,  
GARIN (O.), APOSTOL, TAN (A.), NOEL, BRAVO (A.), AMANTE,  
BRIONES, DAYANGHIRANG, BAGUILAT, AGYAO, MANALO, GORRICETA,  
ARROYO, BATAOIL, BONOAN, ARBISON, ROMUALDO, BINAY,  
BULUT-BEOTANG, LAGMAN, LANETE, ALPINO, ONG, ALMARIO,  
RAMOS, DE VENECIA, AUMENTADO, TEJADA, CERAFICA, FORTUN,  
REYES, RAMIREZ-SATO, GAMINAL, PAGDILAO, FERRER (L.),  
DIMAPORO (A.), SAKALURAN, ACHARON, CO, VARGAS-ALFONSO,  
TAN (M.), BATOCABE, ROMUALDEZ, SALIMBANGON, RODRIGUEZ (I.),  
MATUGAS, PANOTES, ANGPINO, GO (A.F.), DIMAPORO (I.), ALBANO,  
TURABIN-HATAMAN, RELAMPAGOS, GO (A.C.), BRAVO (M.),  
VIOLAGO, ANGARA-CASTILLO, BAUTISTA, PANCHIO, BELLO (S.),  
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MENDOZA (R.), YU, ABELLANOSA, HATAMAN-SALLIMAN,  
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RIVERA, CAMINERO, ACEDILLO, LOPEZ (C.J.), LEONARDIA,  
AGLIPAY-VILLAR, UY (R.), LACSON-NOEL, LOYOLA, HARESCO,  
ROMAN, TOLENTINO, CATAMCO, GONZALEZ, PANGANIBAN, OLIVAREZ,  
BALINDONG, GARCIA (G.), CAGAS, DURANO, ROMULO, ALCALA,  
TEODORO, OCAMPO, UNABIA, TIANGCO, ROBES, ASILO, DEFENSOR,  
FERNANDEZ, DY, COSALAN, TUGNA, DELOSO-MONTALLA, CABILAO,  
TREÑAS, LEE, FARIÑAS, GARIN (S.), CHIPECO, GATCHALIAN (W.),  
DALOG, HERNANDEZ, SANTIAGO AND PICHAY, PER COMMITTEE  
REPORT No. 989

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AN ACT PROVIDING FOR A COMPREHENSIVE NURSING LAW  
TOWARDS A QUALITY HEALTH CARE SYSTEM, AND  
APPROPRIATING FUNDS THEREFOR, REPEALING FOR THE  
PURPOSE REPUBLIC ACT NO. 9173, OTHERWISE KNOWN  
AS THE "PHILIPPINE NURSING ACT OF 2002"

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

ARTICLE I

GENERAL PROVISIONS

SECTION 1. *Title.* – This Act shall be known as the "Comprehensive  
Nursing Law".

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the  
State to uphold the dignity of nurses and assume responsibility for the  
protection, respect, and improvement of the nursing profession by instituting  
measures that will ensure the adaption of just and humane conditions of work,  
and the promotion of professional growth. Thus, the State recognizes nurses as  
prime movers of national development and contributors to international  
cooperation and understanding.

The State further guarantees the delivery of accessible, affordable, and  
available quality health care for all people through the establishment of an  
adequate and dynamic Nursing Personnel System (NPS) in the country.

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

(a) *Accredited Professional Organization (APO)* refers to the duly  
integrated and accredited professional organization of registered and licensed  
nurses as per Republic Act No. 8981 or the "PRC Modernization Act of  
2000";

(b) *Advanced Practice Nurse (APN)* refers to a nurse who acquired  
substantial theoretical knowledge and decision-making skills in a specialty area  
of nursing practice and proficient clinical utilization of this knowledge in

1 implementing independent and interdependent nursing interventions.  
2 Specialties can be differentiated according to function, disease, pathology,  
3 systems, age, gender, acuity, setting, technology, and therapies. An APN must  
4 be given credentials certification by the Board. An APN must have a master's  
5 degree in nursing;

6 (c) *Bachelor of Science in Nursing (BSN)* refers to the basic program  
7 for nursing education;

8 (d) *Certification/Credentialing* refers to the process undertaken by an  
9 individual nurse to be recognized to practice in a specifically defined  
10 profession such as General Nursing, Nursing Specialty/Advanced Practice,  
11 Nursing Education, and Leadership and Governance. The Professional  
12 Regulatory Board of Nursing confers the certification or credential after a  
13 validation process based on promulgated guidelines and mechanisms;

14 (e) *Health facility* refers to an institution, establishment or clinic that  
15 offers health services and nursing care, such as a hospital, barangay health  
16 center, and clinic;

17 (f) *Nurse* refers to a person who passed the Philippine Nurse Licensure  
18 Exams (PNLE) and whose license has not been revoked by the law. It pertains  
19 to a Registered Nurse (RN) who may append before one's name the title  
20 "Nurse", "Nars", or "Nrs." or the initials "RN." after one's name.

21 (g) *Nursing Personnel System (NPS)* refers to the system of human  
22 resource management that classifies the structure, organization, and  
23 coordination within the workforce both in private and public health care  
24 facilities and nursing educational institutions designed to advance the welfare  
25 and protect the rights of the nurses, enhance the employer-employee  
26 relationship, ensure security of tenure, just compensation, humane conditions  
27 of work, and professional growth;

1           (h) *Philippine Nurse Licensure Exams (PNLE)* refers to a written  
2 examination given by the Philippine Regulatory Board of Nursing in order to  
3 obtain license to practice nursing;

4           (i) *Precarious work* refers to substandard employment conditions  
5 such as underpayment, absence of salary, no security of tenure, lack of  
6 employer-employee relationship, inadequate or no work benefits, poor working  
7 conditions; deviation from the standard employment relationship such as in  
8 contractual hiring, false volunteerism, job orders through agencies; part-time,  
9 temporary, on call, or self-employment; fixed term work, home worker, call  
10 center jobs; lack of collective bargaining representation; and no job security;

11           (j) *Public health institution (PHI)* refers to any government-led, or  
12 government-owned or -controlled institution which pursues and realizes the  
13 lofty goals and objectives of providing and managing safe, efficient, effective  
14 and quality public health programs and services and advocacies for health, in  
15 all levels of the Health Care Delivery System (HCDS – national to local) which  
16 include, among others: rural health units (RHUs/barangay health centers);  
17 research facilities such as the Research Institute for Tropical Medicine,  
18 training resource facilities as the U.P. College of Public Health and state or  
19 local colleges or universities offering health-related programs; the Department  
20 of Health and all retained health facilities;

21           (k) *Special permit* refers to the permit to practice nursing in the  
22 Philippines issued by the Professional Regulatory Board of Nursing to licensed  
23 nurses of foreign nationalities; and

24           (l) *Temporary permit* refers to the permit to practice nursing in the  
25 Philippines issued to a Filipino nurse, who does not have a professional license  
26 from the Philippines or has not renewed the license for five (5) years, but is  
27 licensed to practice in a foreign country; and as provided under Section 23  
28 hereof.

## ARTICLE II

## BOARD OF NURSING

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3       **SEC. 4. *Creation and Composition of the Board.*** – There shall be  
4 created a Professional Regulatory Board of Nursing, hereinafter referred to as  
5 the Board, composed of seven (7) members who shall elect from among  
6 themselves a Chairperson to serve for one (1) term, without reelection. The  
7 President of the Republic of the Philippines shall appoint the members of the  
8 Board from among those recommended by the Professional Regulation  
9 Commission (PRC) established under Republic Act No. 8981 and ranked from  
10 a list of three (3) nominees, for each vacancy, of the APO of nurses in the  
11 Philippines and who possess the qualifications for the position as provided for  
12 in this Act. The membership of the Board shall comprise the scope of the  
13 nursing practice.

14       **SEC. 5. *Qualifications of the Members of the Board.*** – A member of  
15 the Board must possess the following qualifications:

16       (a) Must be a natural born citizen and resident of the Philippines for the  
17 past five (5) consecutive years;

18       (b) Must be a Registered Nurse in the Philippines and a holder of a  
19 valid and updated certificate of registration and a current professional  
20 identification card;

21       (c) Must have been conferred a master's degree in nursing and,  
22 preferably, a doctorate degree from a university duly recognized by the  
23 government;

24       (d) Must have continuously practiced the nursing profession for at least  
25 ten (10) years prior to appointment: *Provided, however,* That the last five (5)  
26 years of practice must have been performed in the Philippines; and

27       (e) Must be of good moral character and must not have been convicted  
28 of any offense involving moral turpitude.

1           **SEC. 6. Prohibition as Member of the Board.** - A member of the  
2 Board shall not hold a position nor have pecuniary interest in any educational  
3 institution offering BSN program, review or training center for PNLE, or any  
4 training hospital or health facility with nursing affiliates.

5           **SEC. 7. Term of Office.** - The members of the Board shall hold office  
6 for a term of three (3) years. Any member of the Board may serve for two (2)  
7 terms or a maximum of six (6) years.

8           **SEC. 8. Vacancy.** - Any vacancy in the Board that arises after its  
9 institution must be filled in the manner prescribed in this Act and the member  
10 thus elected shall serve only the unexpired portion of the term. A member of  
11 the Board shall take the proper oath of office prior to the performance of  
12 duties.

13           **SEC. 9. Compensation.** - The members of the Board shall receive  
14 compensation and allowances comparable to the compensation and allowances  
15 received by the members of other regulatory boards.

16           **SEC. 10. Administrative Supervision of the Board, Custodian of Its**  
17 **Records, Secretariat and Support Services.** - The Board shall be under the  
18 administrative supervision of the PRC. All records of the Board, including  
19 applications for examinations, and administrative and other investigative cases  
20 conducted by the Board must be under the custody of the PRC which shall  
21 designate the Secretary of the Board and shall provide the secretariat and other  
22 support services to implement the provisions of this Act.

23           **SEC. 11. Powers and Duties of the Board.** - The Board shall supervise  
24 and regulate the practice of the nursing profession and shall have the following  
25 powers, duties and functions:

26           (a) Ensure the proper conduct of the PNLE, which includes the  
27 application, test development, examination, correction and release of results.  
28 The use of appropriate technologies and modalities during the conduct of the

1 PNLE is encouraged to enhance efficiency while upholding integrity;

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

5 (c) Enforce and monitor safe and quality standards of nursing practice,  
6 study the conditions affecting the nursing practice in the Philippines, and  
7 exercise the powers necessary to ensure the maintenance of efficient,  
8 ethico-moral, technical, and professional standards in the practice of nursing  
9 towards the optimal health and common good of the nation;

10 (d) Ensure quality nursing education by examining and monitoring  
11 higher educational institutions offering and seeking permission to open nursing  
12 education programs and to ensure that standards of nursing education are  
13 properly complied with and maintained at all times: *Provided*, That the Board  
14 and the Commission on Higher Education (CHED) shall have joint authority to  
15 open and close nursing education programs offered by higher educational  
16 institutions;

17 (e) Conduct hearings and investigations to resolve complaints against  
18 actively practicing nurses for unethical and unprofessional conduct and  
19 violations of this Act, or its rules and regulations and, in connection therewith,  
20 issue *subpoena duces tecum* and *subpoena ad testificandum* to require the  
21 appearance of respondents and witnesses and the production of documents, and  
22 penalize with contempt persons obstructing, impeding, or otherwise interfering  
23 with the conduct of such proceedings, upon application with the Board of  
24 Nursing;

25 (f) Promulgate a Code of Ethics that is responsive to the needs of the  
26 nursing profession in coordination with the APO of nurses, within a year from  
27 the effectivity of this Act;

1 (g) Prescribe and operationalize, via necessary infrastructures, a  
2 National Nursing Career Progression Program to ensure continuing  
3 professional development of Filipino nurses, create the Council for Nursing  
4 Advancement, Recognition, and Specialization, as well as the various Nursing  
5 Specialty Boards to assist the Board for this purpose;

6 (h) Ensure the performance of mandated duties and functions with the  
7 provision of operational resources including human, financial, and spatial  
8 resources to ensure the confidentiality and sanctity of functions as provided  
9 through the annual budget of the PRC as promulgated in the General  
10 Appropriations Act;

11 (i) Source and utilize funds earmarked for national nursing  
12 development;

13 (j) Prescribe, adopt, issue and promulgate guidelines, regulations,  
14 measures and influence authorities and agencies on decision-making as may be  
15 necessary for the improvement of nursing practice, advancement of the  
16 profession, and for the proper and full enforcement of this Act, subject to  
17 review and approval by the PRC; and

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

20 (1) Recognizing organized nursing groups;

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

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

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

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





1 related disciplines.

2 **SEC. 16. *Qualifications for Admission to the PNLE.*** – In order to be  
3 admitted to the PNLE, an applicant:

4 (a) Must have been conferred a Bachelor of Science in Nursing degree  
5 by a recognized educational institution that is duly recognized by the CHED as  
6 compliant with the standards of nursing education;

7 (b) Must be of good moral character and must not have been convicted,  
8 by final judgment, of any criminal offense involving moral turpitude, or is not  
9 guilty of immoral or dishonorable conduct, or declared by the court to be of  
10 unsound mind; and

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

16 **SEC. 17. *Fees for Examination and Registration.*** – Applicants for  
17 licensure and for registration must pay the fees prescribed by the PRC.

18 **SEC. 18. *Rattngs.*** – In order to pass the PNLE, an examinee must  
19 obtain at least seventy-five percent (75%) in all tested areas of competencies.  
20 An examinee who has failed the PNLE three (3) times shall be barred from  
21 further taking any PNLE.

22 **SEC. 19. *Issuance of Certificate of Registration, Professional License***  
23 ***and Professional Identification Card.*** – A certificate of registration and  
24 professional license shall be issued to all successful examinees, subject to  
25 Section 14 of this Act. A certificate of registration and professional license  
26 shall show the full name of the registrant, the signature of the Chairperson of  
27 the PRC, and the members of the Board. The certificate shall bear the logo of  
28 the Board and the official seal of the PRC.

1           The PRC shall likewise issue the professional identification card. The  
2 card must bear the following: full name of the registrant nurse, the serial  
3 number, the date of issuance and expiration, the signature of the Chairperson of  
4 the PRC, and the date of registration.

5           SEC. 20. *Oath of Profession.* – All successful examinees must take an  
6 oath of profession before the Board or any government official authorized to  
7 administer oaths prior to practicing the profession.

8           SEC. 21. *Roster of Nurses.* – The PRC shall maintain a roster of  
9 nurses pursuant to the PRC Automated System. The Roster of Nurses shall  
10 serve as the centralized database for nursing professionals for purposes  
11 of documentation, verification of registrants, statistics, research, and  
12 development.

13           SEC. 22. *Registration by Reciprocity.* – The Board may issue a  
14 certificate of registration/professional license, without examination, to a nurse  
15 registered under the laws of a foreign State or country: *Provided,* That the  
16 requirements for registration or licensing of nurse in the foreign country are  
17 substantially the same as those prescribed under this Act: *Provided, further,*  
18 That the laws of such State or country grant the same privileges to a  
19 Professional Registered Nurse of the Philippines on the same basis as the  
20 subjects or citizens of the foreign State or country.

21           SEC. 23. *Practice Through Special or Temporary Permit.* – The Board  
22 may issue a special or temporary permit to practice the nursing profession to the  
23 following persons if they meet the professional and moral standards set by the  
24 PRC:

25           (a) Licensed nurses from foreign countries whose services are either for  
26 a fee or free if they are internationally well-known specialists or outstanding  
27 experts in any branch or specialty of nursing;

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

3 (c) Licensed nurses from foreign countries who are engaged by  
4 colleges/universities offering the nursing program as exchange professors in a  
5 branch or specialty of nursing; and

6 (d) Licensed nurses from foreign countries who come to aid during  
7 declared disasters and calamities.

8 The special or temporary permit shall be effective only for the duration  
9 of the project, medical mission or engagement contract. A completion report  
10 shall be submitted to the PRC after every mission.

11 *SEC. 24. Nonregistration and Nonissuance of Certificate of*  
12 *Registration, Professional License, Professional Identification Card, Special*  
13 *or Temporary Permit. — No person convicted by final judgment of any*  
14 *criminal offense involving moral turpitude or any person guilty of immoral or*  
15 *dishonorable conduct or any person declared by the court to be of unsound*  
16 *mind may be registered and issued a certificate of registration, professional*  
17 *license, professional identification card, or a special or temporary permit.*

18 The Board shall furnish the applicant a written statement setting forth  
19 the reasons for the actions, which shall be incorporated in the records of the  
20 Board.

21 *SEC. 25. Revocation and Suspension of Certificate of Registration,*  
22 *Professional License, Professional Identification Card, and Cancellation of*  
23 *Special or Temporary Permit. — The Board shall have the power to revoke or*  
24 *suspend the certificate of registration, professional license, professional*  
25 *identification card, or cancel the special or temporary permit of a nurse upon*  
26 *any of the following grounds:*

27 (a) Conviction, by final judgment, of any criminal offense involving  
28 moral turpitude or guilty of immoral or dishonorable conduct or any person

1 declared by the court to be of unsound mind;

2 (b) Violation of this Act, its policies, rules and regulations, and of the  
3 Philippine Code of Ethics for Nurses;

4 (c) Gross negligence, grave misconduct, ignorance, and incompetence  
5 in the nursing practice;

6 (d) Fraud, concealment, misrepresentation, or false statements in  
7 obtaining a certificate of registration, professional license, professional  
8 identification card, special or temporary permit; and

9 (e) Practice of the nursing profession pending suspension of license.

10 The suspension of the certificate of registration, professional license,  
11 and professional identification card shall be for a period not to exceed four (4)  
12 years.

13 *SEC. 26. Reinstatement and Reissuance of Revoked Certificates of*  
14 *Registration, Professional License, and Professional Identification Card.*

15 – The Board may, after the expiration of a maximum of four (4) years from the  
16 date of revocation of a certificate of registration, professional license, and  
17 professional identification card, for reasons of equity and justice, and when the  
18 cause for revocation has disappeared or has been cured and corrected, upon  
19 proper application thereof and the payment of the required fees, reinstate and  
20 reissue the certificate of registration, professional license, and professional  
21 identification card.

#### 22 ARTICLE IV

#### 23 NURSING PRACTICE

24 *SEC. 27. Nursing Practice.* – The practice of nursing refers to the  
25 administration of nursing care through the utilization of the nursing process:  
26 assessment, nursing diagnosis, planning, implementation, and evaluation.  
27 Nursing practice encompasses various stages of development towards the  
28 promotion of health, prevention of illness, health care techniques and

1 procedures, restoration of health, alleviation of suffering, and end-of-life care,  
2 may it be performed independently or collaboratively.

3 SEC. 28. *Scope of Nursing Practice.* – The following comprises the  
4 scope of nursing practice: (a) nursing education; (b) nursing service;  
5 (c) nursing research; and (d) nursing leadership and governance.

6 SEC. 29. *Nursing Care.* – Nursing care includes the provision of  
7 physiological, psychological, spiritual, social and emotional care; essential  
8 health care, safety and comfort measures, health teachings; executing health  
9 care techniques and procedures; and traditional and innovative approaches to  
10 individuals, families, population groups and communities from conception to  
11 death.

12 A nurse shall be deemed to be practicing the nursing profession when  
13 one performs nursing care to individuals, families, population groups, and  
14 communities, for a fee, salary or compensation, singly or collaboratively.

15 SEC. 30. *Roles, Responsibilities, and Competencies of a Nurse.* – A  
16 nurse shall possess and exercise the core competencies in the performance of  
17 the roles and responsibilities, in accordance with the standards set by the  
18 Board.

19 SEC. 31. *Continuing Professional Development (CPD).* – All nurses  
20 shall undertake CPD programs. The Board shall provide a mechanism to  
21 continuously improve and enhance the nurses' competence by updating them  
22 on the latest scientific, technological, ethical and other applicable trends in the  
23 local and global practice of nursing. CPD programs shall be offered by  
24 authorized providers accredited by the Board.

25 SEC. 32. *Requirement for Inactive Nurses Returning to Practice.*  
26 – Nurses are deemed to be inactive when:

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

1 (b) They have not renewed their professional identification card for  
2 five (5) years; and

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

5 Inactive nurses are required to undergo a one (1) month didactic training  
6 and three (3) months practicum in hospitals accredited by the Board.

## 7 ARTICLE V

### 8 NURSING EDUCATION

9 SEC. 33. *Nursing Education.* – Nursing education refers to the formal  
10 learning and training in the science and art of nursing provided by higher  
11 educational institutions duly recognized by the CHED. There shall be a  
12 standard of Basic and Graduate Program for Nursing Education which must  
13 be pursuant to Republic Act No. 7722, otherwise known as “The Higher  
14 Education Act of 1994”.

15 SEC. 34. *Basic Program for Nursing Education.* – The basic program  
16 for nursing education is a sound, liberal and professional program which aims  
17 to equip basic nursing students with the necessary competencies for safe and  
18 quality entry level nursing practice. Admission to the Basic Program for  
19 Nursing Education requires passing a National Nursing Admission Test  
20 (NNAT). The basic nursing curriculum and related learning experiences (RLE)  
21 afforded by the program must be in accordance with the National Nursing Core  
22 Competency Standards promulgated by the Board and implemented through  
23 the policies, standards, and guidelines of the CHED.

24 SEC. 35. *Graduate Program for Nursing Education.* – The post  
25 baccalaureate nursing program for nursing education shall build on the  
26 experiences and skills of a nurse towards mastery, expertise, and leadership in  
27 practice, research, and education. It includes a masteral degree and doctorate  
28 degree in nursing founded on the philosophies, and the scientific body of

1 knowledge and practice. Graduate Program for Nursing Education shall be  
2 offered only in higher educational institutions as prescribed by the prevailing  
3 CHED policies, standards, and guidelines for Graduate Education.

4 **SEC. 36. *Qualifications of the Dean.*** – The Dean of the College of  
5 Nursing shall formulate policies and plans in collaboration with the  
6 administration/ school officials and stakeholders. The Dean must adhere to the  
7 prescribed curriculum for the advancement of nursing education, and must  
8 possess the following qualifications:

9 (a) Must be a holder of a certificate of registration and a current  
10 professional identification card issued by the PRC;

11 (b) Must have been issued the appropriate certificate of nursing  
12 proficiency, or its equivalent, from the Board;

13 (c) Must have been conferred a master's degree in nursing by a  
14 university duly recognized by the Government of the Republic of the  
15 Philippines;

16 (d) Must have gained at least five (5) years of experience in teaching  
17 and supervision in Nursing Education; and

18 (e) Must have gained at least three (3) years clinical experience in a  
19 general nursing service.

20 **SEC. 37. *Qualifications of the Faculty.*** –

21 (a) Basic Program for Nursing Education – A member of the faculty  
22 in a College of Nursing teaching professional courses must possess the  
23 following qualifications:

24 (1) Must be a registered licensed professional nurse duly certified by  
25 the PRC;

26 (2) Must have gained at least three (3) years of nursing practice;

27 (3) Must have been conferred a master's degree in nursing, conferred by  
28 a university duly recognized by the Government of the Republic of the



1 Philippines; and

2 (4) Must have been certified by the Board and issued the appropriate  
3 certificate of nursing proficiency.

4 (b) Graduate Program for Nursing Education - A member of the  
5 faculty teaching graduate professional courses:

6 (1) Must follow prescriptions a and b of basic nursing education; and

7 (2) Must have been conferred a doctorate degree in nursing by a  
8 university duly recognized by the Government of the Republic of the  
9 Philippines.

10 SEC. 38. *Faculty-Student Ratio.* - The CHED must determine a  
11 reasonable and feasible faculty to student ratio that shall be observed in all  
12 nursing educational institutions.

#### 13 ARTICLE VI

#### 14 NURSING SERVICE

15 SEC. 39. *Nursing Service.* - Nursing service is the promotion of health  
16 and prevention of illness which includes nursing care provided by a nurse,  
17 either independently or collaboratively, to any individual, family or group in  
18 various health care settings.

19 Nursing service shall include the following functions:

20 (a) Providing health education to individuals, families and  
21 communities;

22 (b) Ensuring that information on a healthy lifestyle is incorporated in  
23 the nurse's health teachings;

24 (c) Seeking opportunities to promote a healthy lifestyle within the  
25 nurse's influence;

26 (d) Accepting that one is a role model for a healthy lifestyle;

27 (e) Enabling people to exercise control over their health and to improve  
28 health;

- 1 (f) Building healthy public policy;  
2 (g) Creating a supportive environment;  
3 (h) Strengthening community action for health; and  
4 (i) Establishing linkages with community resources and coordinating  
5 with the health team to promote healthy lifestyle and preventing illness.

6 SEC. 40. *Nursing Interventions.* — In accordance with Sections 27  
7 and 29 hereof, nursing interventions include any or a combination of essential  
8 primary health care, the application of traditional and innovative approaches,  
9 health counseling, and administration of written prescription for treatment, or  
10 therapies that may consist of oral, topical, or parenteral medications,  
11 performance of peripartal care covering pre-intra-postpartum care, including  
12 the performance of internal examination during labor in the absence of  
13 antenatal bleeding, attending to normal child delivery, suturing of perineal  
14 laceration and immediate care of the newborn; performing perioperative care  
15 covering pre-intra-post surgical care interventions; care during emergency and  
16 disaster.

17 SEC. 41. *Health Interventions in Collaboration with Other Members of*  
18 *the Health Team.* — From promotion of health to end-of-life care, nurses shall  
19 collaborate with other members of the health team.

20 SEC. 42. *Advanced Practice Nursing (APN).* — APN is a specialized and  
21 expanded mode of nursing care pursuant to Section 45 hereof. It is a form of  
22 specialized training, obtained through an Advanced Practice Nursing Program  
23 that is formulated by the concerned agencies. A nurse who has successfully  
24 completed the APN Program and passed the qualifying examinations to be  
25 conducted by the Board may be certified by the Board upon compliance with  
26 the requirements that the Board shall set. A registered nurse who seeks to be an  
27 APN must obtain a master's degree in nursing.

## ARTICLE VII

## NURSING RESEARCH AND POLICY DEVELOPMENT

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3       **SEC. 43. *Nursing Research and Policy Development.*** – Nursing  
4 Research and Policy Development involves the study and pursuit of nurse-  
5 related issues encompassing the following areas:

6       (a) Professional nursing practice such as advancing nursing knowledge  
7 to ensure quality nursing care for all and advocacy for sound health policies  
8 globally;

9       (b) Nursing regulation on credentialing, code of ethics, standards and  
10 competencies; and

11       (c) Socioeconomic welfare for nurses like occupational health and  
12 safety, human resources planning and policy, remuneration, and career  
13 development.

14       **SEC. 44. *Studies for Nursing Human Resource Needs, Production,***  
15 ***Utilization, and Development.*** – The Board, in coordination with the integrated  
16 APO and appropriate government or private agencies, shall initiate, undertake  
17 and conduct studies on health care human resources production, utilization, and  
18 development.

19       **SEC. 45. *Advanced Practice Nursing Program.*** – Within ninety (90)  
20 days from the effectivity of this Act, the Board, in coordination with the  
21 integrated APO, recognized specialty organizations, and the Department of  
22 Health (DOH), shall formulate and develop an Advanced Practice Nursing  
23 Program that is aimed at upgrading the level of skill and competence of  
24 specialty nurse clinicians in the country, such as the areas of critical care,  
25 oncology, renal, and such other areas as may be determined by the Board:  
26 *Provided,* That the beneficiaries of this Program are obliged to serve in any  
27 Philippine hospital for a period of at least two (2) years of continuous service.



## ARTICLE IX

## NURSING PERSONNEL SYSTEM

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3       **SEC. 49. *Nursing Personnel System.*** – The Nursing Personnel System  
4 covers the following fields: nursing service administration in the hospital  
5 setting, community health practice, and the academe. There shall be an  
6 administrative or clinical nursing service office in every health institution with  
7 at least ten (10) nurses. The nursing service office must be under the control  
8 and management of a chief nursing officer.

9       **SEC. 50. *Ratto.*** – The ratio of a staff nurse to a patient in a general  
10 nursing service or general ward of a hospital shall be set at 1:12, in order to  
11 ensure the quality of nursing care for patients. There shall be a nurse for every  
12 barangay and industrial establishments: *Provided,* That the nurse shall  
13 supervise other health workers in the work area. There shall be a nurse for  
14 every school, may it be private or public, primary, secondary or tertiary, subject  
15 to the applicable ratio prescribed by the appropriate government agency.

16       **SEC. 51. *Beginning Registered Nurse.*** – A beginning registered nurse  
17 shall provide for safe and quality care to an individual, family, or group that is  
18 independent or as part of a team. The nurse must be able to assess, plan,  
19 implement, and evaluate the care provided to clients based on evidence derived  
20 from research.

21       A beginning registered nurse must have the following minimum  
22 qualifications:

23       (a) Must have been conferred a Bachelor of Science in Nursing degree  
24 by a higher educational institution recognized by the CHED;

25       (b) Must be a registered nurse with a current certificate of registration  
26 and professional identification card issued by the PRC;

27       (c) Must be physically, mentally, and psychologically fit to practice  
28 nursing; and

1 (d) Must not have been convicted of any crime involving moral  
2 turpitude.

3 SEC. 52. *Nursing Service Management.* - The management and  
4 administration of nursing services shall be performed by nurses equipped with  
5 the necessary competencies on governance and leadership characterized as  
6 follows:

7 (a) *First Level Manager* shall be directly responsible for the physical  
8 setup of the unit, structure and other human resources for health care provision;

9 (b) *Middle Level Manager* shall be directly responsible for the  
10 department or section handling more than one (1) or two (2) units, and takes  
11 care of the financial, logistic, and operational functions, among others; and

12 (c) *Top Level Manager* shall oversee all nursing units in terms of  
13 financial and human resources for health such as nurses and nursing assistants/  
14 adjuncts.

15 Nursing service managers must have the following minimum  
16 qualifications in addition to the requirements of a Beginning Registered Nurse:

17 (1) A first level manager in nursing must have completed eighteen (18)  
18 units of nursing management and clinical subjects in a Master of Arts in  
19 Nursing Program or Master of Science in Nursing Program, at least three (3)  
20 years of clinical work experience, and have participated in at least one (1)  
21 research project on the improvement of the quality of nursing care;

22 (2) A middle level manager in nursing must have completed all  
23 academic requirements in Master of Arts in Nursing or Master of Science in  
24 Nursing, at least three (3) years of clinical work and two (2) years of  
25 management experience, and has initiated at least one (1) research project to  
26 improve the quality of care;

27 (3) A top level manager in nursing must have completed a  
28 post-graduate degree in nursing or health management-related sciences, at least

1 three (3) years of clinical work and three (3) years of management experience,  
2 and has initiated at least two (2) research projects on the improvement of the  
3 quality of nursing care; and

4 (4) All nursing managers must fulfill the requirements for the issuance  
5 by the Board of the Certificate of Nursing Proficiency, or its equivalent, in line  
6 with the Nursing Leadership and Governance Certification Program (Nurse  
7 Administrator I, Nurse Administrator II, Nursing Administration Specialist).

8 The above qualifications shall apply to all nurses occupying supervisory  
9 or managerial positions across all health facilities.

10 SEC. 53. *Public Health Practice.* – Nursing service shall be organized  
11 and operationalized in every local health agency in order to ensure the  
12 inclusion of the nursing component of public health programs. Thus, an ideal  
13 of having at least one (1) nurse in every barangay shall be the thrust of public  
14 health in order to provide accessible, available, and affordable quality health  
15 care to all. The ideal of having at least one (1) nurse in every school, whether  
16 in private or public, shall be prioritized in every primary, secondary and  
17 tertiary educational institutions in order to instill health awareness at an early  
18 stage and to improve the health status of the students.

19 SEC. 54. *The Chief Nursing Officer (CNO).* – The nursing service and  
20 delivery of health care in a public health practice or community setup shall be  
21 under the control and supervision of a CNO. The CNO shall have the authority  
22 to plan, organize, direct, and control public health nurses. A CNO must have  
23 completed a minimum of three (3) years practice in a community setting as a  
24 Public Health Nurse, and must have completed at least five (5) years  
25 experience in relevant nursing practice setting. In addition, the CNO in a  
26 public health agency must have been conferred a relevant master's degree by  
27 an educational institution duly recognized by the Government of the Republic  
28 of the Philippines.





- 1           (c) Using an invalid certificate of registration, professional license, a  
2 suspended or revoked certificate of registration, professional license, or an  
3 expired or cancelled special or temporary permit;
- 4           (d) Misrepresents oneself or submits false evidence in order to obtain a  
5 certificate of registration, professional license, professional identification card,  
6 special or temporary permit;
- 7           (e) Appends the words "Nurse", "Nars", or the contraction "Nrs."  
8 before one's name, or the acronym or B.S.N./R.N. after one's name without  
9 having been conferred said degree or registration;
- 10          (f) Abets or assists to the illegal practice of a person who is not  
11 lawfully qualified to practice nursing;
- 12          (g) Offering the BSN courses without having complied with the  
13 requirements prescribed by law;
- 14          (h) Conducting review classes for both local and foreign examination  
15 without permit/clearance from the Board and the PRC;
- 16          (i) Conducts CPD for nurses without accreditation from the Board;
- 17          (j) Undertaking or offering in-service training programs for a fee and  
18 without permit/clearance from the Board and the PRC;
- 19          (k) Subscribing or providing substandard quality of nursing care and/or  
20 nursing practice, such as noncompliance with the nurse-patient ratio;
- 21           (1) Promoting illegal practices in the workplace, such as:
- 22           (1) Contracting or availing of the services of a nurse either without  
23 salary or allowance, or salary below the applicable wage prescribed under this  
24 Act, whether or not under the pretext of a training, development program,  
25 certification course and/or seminar;
- 26           (2) Depriving or denying a nurse of the incentives and benefits as  
27 provided for by existing laws;
- 28           (3) Collecting any fee from a nurse or from any person or agent in

1 exchange for a nurse's voluntary services in a health facility;

2 (4) Requiring or obliging a volunteer nurse to perform the regular work  
3 functions and/or regular work load expected from a regular staff nurse  
4 employed by the health facility without proper compensation, to render  
5 full-time service as a condition for the continued availment of the volunteer  
6 services, and to be the sole nurse on duty, except during disasters, calamities,  
7 and war;

8 (5) Contracting or availing of the services of a volunteer nurse, under  
9 the pretext of on-the-job training (OJT), contract of service, and job orders, in  
10 order to fill up a vacant position that requires the hiring of a full-time regular  
11 employed nurse, or for free in exchange for any type of certification to be  
12 issued by the health facility for purposes of the nurse's employment  
13 application; or

14 (6) Contracting or availing of the services of a nurse, under the pretext  
15 of training or certification course, but requires the nurse to render the tasks and  
16 responsibilities expected of a regular staff or public health nurse, with the  
17 so-called allowance with or without benefits, below the applicable minimum  
18 wage for both private and public institutions; and

19 (m) Any violation of the provisions of this Act.

20 SEC. 58. *Sanctions.* -- A fine of not less than one hundred thousand  
21 pesos (P100,000.00) nor more than three hundred thousand pesos  
22 (P300,000.00) or imprisonment of not less than one (1) year nor more than six  
23 (6) years, or both, upon the discretion of the court, shall be imposed upon  
24 violation of any prohibited acts enumerated in Section 57(a), (b), (c), (d), (e)  
25 and (f) hereof. A fine of not less than three hundred thousand pesos  
26 (P300,000.00) nor more than five hundred thousand pesos (P500,000.00)  
27 and/or imprisonment of not less than one (1) year nor more than six (6) years  
28 shall be imposed upon violation of any prohibited acts enumerated in

1 Section 57(g), (h), (i), (j), (k), (l) and (m) hereof. In addition, suspension or  
2 revocation of license to operate may be granted upon the discretion of the  
3 court.

4 SEC. 59. *Refund and Compensation.* – Any nurse found to have been  
5 a victim of Section 57(g), (h), (i), (j), (k) and (l) hereof shall be entitled to a  
6 full refund of all fees illegally collected and payment of unpaid salaries, which  
7 shall be computed at not less than the applicable wage.

## 8 ARTICLE XI

### 9 MISCELLANEOUS

10 SEC. 60. *Implementing Agencies.* – The DOH is hereby designated as  
11 the agency tasked to monitor the compliance with and implementation of the  
12 provisions of this Act by public health facilities. The Department of Labor and  
13 Employment is designated as the agency tasked to monitor the compliance with  
14 and implementation of the provisions of this Act by private health facilities.  
15 The PRC and the Board are designated as the agencies tasked to monitor the  
16 compliance with and implementation of the provisions of this Act by  
17 educational institutions, CPD providers and health facilities. The CHED is  
18 similarly designated as the agency tasked to monitor the compliance with and  
19 implementation of the provisions of this Act by educational institutions with  
20 regard to nursing education programs and its curriculum.

21 SEC. 61. *Appropriations.* – The Chairperson of the PRC shall  
22 immediately include in the Commission's programs the implementation of this  
23 Act, the funding of which shall be included in the General Appropriations Act.

24 SEC. 62. *Implementing Rules and Regulations.* – Within ninety (90)  
25 days after the effectivity of this Act, the PRC, the Board, the APO, the Civil  
26 Service Commission, the Department of Budget and Management, the DOH  
27 and other concerned nursing organizations and government agencies shall  
28 formulate the implementing rules and regulations necessary to carry out the

1 provisions of this Act. The implementing rules and regulations shall be  
2 published in the *Official Gazette* or in a newspaper of general circulation.

3       **SEC. 63. Separability Clause.** – Should any provision of this Act be  
4 declared unconstitutional, the remaining parts not affected thereby shall remain  
5 valid and operational.

6       **SEC. 64. Repealing Clause.** – Republic Act No. 9173, otherwise known  
7 as the “Philippine Nursing Act of 2002”, is hereby repealed. All other laws,  
8 decrees, orders, circulars, issuances, rules and regulations and parts thereof  
9 which are inconsistent with this Act are hereby repealed, amended or modified  
10 accordingly.

11       **SEC. 65. Effectivity.** – This Act shall take effect fifteen (15) days after  
12 its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,

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