



HOUSE OF REPRESENTATIVES

H. No. 9311

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BY REPRESENTATIVES RODRIGUEZ, GO (M.), LOYOLA, GARBIN, SY-ALVARADO, SALO, HERRERA-DY, SILVERIO, ROMERO, PINEDA, CAYETANO (A.P.), ROMUALDEZ (F.M.), SALVADOR-TAMBUNTING, DELOS SANTOS, VILLANUEVA (E.), RIVERA, SALCEDA, OLIVAREZ, SINGSON-MEEHAN, BORDADO, TUTOR, VELASCO, DUTERTE, VILLAFUERTE, DEFENSOR (M.), GONZALEZ, BAUTISTA-LIM, LARA, BARBA, ESCUDERO, BAÑAS-NOGRALES, MANGAOANG, LUSOTAN, DALOG, BALINDONG, BABASA, SAVELLANO, SIAO, MARIANO-HERNANDEZ, ARENAS, OAMINAL, GARCIA (P.J.), REVILLA, DE VENECIA, BIAZON, CALDERON, CAMPOS, CUA, CUARESMA, DALIPE, DAZA, DUAVIT, FRASCO, GASATAYA, GONZAGA, HARESCO, MOMO, SAGARBARRIA, TEJADA, VIOLAGO, ALBANO (A.), BASCUG, BENITEZ, CABATBAT, CAMINERO, CARI, DELOSO-MONTALLA, DIMAPORO (A.), DIMAPORO (M.K.), DUJALI, DY (F.), DY (F.M.C.), DY (I.P.), GORRICETA, GULLAS, GUYA, LABADLABAD, MACEDA, NATIVIDAD-NAGAÑO, ONG (J.), ORTEGA, REYES, ROMAN, TAN (A.S.), TAN (A.), TIANGCO, TORRES-GOMEZ, VARGAS ALFONSO, VERGARA, DE JESUS, DEFENSOR (L.), ENVERGA, FLORES, SAULOG, YAP (E.), VILLARICA, ROBES, CAGAS, NIETO, ABANTE AND JIMENEZ, PER COMMITTEE REPORT NO. 938

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AN ACT

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

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

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

2

3 **“Sec. 3. Definition of Terms.** – AS USED IN this Act:

4

5 XXX

6 (E) *CAREER PROGRESSION* REFERS TO THE PROCESS OF DEVELOPING  
7 OR MOVING TOWARDS A MORE ADVANCED STATE IN A PERSON’S

1 QUALIFICATIONS, JOB, TITLE, POSITION, OR PROFESSION. IT  
2 OUTLINES THE ROUTE THAT ONE MAY FOLLOW IN ORDER TO  
3 REACH IDENTIFIED CAREER DEVELOPMENT GOALS;  
4

5 (F) *CAREER PROGRESSION AND SPECIALIZATION PROGRAM AND*  
6 *CREDIT ACCUMULATION AND TRANSFER SYSTEM (CPSP-CATS)*  
7 *COMMITTEE* REFERS TO THE BODY THAT PROVIDES TECHNICAL  
8 SUPPORT TO THE CONTINUING PROFESSIONAL DEVELOPMENT  
9 (CPD) COUNCIL AND THE BOARD OF EACH PROFESSION IN THE  
10 FORMULATION AND IMPLEMENTATION OF THE CPSP-CATS SUCH  
11 AS PROGRAM AND LEARNING OUTCOMES FOR EVERY IDENTIFIED  
12 QUALIFICATION TITLE OF THE PROFESSION AND RECOMMENDS  
13 TO THE COUNCIL PROGRAMS AND POLICIES NEEDED IN THE  
14 IMPLEMENTATION OF THE CPSP-CATS;  
15

16 (G) *CERTIFICATE OF REGISTRATION* REFERS TO THE DOCUMENT  
17 ISSUED BY THE PROFESSIONAL REGULATION COMMISSION (PRC)  
18 SIGNIFYING THAT THE PERSON NAMED THEREIN HAS COMPLIED  
19 WITH ALL THE LEGAL AND PROCEDURAL REQUIREMENTS FOR  
20 SUCH ISSUANCE, INCLUDING, IN APPROPRIATE CASES, PASSING  
21 THE LICENSURE EXAMINATION OR REGISTRATION WITHOUT  
22 EXAMINATION;  
23

24 [(e) *Competence* refers to an ability that extends beyond the possession of  
25 knowledge and skills, which include cognitive, functional, personal and ethical  
26 competence;]  
27

28 (H) *COMPETENCY* REFERS TO THE CAPABILITY TO APPLY OR USE  
29 A SET OF KNOWLEDGE, SKILLS & ABILITIES REQUIRED TO  
30 SUCCESSFULLY PERFORM AND IMPLEMENT CRITICAL WORK  
31 FUNCTIONS OR TASKS IN A DEFINED WORK SETTING;  
32

33 [(f) (I) *Continuing Professional Development (CPD)* refers to the ACQUISITION  
34 of advanced knowledge, skills and ethical values in a post-licensure  
35 specialization or in an inter- or multidisciplinary field of study, for assimilation  
36 into professional practice, [ self-directed research and/] or lifelong learning;  
37

38 [(g) (J) *CPD Council* refers to a body created to promote and ensure the  
39 continuous improvement of professionals, in accordance with national,  
40 regional and international standards of practice;  
41

42 (K) *CREDIT ACCUMULATION AND TRANSFER SYSTEM FOR*  
43 *PROFESSIONALS* REFERS TO A LEARNER-CENTERED SYSTEM  
44 WHICH FACILITATES THE RECOGNITION, ACCUMULATION,  
45 TRANSFER, AND MOBILITY OF THE WORKLOAD OF THE  
46 PROFESSIONALS AND ACHIEVEMENT OF LEARNING OUTCOMES,  
47 WITH A VIEW TO ACHIEVING A PROFESSIONAL QUALIFICATION  
48 OR ANY OTHER FORM OF RECOGNITION ACROSS EDUCATION  
49 SECTORS;  
50

51 (L) *CREDITS* REFER TO THE VALUE GIVEN TO A LEARNING OUTCOME  
52 OR A PACKAGE OF LEARNING OUTCOMES;  
53

54 [(h) (M) *CPD Credit Unit* refers to the value of an amount of learning that can  
55 be transferred to a qualification achieved from formal [, informal or] AND  
56 nonformal learning setting [,] wherein credits can be accumulated to  
57 predetermined levels for the award of a qualification;

1 [(i)] (N) *CPD Program* refers to a set of STRUCTURED learning activities  
2 accredited by the CPD Council such as seminars, workshops, technical lectures  
3 or subject matter meetings, nondegree training lectures and scientific meetings,  
4 AND modules, [tours and visits,] which equip the professionals with advanced  
5 knowledge, skills and values in specialized or in an inter- or multidisciplinary  
6 field of study, [ self-directed research] and [/or] lifelong learning;  
7

8 [(j)] (O) *CPD Provider* refers to a natural or juridical person accredited by the  
9 CPD Council to conduct CPD Programs;  
10

11 [(k)] (P) *Formal learning* refers to educational arrangements such as curricular  
12 qualifications and teaching-learning requirements that take place in education  
13 and training institutions recognized by relevant national authorities, and which  
14 lead to diplomas and qualifications;  
15

16 [(l)] *Informal learning* refers to learning that occurs in daily life assessed, through  
17 the recognition, validation and accreditation process, and which can contribute  
18 to a qualification;  
19

20 [(m)] (Q) *Learning outcome* refers to what a learner can be expected to know,  
21 understand and/or demonstrate as a result of a learning experience;  
22

23 [(n)] (R) *Lifelong learning* refers to learning activities undertaken throughout life  
24 for the development of competencies and qualifications of the professional;  
25

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

36 [(p)] (T) *Online OR DIGITAL learning activities OR APPROACHES* refer to  
37 [structured or unstructured] FORMAL AND NONFORMAL learning  
38 initiatives, which make use of the internet and other web-based information  
39 and communications technology solutions, INCLUDING THE FOLLOWING:  
40 1) ONLINE SEMINARS AND WORKSHOPS, WHICH ARE  
41 SYNCHRONOUS ONLINE LEARNING APPROACHES; 2) E-LEARNING,  
42 WHICH IS AN ASYNCHRONOUS SELF-PACED, ANYTIME,  
43 ANYWHERE LEARNING APPROACH; 3) MICROLEARNING, WHICH  
44 IS AN ASYNCHRONOUS BITE-SIZED LEARNING THAT IS A SELF-  
45 PACED, "ANYTIME, ANYWHERE APPROACH", AND 4) BLENDED  
46 LEARNING, WHICH IS A COMBINATION OF THE OTHER  
47 LEARNING APPROACHES ENUMERATED HEREIN;  
48

49 (U) *OVERSEAS FILIPINO WORKERS (OFWS)* REFER TO FILIPINO  
50 PROFESSIONALS WHO ARE WORKING OUTSIDE THE PHILIPPINES  
51 FOR A LIMITED PERIOD;  
52

53 [(q)] (V) *Pathways and Equivalencies* refer to mechanisms that provide access to  
54 qualifications and assist professionals to move easily and readily between the  
55 different education and training sectors, and between these sectors, and the  
56 labor market, through the Philippine Credit Transfer System;

1 [(r)] (W) *Philippine Qualifications Framework (PQF)* refers to the quality assured  
2 national system for the development, recognition and award of qualifications  
3 at defined levels, based on standards of knowledge, skills and values, acquired  
4 in different ways and methods by learners and workers PURSUANT TO  
5 REPUBLIC ACT NO. 10968, OTHERWISE KNOWN AS THE "PQF ACT";  
6

7 (X) *PHILIPPINE QUALIFICATIONS REGISTER (PhQuaR)* REFERS TO THE  
8 NATIONAL DATABASE OF QUALITY ASSURED QUALIFICATIONS  
9 AUTHORIZED UNDER THE PQF. IT PROVIDES INFORMATION TO  
10 EMPLOYERS, EDUCATION AND TRAINING PROVIDERS, AND  
11 STUDENTS. THE INFORMATION INCLUDES THE QUALIFICATION  
12 TITLE, QUALIFICATION DESCRIPTORS, THE PQF LEVEL, THE  
13 AUTHORITY-GRANTING AGENCY, THE QUALIFICATION CODE,  
14 THE INSTRUMENT AND DATE OF AUTHORIZATION;  
15

16 (Y) *PORTABILITY* REFERS TO THE ABILITY OF ENABLING LEARNERS  
17 TO TRANSFER CREDITS OF QUALIFICATIONS FROM ONE  
18 LEARNING INSTITUTION OR EMPLOYER TO ANOTHER. HOWEVER,  
19 SUCH TRANSFER AND RECOGNITION OF SKILLS ARE NOT  
20 AUTOMATIC TRANSFER OF CREDITS TO QUALIFICATIONS;  
21

22 (Z) *POSITION* REFERS TO A SET OF DUTIES AND RESPONSIBILITIES,  
23 ASSIGNED OR DELEGATED BY COMPETENT AUTHORITY AND  
24 PERFORMED BY AN INDIVIDUAL EITHER ON FULL-TIME OR PART-  
25 TIME BASIS;  
26

27 [(s)] (AA) *Prior learning* refers to a person's skills, knowledge and  
28 competencies that have been acquired through work experience, training,  
29 independent study, volunteer activities and hobbies, that may be applied for  
30 academic credit, as a requirement of a training program or for occupational  
31 certification;  
32

33 [(t)] (BB) *Professional* refers to a person who is registered and licensed to  
34 practice a regulated profession in the Philippines and who holds a valid  
35 Certificate of Registration and Professional Identification Card (PIC) from  
36 the Professional Regulation Commission (PRC);  
37

38 (CC) *PROFESSIONAL IDENTIFICATION CARD* REFERS TO THE CARD  
39 BEARING THE REGISTRATION NUMBER, DATES OF ISSUANCE  
40 AND EXPIRY, AND IMPORTANT INFORMATION ON  
41 PROFESSIONAL PRACTICE, DULY SIGNED BY THE PRC  
42 CHAIRPERSON AND ISSUED TO A REGISTERED PROFESSIONAL  
43 UPON PAYMENT OF THE PRESCRIBED FEE, AND WHICH IS VALID  
44 FOR THREE (3) YEARS;  
45

46 [(u)] (DD) *Qualification* refers to a status gained after a person has been  
47 assessed to have achieved learning outcomes or competencies in accordance  
48 with the SET standards [ standard specified for a qualification title, and is  
49 proven by a document issued by a recognized agency or body ];  
50

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

1 (FF) *QUALIFICATION TITLE* REFERS TO AN AWARD AFTER  
2 COMPETENCY ASSESSMENT ENTERED INTO THE PHILIPPINE  
3 QUALIFICATIONS REGISTER (PhQuaR). THE CONFERMENT IS  
4 GIVEN TO A PROFESSIONAL BY THE PRC, AND THE PRBs;  
5

6 [(v)] (GG) *Quality Assurance* refers to planned and systematic processes that  
7 provide confidence in the design, delivery and award of qualifications within  
8 an education and training system, and [is a component of quality management  
9 that is focused on ensuring that quality requirements will be fulfilled] A  
10 COMPONENT OF QUALITY MANAGEMENT THAT IS FOCUSED  
11 ON PROVIDING CONFIDENCE THAT QUALITY REQUIREMENTS  
12 WILL BE FULFILLED. QUALITY ASSURANCE ENSURES THAT  
13 STAKEHOLDERS' INTERESTS AND INVESTMENTS IN ANY  
14 ACCREDITED PROGRAM ARE PROTECTED;  
15

16 [(w) *Self-directed learning* refers to learning activities such as online training,  
17 local/international seminars/nondegree courses, institution/company-  
18 sponsored training programs, and the like, which did not undergo CPD  
19 accreditation but may be applied for and awarded CPD units by the respective  
20 CPD Council;]  
21

22 (HH) *SPECIALIZATION* REFERS TO THE FIELD OF PRACTICE OF A  
23 PROFESSION FOR A PARTICULAR AREA OF KNOWLEDGE OR THE  
24 PROCESS OF BECOMING AN EXPERT IN A PARTICULAR FIELD OF  
25 PROFESSIONAL PRACTICE; AND  
26

27 (II) *SPECIALTY TRAINING* REFERS TO A NONDEGREE  
28 POSTGRADUATE STRUCTURED TRAINING PROGRAM WITH  
29 ASSESSMENT MECHANISMS, CONDUCTED BY ANY COMPANY,  
30 PUBLIC OR PRIVATE, OR HIGHER EDUCATIONAL INSTITUTION."  
31

32 SEC. 2. Section 5 of R.A. No. 10912 is hereby amended to read as follows:  
33

34 "**Sec. 5. Nature of CPD Programs.** – The CPD Programs SHALL consist of  
35 FORMAL AND NONFORMAL LEARNING activities that [range from]  
36 ARE structured [to nonstructured activities] SUCH AS DIPLOMA OR  
37 CERTIFICATE COURSES, INSTITUTION OR COMPANY-  
38 SPONSORED TRAINING PROGRAMS AND SEMINARS, SPECIALTY  
39 TRAINING, AND ONLINE LEARNING ACTIVITIES WITH SYLLABI  
40 THAT ARE RELATED TO ONE'S PROFESSION, AND which have  
41 learning processes and outcomes SUCH AS A HIGHER DEGREE OR  
42 WHICH CONFERS HIGHER PROFESSIONAL OR TRADE STATUS OR  
43 SKILL CATEGORIZATION.  
44

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

- 46 (a) Formal learning;
- 47 (b) Nonformal learning;
- 48 (c) Informal learning;
- 49 (d) Self-directed learning;
- 50 (e) Online learning activities; and
- 51 (f) Professional Work Experience.]  
52

53 THE IN-SERVICE TRAINING FOR TEACHERS BEING IMPLEMENTED BY  
54 THE DEPARTMENT OF EDUCATION, WHICH ARE STRUCTURED AND WITH  
55 CLEAR-CUT LEARNING PROCESSES AND OUTCOMES, SHALL BE  
56 CONSIDERED AS PART OF THE CPD PROGRAM."

1 **SEC. 3.** Section 10 of Republic Act No. 10912 is hereby amended to read as follows:  
2

3 **“Sec. 10. CPD as Mandatory Requirement in the [Renewal of Professional**  
4 **License and Accreditation System for the Practice of Professions]**  
5 **UPDATING AND UPGRADING OF KNOWLEDGE, SKILLS, VALUES**  
6 **AND COMPETENCIES. – SUBJECT TO SEC. 13 OF THIS ACT AND**  
7 **THE IMPLEMENTING GUIDELINES TO BE PRESCRIBED BY THE**  
8 **CPSP-CATS FOR EVERY PROFESSION, [T] the CPD is hereby made as a**  
9 **mandatory requirement in the [renewal of the PICs of all registered and**  
10 **licensed professionals under the regulation of the PRC.] ALL**  
11 **PROFESSIONALS SHALL BE REQUIRED TO UPDATE AND**  
12 **UPGRADE THEIR KNOWLEDGE AND SKILLS BY UNDERGOING**  
13 **THE RELEVANT CPD PROGRAM WITHIN THE ALLOTTED PERIOD.**  
14 **THE COMPLETION OF THE RESPECTIVE PROFESSIONAL CPD**  
15 **TRAINING COURSES SHALL SERVE TO QUALIFY A REGISTERED**  
16 **AND LICENSED PROFESSIONAL TO THE USE OF QUALIFICATION**  
17 **OR TRADE TITLES, AND TO CLAIM COMPLIANCE WITH**  
18 **QUALIFICATION STANDARDS SET BY THE PRC, THE**  
19 **PROFESSIONAL REGULATORY BODIES OF FOREIGN COUNTRIES**  
20 **WITH WHOM THE PHILIPPINES HAS RECIPROCAL AGREEMENTS**  
21 **WITH, AND THE RESPECTIVE BOARDS OF PROFESSIONS. THE CPD**  
22 **SHALL ALSO BE SUBJECT TO THE FOLLOWING:**  
23

24 A. ALL PROFESSIONALS SHALL BE REQUIRED TO OBTAIN  
25 FORTY-FIVE (45) CPD CREDIT UNITS EVERY FOUR (4)  
26 YEARS WHICH SHALL BE DEEMED AS THE COMPLIANCE  
27 PERIOD;  
28

29 B. PROFESSIONALS COVERED BY MUTUAL RECOGNITION  
30 ARRANGEMENTS (MRAS) WHO MAY WISH THAT THEIR  
31 PROFESSION AND QUALIFICATIONS BE  
32 INTERNATIONALLY RECOGNIZED, SHALL COMPLY WITH  
33 THE REQUIRED CPD UNITS AS PRESCRIBED IN THE MRAS  
34 WHICH IN NO CASE SHALL BE LESS THAN FORTY-FIVE  
35 (45) CREDIT UNITS;  
36

37 C. PROFESSIONALS WHO ARE REQUIRED TO APPLY FOR  
38 ACCREDITATION PRIOR TO THE PRACTICE OF THEIR  
39 PROFESSION AS PROVIDED IN THEIR PROFESSIONAL  
40 REGULATORY LAWS (PRL), SHALL COMPLY WITH THE  
41 REQUIRED CPD COURSES;  
42

43 D. PROFESSIONALS WHO WISH TO BE ISSUED A  
44 CERTIFICATE OF GOOD STANDING (COGS) BY THEIR  
45 AIPO AS INDICATED IN THEIR PRL, SHALL COMPLY WITH  
46 THE CPD REQUIREMENT, WHICH IN NO CASE SHALL BE  
47 LESS THAN FORTY-FIVE (45) CREDIT UNITS; AND  
48

49 E. DURING A PANDEMIC, STATE OF CALAMITY OR  
50 NATIONAL EMERGENCY, THE PRC MAY TEMPORARILY  
51 SUSPEND THE COMPLIANCE PERIOD FOR CPD  
52 REQUIREMENTS INDEFINITELY OR EXTEND THE END OF  
53 THE SAID COMPLIANCE PERIOD TO THE EQUIVALENT  
54 DURATION OF THE PANDEMIC, STATE OF CALAMITY OR  
55 NATIONAL EMERGENCY.”  
56

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

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

- 4
- 5           a. NEWLY LICENSED OR REGISTERED PROFESSIONALS ON  
6           THE FIRST RENEWAL OF THEIR PIC WITHIN THE FIRST  
7           FOUR (4) YEARS AFTER OBTAINING THEIR LICENSE;
- 8
- 9           b. OFWS, AS DEFINED IN SECTION 2, LETTER (U) OF THIS  
10          ACT; AND
- 11
- 12          c. SENIOR CITIZENS WHO ARE NOT ENGAGED IN THE  
13          PRACTICE OF THEIR PROFESSION, AS DEFINED UNDER  
14          THEIR RESPECTIVE REGULATORY LAWS.”
- 15

16

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

18

19           **“Sec. 12. Career Progression and Specialization PROGRAM AND**  
20 **CREDIT ACCUMULATION AND TRANSFER SYSTEM. –** THE CPD  
21 SHALL BE A BENEFICIAL AND INTEGRATED COMPONENT IN  
22 THE UPGRADING OF QUALIFICATION STANDARDS AND TITLE  
23 TOWARDS CPSP-CATS OF ALL REGISTERED AND LICENSED  
24 PROFESSIONALS UNDER THE REGULATION OF THE PRC.

25

26           FOR THIS PURPOSE, THE PRC AND THE PRBs SHALL CREATE THE  
27 CPSP-CATS COMMITTEE FOR EACH PROFESSION TO ASSIST THE  
28 CPD COUNCIL AND THE PRBs IN THE IMPLEMENTATION OF  
29 CPSP-CATS.

30

31           THE PRC [and], the PRBs AND THE CPSP-CATS COMMITTEE, in  
32 consultation with the A/PO/APO, the Civil Service Commission (CSC), THE  
33 DEPARTMENT OF LABOR AND EMPLOYMENT (DOLE), other  
34 concerned government agencies, EMPLOYERS’ BUSINESS AND  
35 PROFESSIONAL ORGANIZATIONS and industry stakeholders, shall  
36 formulate and implement a [ Career Progression and Specialization Program]  
37 CPSP-CATS for every profession [. The Career Progression and  
38 Specialization Program shall form part of the CPD.], WITH CPD AS  
39 INTEGRAL COMPONENT FOR ITS ACHIEVEMENT, SUBJECT TO  
40 THE FOLLOWING:

41

42           A. THE CPSP-CATS COMMITTEE SHALL ESTABLISH  
43 MECHANISMS TO FACILITATE THE MATCHING OF CPD  
44 LEARNING OUTCOMES FOR CREDITS WITH THE INTENDED  
45 LEARNING OUTCOMES OF PROFESSIONAL  
46 QUALIFICATIONS FOR CAREER PROGRESSION AND  
47 SPECIALIZATION, AS WELL AS FOR THE TRANSFER OF  
48 CREDITS BETWEEN AND ACROSS EDUCATIONAL AND  
49 TRAINING SECTORS;

50

51           B. CPD UNITS EARNED SHALL BE AN UPGRADE TOWARDS  
52 MOVEMENT IN THE PQF QUALIFICATION LEVEL AS IT  
53 RESULTS IN EARNING QUALIFICATION FRAMEWORK (QF)  
54 CREDIT FOR CAREER PROGRESSION AND  
55 SPECIALIZATION;

56

57           C. THE PRBs AND THE CPSP-CATS COMMITTEE, TOGETHER  
58 WITH THE ACCREDITED SPECIALTY SOCIETY OR SIMILAR

1 PROFESSIONAL SPECIALTY ORGANIZATION SHALL  
2 DETERMINE THE REQUIRED NUMBER OF QF CREDITS  
3 REQUIRED FOR THE CONFERMENT OF QUALIFICATION  
4 LEVELS OR TITLE PURSUANT TO THE PQF;  
5

6 D. UPON ASSESSMENT AND COMPLETION OF THE QF  
7 REQUIREMENTS AND COMPLIANCE WITH OTHER  
8 REQUIREMENTS, THE PRC AND THE PRB SHALL CONFER  
9 THE QUALIFICATION OR TITLE COMMENSURATE TO THE  
10 PQF QUALIFICATION LEVEL, WHICH SHALL BE INDICATED  
11 AS ADDITIONAL INFORMATION IN THE PIC;  
12

13 E. PhQuaR AS LINKED TO THE ASEAN QUALIFICATIONS  
14 REFERENCE FRAMEWORK (AQRF) AND THE PRC SHALL  
15 MAINTAIN A REGISTRY OF THESE QUALIFICATIONS  
16 TITLES FOR EVERY PROFESSION; AND  
17

18 F. PROFESSIONALS WHO ARE COVERED BY MRAs AND  
19 OTHER INTERNATIONAL AGREEMENTS WHO DESIRE THAT  
20 THEIR QUALIFICATIONS BE RECOGNIZED OR REGISTERED  
21 UNDER THESE AGREEMENTS SHALL COMPLY WITH THE  
22 MANDATORY CPD AND CPS REQUIREMENTS.”  
23

24 **SEC. 6.** Section 13 of Republic Act No. 10912 is hereby amended to read as follows:  
25

26 **“Sec. 13. *Role of Concerned Government Agencies and the Private***  
27 ***Sector.*** -- [All concerned government agencies and private firms and organizations  
28 employing professionals shall include the CPD as part of their human resource  
29 development plan and program.] AS PART OF THEIR HUMAN RESOURCE  
30 DEVELOPMENT PLANS AND PROGRAMS, AND AS PROVIDED IN THE  
31 SUBSECTIONS BELOW:  
32

33 a. CONCERNED GOVERNMENT AGENCIES, PUBLIC  
34 HIGHER EDUCATION INSTITUTIONS, AND OTHER  
35 PUBLIC INSTITUTIONS SHALL PROVIDE FULL  
36 FUNDING FOR THE CPD COMPLIANCE OF  
37 PROFESSIONALS EMPLOYED BY THEM;  
38

39 b. PRIVATE FIRMS SHALL SUPPORT THE CPD  
40 COMPLIANCE OF THEIR EMPLOYED PROFESSIONALS.  
41 NOTHING IN THIS PROVISION SHALL PREVENT,  
42 DIMINISH OR OTHERWISE REVOKE EXISTING  
43 COMPANY POLICY MORE FAVORABLE TO THE  
44 EMPLOYEE;  
45

46 c. THE RESPECTIVE CPD COUNCILS SHALL DEVISE  
47 MECHANISMS FOR PROVIDING DISCOUNTS TO SENIOR  
48 CITIZENS IN THE FEES TO BE CHARGED FOR  
49 ATTENDANCE IN CPD SEMINARS, TRAININGS AND  
50 SIMILAR PROGRAMS, SPECIFICALLY THOSE ENGAGED IN  
51 THE PRACTICE OF THEIR PROFESSIONS AND WHO ARE  
52 REQUIRED TO COMPLY WITH THE CPD REQUIREMENTS;  
53

54 d. ALL PROFESSIONALS SHALL BE GIVEN CPD  
55 MANDATORY PAID LEAVE IN SUFFICIENT NUMBER OF  
56 DAYS NECESSARY TO COMPLY WITH THE

1 REQUIREMENTS OF THIS ACT, TO BE CHARGED TO  
2 THEIR EXISTING LEAVE CREDITS; AND  
3

4 e. IN THE PROCESSING OF DOCUMENTS FOR RENEWAL  
5 OF PIC, IN ACCORDANCE WITH THIS ACT, NO FEES  
6 SHALL BE REQUIRED IN ADDITION TO WHAT THE PRC  
7 ALREADY REQUIRES FOR PIC RENEWAL, IF ANY, PRIOR  
8 TO THE PASSAGE OF THIS ACT.”  
9

10 **SEC. 7.** Section 14 of Republic Act No. 10912 is hereby amended to read as follows:  
11

12 “Sec. 14. Funding. – The implementation of the provisions of this Act shall be  
13 immediately included in the PRC programs, the funding of which shall be included in  
14 its annual submissions for inclusion in the annual General Appropriations Act. The  
15 funding requirement herein mentioned shall be used for the regular operations of the  
16 CPD Councils, including the monitoring of the conduct of the CPD programs, AND  
17 THE OPERATION OF THE PRBs AND THE CPSP-CATS COMMITTEE. The PRC  
18 shall review and approve the proposed budget for each CPD Council, PRBs, AND  
19 CPSP-CATS COMMITTEE taking into consideration the reasonable expenses that  
20 will be incurred BY THEIR MEMBERS for travel, honorarium [/] OR allowances,  
21 and per diems, when attending official CPD Council meetings or performing other  
22 related functions assigned to them.  
23

24 THE PRC SHALL INCLUDE THE FUNDING FOR THE FULL  
25 COMPUTERIZATION OF THE CPD SYSTEM AND DATABASE  
26 DEVELOPMENT, AND THE ENHANCEMENT OF THE PROFESSIONAL  
27 IDENTIFICATION CARD TO INCLUDE CPD DATA AND OTHER  
28 INFORMATION ON PROFESSIONAL PRACTICE.  
29

30 ALL GOVERNMENT AGENCIES, INCLUDING GOVERNMENT-  
31 OWNED AND CONTROLLED CORPORATIONS, SHALL INCLUDE IN  
32 THEIR ANNUAL BUDGET AN ALLOCATION FOR THE CONDUCT OF  
33 FREE TRAININGS AND SEMINARS FOR THEIR PROFESSIONAL  
34 EMPLOYEES IN COMPLIANCE WITH THE PROVISIONS OF THIS ACT.”  
35

36 **SEC. 8.** A new Section 14-A is hereby inserted to read as follows:  
37

38 “**SEC. 14-A. FREE OR INEXPENSIVE SEMINARS, WEBINARS AND**  
39 **SIMILAR TRAINING PROGRAMS.** – THE VARIOUS GOVERNMENT  
40 DEPARTMENTS AND AGENCIES, AND PRIVATE COMPANIES  
41 SHALL, IN CONSULTATION AND COORDINATION WITH THE PRC,  
42 ESTABLISH A MECHANISM WHEREBY THEY SHALL PROVIDE  
43 PROFESSIONALS UNDER THEIR JURISDICTION, WITH FREE OR  
44 INEXPENSIVE SEMINARS, WORKSHOPS, ONLINE AND SIMILAR  
45 TRAINING PROGRAMS, TO EARN CPD PROGRAM CREDITS WITH  
46 NO OR VERY LOW COST TO PROFESSIONALS. THEY MAY CREATE  
47 MECHANISMS WHERE QUALIFIED PROFESSIONALS FROM  
48 OUTSIDE THE GOVERNMENT AGENCIES OR PRIVATE COMPANIES  
49 MAY BE ALLOWED TO JOIN THE SAID SEMINAR, WORKSHOPS  
50 AND ONLINE OR SIMILAR TRAINING PROGRAM AND EARN CPD  
51 CREDITS.”  
52

53 **SEC. 9.** A new Section 15 is hereby inserted to read as follows:  
54

55 “**Sec. 15. ADMINISTRATIVE PENALTIES.** – WHEN THE FAILURE  
56 TO OBTAIN REQUIRED CPD CREDITS IS SOLELY DUE TO THE

1 FAILURE OF THE CONCERNED AGENCIES OR THE PERSONS  
2 RESPONSIBLE TO PROPERLY IMPLEMENT THE CPD PROGRAM IN  
3 THE LOCATION AND PROFESSION OF THE CONCERNED  
4 PROFESSIONALS: *PROVIDED*, THAT, THE PROFESSIONAL HAS  
5 EXERCISED DUE DILIGENCE IN COMPLYING WITH THE CPD  
6 REQUIREMENTS CONSIDERING THE CIRCUMSTANCES, THE PERSONS  
7 OR AGENCIES RESPONSIBLE SHALL BE ADMINISTRATIVELY LIABLE  
8 IN ACCORDANCE WITH RELEVANT LAWS FOR THE FAILURE  
9 TO PROPERLY IMPLEMENT THE CPD PROGRAM, UPON COMPLIANCE  
10 WITH DUE PROCESS.”

11  
12 **SEC. 10.** SECTIONS 16, 17, 18, AND 19 OF REPUBLIC ACT NO. 10912 ARE HEREBY  
13 RENUMBERED AS SECTIONS 17, 18, 19, AND 20.

14  
15 **SEC. 11. *Implementing Rules and Regulations.*** – The PRC and the PRBs shall, in consultation  
16 with the AIPO/APO, the CSC, DOLE, and other relevant stakeholders, promulgate the rules and  
17 regulations to implement this Act within six (6) months from its effectivity.

18  
19 **SEC. 12. *Separability Clause.*** – If any part or provision of this Act is declared invalid or  
20 unconstitutional, the other parts or provisions not affected thereby shall remain in full force and  
21 effect.

22  
23 **SEC. 13. *Repealing Clause.*** – All laws, decrees, executive orders and other administrative  
24 issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby  
25 repealed or modified accordingly.

26  
27 **SEC. 14. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the *Official*  
28 *Gazette* or in a newspaper of general circulation.

Approved,