

S. B. No. 2581

Prepared by the Committees on Civil Service and Government Reorganization; and
Finance with Senators Trillanes, Villar and Escudero as authors

AN ACT
MANDATING AND STRENGTHENING THE CONTINUING PROFESSIONAL
DEVELOPMENT PROGRAM FOR ALL REGULATED PROFESSIONS,
CREATING CONTINUING PROFESSIONAL DEVELOPMENT COUNCIL, AND
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER RELATED PURPOSES

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

1 **ARTICLE I. TITLE, POLICY AND DEFINITION OF TERMS**

2 **SECTION 1. Title.** - This Act shall be known as the "*Continuing Professional*
3 *Development Act of 2015.*"

4 **SEC. 2. Declaration of Policy.** - It is hereby declared the policy of the State to
5 promote and upgrade the practice of professions in the country. Towards this end, the State
6 shall institute measures that will continuously improve the competence of the professionals in
7 accordance with the international standards of practice, thereby, ensuring their contribution in
8 uplifting the general welfare, economic growth and development of the nation.

9 **SEC. 3. Definition of Terms.** – The following terms shall be defined under this Act:

10 a. "*Accreditation*" is the formal or official approval granted to a person, a program or an
11 organization, upon meeting essential requirements of achievement standards,
12 including qualifications or unit(s) of a qualification, usually for a particular period of
13 time, as defined by an accrediting agency.

14 b. "*AIPO/APO*" refers to the Accredited Integrated Professional Organization or the
15 Accredited Professional Organization in a given profession.

- 1 c. *"ASEAN Qualifications Reference Framework"* or *"AQRF"* refers to the device that
2 enables comparisons of qualifications across ASEAN Member States.
- 3 d. *"ASEAN Mutual Recognition Arrangement"* or *"ASEAN MRA"* refers to a regional
4 arrangement entered into by the ASEAN Member States, predicated on the mutual
5 recognition of qualifications, requirements met, licenses and certificates granted,
6 experience gained by professionals, in order to enhance mobility of professional
7 services within the region.
- 8 e. *"Competence"* refers to an ability that extends beyond the possession of knowledge
9 and skills, which include cognitive, functional, personal and ethical competence.
- 10 f. *"Continuing Professional Development"* or *"CPD"* refers to the inculcation of
11 advanced knowledge, skills and ethical values in a post-licensure specialization or in
12 an inter- or multi-disciplinary field of study, for assimilation into professional
13 practice, self-directed research and/or lifelong learning.
- 14 g. *"CPD Council"* refers to a body created to promote and ensure the continuous
15 improvement of professionals, in accordance with national, regional and international
16 standards of practice.
- 17 h. *"CPD Credit Unit"* refers to the value of an amount of learning that can be
18 transferred to a qualification achieved from formal, informal or non-formal learning
19 setting, wherein credits can be accumulated to predetermined levels for the award of a
20 qualification.
- 21 i. *"CPD Program"* refers to a set of learning activities accredited by the CPD Council
22 such as seminars, workshops, technical lectures or subject matter meetings, non-
23 degree training lectures and scientific meetings, modules, tours and visits, which
24 equip the professionals with advanced knowledge, skills and values in specialized or

- 1 in an inter- or multi-disciplinary field of study, self-directed research and/or life-long
2 learning.
- 3 j. "*CPD Provider*" refers to a natural or juridical person accredited by the CPD Council
4 to conduct CPD Programs.
- 5 k. "*Formal learning*" refers to educational arrangements such as curricular
6 qualifications and teaching-learning requirements that take place in education and
7 training institutions recognized by relevant national authorities, and which lead to
8 diplomas and qualifications.
- 9 l. "*Informal Learning*" refers to learning that occurs in daily life assessed, through the
10 recognition, validation and accreditation process, and which can contribute to a
11 qualification.
- 12 m. "*Learning Outcomes*" refer to what a learner can be expected to know, understand
13 and/or demonstrate as a result of a learning experience.
- 14 n. "*Lifelong Learning*" refers to learning activities undertaken throughout life for the
15 development of competencies and qualifications of the professional.
- 16 o. "*Non-formal learning*" refers to learning that has been acquired in addition or
17 alternatively to formal learning, which may be structured and made more flexible
18 according to educational and training arrangements.
- 19 p. "*Online Learning Activities*" refer to structured or unstructured learning initiatives,
20 which make use of the internet and other web-based Information and
21 Communications Technology solutions.
- 22 q. "*Pathways and Equivalencies*" refer to mechanisms that provide access to
23 qualifications and assist professionals to move easily and readily between the
24 different education and training sectors, and between these sectors, and the labor
25 market, through the Philippine Credit Transfer System.

- 1 r. *"Philippine Qualifications Framework"* or *"PQF"* refers to the quality assured
2 national system for the development, recognition and award of qualifications at
3 defined levels, based on standards of knowledge, skills and values, acquired in
4 different ways and methods by learners and workers.
- 5 s. *"Prior Learning"* refers to a person's skills, knowledge and competencies that have
6 been acquired through work experience, training, independent study, volunteer
7 activities and hobbies, that may be applied for academic credit, as a requirement of a
8 training program or for occupational certification.
- 9 t. *"Professional"* refers to a person who is registered and licensed to practice a
10 regulated profession in the Philippines and who holds a valid Certificate of
11 Registration and Professional Identification Card from the PRC.
- 12 u. *"Qualification"* is a status gained after a person has been assessed to have achieved
13 learning outcomes or competencies in accordance with the standard specified for a
14 qualification title, and is proven by a document issued by a recognized agency or
15 body.
- 16 v. *"Quality Assurance"* refers to planned and systematic processes that provide
17 confidence in the design, delivery and award of qualifications within an education and
18 training system, and is a component of quality management that is focused on
19 ensuring that quality requirements will be fulfilled.
- 20 w. *"Self-Directed Learning"* refers to learning activities such as online training,
21 local/international seminars/non-degree courses, institution/company-sponsored
22 training programs, and the like, which did not undergo CPD accreditation but may be
23 applied for and awarded CPD units by the respective CPD Council.
- 24 x. *"PRC"* refers to the Professional Regulation Commission.
- 25 y. *"PRBs"* refers to the Professional Regulatory Boards.

- 1 z. "*CHED*" refers to the Commission on Higher Education.
- 2 aa. "*TESDA*" refers to the Technical Education and Skills Development Authority.
- 3 bb. "*DepEd*" refers to the Department of Education.
- 4 cc. "*CSC*" refers to the Civil Service Commission.
- 5 dd. "*DOLE*" refers to the Department of Labor and Employment.

6 **ARTICLE II. CPD PROGRAMS, COUNCILS AND SECRETARIAT**

7 **SEC. 4. *Strengthening the CPD Program.*** – There shall be formulated and
8 implemented CPD Programs in each of the regulated professions in order to:

- 9 a. Enhance and upgrade the competencies and qualifications of professionals for the
10 practice of their professions pursuant to the Philippine Qualifications Framework
11 (PQF), the ASEAN Qualifications Reference Framework (AQRf) and the ASEAN
12 *Mutual Recognition Arrangements (MRAs)*;
- 13 b. Ensure international alignment of competencies and qualifications of Professionals
14 through Career Progression mechanisms leading to specialization/sub-specialization;
- 15 c. Ensure the development of quality assured mechanisms for the validation,
16 accreditation and recognition of formal, non-formal and informal learning outcomes,
17 including professional work experiences and prior learning;
- 18 d. Ensure maintenance of core competencies and development of advanced and new
19 competencies, in order to respond to national, regional and international labor market
20 needs; and
- 21 e. Recognize and ensure the contributions of Professionals in uplifting the general
22 welfare, economic growth and development of the nation.

23 **SEC. 5. *Nature of CPD Programs.*** - The CPD Programs consist of activities that
24 range from structured to non-structured activities, which have learning processes and
25 outcomes.

1 These include but are not limited to the following:

- 2 a. Formal learning;
- 3 b. Non formal learning;
- 4 c. Informal learning;
- 5 d. Self-directed learning;
- 6 e. On-line learning activities; and
- 7 f. Professional work experience.

8 **SEC. 6. Powers, Functions and Responsibilities of the PRC and the PRB.** - The PRC
9 and the PRBs shall undertake the overall implementation of the CPD Programs, and for this
10 purpose, shall:

- 11 a. Organize CPD Councils for each of the regulated professions and promulgate
12 guidelines for their operation;
- 13 b. Review existing and new CPD Programs for all of the regulated professions;
- 14 c. Formulate, issue, and promulgate guidelines and procedures for the implementation of
15 the CPD Programs;
- 16 d. Coordinate with the academe, concerned government agencies, and other stakeholders
17 in the implementation of the CPD Programs and other measures provided under this
18 Act; and
- 19 e. Coordinate with concerned government agencies in the development of mechanisms
20 and guidelines, in the grant and transfer of credit units earned from all the learning
21 processes and activities, pursuant to this Act;

22 **SEC. 7. CPD Council.** - There is hereby created a CPD Council in each of the
23 regulated professions, which shall be under the supervision of the concerned PRB. Every
24 CPD Council shall be composed of a chairperson and two (2) members:

1 The chairperson of the CPD Council shall be the member of the PRB so chosen by the
2 PRB concerned to sit in the CPD Council.

3 The first member shall be the president or officer of the Accredited Integrated
4 Professional Organization/Accredited Professional Organization (AIPO/APO) duly
5 authorized by its Board of Governors/Trustees. In the absence of the AIPO/APO, the PRB
6 concerned shall submit within ten (10) working days from notification of such absence, a list
7 of three (3) recommendees from the national professional organizations. The PRC shall
8 designate the first member within thirty (30) days from receipt of the list.

9 The second member shall be the president or officer of the national organization of
10 deans or department chairmen of schools, colleges or universities offering the course
11 requiring the licensure examination. In the absence of such organization, the PRB concerned
12 shall submit within ten (10) working days from notification of such absence, a list of three (3)
13 recommendees from the academe. The PRC shall designate the second member within twenty
14 (20) working days from receipt of the list.

15 The term of office of the chairperson of the CPD Council shall be co-terminus with
16 his/her incumbency in the PRB unless sooner replaced by the PRB concerned through a
17 resolution, subject to the approval of the PRC. The first and second members shall have a
18 term of office of two (2) years unless sooner replaced through a resolution by the AIPO/APO
19 concerned or the organization of deans or heads of departments, respectively. However,
20 Members of the CPD Council who are appointed by the PRC may be replaced before the end
21 of the two (2) year period, upon the recommendation of the PRB through a resolution.

22 **SEC. 8. Powers, Functions and Responsibilities of the CPD Council.** - The CPD
23 Council for each profession shall:

- 24 a. Ensure the adequate and appropriate provision of CPD programs for their respective
25 profession;

- 1 b. Evaluate and act on applications for accreditation of CPD providers and their CPD
- 2 programs;
- 3 c. Monitor and evaluate the implementation of the CPD Programs;
- 4 d. Assess and/or upgrade the criteria for accreditation of CPD providers and their CPD
- 5 programs on a regular basis;
- 6 e. Develop mechanisms for the validation, accreditation and recognition of self-directed
- 7 learning, prior/informal learning, on-line learning, and other learning processes
- 8 through professional work experience;
- 9 f. Conduct researches, studies and benchmarking for international alignment of CPD
- 10 programs;
- 11 g. Issue operational guidelines, with the approval of the PRC and PRB concerned; and
- 12 h. Perform such other functions related or incidental to the implementation of the CPD.

13 **SEC. 9. *Secretariat.*** - A CPD Council Secretariat is hereby created at the PRC
14 Central and Regional Offices to provide technical, administrative and operational support to
15 the CPD Councils and the PRBs in the implementation of the CPD Programs. The CPD
16 Council Secretariat shall be headed by an Executive Director to be appointed by the PRC.

17 **ARTICLE III. CPD PROGRAM IMPLEMENTATION AND MONITORING**

18 **SEC. 10. *CPD as Mandatory Requirement in the Renewal of Professional License***
19 ***and Accreditation System for the Practice of Professions.*** - The CPD is hereby made as a
20 mandatory requirement in the renewal of the Professional Identification Cards (PICs) of all
21 registered and licensed professionals under the regulation of the PRC.

22 **SEC. 11. *Recognition of Credit Units.*** - All duly validated and recognized CPD
23 credit units earned by a professional shall be accumulated and transferred in accordance with
24 the Pathways and Equivalencies of the PQF.

1 **SEC.12. Career Progression and Specialization.** – The PRC and the PRBs, in
2 consultation with the AIPO/APO, CSC, other concerned government agencies and industry
3 stakeholders shall formulate and implement a Career Progression and Specialization Program
4 for every profession. The Career Progression and Specialization Program shall form part of
5 the CPD.

6 For this purpose, the CSC, DOLE, PRC and PRBs shall update the qualification
7 standards of all positions in government and private firms or establishments involving the
8 practice of profession in order to align and meet the requirements of the Professional
9 Regulatory Laws, PQF and this Act.

10 **SEC. 13. Role of Concerned Government Agencies and the Private Sector.** – All
11 concerned government agencies and private firms and organizations employing professionals
12 shall include the CPD as part of their human resource development plan and program, and
13 allocate the necessary funding requirement for the attendance of their professionals in CPD
14 Programs.

15 **ARTICLE IV. FINAL PROVISIONS**

16 **SEC. 14. Funding.** - The implementation of the provisions of this Act shall be
17 immediately included in the PRC programs, the funding of which shall be included in its
18 annual submissions for inclusion in the General Appropriations Act.

19 The funding requirement herein mentioned shall be used for the regular operations of
20 the CPD Councils, including the monitoring of the conduct of the CPD Programs.

21 The PRC shall review and approve the proposed budget for each CPD Council, taking
22 into consideration the reasonable expenses that will be incurred for travel,
23 honorarium/allowances, and *per diems*, when attending official CPD Council meetings or
24 performing other related functions assigned to them.

1 **SEC. 15. *Implementing Rules and Regulations.*** - The PRC and the PRBs, in
2 consultation with the AIPO/APO and other stakeholders, shall promulgate the implementing
3 rules and regulations (IRR) within six (6) months from the effectivity of this Act. However, a
4 PRB may prescribe its own requirements or procedure relating to the CPD as may be
5 pertinent and applicable to the specific profession; *Provided*, That the same does not
6 contravene any of the provisions of this Act and its IRR.

7 **SEC. 16. *Fraud Relating to CPD.*** - Fraudulent acts relating to the implementation and
8 enforcement of this Act shall be punishable under the pertinent provisions of the Revised
9 Penal Code, the New Civil Code and other applicable laws.

10 In addition to the penalties prescribed in the afore-mentioned laws, a professional who
11 is adjudged guilty of any fraudulent act relating to the CPD shall also be meted with the
12 penalty of suspension or revocation of his/her PRC Certificate of Registration and/or
13 Certificate of Specialization.

14 In case of a government official or employee who is party to any fraudulent act
15 relating to the CPD, he/she shall also be subject to the administrative penalties that may be
16 imposed under the anti-graft laws, the administrative code and the code of conduct of public
17 officials and employees.

18 **SEC. 17. *Separability Clause.*** – If any part or provision of this Act is declared invalid
19 or unconstitutional, the other provisions not affected thereby shall remain in full force and
20 effect.

21 **SEC. 18. *Repealing Clause.*** – All laws, decrees, executive orders and other
22 administrative issuances and parts thereof, which are inconsistent with the provisions of this
23 Act, are hereby repealed or modified accordingly.

1 **SEC. 19. Effectivity.** – This Act shall take effect fifteen (15) days following its
2 complete publication in the *Official Gazette* or in two (2) newspapers of general circulation in
3 the Philippines.

4 *Approved,*