

**[ PRC BOARD OF NURSING RESOLUTION NO. 22,  
S. 2009, October 19, 2009 ]**

**ADOPTING A NATIONAL CAREER PROGRESSION PROGRAM  
PROVIDING FOR THE NECESSARY HARMONIZATION POLICY  
FRAMEWORK, AND CREATING THE APPROPRIATE  
INFRASTRUCTURES FOR CONTINUING PROFESSIONAL  
EDUCATION AND DEVELOPMENT OF ALL FILIPINO NURSES**

WHEREAS, Republic Act No. 9173, known as the "Philippine Nursing Act of 2002", provides the following:

"It is hereby declared the policy of the State to assume responsibility for the protection and improvement of the nursing profession by instituting measures that will result in relevant nursing education, humane working conditions, better career prospects and a dignified existence for our nurses." Article II, Section 2 – *Declaration of Policy*; and

"xxx The nurse is required to maintain competence by continual learning through continuing professional education to be provided by the accredited professional organization OR any recognized professional nursing organizations: Provided, xxx, That the program and activity for the continuing professional education shall be submitted to and approved by the Board." – Article VI, Section 28 (e) – *Nursing Practice* (final proviso); and

WHEREAS, the same law mandates the "recognition of nursing specialties xxx"– Article III, Section 9 (g) – *Powers and Duties of the Board*; and that –

(1) "xxx... the Board in coordination with the accredited professional organization, recognized specialty organizations and the Department of Health is hereby mandated to formulate and develop a comprehensive nursing specialty program that would upgrade the level of skill and competence of specialty nurse clinicians in the country, such as but not limited to the areas of critical care, oncology, renal and such other areas as may be determined by the Board;

(2) "the beneficiaries of this program are obliged to serve in any Philippine hospital for a period of at least two (2) years of continuous service." – Article VII, Section 31;

(3) "the annual financial requirement needed to train at least ten percent (10%) of the nursing staff of the participating government hospital shall be chargeable against the income of the Philippine Charity Sweepstakes Office (PCSO) and the Philippine Amusement and Gaming Corporation, which shall equally share in the costs and shall be released to the Department of Health subject to accounting and auditing procedures: Provided, That the Department of Health shall set the criteria for the availment of this program" – Article VII, Sec. 33; and

WHEREAS, the Professional Regulatory Board of Nursing (the Board) MUST engage in strong complementary policy actions the move of the Department of Labor and Employment (DOLE) through Department Circular No. 2 dated July 23, 2009, as well as the Health Human Resource Development Bureau of the Department of Health which both created the HEALTH HUMAN RESOURCE DEVELOPMENT NETWORK and which, among others, aims to:

1. Provide a venue for partnerships and collaborative relationships, information exchange, and promotion of nursing development and management among stakeholders among countries benefiting from the services of Filipino nurses;
2. Establish an information system that will provide evidence for the development of nursing policies, strategies, plans and implementation arrangements beneficial to the Philippines and countries employing Filipino nurses;
3. Institute and implement learning and development systems such as but not limited to nursing curriculum development, nursing research, upgrade of hospitals/health facilities for learning, etc.;
4. Set up a nursing expert pool that will strengthen the country's capacity to maintain and sustain quality, effective, and efficient nursing education and nursing health care services;
5. Develop resource mobilization mechanisms for nursing development and management including a legal entity acceptable to countries involved in order to manage fund sources; and to effect fiduciary and allocative efficiency in the use of available resources;
6. Institute a monitoring and evaluation system that will provide nursing situations and trends, imminent nursing conditions/circumstances, as well as milestones and exemplary practices contributory to the success of bilateral/multilateral arrangements; and
7. Report to the Joint Committees/bodies created as regards cooperation in human resources for health and development.

WHEREAS, the Board is empowered by R.A. No. 9173 to "Prescribe, adopt, issue and promulgate guidelines regulations, measures and decisions as may be necessary for the improvement of nursing practice, advancement of the profession and for the proper and full enforcement of this Nursing Act subject xxx" – Article III, Section 9(h) – *Powers and Duties of the Board*; and

WHEREAS, there is a need to achieve these objectives:

1. Adoption of a National Career Progression Program aimed at further promoting global comparability and competitiveness of Filipino Nurses via the acquisition of progressive/ developmental nursing competency standards at the post-basic, graduate, and post-graduate levels;
2. Provision of the necessary harmonization policy frameworks aimed at promoting continual/progressive learning by every Filipino Professional Nurse through carefully designed training and Continuing Professional Education (CPE) Programs synchronous with the identified Professional