



PROFESSIONAL REGULATORY BOARD OF MEDICINE
Resolution No. 36(A)
Series of 2025

CREATION OF A CAREER PROGRESSION AND SPECIALIZATION PROGRAM FOR THE CERTIFICATE OF DIPLOMATE (PQF LEVEL 8) IN ANATOMIC PATHOLOGY, CLINICAL PATHOLOGY, FAMILY AND COMMUNITY MEDICINE, GENERAL SURGERY, INTERNAL MEDICINE, OPHTHALMOLOGY, OTOLARYNGOLOGY - HEAD AND NECK SURGERY, PEDIATRICS AND PHYSICAL AND REHABILITATION MEDICINE FOR THE MEDICAL PROFESSION

WHEREAS, Republic Act (R.A.) No. 2382, otherwise known as “*The Medical Act of 1959*”, as amended by R.A. Nos. 4224 and 5946, regulates the practice of Medicine in the Philippines;

WHEREAS, the medical profession has flourished and evolved over the years, with the growth of specializations and sub-specializations in the various fields of the practice, thus, reaffirming the preponderant role that specialty practice has played in contemporary medicine;

WHEREAS, while R.A. No. 2382, as amended, is silent on specialty practice, subsequent administrative policies and legislations have reinforced the regulatory jurisdiction of the Professional Regulation Commission (PRC/Commission) and the Professional Regulatory Boards (PRBs), including the PRB of Medicine (Board), over specialty practice, to wit:

- a. Board Resolution No. 02 (s. 2014)¹;
- b. Board Resolution No. 25 (s. 2015)²;
- c. R.A. No. 10912³; and
- d. R.A. No. 10968⁴;

WHEREAS, Board Resolution No. 02 (s. 2014) declares residency training as constitutive of the practice of medicine, and the PRC and the Board as the regulatory bodies for residency training;

WHEREAS, Commission Resolution No. 1591 (s. 2022) entitled, “*Guidelines on the Accreditation of Specialty Society/Organization and other Specialty Categories Providing Structured Training Programs for Professionals*” outlines the criteria and process for granting recognition to specialty societies and boards;

WHEREAS, Section 4 (a), Article II of R.A. No. 10912, otherwise known as the “*Continuing Professional Development Act of 2016*”, states that there shall be formulated and implemented Continuing Professional Development (CPD) programs in each of the regulated professions in order to enhance and upgrade the competencies and qualifications of professionals for the practice of their professions pursuant to the Philippine Qualifications Framework (PQF), the ASEAN Qualifications Reference Framework (AQRf) and the ASEAN Mutual Recognition Arrangements (ASEAN MRAs);

¹ “Residency Training Constitutes Practice of Medicine”, 16 January 2014

² “Recognition of Specialty Societies and Specialty Boards, and Certification of Specialists”, 09 March 2015

³ “Continuing Professional Development Act of 2016”, 21 July 2016

⁴ “PQF Act”, 16 January 2018

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Creation of a Career Progression and Specialization Program for the Certificate of Diplomate (PQF Level 8) in Anatomic Pathology, Clinical Pathology, Family and Community Medicine, General Surgery, Internal Medicine, Ophthalmology, Otolaryngology-Head and Neck Surgery, Pediatrics and Physical and Rehabilitation Medicine for the Medical Profession
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WHEREAS, Section 12, Article III of R.A. No. 10912 mandates the PRC and the PRBs to formulate and implement a Career Progression and Specialization Program (CPSP) for every profession;

WHEREAS, Section 2 of R.A. No. 10968, otherwise known as the “PQF Act”, states that it is the policy of the State to institutionalize the PQF to encourage lifelong learning of individuals, provide employee specific training standards and qualifications aligned with industry standards, among others;

WHEREAS, Section 4 of R.A. No. 10968 states that a PQF shall be established which shall describe the levels of educational qualifications and set the standards for qualification outcomes. It is a quality assured national system for development, recognition and award of qualifications based on standards of knowledge, skills and values acquired in different ways and methods by learners and workers of the country;

WHEREAS, Section 5 (c) of the Implementing Rules and Regulations of R.A. No. 10968 provides for the objective of the PQF which is to align domestic qualification standards with the international qualifications framework, thereby, enhancing recognition of the value and comparability of Philippine qualifications and supporting the mobility of Filipino students, workers and professionals;

WHEREAS, Section 8 of R.A. No. 10968 states that the PQF shall incorporate the qualifications level descriptors defined in terms of knowledge, skills and values, application, and degree of independence;

WHEREAS, to operationalize the foregoing policies and laws, there is a need for the PRBs to issue guidelines in the formulation of a CPSP for their respective profession for inclusion in the Philippine Qualifications Register (PhQuaR);

WHEREAS, the Board formulated the CPSP for the medical profession to address the pathways and equivalencies of PQF and which was subjected to various national consultations with the professional organizations, concerned national government agencies, academe, and industry;

NOW THEREFORE, the Board **RESOLVES**, as it is hereby **RESOLVED**, to issue this Guidelines on the Creation of a Career Progression and Specialization Program for the Certificate of Diplomate (PQF Level 8) in Anatomic Pathology, Clinical Pathology, Family and Community Medicine, General Surgery, Internal Medicine, Ophthalmology, Otolaryngology-Head and Neck Surgery, Pediatrics and Physical and Rehabilitation Medicine for the Medical Profession, as follows:

Section 1. Definition of Terms

1. **Accredited Integrated Professional Organization (AIPO)** refers to the concerned PRB and PRC Accredited Integrated Professional Organization for a given profession which is specifically mandated by the provision of the Professional Regulatory Law to integrate the professionals into one national organization and where the membership therein by professionals is automatic and mandatory⁵;

⁵ Sec 1(e) of PRC Resolution No. 1089, s. 2018 (Revised Rules on the Accreditation of Professional Organizations and Integrated Professional Organizations)

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2. **Accredited Professional Organization (APO)** refers to the PRC Accredited Professional Organization where membership therein by professionals is only voluntary⁶;
3. **ASEAN Qualifications Reference Framework (AQRF)** is a common reference framework which functions as a device to enable comparisons of qualifications across ASEAN Member States⁷;
4. **Career Progression in professional life** is the process of developing or moving towards a more advanced state in a person's qualifications, job, title, position, or profession; it outlines the route one may follow in order to reach identified career development goals⁸;
5. **Competence** refers to an ability that extends beyond the possession of knowledge and skills, which include cognitive, functional, personal and ethical competence⁹;
6. **Competency** refers to the capability to apply or use a set of knowledge, skills and abilities required to successfully perform and implement critical work functions or tasks in a defined work setting¹⁰;
7. **Equivalency** refers to a process that involves assigning equivalent credits to the competencies demonstrated by a learner through assessment, thereby providing entry points to different levels of qualifications, the purpose of which is to provide opportunities to the learner to continue to learn and to re-enter the educational and training programs at various higher levels without retaking courses on which a learner has already demonstrated competence and knowledge¹¹;
8. **Learning Outcomes** are clear statements of what a learner can be expected to know, understand and/or do as a result of a learning experience¹²;
9. **Level Alignment Matrix of the Table of Specifications to the corresponding Policies, Standards and Guidelines and the PQF descriptors** serves as evidence of the Licensure Examination Quality Assurance system. It is also a requirement in the National Referencing Committee procedures for listing and updating of Professional Qualifications in the PhQuaR as issued/conferred by the PRC;
10. **Level Descriptor** is a general statement that summarizes the learning outcomes appropriate to a specific level in the PQF grouped in domains of learning. It

⁶ Sec. 1(f) of PRC Resolution No. 1089, s. 2018 (Revised Rules on the Accreditation of Professional Organizations and Integrated Professional Organizations)

⁷Annex 2 (Glossary) of AQRF document

⁸ Sec. 3 (c) of IRR of PQF Act

⁹ Sec. 3 (3.7), Rule I of PRC Resolution No. 1032, s. 2017 (Implementing Rules and Regulations (IRR) of Republic Act No. 10912, known as the Continuing Professional Development (CPD) Act of 2016)

¹⁰ Sec. 3 (3.8), Rule I of PRC Resolution No. 1032, s. 2017 (Implementing Rules and Regulations (IRR) of Republic Act No. 10912, known as the Continuing Professional Development (CPD) Act of 2016)

¹¹Sec. 3 (d) of IRR of PQF Act

¹²Sec. 3 (h) of IRR of PQF Act

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describes what an individual should be able to know, perform or demonstrate at a particular level¹³;

11. **Lifelong Learning** refers to all learning activities whether formal, non-formal or informal, undertaken throughout life, which results in improving knowledge, know-how, skills, competencies and/or qualifications for personal, social and/or professional reasons¹⁴;
12. **Pathways** refers to mechanisms or access ramps which provide access to qualifications and assist people to move easily and readily between the different education and training sectors and between these sectors and the labor market¹⁵ which includes professional work experience;
13. **Philippine Qualifications Framework (PQF)** describes the levels of educational qualifications and sets the standards for qualification outcomes. It is a quality assured national system for the development, recognition and award of qualifications based on standards of knowledge, skills and values acquired in different ways and methods by learners and workers of the country¹⁶;
14. **Philippine Qualifications Register (PhQuaR)** is the national database of quality assured qualifications authorized under the PQF. It provides information to employers, education and training providers and students. The information includes the Qualification title, Qualification Descriptors, the PQF Level, the Authority granting Agency, the Qualification Code, the Instrument and Date of Authorization. It also includes information on the quality assurance system and procedures applied to the awarding/conferment of the qualifications and the agencies mandated to authorize/issue such qualification;
15. **Scope of practice of medicine** refers to any of the acts defined in Section 10 of R.A. No. 2382, namely: (a) to physically examine any person, and diagnose, treat, operate or prescribe any remedy for any human disease, injury, deformity, physical, mental or psychical condition or any ailment, real or imaginary, regardless of the nature of the remedy or treatment administered, prescribed or recommended, for compensation, fee, salary or reward in any form, paid to him/her directly or through another, or even without the same; (b) to offer or undertake by any means or method to diagnose, treat, operate or prescribe any remedy for any human disease, injury, deformity, physical, mental or psychical condition by means of signs, cards, advertisements, written or printed matter, or through the radio, television or any other means of communication; or (c) to use the title M.D. after his/her name;
16. **Licensed or Registered Physician** refers to a person who has qualified and passed the Physicians Licensure Examination and has complied with all the requirements for registration as a Physician and is a holder of a valid Certificate of Registration and Professional Identification Card issued by the PRC and the Board;

¹³Sec. 3 (i) of IRR of PQF Act

¹⁴Sec. 3 (j) of IRR of PQF Act

¹⁵Sec. 3 (l) of IRR of PQF Act

¹⁶Sec. 4 of PQF Act

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17. **Qualification** refers to a formal certification that a person has successfully achieved specific learning outcomes relevant to the identified academic, industry or community requirements. A qualification confers official recognition of value in the labor market and in further education and learning¹⁷;
18. **Qualification Title** is a complete profile of qualifications that indicate the scope and level of competencies acquired through the learning process;
19. **Specialization** refers to the field of practice of a profession for a particular area of knowledge or the process of becoming an expert in a particular field of professional practice.

Section 2. Creation of Career Progression and Specialization Programs

- a. **Career Pathways** – The Career Pathways for Medicine begins with a Physician who has obtained a Diploma of Doctor of Medicine and becomes a Registered or Licensed Physician by passing the Physician Licensure Examination and obtaining a Certificate of Registration from PRC for which such Licensed Physician will receive Level 7 recognition. He can either pursue an academic or professional track to reach a specialization.

Level 8 is the recognition of Registered or Licensed Physician who, by completing a PRC accredited residency training and passing the certifying examinations given by the appropriate specialty board, becomes a specialist. Such specialist may then proceed to train in a PRC accredited subspecialty program, and after passing the certifying examinations given by the appropriate subspecialty board, will receive a recognition of Level 8-A. A graduate of the Degree of Doctor of Medicine who pursues the academic path without taking the Physician's Licensure examination will not be covered by the CPSP for Medicine.

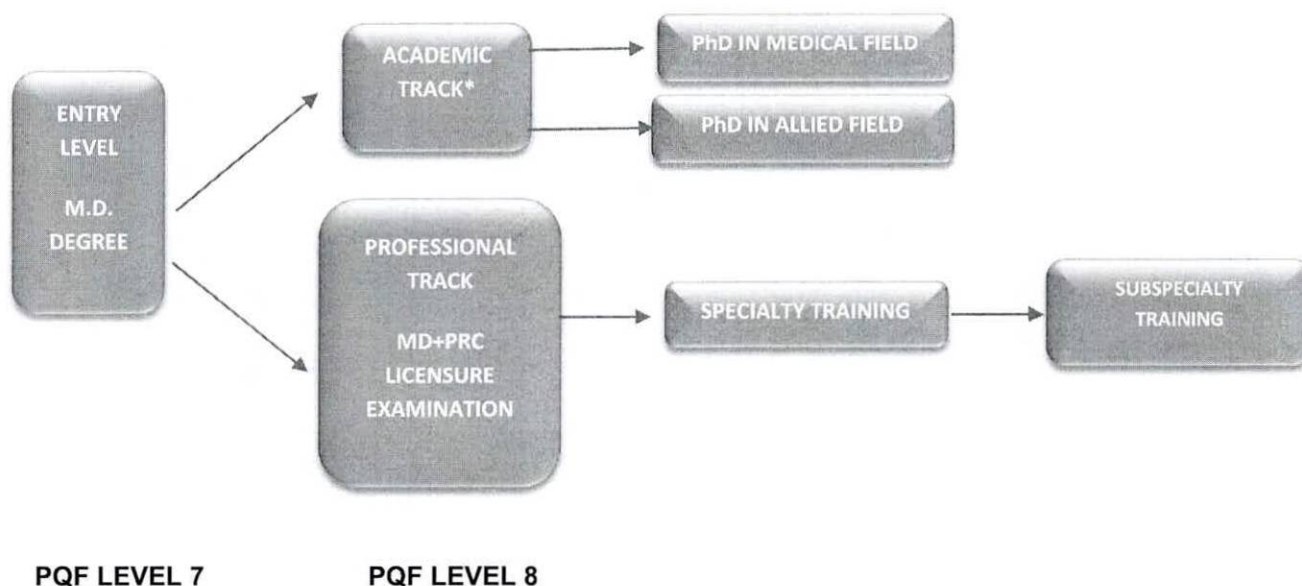
The pinnacle of the Physician's career path is the Advanced Specialist or Professor. This is a Specialist without or with a subspecialty who has taken the Academic track to obtain a Doctoral or Postdoctoral Degree (Level 8) or the Professional track by passing the certifying examinations in specialty and subspecialty given by respective specialties and sub-specialties boards. A Physician attains this level by accruing more knowledge and skill in his field producing innovations, patents, inventions, copyrights, monographs, research articles, health policy, clinical practice guidelines and copyrights that changed the practice of the specialty. The Highly Proficient Specialist reaches Level 8 when he obtains a Doctoral or Postdoctoral Degree contributing to policy, governance, innovations, diagnostics, treatment and health strategies in addition to the abovementioned contributions had he taken the professional track.

¹⁷Sec. 3 (m) of IRR of PQF Act

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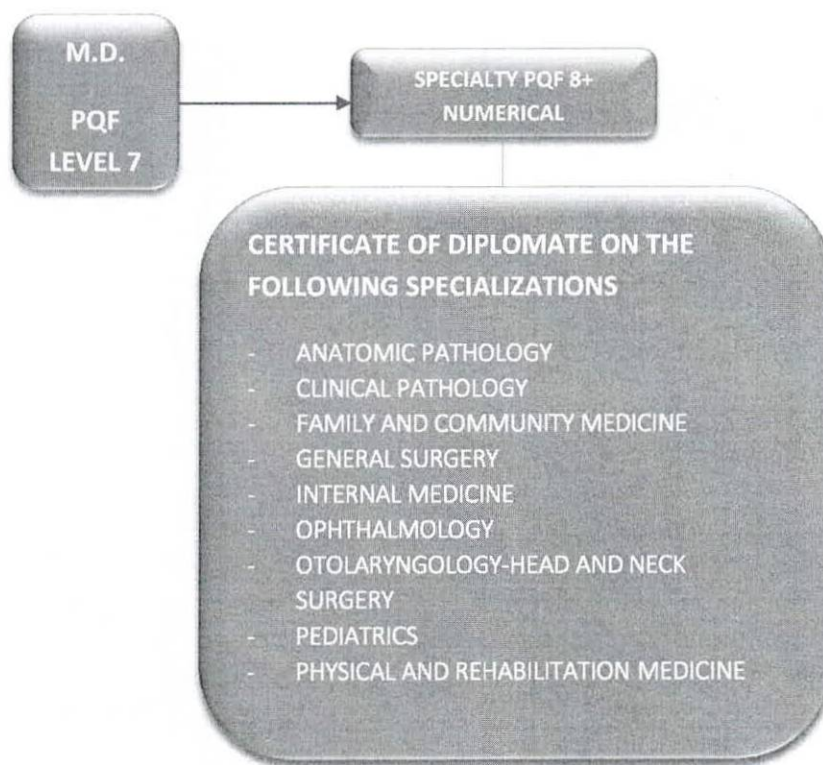
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* Academic Track is under the Commission on Higher Education

CAREER PATHWAYS FOR THE MEDICAL PROFESSION



*The PhQuaR diagram contains only the Professional Qualification Titles specified in this Resolution.

b. Identification of Career Progression and Specialization Programs:

Initially, there will be nine (9) fields of Career Progression and Specialization Programs to include but are not limited to the following:

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- a. Anatomic Pathology
- b. Clinical Pathology
- c. Family and Community Medicine
- d. General Surgery
- e. Internal Medicine
- f. Ophthalmology
- g. Otolaryngology-Head and Neck Surgery
- h. Pediatrics
- i. Physical and Rehabilitation Medicine

c. Career Progression and Specialization Programs

1. Philippine Qualifications Register (PhQuaR)

Qualification Code	Qualification Title	Descriptor	Level	Authority Granting Agency
PMED 80912-1	Certificate of Diplomate in Anatomic Pathology	The Certificate of Diplomate in Anatomic Pathology constitutes highly advanced specialization in the diagnoses of diseases through examination of tissues and body fluids. It bespeaks of highly advanced education and clinical training in Anatomic Pathology. It includes demonstration of highly advanced systematic knowledge and skills in highly specialized field of Anatomic Pathology and laboratory medicine or complex multi-disciplinary field of learning for professional medical practice, complex research and/or lifelong learning in the field of Anatomic Pathology. This requires a significant level of expertise and full independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities, with autonomy and accountability in practice.	8	PRC
PMED 80912-2	Certificate of Diplomate in Clinical Pathology	The specialty practice of Diplomate in Clinical Pathology constitutes highly advanced specialization in diagnoses of diseases through laboratory medicine. It bespeaks of highly advanced education and clinical training in Clinical Pathology. It includes demonstration of highly advanced systematic knowledge and skills in highly specialized field of Clinical Pathology and laboratory medicine or complex multi-disciplinary field of learning for professional medical practice, complex research and/or lifelong learning in the field of Clinical Pathology and laboratory medicine. This requires a significant level of expertise and full independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value added activities, with autonomy and accountability in practice.	8	PRC

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Qualification Code	Qualification Title	Descriptor	Level	Authority Granting Agency
<p>PMED 80912-3</p>	<p>Certificate of Diplomate in Family and Community Medicine</p>	<p>The specialty practice of Diplomate in Family and Community Medicine constitutes highly advanced specialization in the diagnoses, treatment, and management of diseases across different life stages in different health care settings. It bespeaks of highly advanced education and clinical training in Family Medicine. It includes demonstration of highly advanced systematic knowledge and skills in highly specialized field of Family Medicine or complex multi-disciplinary field of learning for professional medical practice, complex research and/or lifelong learning in the field of Family Medicine. This requires a significant level of expertise and full degree of independence in individual work and/or in teams of multidisciplinary nature and more complex setting that demands leadership for research and creativity for strategic value-added activities.</p>	<p>8</p>	<p>PRC</p>
<p>PMED 80912-4</p>	<p>Certificate of Diplomate in General Surgery</p>	<p>The certificate of Diplomate in General Surgery constitutes highly advanced specialization in the diagnoses, treatment and management of diseases including surgery. It bespeaks of highly advanced education, clinical and surgical training in General Surgery. It includes a demonstration of highly advanced systematic knowledge and skills in highly specialized field of General Surgery or complex multi-disciplinary field of learning for professional medical practice, complex research and/or lifelong learning in the field of General Surgery. This requires a significant level of expertise and full independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities, with autonomy and accountability in practice.</p>	<p>8</p>	<p>PRC</p>
<p>PMED 80912-5</p>	<p>Certificate of Diplomate in Internal Medicine</p>	<p>The certificate of Diplomate in Internal Medicine constitutes highly advanced specialization in the diagnoses, treatment and management of diseases. It bespeaks of highly advanced education and clinical training in Internal Medicine. It includes demonstration of highly advanced systematic knowledge and skills in the specialized field of Internal Medicine or complex multi-disciplinary field of learning for professional medical practice, complex research and/or lifelong learning in the field of Internal Medicine. This requires a significant level of expertise and full degree of independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities, with autonomy and accountability in practice.</p>	<p>8</p>	<p>PRC</p>

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Qualification Code	Qualification Title	Descriptor	Level	Authority Granting Agency
<p>PMED 80912-6</p>	<p>Certificate of Diplomate in Ophthalmology</p>	<p>The specialty practice of Diplomate in Ophthalmology constitutes highly advanced specialization in diagnoses, treatment and management of diseases involving the eyes and related structures, including malignancies. It bespeaks of advanced education, clinical and surgical training in Ophthalmology and an introduction to its sub-specialties. It includes demonstration of highly advanced systematic knowledge and skills in highly specialized field of Ophthalmology or complex multi-disciplinary field of learning for professional medical/surgical practice, complex research and/or lifelong learning in the field of Ophthalmology. This requires a significant level of expertise and full degree of independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities, with autonomy and accountability in practice.</p>	<p>8</p>	<p>PRC</p>
<p>PMED 80912-7</p>	<p>Certificate of Diplomate in Otolaryngology-Head and Neck Surgery</p>	<p>The specialty practice of Diplomate in Otorhinolaryngology-Head and Neck Surgery constitutes highly advanced specialization in the diagnoses, medical treatment and surgical management of diseases involving the ears, nose, throat and head and neck, including malignancies. It bespeaks of highly advanced education, clinical and surgical training in Otorhinolaryngology-Head and Neck Surgery. The practice includes demonstration of highly advanced systematic knowledge and skills in specialized field of Otorhinolaryngology-Head and Neck Surgery or complex multi-disciplinary field of learning for professional medical/surgical practice, complex research and for advancement of learning. This requires a significant level of expertise and a full degree of independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities.</p>	<p>8</p>	<p>PRC</p>
<p>PMED 80912-8</p>	<p>Certificate of Diplomate in Pediatrics</p>	<p>The specialty practice of Diplomate in Pediatrics constitutes highly advanced specialization in diagnoses, treatment and management of diseases in children. It bespeaks of advanced education and clinical training in Pediatrics. It includes demonstration of highly advanced systematic knowledge and skills in specialized field of Pediatrics or complex multi-disciplinary field of learning for professional medical practice, complex research and for advancement of learning in the field of Pediatrics. This requires a significant level of expertise and full degree</p>	<p>8</p>	<p>PRC</p>

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Qualification Code	Qualification Title	Descriptor	Level	Authority Granting Agency
		of independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value-added activities, autonomy and accountability in the practice.		
PMED 80912-9	Certificate of Diplomate in Physical and Rehabilitation Medicine	The specialty practice of Diplomate in Physical and Rehabilitation Medicine constitutes highly advanced specialization in the diagnoses, treatment, and management of sequelae of chronic diseases. It bespeaks of highly advanced education and clinical training in Physical and Rehabilitation Medicine including demonstration of highly advanced systematic knowledge and skills in this specialized field or complex multi-disciplinary field of learning for professional medical practice, complex research and for advancement of learning. This requires a significant level of expertise and full degree of independence in individual work and/or in teams of multidisciplinary and more complex setting that demands leadership for research and creativity for strategic value added activities.	8	PRC

2. PQF Level Alignment

The qualification and professional practice outcomes of the abovementioned qualification titles in relation to the descriptors of PQF levels 8 are shown in Annexes A, B, C, D, E, F, G, H and I.

This Resolution shall take effect after fifteen (15) days following its publication in the Official Gazette or in any major newspaper of general circulation in the country.

Let copies hereof be furnished the University of the Philippines Law Center.

Done in the City of Manila this 15th day of July 2025.


EFREN C. LAXAMANA, MD
 Chairman

GODOFREDA V. DALMACION, MD
 Member


ZENAIDA L. ANTONIO, MD
 Member


MARTHA O. NUCUM, MD
 Member


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 Member


PRUDENCIO Z. STA. LUCIA, JR., MD
 Member

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ATTESTED BY:


ATTY. LOVELIKA T. BAUTISTA
Chief, PRB Secretariat Division

APPROVED:


CHARITO A. ZAMORA
Chairperson


ERWIN M. ENAD
Commissioner

(VACANT)
Commissioner

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