



Republic of the Philippines  
Professional Regulation Commission  
Manila



PROFESSIONAL REGULATORY BOARD OF MEDICAL TECHNOLOGY

Resolution No. 22  
Series of 2025

**CREATION OF A CAREER PROGRESSION AND SPECIALIZATION PROGRAM  
FOR THE CERTIFICATE OF DIPLOMATE IN SPECIALIZED MEDICAL  
TECHNOLOGY/ MEDICAL LABORATORY SCIENCE IN LABORATORY  
MANAGEMENT AND LEADERSHIP (PQF LEVEL 7)**

**WHEREAS**, Section 2 of Republic Act (R.A.) No. 10968 or the "Philippine Qualifications Framework Act" states that it is the policy of the State to institutionalize the Philippine Qualifications Framework (PQF) to encourage lifelong learning of individuals, provide employee specific training standards and qualifications aligned with industry standards;

**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 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**, Section 5 (c) of the Implementing Rules and Regulations of R.A. No. 10968 provides that one of the objectives of the PQF 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**, the PQF-National Coordinating Council issued Resolution No. 1 (s. 2025), otherwise known as "Approving the Inclusion of the Professional Track in the Philippine Qualifications Framework (PQF) Diagram";

**WHEREAS**, Section 4 (a) of R.A. No. 10912 or 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 PQF, the ASEAN Qualifications Reference Framework (AQRf) and the ASEAN Mutual Recognition Arrangements (ASEAN MRAs);

**WHEREAS**, Section 12, Article III of R.A. No. 10912 mandates the Professional Regulation Commission (PRC) and the Professional Regulatory Boards (PRBs) to formulate and implement a Career Progression and Specialization Program (CPSP) for every profession;

**WHEREAS**, Section 11 of R.A. No. 5527, otherwise known as the "Philippine Medical Technology Act of 1969", as amended, states that the Professional Regulatory Board of Medical Technology (Board) is *vested with authority and required, conformably with the provisions of this Act, to: xxx (d) look into conditions affecting the practice of medical technology in the Philippines and, whenever necessary, adopt such measures as may be deemed proper for the maintenance of good ethics and standards in the practice of medical technology; and (h) prescribe the qualifications and training of medical technologists as to special fields of the profession and supervise their specialty*

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*examination conducted by the professional organization of medical technologists accredited by the PRC;*

**WHEREAS**, the advancements in laboratory medicine and technology as well as the need for new skills and competencies highlight the importance of continuing education and specialization in the field of Medical Technology;

**WHEREAS**, the creation of the profession qualification title for Filipino Medical Technologists / Medical Laboratory Scientists will enable the practicing professionals to be globally competitive and increase their capacity to negotiate a stronger positioning for economic benefit with their employers. Specifically, if they are accorded the title Diplomate or Fellow in Laboratory Management, it endows the practicing medical technologists the opportunity to engage in executive and corporate administrative posts in healthcare institutions both in private and public offices. Furthermore, the Diplomate and Fellow Medical Technologists will play relevant roles in healthcare empowerment and advancement in the country by becoming catalysts of innovation. The competencies they will develop will help grow and enrich the research and future advancements of healthcare management. It will also enable the Philippines to become responsive and industry-ready for future health management challenges and demands;

**WHEREAS**, there is a need to issue guidelines for the PRBs in the formulation of a CPSP for their respective professions for inclusion in the Philippine Qualifications Register (PhQuaR);

**WHEREAS**, the Board formulated the CPSP for the Medical Technology profession to address the Pathways and Equivalencies of PQF and which was subjected to various national consultations with the professional organization concerned, national government agencies, academe and industry.

**NOW THEREFORE**, the Board **RESOLVES**, as it is hereby **RESOLVED**, to **ISSUE** the **Guidelines on the Creation of a Career Progression and Specialization Program for the Certificate of Diplomate in Specialized Medical Technology/ Medical Laboratory Science in Laboratory Management and Leadership**, as follows:

**Section 1. Definition of Terms**

1. **Accredited Professional Organization (APO)** refers to the PRC Accredited Professional Organization where membership therein by professionals is only voluntary<sup>1</sup>;
2. **ASEAN Qualifications Reference Framework (AQR)** is a common reference framework which functions as a device to enable comparisons of qualifications across ASEAN Member States<sup>2</sup>;
3. **Assessment** is the process of appraising learning outcomes in terms of domains of knowledge, skills, values, application, and degree of independence of an individual against a predetermined criteria or standards<sup>3</sup>;
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

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

<sup>2</sup>ASEAN Qualifications Framework document - Annex 2: Glossary

<sup>3</sup>Sec. 3 (a) of Implementing Rules and Regulations (IRR) of PQF Act

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- profession; it outlines the route one may follow in order to reach identified career development goals<sup>4</sup>;
5. **Competence** refers to an ability that extends beyond the possession of knowledge and skills, which include cognitive, functional, personal and ethical competence<sup>5</sup>;
  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 setting<sup>6</sup>;
  7. **Equivalency** refers to the process that involves assigning equivalent credits to the competencies demonstrated by a learner through assessment, thereby providing entry points to the 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 knowledge<sup>7</sup>,
  8. **Learning Outcomes** are clear statements of what a learner is expected to know, understand and/or do as a result of a learning experience<sup>8</sup>;
  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 Alignment Matrix (LAM)** is a tool used within the PQF to map professional practice outcomes of a professional qualification title to the corresponding PQF level descriptors. The LAM ensures quality assurance in education and training, and facilitates recognition of qualifications across different sectors;
  11. **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 describes what an individual should be able to know, perform or demonstrate at a particular level<sup>9</sup>;
  12. **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 reasons<sup>10</sup>;
  13. **Pathways** refers to mechanisms or access ramps which provide access to qualifications and assist people to move easily and readily between the different

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<sup>4</sup>Sec. 3 (c) of IRR of PQF Act

<sup>5</sup>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)

<sup>6</sup> 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)

<sup>7</sup>Sec. 3 (d) of IRR of PQF Act

<sup>8</sup>Sec. 3 (h) of IRR of PQF Act

<sup>9</sup>Sec. 3 (i) of IRR of PQF Act

<sup>10</sup>Sec. 3 (j) of IRR of PQF Act

education and training sectors and between these sectors and the labor market<sup>11</sup> which includes professional work experience;

14. **Philippine Qualifications Framework (PQF)** describe the levels of educational qualifications and set 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 country<sup>12</sup>;
15. **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<sup>13</sup>;
16. **Profession** refers to the career for someone that wants to be part of society, who becomes competent in his chosen field of practice through training; maintains knowledge and skills through CPD; and commits to behaving ethically to protect the interests of the public;
17. **Professional** refers to a person who is registered and licensed to practice a regulated profession in the Philippines and who holds a valid Certificate of Registration (COR) and Professional Identification Card (PIC) from the Professional Regulation Commission (PRC)<sup>14</sup>;
18. **Professional Practice Outcomes** refers to the program outcomes and learning outcomes which are the expected results of significant or essential learnings that the professional has achieved and can reliably be demonstrated once implemented into practice in accordance with the professional standard specified for a qualification title;
19. **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 learning<sup>15</sup>;
20. **Qualification Title** is a complete profile of qualifications that indicate the size and level of competencies acquired through the learning process;
21. **Specialist** refers to a registered and licensed medical technologist who has trained in an advanced specialization program of a PRC- recognized training society;
22. **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.

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<sup>11</sup>Sec. 3 (l) of IRR of PQF Act

<sup>12</sup>Sec. 4 of PQF Act

<sup>13</sup><https://pqf.gov.ph/PhQuaR>

<sup>14</sup>Section 3 (t) of RA 10912 (CPD Act of 2016) and PRC Resolution No. 4 (s 2014)

<sup>15</sup>Sec. 3 (m) of IRR of PQF Act

**Section 2. Creation of Career Progression and Specialization Programs (CPSP)**

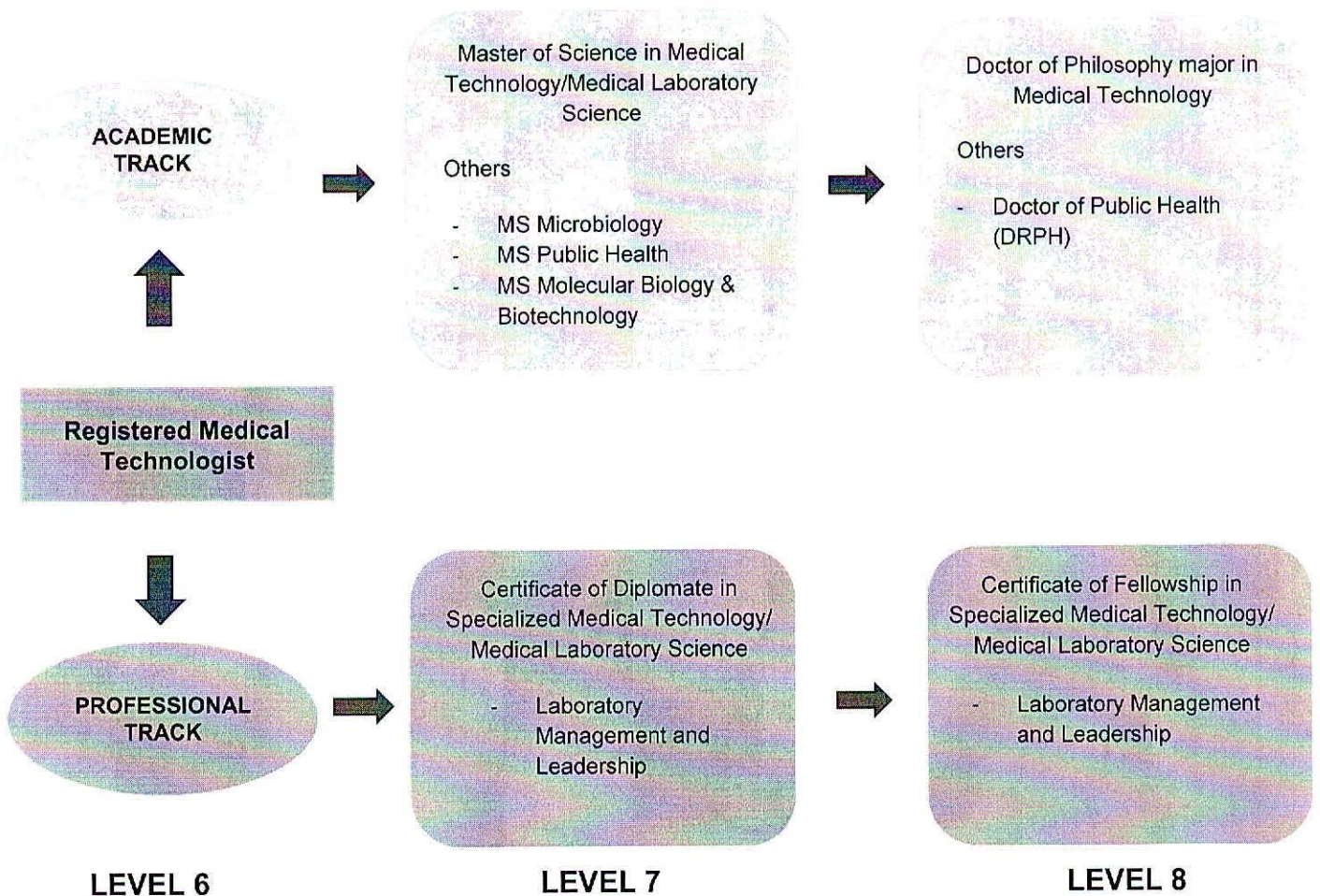
The Board envisions to have quality, safe, ethical and globally competitive practice of Medical Technology. The Board aims to continuously build capacity, credentials and qualifications of the Medical Technologists through the CPSP.

**a. Career Pathways**

The career pathways of the Medical Technology profession require, as an entry qualification, the possession of a Diploma in Bachelor of Science in Medical Technology/Medical Laboratory Science and passing of the Medical Technology Licensure Examination.

For career progression, the Career Pathways to be pursued from Certificate of Diplomate in Specialized Medical Technology/ Medical Laboratory Science (PQF Level 7) to Certificate of Fellowship in Specialized Medical Technology /Medical Laboratory Science (PQF Level 8) is shown in the diagram below.

**Figure 1**



**b. Identification of Career Progression and Specialization Programs**

Initially, the Professional Track for Medical Technology/ Medical Laboratory Science has been identified as a pathway to career progression. The first Professional Track

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identified by the CPSP is the Laboratory Management and Leadership wherein Level Alignment Matrix (LAM) has been formulated (Annex A).

**c. Career Progression and Specialization Programs**

The CPSP as herein envisioned shall be governed by the enabling Rules and Guidelines as prescribed and promulgated by the Board in accordance with the PRC Resolution No. 1117 (s. 2018)<sup>16</sup>. Fields of specialization shall be prioritized based on need and prevailing circumstances.

**1. Philippine Qualifications Register (PhQuaR)**

Qualification Code	Qualification Title	Descriptor	Level	Authority Granting Agency
POMT 70914-1	Certificate of Diplomate in Specialized Medical Technology/ Medical Laboratory Science in Laboratory Management and Leadership	<p>The practice of Certificate of Diplomate in Specialized MT/ MLS Laboratory Management and Leadership includes demonstration of advanced systematic knowledge and skills in highly specialized Medical Technology practice and lower- or middle-level management with either supervisory or executory functions in clinical laboratories.</p> <p>The practice provides application of theories and principles of innovative management, research and leadership tools and frameworks to help clinical laboratory managers and leaders provide solutions to operational challenges and develop a positive practice environment in the workplace.</p> <p>This requires high substantial degree of independence that involves exercise of leadership and initiative, individual work or in teams of multi-disciplinary field.</p>	7	PRC

**2. PQF Level Alignment**

The qualification and professional practice outcomes of the abovementioned qualification titles in relation to the descriptor of PQF Level 7 as shown in **Annex A**.

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 a copy hereof be furnished the University of the Philippines Law Center.

<sup>16</sup> "Formulation of Guidelines on the Creation and Implementation of a Career Progression and Specialization Program for the Regulated Professions"

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Done in the City of Manila this 4th day of November, 2025.

  
**MARILYN A. CABAL-BARZA**  
Chairperson

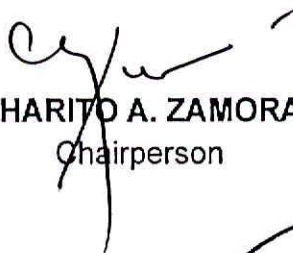
  
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Commissioner

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