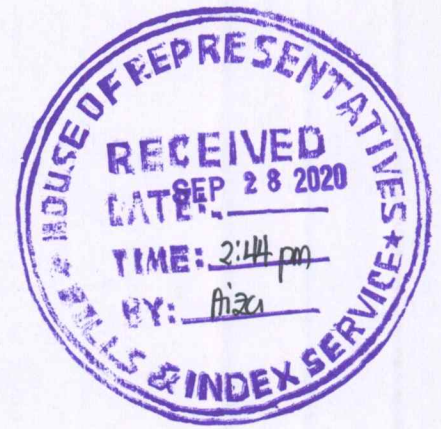


Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
Second Regular Session
House Bill No. 7784



**INTRODUCED BY
REP. ALFRED VARGAS**

**AN ACT
PROVIDING FOR THE INCREASE IN SALARY RATE OF ALL NURSES
AND MEDICAL WORKERS IN ALL PRIVATE HOSPITALS
AND HEALTH INSTITUTIONS**

EXPLANATORY NOTE

The COVID-19 pandemic has greatly affected families and economies worldwide. But countries are able to build back better and move forward with the help of the noble health workers both from the public and the private sector.

Recognizing the critical role of nurses and medical workers during public health emergencies, the Department of Labor and Employment has strongly recommended an increase in the salary rate of nurses and other medical workers in the private sector.¹

The minimum base pay of government nurses was raised in 2020 to Salary Grade 15 amounting to at least Php 32,000 from Salary Grade 11 or at least Php 22,000. However, as reported by the Filipino Nurses United, private nurses receive an “insultingly low” monthly average salary of Php 5,000 to Php 10,000 below the minimum wage.²

Despite the essential services delivered by nurses and other medical workers in these challenging times to all Filipinos, they cannot even afford to provide for their basic needs and that of their families given the low remuneration and benefits accorded to them.

The demand for Filipino nurses to work abroad which provides more incentives and benefits for them, has also drained our own supply of

¹ <https://news.abs-cbn.com/news/09/11/20/kawawa-nurses-natin-bello-strongly-recommends-pay-hike-for-private-medical-workers>

² Ibid.

competent health care workers and may lead to the incapacity of our already fragile public health system. The low pay and high risks have become the sad reality of nurses in the Philippines we hope to change.

This bill seeks to upgrade the salaries received by nurses and medical workers in all private hospitals and health institutions, as a means of recognizing the noble sacrifices and dignity of Filipino nurses. It assumes the responsibility of providing protection, respect, and improvement of the nursing profession and other medical workers by instituting measures that will ensure the adaptation of just and humane working conditions and professional growth. This legislation also seeks to encourage health workers to work and serve in the country instead of going abroad.

In view of the foregoing, the immediate passage of this bill is earnestly sought.



ALFRED VARGAS

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

SECTION 1. Short Title. – This Act shall be known as the "*Salary Increase for Private Sector Medical Workers Act.*"

SECTION 2. Declaration of Policy. – It is hereby declared the policy of the State to ensure the welfare of medical workers in recognition of their invaluable role in the health care system of our country. It is the duty and responsibility of the State to provide adequate and just remuneration and benefits to health workers in order to enhance their general welfare and to attract and retain its rightful share of talents with the end view of fulfilling the State policy of providing quality and essential health services to all Filipinos.

SECTION 3. Coverage. – This Act shall cover all private nurses and medical workers in all private health facilities and institutions. This includes medical practitioners, staff, and aide in hospitals, sanitarium, health infirmaries, clinics, laboratories, and other health-related establishments who are exposed to the 2019 Coronavirus Disease (COVID-19).

SECTION 4. Increasing the Salary Rate of Nurses and other Medical Workers in All Private Health Institutions. – The present minimum monthly salary rate for private nurses and other medical workers in all private health facilities and institutions shall be upgraded to their respective public sector counterparts. The salaries of those occupying higher positions shall be adjusted accordingly. The funds for private health facilities and institutions shall be included in the corporate budget.

SECTION 5. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed to diminish existing benefits under present laws, company policies, and collective bargaining agreements.

SECTION 6. *Penalty.* – A fine if not less than Five Hundred Thousand Pesos (Php 500,000.00) and/or imprisonment of not less than one (1) nor more than two (2) years shall be imposed upon any person violating any provision of this Act. *Provided That*, for juridical persons, the head of the agency and Board of Directors, or executive officials of the agency or institution, shall assume full responsibility for violations of this Act.

SECTION 7. *Implementing Rules and Guidelines.* – Within sixty (60) days from the effectivity of this Act, the Department of Labor and Employment, in consultation with the Department of Health and other appropriate government agencies and relevant stakeholders, shall formulate the rules and regulations to effectively implement the provisions of this Act.

SECTION 8. *Separability Clause.* – Any portion or provisions of this Act that may be declared unconstitutional or invalid shall not have the effect of nullifying other portions and provisions hereof as long as such remaining portions or provisions can still subsist and be given effect in their entirety.

SECTION 9. *Repealing Clause.* – All laws, decrees, executive orders, proclamations and administrative regulations, or any parts thereof inconsistent with the provisions of this Act are hereby revoked, repealed or modified accordingly.

SECTION 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in at least two (2) national papers of general circulation or in the Official Gazette.

Approved,