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Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL No. 7851



Introduced by

**BAYAN MUNA Representatives FERDINAND R. GAITE,
CARLOS ISAGANI T. ZARATE and EUFEMIA C. CULLAMAT,
ACT TEACHERS Party-List Representative FRANCE L. CASTRO,
GABRIELA Women's Party Representative ARLENE D. BROSAS
and KABATAAN Party-List Representative SARAH JANE I. ELAGO**

AN ACT

INCREASING THE MINIMUM SALARY OF NURSES IN THE PRIVATE SECTOR

EXPLANATORY NOTE

They are the most numerous professionals in most hospitals. On duty for 8-12 hours, they care for the sick 24/7, at the risk of their very own lives. They are considered "heroes" in the fight against the COVID-19 pandemic. Their commitment to service and the nursing profession have cost them their very own lives. Yet, our Filipino nurses are among the least paid compared to their counterparts in other countries.

Filipino registered nurses earn the least compared to their peers in the Southeast Asian region based on a recent study by iPrice Group. Filipino nurses only earn around ₱40,381 per month, 57% less than their peers in Vietnam, where nurses are paid ₱62,200 per month.

Based on data from Economic Research Institute-Powered Company Salary Expert, nurses in other countries earn much more. Nurses earn a monthly pay of ₱236,000 in Singapore, ₱97,000 in Malaysia, and ₱83,000 in Thailand.

Actually, salaries are even less in the Philippines. According to the Department of Labor and Employment Bureau of Local Employment, the entry-level registered nurse receives a monthly salary of ₱8,000 to ₱13,500, while hospital-hired nurses earn only ₱9,757.

Some private sector nurses are even paid only ₱5,000 to ₱10,000 per month, with salaries pegged at the minimum daily wage in the region. These are far below the ₱537/day minimum wage or ₱11,000/month for workers in the National Capital Region.

Such amounts are significantly less than the family living wage of ₱1,022/day or ₱31,089/month needed by a family of five in the National Capital Region to live decently. Nurses could not even afford to provide for their own basic needs, much more their families' basic needs.

The government has been oblivious to the situation of nurses. Calls and demands of nurses for

1 higher salaries and salary upgrading fell on deaf ears and was even openly opposed by the
2 Department of Budget and Management despite clear provisions in Republic Act 9173 or
3 Philippine Nursing Act of 2002. Save for minimal salary increases in the Salary
4 Standardization Laws which are only for the public sector, no program or law from the past
5 and present administration ever increased the salary of nurses. Worse, in 2016, former
6 President Benigno Aquino III vetoed the Comprehensive Nursing Bill because of the provision
7 for Salary Grade 15 for public sector nurses. Nurses in the public sector previously earned
8 P22,316/month (Salary Grade 11) before finally being upgraded to P32,053/month (Salary
9 Grade 15) effective January 2020 through a Supreme Court ruling, after 18 long years of
10 struggle by our health workers.

11
12 While nurses in the public and private sector perform the same tasks and are exposed to the
13 same risks, private sector nurses ironically are in a worse situation. Private sector nurses receive
14 lower wages, are not given benefits such as hazard pay, subsistence pay and other benefits.
15 Even during this pandemic, very few private facilities provide hazard pay to the nurses and
16 other health workers. It was only when many health workers including nurses started dying
17 that some benefits like special risk allowance and COVID-19 hazard pay were belatedly
18 extended to the private sector nurses through the Bayanihan to Recover As One Act or
19 Bayanihan 2.

20
21 No wonder most Filipino nurses would rather work abroad despite the risks and hazards, and
22 despite the deployment ban.

23
24 It is simply unreasonable for the government to expect nurses to stay and serve yet refuse to
25 provide them with adequate salaries, benefits, job security and protection. It is not right for
26 government to demand that nurses stay in our country and render service when it could not
27 fulfill its basic responsibility to provide security of tenure, humane working conditions and a
28 living wage to workers including the nurses as enshrined in the 1987 Constitution.

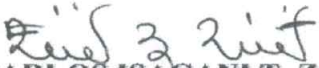
29
30 It is high time we truly and concretely recognize the role and contribution of our nurses who
31 are providing care and saving lives not only during the COVID-19 pandemic. We have to care
32 for and protect our nurses and health workers, so they can provide care and services to the
33 Filipino people.

34
35 This bill aims to increase the salary for nurses in the private sector to the same level as that of
36 the public sector nurses, regardless of employment status.

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38 The urgent passage of this bill, thus, is earnestly sought.

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42 *Approved,*

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49 **REP. FERDINAND R. GAITE**
50 *Bayan Muna Partylist*

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5 **REP. CARLOS ISAGANI T. ZARATE**
6 *Bayan Muna Partylist*
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8 **REP. EUFEMIA C. CULLAMAT**
9 *Bayan Muna Partylist*
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13 **REP. FRANCE L. CASTRO**
14 *ACT Teachers Partylist*
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18 **REP. ARLENE D. BROSAS**
19 *GABRIELA Women's Party*
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REP. SARAH JANE I. ELAGO
Kabataan Partylist

1 Republic of the Philippines
2 HOUSE OF REPRESENTATIVES
3 Quezon City

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5 EIGHTEENTH CONGRESS
6 Second Regular Session

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8 HOUSE BILL No. **7851**
9

10 *Introduced by*

11 BAYAN MUNA Representatives FERDINAND R. GAITE,
12 CARLOS ISAGANI T. ZARATE and EUFEMIA C. CULLAMAT,
13 ACT TEACHERS Party-List Representative FRANCE L. CASTRO,
14 GABRIELA Women's Party Representative ARLENE D. BROSAS
15 and KABATAAN Party-List Representative SARAH JANE I. ELAGO
16

17 AN ACT

18 INCREASING THE MINIMUM SALARY OF NURSES IN THE PRIVATE SECTOR
19

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

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23 **SECTION 1. *Short Title.*** This Act shall be known as "The Salary Increase for Private Sector
24 Nurses Act of 2020."

25
26 **SECTION 2. *Declaration of Policy.*** It is the Government's concern and responsibility to
27 provide adequate remuneration and benefits of health workers to enhance general welfare and
28 to attract and retain its rightful share of talents with the end in view of fulfilling the state policy
29 of providing essential health services to all Filipinos.
30

31 **SECTION 3. *Coverage.*** The minimum salary shall cover all nurses in private health facilities,
32 whether regular, or non-regular, including contractual, contract of service, job-order, casual,
33 and project-based.
34

35 **SECTION 4. *Minimum Salary for Nurses in the Private Sector.*** The present minimum
36 monthly salary for nurses shall be equivalent to P32,000 per month or equivalent to salary
37 grade (SG) "15" of the Salary Standardization Law as amended.
38

39 *Provided that,* the minimum salary shall be increased and adjusted accordingly as their Nurse
40 1 counterparts in the public sector.

41
42 *Provided further, that,* salaries of those occupying higher positions shall be adjusted
43 accordingly.
44

45 **SECTION 5. *Sanctions.*** A fine of not less than five hundred thousand pesos (P500,000,000)
46 and/or imprisonment of not less than one (1) year nor more than two (2) years shall be imposed
47 upon violation of any of the provisions hereof.
48

49 *Provided that,* for violations committed by agencies, juridical persons, or any other entity, the
50 head of the agency and Board of Directors or executive officials of the agency shall assume

1 full responsibility.

2
3 **SECTION 6. *Refund and Compensation.*** Any nurse found to have been a victim of violation
4 of any section of this Act shall be entitled to backwages and full payment of unpaid benefits.
5 In addition, he/she shall be entitled to refund of interest and attorney's fees to be paid by the
6 agency if he/she is forced to litigate.

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8 **SECTION 7. *Rules and Regulations.*** The Department of Health and the Department of Labor
9 shall promulgate the necessary rules and regulations of the provisions of this Act.

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11 **SECTION 8. *Constitutionality.*** Should any provision of this Act be declared invalid or
12 unconstitutional, the validity or constitutionality of the other provisions shall not be affected
13 thereby.

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15 **SECTION 9. *Repealing Clause.*** All laws, decrees, letters of instructions, resolutions, orders,
16 ordinances or parts thereof which are inconsistent with the provisions of this Act, are hereby
17 repealed, amended, or modified accordingly.

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19 **SECTION 10. *Effectivity.*** This Act shall take effect fifteen (15) days after publication in the
20 Official Gazette or in a national newspaper of general circulation.

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23 *Approved,*