

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

NINETEENTH CONGRESS
First Regular Session

House Bill No. **5806**



INTRODUCED BY REP. PM VARGAS

AN ACT
PROVIDING FOR NURSES APPRECIATION THROUGH RAISED SALARIES
(NARS) BY UPGRADING THE MINIMUM SALARY GRADE LEVEL OF ALL
PUBLIC NURSES FROM SALARY GRADE 11 TO 15 IN ALL PUBLIC
HOSPITALS AND OTHER GOVERNMENT INSTITUTIONS, AND
INCREASING THE SALARY RATE OF ALL PRIVATE NURSES IN ALL
PRIVATE HOSPITALS AND HEALTH INSTITUTIONS

EXPLANATORY NOTE

The Philippines is one of the largest migrant-sending countries in the world and among the world's largest suppliers of nurses. Over the years, Filipino nurses have continuously migrated in search of greener pastures overseas while those who remain in the country, often opt to bring their services to other relatively lucrative sectors which do not involve the practice of their profession.

At the onset of the pandemic, health workers including nurses courageously stood their ground to serve the Filipino people at the frontline.

Although the State has attempted to address this major loss in health sector of the country through the enactment of the Philippine Nursing Act of 2002 or the Republic Act No. 9173, it was never implemented on the account of the failure of allocation of funds.

In 2016, Executive Order No. 201 approved the entry salary for nurses with Salary Grade (SG) 11 at P20,754 per month for the fourth tranche. Meanwhile, nurses in the private sector receive less than P10,000 per month, which is even lower than the mandated minimum wage in the National Capital Region at around Php17,100 per month or Php570 per day.

This unjust situation is further aggravated by the challenges of the pandemic and the inadequate implementation of benefits as mandated by the Magna Carta of Public Health Workers or Republic Act No. 7305, such as overtime pay, night shift differential, on-call pay, and hazard pay.

This bill seeks to upgrade the salaries received by the public nurse by raising the minimum salary grade level of nurses from Salary Grade 11 (Php25,439.00) to 15 (Php35,097.00) and to increase the minimum salary rate of Private Nurses to P20,000.

This measure ensures the dignity of Filipino nurses and assumes responsibility for the protection, respect, and improvement of the nursing profession by instituting measures that will ensure the adaption of just and humane conditions of work and the promotion of professional growth. This bill also aims to ensure that mandated benefits are provided to encourage our own nurses to work in the country instead of going abroad.

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



REP. PM VARGAS

Fifth District, Quezon City

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

SECTION 1. Short Title. – This Act shall be known as “*Nurses Appreciation through Raised Salaries (NARS) Act*”

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

SECTION 3. Coverage. – This Act shall cover all government-compensated nurses working in public hospitals and other government institutions, and all private nurses in all private health facilities and institutions.

SECTION 4. Upgrading the Minimum Salary Grade Level for all Public Nurses. – The present minimum salary grade level of a public nurse in hospitals, medical shall be upgraded from Grade 11 to Grade 15; *Provided* however that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by public nurses and shall not be prejudiced by across the board salary adjustments.

SECTION 5. Increasing the Salary Rate of Private Nurses. – The present minimum monthly salary rate for private nurses shall be upgraded to Twenty

Thousand Pesos (Php20,000). Salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 6. *Budget Required.* – The Department of Health (DOH) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding nurses for a period of at least five years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 7. *Appropriation.* – The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act (GAA) for the year following the approval of this Act. Initial funds required for the implementation of this Act shall be sourced from the General Appropriations Act Miscellaneous Personnel Benefit Fund and other sourced from the GAA Miscellaneous Personnel Benefit Fund and other possible sources that may be determined by the Office of the President. The funds for private health facilities shall be included in the corporate budget.

SECTION 8. *Implementing Rules and Regulations.* – The Department of Health and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION 9. *Penalty.* – A fine of not less than Five Hundred Thousand Pesos (P500,000) and/or imprisonment of not less than one (1) year nor more than two (2) years shall be imposed upon any person violating any provision of this Act.

Provided That, for government agencies, juridical persons, including local government units or any other entity, the head of the agency and Board of Directors, or executive officials of the agency, shall assume full responsibility for violations of this Act.

SECTION 10. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SECTION 11. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 12. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,