



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11267



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

AN ACT
MANDATING THE IMPLEMENTATION OF SALARY GRADE 16 MINIMUM
MONTHLY SALARY FOR NURSES IN THE PUBLIC SECTOR

EXPLANATORY NOTE

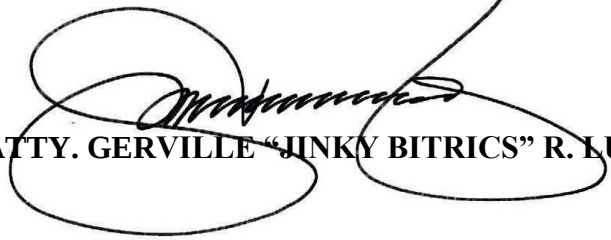
Public nurses are essential to the Philippine healthcare system, providing critical care in hospitals, communities, and rural health units. However, their current compensation often fails to reflect the complexity and significance of their work. Institutionalizing salary grade 16 ensures fair and competitive wages, recognizing their professional qualifications, responsibilities, and the risks they face daily, in line with the Philippine Nursing Act of 2002 which mandates improved nurse compensation but also acknowledges the critical role nurses play in safeguarding public health.

Offering salary grade 16 to public nurses is a practical step in addressing the severe shortage of healthcare workers in the country. Many Filipino nurses seek opportunities abroad due to inadequate local salaries, leading to a brain drain that undermines the healthcare system. Retaining skilled nurses enhances the country's ability to respond to public health emergencies and sustain its healthcare infrastructure.

As it's the State's commitment to valuing healthcare workers and fostering equity in the public sector, this bill aims to set the minimum salary of government nurses to Salary Grade 16.

A similar Bill was first filed by Bayan Muna Party-List Reps. Ferdinand Gaité, Carlos Zarate and Eufemia Cullamat, ACT Teachers Party-List Rep. France Castro, Gabriela Women's Party Rep. Arlene Brosas and Kabataan Party-List Rep. Sarah Elago in the 18th Congress as House Bill 7517.

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

A handwritten signature in black ink, featuring a large, stylized 'G' and 'L' that loop around the text below.

HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11267

Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

AN ACT
MANDATING THE IMPLEMENTATION OF SALARY GRADE 16 MINIMUM
MONTHLY SALARY FOR NURSES IN THE PUBLIC SECTOR

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 Nurses' Salary Upgrading Act of 2024."

SEC. 2. *Declaration of Policy.* – It is the Government's concern and responsibility to provide adequate remuneration and benefits of health workers to enhance 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.

SEC. 3. *Coverage.* – The minimum salary shall cover all nurses in all public health facilities:

- (a) whether regular, or non-regular, including contractuels, contract of service, job- order, casuels, co-terminus and project-based, and
- (b) whether nationally or locally-funded, including Government-Owned and Controlled Corporations (GOCCs), Government Financial Institutions (GFIs), and Local Government Units regardless of classification.

SEC. 4. *Minimum Salary for Nurses.* – The minimum monthly salary for nurses shall be equivalent to salary grade (SG) "16" of the Salary Standardization Law. Salary grade levels and salaries of Nurse 2 and higher shall be adjusted accordingly. The Job Grade and salary levels of nurses employed in GOCCs/GFIs covered by RA 10149 shall also be upgraded and shall be equivalent to the SG 16 under the current Salary Standardization Law.

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

Provided, That, for violations committed by 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.

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

SEC. 7. *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.

SEC. 8. *Appropriation.* – The Government shall appropriate such amount as may be necessary to carry out the objectives 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 possible sources that may be determined by the Office of the President. The subsequent funds needed for national public health institutions shall be included in the General Appropriations Act in the allotment for the particular facility or institution.

For devolved health agencies, funding shall be included in the annual budget allotment for the provincial and district hospitals and local health units. *Provided, That,* should certain Local Government Units have insufficient funds, they may request for a subsidy from the National Government. *Provided, Further,* that GOCCs shall include in their respective corporate budget the funds necessary to implement the upgraded salaries of nurses.

SEC. 9. *Constitutionality.* – Should any provision of this Act be declared invalid or unconstitutional, the validity or constitutionality of the other provisions shall not be affected thereby.

SEC. 10. *Repealing Clause.* – All laws, decrees, letters of instructions, resolutions, orders, ordinances or parts thereof which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

SEC. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after publication in the Official Gazette or in a national newspaper of general circulation.

Approved,