

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 2959



INTRODUCED BY HONORABLE JANICE V. DEGAMO

EXPLANATORY NOTE

The Filipino nurse has long been recognized as a pillar of the nation's healthcare system and a source of pride in the global medical community. They undergo years of rigorous education and licensure, provide critical care in often challenging and hazardous conditions, and are expected to deliver their duties with compassion, precision, and professionalism. Yet, in the private health sector of the Philippines, many nurses continue to be underpaid, overworked, and undervalued.

This bill seeks to correct this long-standing inequity by establishing a national minimum wage of ₱27,000 per month for licensed nurses in private health facilities, reflecting a fair and livable standard based on their professional qualifications, the economic cost of living, and the indispensable nature of their work. The proposed wage is grounded on the recognition that nurses deserve to live with dignity, support their families, and pursue their profession without undue financial distress.

To encourage compliance, the bill provides targeted incentives to private health institutions that adhere to the wage mandate, such as tax deductions and fast-tracked government accreditations. Recognizing the variation in economic capacity across regions, the bill also allows for phased implementation outside Metro Manila, beginning at ₱22,000 per month with a full rollout to ₱27,000 within two years.

The bill further outlines prohibited acts to prevent misclassification, underpayment, and retaliation, thereby reinforcing labor rights and accountability within the private health sector.

The passage of this measure is both a moral imperative and a strategic investment. It honors the contributions of Filipino nurses, strengthens the local health workforce, and ensures better patient care across all regions. It also addresses the alarming trend of nurse migration by making it more viable for skilled health professionals to remain and serve in the Philippines.

In enacting the Nurse Living Wage and Dignity Act of 2025, Congress affirms its commitment to upholding social justice, protecting healthcare workers, and promoting equitable development in the healthcare sector.

Approval of this bill is earnestly sought.


JANICE V. DEGAMO
Representative, 3rd District of Negros Oriental

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 2950

Introduced by **HONORABLE JANICE V. DEGAMO**

AN ACT

AMENDING REPUBLIC ACT NO. 9173 TO PROVIDE A NATIONAL MINIMUM WAGE FOR LICENSED NURSES IN THE PRIVATE HEALTH SECTOR AND PROVIDE INCENTIVES TO HEALTH INSTITUTIONS FOR COMPLIANCE THEREWITH, AND FOR OTHER PURPOSES

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

Section 1. *Title.* This Act shall be known as the “Nurse Living Wage and Dignity Act of 2025.”

Section 2. *Declaration of Policy.* It is the policy of the State to uphold the dignity of Filipino nurses by ensuring just and humane compensation for their services. Recognizing their professional education, vital role in national health, and the risks they face daily, the State shall ensure all licensed nurses are paid no less than a livable wage that respects their qualifications and working conditions.

Section 3. *Amendment to Section 32.* Section 32. *Salary.* Is hereby amended to read as follows:

“In order to enhance the general welfare, commitment to service and professionalism of nurses the minimum base pay of nurses working in the public health institutions shall not be lower than salary grade 15 prescribes under Republic Act No. 6758, otherwise known as the "Compensation and Classification Act of 1989": Provided, That for nurses working in local government units, adjustments to their salaries shall be in accordance with Section 10 of the said law. All nurses employed in private health institutions shall receive a minimum base pay of not less than Twenty-Seven Thousand Pesos (P27,000.00), regardless of employment status, location, or hospital classification. The minimum base pay shall be exclusive of mandatory benefits such as SSS, PhilHealth, Pag-IBIG, and other entitlements and will be subject every two (2) years to review by the Department of Labor and Employment.”

Section 4. *Insertion of Section 32-A.* A new Section 32-A is hereby inserted to read as follows:

In consideration of regional disparities, the Department of Labor and Employment (DOLE) may authorize a phased implementation for private health institutions outside of Metro Manila under the following conditions:

- a. The starting wage shall not be below Twenty-Two Thousand Pesos (P22,000.00) per month;
- b. Full compliance with the Twenty-Seven Thousand Pesos (P27,000.00) rate shall be achieved within two (2) years;
- c. Employers must submit a formal compliance plan to DOLE within six (6) months from the effectivity of this Act.

Section 5. *Insertion of Section 32-B.* A new Section 32-B is hereby inserted to read as follows:

Private health institutions that fully comply with this Act shall be entitled to:

- a. Tax deductions equal to Fifty Percent (50%) of the difference between the mandated minimum wage and the employees previous wage structure for a period of two (2) years;
- b. Fast-tracked processing of PhilHealth and Department of Health (DOH) accreditations, where applicable.

Section 6. *Insertion of Section 32-C.* A new Section 32-C is hereby inserted to read as follow:

It shall be unlawful for any private health facility to:

- a. Misclassify licensed nurses to circumvent this Act;
- b. Employ nurses under contracts below the mandated minimum wage provided in this Act;
- c. Deny government-mandated benefits;
- d. Dismiss, harass, or penalize nurses for asserting their rights under this Act.

Violators shall be fined not less than One Hundred Thousand Pesos (P100,000.00) per affected licensed nurse and may be subject to labor sanctions and license revocation under DOLE rules.

Section 7. *Implementing Rules and Regulations.* Within ninety (90) days from the effectivity of this Act, the Department of Labor, in coordination with the Department of Health, and Professional Regulation Committee shall promulgate the necessary implementing rules and regulations.

Section 8. *Separability Clause.* If any provision of this Act is held unconstitutional or invalid, the remaining provisions shall remain in full force and effect.

Section 9. *Repealing Clause.* All laws, presidential decrees, executive orders, and rules inconsistent with this Act are hereby repealed or modified accordingly.

Section 10. *Effectivity.* This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,