

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th Congress
First Regular Session

HOUSE BILL NO. 4838



Introduced by Rep. Maria Vanessa C. Aumentado

EXPLANATORY NOTE

The Constitution of the Republic of the Philippines mandates the State to protect and promote the right to health of the people and to make essential healthcare services accessible to all. Achieving this requires a strong and motivated health workforce, particularly nurses, who are among the most vital frontliners in the delivery of public health services.

However, for years, the salary of government nurses has remained disproportionate to the demands and challenges of their work. Many have been compelled to seek employment abroad or leave the profession altogether in pursuit of better compensation. This exodus of skilled professionals undermines the quality of healthcare delivery and threatens the sustainability of our health system.

Republic Act No. 9173, otherwise known as the Philippine Nurses Act of 2002, recognized the importance of nurses but falls short in ensuring that their salaries remain competitive and just. By upgrading the entry-level salary from Salary Grade 15 to Salary Grade 19, this measure not only aligns with fair labor standards but also serves as an investment in the country's human capital.

In addition to fostering retention, this increase will uplift the morale of our nurses, encourage young professionals to serve in the public sector, and reaffirm the State's commitment to valuing healthcare workers as essential partners in nation-building.

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


MARIA VANESSA C. AUMENTADO

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AN ACT
UPGRADING THE BASIC SALARY OF GOVERNMENT NURSES ENTRY LEVEL
FROM SALARY GRADE FIFTEEN (15) TO SALARY GRADE NINETEEN (19)
AMENDING SEC. 32 OF REPUBLIC ACT NO. 9173, OTHERWISE KNOWN AS THE
PHILIPPINE NURSES ACT OF 2002

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

SECTION 1. Title.— This Act shall be known as the “Government Nurses Salary Upgrading Act .”

SECTION 2. Declaration of Policy.— It is hereby declared policy of the State shall protect and promote the right of health of the people and to undertake appropriate health human resource development responsive to the country’s needs and problems to guarantee the retention nurses by ensuring that the remuneration due to them are commensurate to their work.

SEC. 3. Coverage.— This Act shall cover all the government nurses.

SEC. 4. Minimum Salary.— The Minimum Salary of government nurses shall be upgraded from Salary Grade Fifteen (15) to Salary Grade Nineteen (19).

SEC. 5. Appropriations.— The amount necessary for the immediate implementation of the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

Sec. 6. *Implementing Rules and Regulation.* – The Department of Health and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 7. *Repealing Clause.*– All provisions of laws, orders, decrees, including rules and regulation inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 8. *Separability Clause.*– If any part or provision of this Act shall be held unconstitutional or valid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 9. *Effectivity.*– This Act shall take effect Fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved.