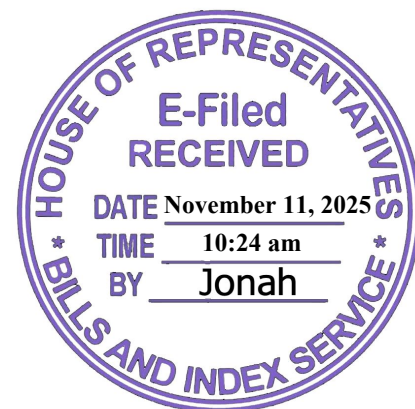


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. **5805**



Introduced by Representatives ERIC G. YAP and EDVIC G. YAP

EXPLANATORY NOTE

This bill seeks to amend Section 32 of Republic Act (RA) No. 9173, otherwise known as the "*Philippine Nursing Act of 2002*", by increasing the minimum base salary of nurses from Salary Grade 15 to Salary Grade 19. Increasing the entry-level pay enhances the general welfare, the commitment to service, and the professionalism of nurses in government health institutions.

The nursing profession remains one of the most critical pillars of the Philippine health care system. Nurses are frontliners who provide indispensable services to communities, ensuring quality patient care and promoting public health. They continue to play a vital role not only in hospitals and clinics but also in remote barangays, disaster response, and public health campaigns.

The compensation of nurses in public institutions has not kept pace with the importance of their role despite a growing demand for their services. According to the Department of Health, the country faces a shortage of around 106,000 nurses as of 2022, largely due to the migration of Filipino nurses abroad in search of better compensation and working conditions (Montemayor, M., 2022)¹. At present, the minimum base salary for nurses in the public health sector is set at Salary Grade 15. This contributes to the exodus of nurses to other countries, leaving local hospitals and rural health units understaffed and overstretched.

This proposed measure will directly address the problem of low retention and migration by making the nursing profession in the Philippines more attractive and sustainable. A fairer compensation package will not only ease the financial burdens of nurses but also help retain skilled health workers who are essential in ensuring accessible and quality health care services for Filipinos.

¹ Montemayor, M. (2022). *106K nurses needed in health facilities nationwide: DOH*. Philippine News Agency. <https://www.pna.gov.ph/articles/1184960>

This vital piece of legislation is both urgent and necessary in improving health outcomes across the country and aligns with the State's constitutional mandate to protect the right to health of every Filipino and to provide adequate social services.

In light of the aforementioned, the approval of the proposed bill is respectfully sought.



HON. ERIC G. YAP



HON. EDVIC G. YAP

Republic of the Philippines
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TWENTIETH CONGRESS
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House Bill No. **5805**

Introduced by Representatives ERIC G. YAP and EDVIC G. YAP

AN ACT
INCREASING THE MINIMUM SALARY GRADE LEVEL OF NURSES FROM
SALARY GRADE 15 TO 19, AMENDING SEC. 32 OF REPUBLIC ACT NO. 9173,
OTHERWISE KNOWN AS THE "PHILIPPINE NURSING ACT OF 2002"

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

Section 1. Section 32 of Republic Act No. 9173 is hereby amended to read as follows:

"**SEC. 32. Salary.** – 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] **SALARY GRADE NINETEEN (19)** prescribed 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.*"

SEC. 2. *Appropriations.* – The amounts necessary for the implementation of this Act shall be charged against the current year's available appropriations of the Department of Health (DOH). Thereafter, the amount necessary for its continuous implementation shall be included in the annual general appropriations.

SEC. 3. *Implementing Rules and Regulations.* – The DOH and the Department of Budget Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 4. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 5. *Separability Clause.* – If, for any reason, any section or provision of this Act is declared unconstitutional or invalid, the other sections or provisions not affected thereby shall remain in full force and effect.

SEC. 6. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or at least two (2) newspapers of general circulation.

Approved,