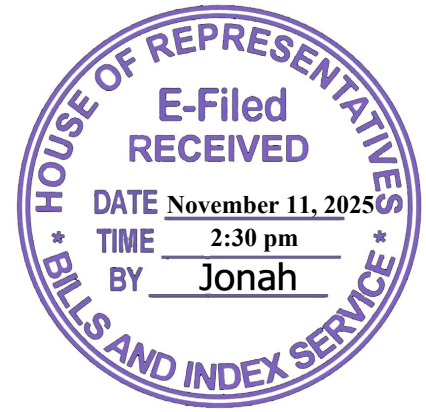




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5841



Introduced by
REPRESENTATIVE MUNIR N. ARBISON, JR.

**AN ACT UPGRADING 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"**

EXPLANATORY NOTE

This measure recognizes that nurses are the backbone of hospitals and rural health units across the nation. They are essential to the Philippine healthcare system, tasked with providing direct patient care and managing community health initiatives. Furthermore, in remote areas, they often function as the primary, and sometimes the only, health workers accessible to the community.

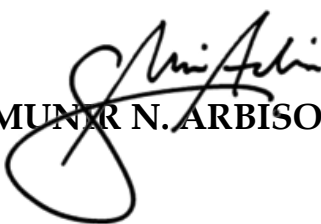
Despite their central and indispensable contributions, public sector nurses have historically been undercompensated when compared to their actual workload, necessary skills, and responsibilities. While Republic Act No. 9173, or "The Philippine Nursing Act of 2002," established the minimum salary for government nurses at Salary Grade 15, the actual implementation of this minimum standard has been inconsistent across both national and local jurisdictions.

Most importantly, the burdens placed upon nurses have intensified significantly due to factors such as health emergencies and periods of widespread system strain, specifically highlighted by the COVID-19 pandemic. These severe demands have generated widespread calls for competitive and standardized compensation for nurses in public service.

To address this necessity and fulfill the goal of enhancing the general welfare, commitment to service and professionalism of nurses, this bill proposes to amend Section 32 of Republic Act No. 9173. The amendment mandates that the minimum base pay for nurses employed in public health institutions shall not be lower than SALARY GRADE NINETEEN (19), as established under Republic Act No. 6758, the "Compensation and Classification Act of 1989". Adjustments for nurses working within local government units (LGUs) will adhere to Section 10 of the Compensation and Classification Act of 1989.

This legislative measure is vital not only to enhance the general welfare, commitment to service and professionalism of nurses, but also to secure the continued backbone of the entire Philippine healthcare system.

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



MUNIR N. ARBISON, JR.



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*Be it enacted by the Senate and 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 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 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 Department of Economy, Planning, and Development (DepDev), in coordination with the Department of Trade and Industry (DTI) and Department of Finance (DOF), shall

formulate the implementing rules and regulations of this Act within ninety (90) days after its approval.

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 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.

SEC. 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,