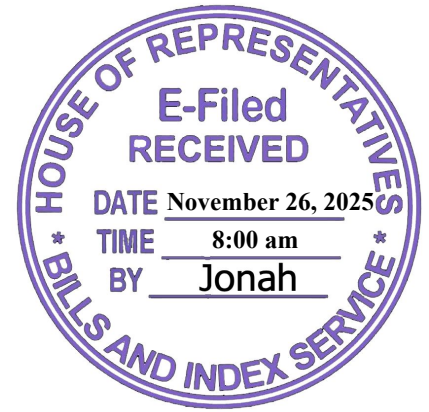


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6381



Introduced by Representative ANTOLIN “LENLEN” A. ORETA III

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

Nurses play a central role in healthcare delivery in the Philippines by providing clinical care, coordinating patient management, and supporting public health programs in both hospital and community settings. In the public sector, compensation levels have not always corresponded with the scope of responsibilities, or the occupational risks involved, particularly during health emergencies when staffing needs and duty hours increase. These conditions may affect recruitment, retention, and workforce distribution, which in turn have implications for the accessibility and continuity of healthcare services nationwide.

The shortage of nurses reflects this strain. The Department of Health reported that in 2022, the country lacked around 106,000 nurses, with the gap attributed largely to the migration of healthcare workers. A major factor behind this outflow is the wage disparity between local public-sector positions and employment opportunities abroad. Studies and policy reviews note that many Filipino nurses, faced with low salaries and limited benefits, are drawn overseas by significantly better compensation and working conditions. These “push” and “pull” dynamics have consistently contributed to workforce losses.

The issue of nurse shortages in the Philippines reflects a wider global concern. The World Health Organization’s State of the World’s Nursing indicates that by 2030, there could be a global deficit of around 4.6 million nurses. In the Philippine context, estimates suggest that the country may face a shortage of nearly 250,000 nurses by the same year if efforts to strengthen retention and investment in the local health system are not prioritized.

Addressing this issue requires both recognition and reform. Raising the minimum base pay of government-employed nurses from Salary Grade 15 to Salary Grade 19 would not only better reflect their critical role and responsibilities but also improve retention by making public-sector positions more competitive against overseas opportunities. Strengthening compensation is therefore not simply a matter of fairness; it is a strategic investment in ensuring that the Philippines maintains a resilient, well-staffed health system capable of delivering quality care effectively.

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


ANTOLIN “LENLEN” A. ORETA III
Lone District of Malabon City

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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 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 6 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 9 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 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 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,