



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila



TWENTIETH CONGRESS

First Regular Session

House Bill No. 7383

Introduced by REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG

EXPLANATORY NOTE

Nurses are a vital part of the Philippine healthcare system. They provide direct patient care, manage community health programs, and serve as the backbone of hospitals and rural health units across the country. In many cases, especially in remote areas, nurses are primary and sometimes, the only health workers accessible to the community. Despite their central role in delivering healthcare, public sector nurses have long been undercompensated relative to their workload, skills and contributions.

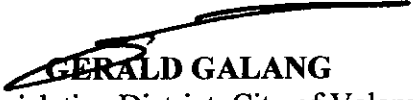
Under Republic Act (RA) No. 9173 or the Philippine Nursing Act of 2002, the minimum salary for government nurses was set at Salary Grade 15. However, the implementation of this provision has remained inconsistent across national and local levels. Meanwhile, the demands on nurses have grown significantly, particularly during health emergencies.

This bill seeks to amend Section 32 of RA No. 9173 by upgrading the minimum base pay of government-employed nurses from Salary Grade 15 to Salary Grade 19. This adjustment will better reflect the level of responsibility carried by nurses and contribute to their retention in the public health sector. It will also help address the persistent migration of skilled nursing professionals to other countries where they are offered significantly higher and better working conditions.

Improving the compensation of nurses is not only a matter of fairness but also a strategic investment in sustaining and strengthening the country's healthcare system. The public sector must be equipped to attract and retain competent, well-trained nursing staff who are essential to the delivery of primary care, hospital services, and the successful implementation of the Universal Health Care Act.

The passage of this bill will help ensure that Filipino nurses are given the recognition and support they deserve through just and appropriate compensation. It reinforces the government's responsibility to uphold decent work standards in the public health sector, while ultimately contributing to stronger and more resilient healthcare delivery for all Filipinos.

It is for this purpose that the urgent passage of this measure is earnestly sought.


GERALD GALANG
2nd Legislative District, City of Valenzuela



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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 "THE PHILIPPINE NURSING ACT OF 2002"

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

SECTION 1. *Section 32 of Republic Act 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 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 and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 4. Repealing Clause. All laws, decrees, executive orders, rules, and regulations, or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 5. Separability Clause. If any provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

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

Approved,