



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



TWENTIETH CONGRESS
First Regular Session

House Bill No. 7965

Introduced by REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG

EXPLANATORY NOTE

The 1987 Philippine Constitution provides that the State shall protect and promote the right to health of the people (Article II, Section 15) and to undertake appropriate health human resource development responsive to the country's needs and problems (Articles XIII, Section 12).

Respiratory Therapists (RTs) are responsible for managing life-support equipment, such as mechanical ventilators, and performing high-stakes procedures like endotracheal intubation and arterial blood gas analysis. Their specialized knowledge in cardiopulmonary care is essential in ICUs, ERs, and neonatal units, where a split-second decision can be the difference between life and death. With increasing cases of COPD, asthma, and pneumonia—exacerbated by poor air quality and an aging population—the demand for RTs is surging.

Despite their indispensable role, RTs in government service remain disadvantaged compared to other medical health professionals. Hence, this bill seeks to address the so-called “under-payment” and “under-recognition” faced by the profession by upgrading the minimum entry-level pay for public sector respiratory therapists from Salary Grade 10 to 15, aligning them with other vital health professionals.

The passage of this bill will prevent the “best and brightest” to seek employment abroad, where compensation is significantly more competitive. Increasing local pay is seen as the primary strategy to make overseas employment a choice rather than a necessity.

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 OF GOVERNMENT RESPIRATORY
THERAPISTS FROM SALARY GRADE 10 TO 15

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

SECTION 1. *Short Title.* - This Act shall be known as the “*Government Respiratory Therapists’ Salary Upgrading Act of 2026.*”

SEC. 2. *Declaration of Policy.* - It is the Government’s concern and responsibility to provide adequate remuneration for government respiratory therapists to attract and retain its rightful share of talents in the end view of fulfilling the state policy of providing essential health services to all Filipinos.

SEC. 3. *Upgrading the Government Respiratory Therapists’ Minimum Salary Grade Level* - The present minimum salary grade of government respiratory therapists (Respiratory Therapist 1) shall be upgraded from Salary Grade 10 to 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 4. *Coverage.* - This Act shall cover all respiratory therapists in all public health facilities or other health-related establishments owned and operated by the government or its political subdivisions.

SEC. 5. *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. 6. *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. 7. *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. 8. *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. 9. *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,