



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

TWENTIETH CONGRESS

First Regular Session

House Bill No. 7968



Introduced by REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG

EXPLANATORY NOTE

Article II, Section 15 of the 1987 Constitution states that, "the State shall protect and promote the right to health of the people and instill health consciousness among them."

Midwives have a crucial role to play for this to be attained in our country's health system. Midwives often act as the primary healthcare provider in remote areas, managing everything from vaccinations to emergency newborn care, yet their status is frequently labeled as "subprofessional".

Currently, in the public sector, midwives receive a minimum entry-level pay of Salary Grade 9. With the average monthly salary for entry-level professionals in other industries (like IT or BPO) often starting at ₱30,000, many midwives feel "unheard, unseen, and undervalued" given the risks and hours involved in service.

This bill seeks to address the very low compensation received by our public sector midwives by upgrading their minimum base pay from Salary Grade 9 to 11.

The passage of this bill will help ensure that Filipino midwives 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 OF GOVERNMENT
MIDWIVES FROM SALARY GRADE 9 TO 11**

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 Midwives’ Salary Upgrading Act of 2026.*”

SEC. 2. *Declaration of Policy.* - It is the Government’s concern and responsibility to provide adequate remuneration for government midwives 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 Midwives’ Minimum Salary Grade Level* - The present minimum salary grade of government midwives (Midwife 1) shall be upgraded from Salary Grade 9 to 11. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 4. *Coverage.* - This Act shall cover all midwives 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,