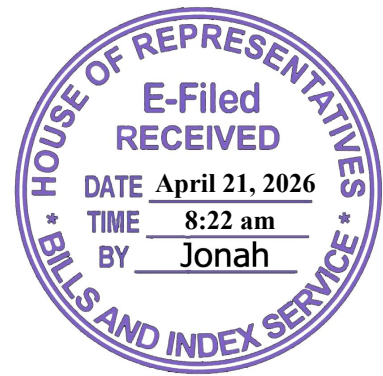


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **8889**



Introduced by: **REPRESENTATIVE ERIC L. OLIVAREZ**

EXPLANATORY NOTE

The 1987 Philippine Constitution mandates the State to 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 (Article XIII, Section 12).

Midwives serve as frontline healthcare providers, particularly in primary care and community-based settings, where they play a critical role in ensuring safe motherhood and improving maternal and neonatal outcomes. They provide essential services including prenatal, intrapartum, and postnatal care, family planning, health education, and basic emergency obstetric interventions. In many rural and underserved areas, midwives are often the first—and sometimes the only—point of contact for maternal and child health services.

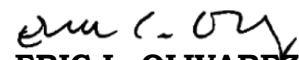
Despite their vital contributions, government midwives remain among the lowest-compensated health professionals in the public sector. The current salary grade does not adequately reflect the responsibilities they carry, the conditions under which they work, nor their indispensable role in reducing maternal and infant mortality and advancing public health outcomes.

Moreover, the continued disparity in compensation contributes to difficulties in recruitment and retention, particularly in geographically isolated and disadvantaged areas. Strengthening the compensation structure for midwives is therefore essential to sustaining an effective primary health care system and ensuring equitable access to maternal and child health services.

This measure seeks to upgrade the minimum entry-level salary grade of government midwives from Salary Grade 9 to Salary Grade 11. The proposed adjustment aims to promote equitable compensation, enhance workforce stability, and recognize the critical role midwives play in the health care system.

Ultimately, this measure affirms the State's commitment to uphold decent work standards in the public health sector and to strengthen the delivery of accessible, responsive, and quality health care services for all Filipinos.

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


ERIC L. OLIVAREZ

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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8889

Introduced by: **REPRESENTATIVE ERIC L. OLIVAREZ**

“AN ACT
UPGRADING THE MINIMUM SALARY GRADE OF
GOVERNMENT MIDWIVES FROM SALARY GRADE 9 TO
SALARY GRADE 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.* "

SECTION 2. Declaration of Policy. - It is hereby declared the policy of the State to ensure adequate and just compensation for government midwives in order to attract and retain competent professionals in the public health sector, consistent with the State's mandate to provide accessible and quality healthcare services to all Filipinos.

SECTION 3. Upgrading the Government Midwives' Minimum Salary Grade Level - The present minimum salary grade of government midwives (Midwife I) shall be upgraded from Salary Grade 9 to Salary Grade 11.

The salary grades of midwives occupying higher positions shall be correspondingly adjusted in accordance with existing compensation and position classification systems.

SECTION 4. Coverage. - This Act shall cover all midwives employed in public health facilities and other health-related institutions owned and operated by the national government, local government units, and other government instrumentalities.

SECTION 5. Appropriations. - The amount necessary for the initial implementation of this Act shall be charged against the current year's available appropriations of the Department of Health (DOH) and other concerned agencies.

Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SECTION 6. Implementing Rules and Regulations. - Within ninety (90) days from the effectivity of this Act, the Department of Health (DOH), in coordination with the Department of Budget and Management (DBM), and the Civil Service Commission (CSC), shall promulgate the necessary rules and regulations for its effective implementation.

SECTION 7. Repealing Clause. - All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 8. Separability Clause. - If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected thereby shall remain in full force and effect.

SECTION 9. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,