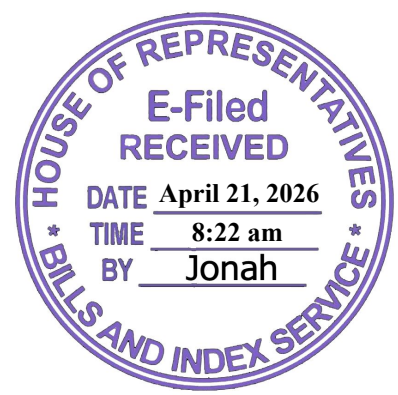


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8891



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).

Pharmacists play a vital role in the health care system as stewards of safe, effective, and rational drug use. They are responsible for dispensing medications, ensuring proper dosage and administration, managing pharmaceutical supplies, and providing essential patient counseling. In public health settings, pharmacists are integral to the implementation of disease prevention and control programs, including vaccination efforts, antimicrobial stewardship, and the management of chronic illnesses.

In hospitals and community health facilities, pharmacists contribute significantly to patient safety by preventing medication errors, monitoring adverse drug reactions, and ensuring the quality and availability of essential medicines. Their role has become increasingly critical amid the rising complexity of pharmacotherapy and the growing burden of both communicable and non-communicable diseases.

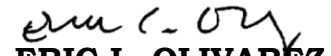
Despite their indispensable contributions, pharmacists in government service remain comparatively disadvantaged in terms of compensation relative to the level of expertise, responsibility, and accountability required in their profession. The current salary grade does not adequately reflect the technical demands of pharmaceutical services nor the critical role pharmacists play in safeguarding public health.

Moreover, the increasing global demand for pharmacists has contributed to the continued outmigration of Filipino health care professionals seeking better compensation and working conditions abroad. This trend adversely affects the country's capacity to maintain an efficient and responsive healthcare system, particularly in ensuring the availability and proper management of essential medicines in public health facilities.

This measure seeks to upgrade the minimum entry-level salary grade of government pharmacists from Salary Grade 11 to Salary Grade 15. The proposed adjustment aims to ensure equitable compensation, improve workforce retention, and align their remuneration with similarly situated healthcare professionals.

Ultimately, this measure affirms the State's commitment to uphold decent work standards in the public health sector and to strengthen the delivery of safe, accessible, and quality healthcare 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
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TWENTIETH CONGRESS
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House Bill No. 8891

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

**“AN ACT
UPGRADING THE MINIMUM SALARY GRADE OF
GOVERNMENT PHARMACISTS FROM SALARY GRADE 11
TO SALARY GRADE 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 Pharmacists' 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 pharmacists 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 Pharmacists' Minimum Salary Grade Level - The present minimum salary grade of government pharmacists (Pharmacist I) shall be upgraded from Salary Grade 11 to Salary Grade 15.

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

SECTION 4. Coverage. - This Act shall cover all pharmacists 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,