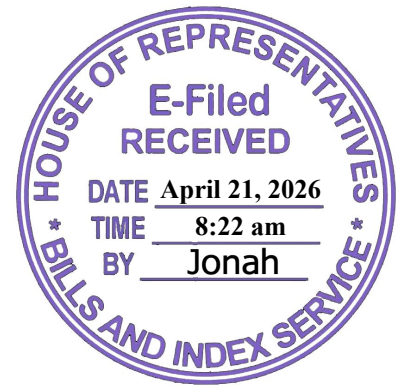


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 8893



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).

Respiratory therapists play a critical role in the health care system, particularly in the management of patients with acute and chronic cardiopulmonary conditions. They are responsible for operating life-support equipment such as mechanical ventilators, and for performing high-risk procedures, including airway management and arterial blood gas analysis. Their specialized expertise is indispensable in intensive care units, emergency settings, and neonatal care, where timely and precise intervention is often lifesaving.

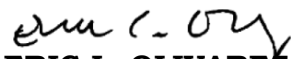
Despite the essential nature of their work, respiratory therapists in government service remain comparatively disadvantaged in terms of compensation, relative to the technical demands, risks, and responsibilities of their profession. Many are deployed in high-pressure clinical environments, yet their current salary grade does not adequately reflect the critical services they provide.

At the same time, the increasing global demand for respiratory therapists has contributed to the continued outmigration of skilled Filipino health care professionals seeking better compensation and working conditions abroad. This trend poses a significant challenge to the country's ability to maintain a competent and sufficient healthcare workforce, particularly in public health institutions.

This measure seeks to upgrade the minimum entry-level salary grade of government respiratory therapists from Salary Grade 10 to Salary Grade 15. The proposed adjustment aims to promote equitable compensation, enhance 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 accessible, timely, 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. 8893

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

**“AN ACT
UPGRADING THE MINIMUM SALARY GRADE OF
GOVERNMENT RESPIRATORY THERAPISTS FROM
SALARY GRADE 10 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 Respiratory Therapists’ 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 respiratory therapists 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 Respiratory Therapists’ Minimum Salary Grade Level. - The minimum salary grade of government respiratory therapists occupying entry-level positions (Respiratory Therapist I) is hereby upgraded from Salary Grade 10 to Salary Grade 15.

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

SECTION 4. Coverage. - This Act shall cover all respiratory therapists 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,