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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL No. 9232



Introduced by
ACT Teachers Party-List Rep. ANTONIO L. TINIO,
Gabriela Women's Party Rep. SARAH JANE I. ELAGO,
and KABATAAN Party-List Rep. RENEE LOUISE M. CO

AN ACT
INCREASING THE MINIMUM SALARY OF NURSES IN THE PUBLIC AND
PRIVATE SECTOR TO P50,000 PER MONTH

EXPLANATORY NOTE

Nurses are the most numerous professionals in most hospitals. On duty for 8-12 hours, they care for the sick 24/7, at the risk of their very own lives. They are considered "heroes" in the fight against the COVID-19 pandemic. Their commitment to service and the nursing profession have cost them their very own lives. Yet, our Filipino nurses are among the least paid compared to their counterparts in other countries.

Filipino registered nurses earn the least compared to their peers in the Southeast Asian region based on a 2020 study by iPrice Group. Filipino nurses only earn around ₱40,381 per month, 57% less than their peers in Vietnam, where nurses are paid ₱62,200 per month. Meanwhile, according to the 2024 Occupational Wages Survey¹ of the Philippines Statistics Authority, the Philippine average monthly wage rate of nursing professionals is much lower—₱24,343.

¹ Mapa, C. D. S., PhD. "Highlights of the 2022 Occupational Wages Survey (OWS)." Philippine Statistics Authority, 22 September 2023. Retrieved from <https://psa.gov.ph/statistics/occupational-wages-survey>

Based on the following 2026 data from the Economic Research Institute-Powered Company Salary Expert,² nurses in other countries earn much more:

	Entry level base salary		Average base salary	
	Per year	Per month	Per year	Per month
Philippines	₱ 406,273.00	₱ 33,856.08	₱ 568,074.00	₱ 47,339.50
Singapore	\$ 62,096.00	\$ 5,174.67	\$ 87,239.00	\$ 7,269.92
(in pesos)	₱ 2,896,778.40	₱ 241,398.36	₱ 4,069,699.35	₱ 339,141.77
Malaysia	RM 68,459.00	RM 5,704.92	RM 95,910.00	RM 7,992.50
(in pesos)	₱ 1,027,569.59	₱ 85,630.85	₱ 1,439,609.10	₱ 119,967.43
Thailand	฿ 530,393.00	฿ 44,199.42	฿ 742,771.00	฿ 61,897.58
(in pesos)	₱ 1,007,746.70	₱ 83,978.90	₱ 1,411,264.90	₱ 117,605.40

Per month data computed by dividing annual data by 12 months.

Foreign currency-to-peso conversion used:

SGD 1 = PHP 46.65

RM 1 = PHP 15.01

THB 1 = PHP 1.90

The government has been oblivious to the situation of nurses. Calls and demands of nurses for higher salaries and salary upgrading fell on deaf ears and were even openly opposed by the Department of Budget and Management (DBM) despite having a clear provision in Republic Act 9173 or *Philippine Nursing Act of 2002*. Save for minimal salary increases provided by the Salary Standardization Laws, which are only for the public sector, no program or law from the past and present administration ever increased the salary of nurses. Worse, in 2016, former President Benigno Aquino III vetoed the *Comprehensive Nursing Bill* because of the provision for Salary Grade 15 for public sector nurses.

On 8 October 2019, the Supreme Court declared as valid Section 32 of Republic Act 9173 or the *Philippine Nursing Act*, which states that “the minimum base pay of nurses working in public health institutions shall not be lower than salary grade 15.” On 13 December 2019, the Supreme Court released the final and executory decision.

It took 18 long years of struggle by our health workers for the nurses to be accorded their rightful salaries as mandated by RA 9173. From ₱22,316/month (Salary Grade 11) under the SSL IV, it was finally upgraded to ₱32,053/month under

² “Research Salaries.” Salary Expert, www.salaryexpert.com/salary. Accessed 28 January 2026.

1 the first tranche of the SSL V. Under SSL VI, the entry salary for nurses (Nurse I) in
2 the public sector is ₱38,413 to ₱44,148 per month.

3
4 However, its implementation, even after the court ruling, is not without
5 struggle. On 17 July 2020, the DBM, through Budget Circular 2020-4, demoted all
6 public nurses through modification of the nursing positions and its respective salary
7 grades (SG). Under Budget Circular 2020-4, while the salary grade of Nurse I was
8 upgraded from SG 11 to SG 15, the salary grades of other nursing positions were not
9 adjusted accordingly. Worse, Nurse II to Nurse VII positions were demoted to Nurse
10 I to Nurse VI; thereby retaining their previous salary grades.

11
12 Through the exposition and opposition of Filipino Nurses United, through its
13 letter to the DBM, and the Makabayan Bloc, through House Resolution 1246, the
14 DBM was compelled to stop the mass demotion and amend its Circular. Nevertheless,
15 only the salary grade of Nurse II was adjusted from SG 15 to SG 16, following the
16 salary upgrade of Nurse I. The salary grades of Nurse III to Nurse VII were retained.

17
18 However, the full implementation of the lawfully mandated minimum salary of
19 nurses is yet to be realized. Still under Budget Circular 2021-2, the DBM excluded
20 nurses employed in government-owned and -controlled corporations (GOCCs) and
21 government financial institutions (GFIs) covered by RA 10149 or the GOCC Act of
22 2001 from the implementation of the mandated minimum salary of nurses. The
23 Budget Circular also excluded nurses hired without employee-employer relationship
24 and funded from non-Personnel Services appropriations/budgets. The said employees,
25 including nurses, are exempted from RA 6758 and are implementing their respective
26 Compensation and Position Classification System (CPCS). Moreover, salary
27 adjustment of contractuels and casuals are dependent on availability of funds.

28
29 While nurses in the public and private sector perform the same tasks and are
30 exposed to the same risks, private sector nurses ironically are in a worse situation.
31 According to Filipino Nurses United, thousands of nurses, especially in the private
32 sector, only receive a monthly salary of ₱13,000 to ₱20,000. Some private sector
33 nurses are even paid with salaries pegged at the minimum daily wage in the region.

34
35 According to the IBON Foundation, ₱27,537 per month as of March 2026 is
36 needed by a family of five in the National Capital Region to live decently.³ With the
37 measly salaries they are receiving, nurses could not afford their families' basic needs.

38
39 No wonder most Filipino nurses would rather work abroad despite the risks and
40 hazards, and deployment ban.

41
42 It is simply unreasonable for the government to expect nurses to stay and serve
43 yet refuse to provide them with adequate salaries, benefits, job security and protection.
44 It is not right for the government to demand that nurses stay in our country and render

³ "NCR Family Living Wage (as of March 2026)." IBON Foundation, 13 April 2026,
<https://www.ibon.org/flw-ncr-2603/>. Accessed 11 May 2026.

1 service when it could not fulfill its basic responsibility to provide security of tenure,
2 humane working conditions and a living wage to workers including the nurses as
3 enshrined in the 1987 Constitution.
4

5 It is high time we truly and concretely recognize the role and contribution of
6 our nurses who are providing care and saving lives not only during the COVID-19
7 pandemic. We have to care for and protect our nurses and health workers, so they can
8 provide care and services to the Filipino people.
9

10 During the 15th Congress, Bayan Muna Rep. Teddy Casiño filed House Bill
11 5230, which seeks to increase the salary grade of nurses in the public sector from SG
12 11 to 15. It was refiled during the 16th, 17th, and 18th Congresses. For the salary
13 increase of private nurses, Bayan Muna Reps. Ferdinand Gaite, Carlos Zarate,
14 Eufemia Cullamat, ACT Teachers Rep. France Castro, Gabriela Women's Party Rep.
15 Arlene Brosas, and Kabataan Partylist Rep. Sarah Elago filed HB 7851 during the 18th
16 Congress. The Makabayan Bloc filed HB 4599 during the 19th Congress.
17

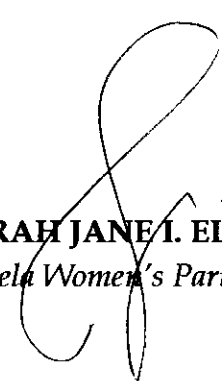
18 In line with the clamor to increase the minimum salary of nurses in both the
19 public and private sectors, this Bill is being refiled to increase the monthly salary of
20 nurses to ₱50,000, regardless of employment status and agency classification.
21

22 The urgent passage of this Bill, thus, is earnestly sought.
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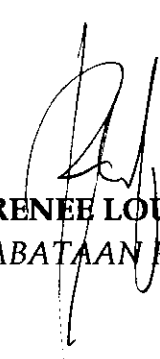
REP. ANTONIO L. TINIO

ACT Teachers Party-list



REP. SARAH JANE I. ELAGO

Gabriela Women's Party



REP. RENEE LOUISE M. CO

KABATAAN Party-list

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3 Batasan Hills, Quezon City
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13 Introduced by
14 **ACT Teachers Party-List Rep. ANTONIO L. TINIO,**
15 **Gabriela Women’s Party Rep. SARAH JANE I. ELAGO,**
16 **and KABATAAN Party-List Rep. RENEE LOUISE M. CO**
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18
19 **AN ACT**
20 **INCREASING THE MINIMUM SALARY OF NURSES IN THE PUBLIC AND**
21 **PRIVATE SECTOR TO P50,000 PER MONTH**
22

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25 *Be it enacted by the Senate and the House of Representatives of the Philippines in*
26 *Congress assembled:*
27

28 **SECTION 1. *Short Title.*** – This Act shall be known as “*The Salary Increase for*
29 *Nurses Act of 2026.*”
30

31 **SEC. 2. *Declaration of Policy.*** – The State shall instill health consciousness among
32 our people to effectively carry out the health programs and projects of the government
33 essential for the growth and health of the nation. Towards this end, the State shall
34 ensure that health workers are provided with adequate remuneration and benefits, not
35 only to retain its rightful share of talents but also to enhance the general welfare and
36 access to essential health services of all Filipinos.
37

38 **SEC. 3. *Coverage.*** – The mandated minimum salary under this Act shall apply to all
39 nurses in all hospitals, sanitarium, health infirmaries, health centers, rural health units,
40 barangay health stations, clinics, schools, universities and colleges, government
41 offices and other establishments, whether public or private: *Provided, That, the*
42 *minimum salary for nurses shall apply regardless of nurses’ employment status and*
43 *agency classification:*
44

45 (a) whether regular, or non-regular, including contractuels, contract of service, job-
46 order, casuals, co-terminus, project-based and outsourced; and

(b) whether nationally or locally-funded, including Government-Owned and Controlled Corporations (GOCCs), Government Financial Institutions (GFIs), and Local Government Units (LGUs) regardless of classification.

SEC. 4. *Minimum Salary for Nurses.* – The minimum monthly salary of all nurses shall be increased to Fifty Thousand Pesos (P50,000) or equivalent to Salary Grade (SG) 15 of the Salary Standardization Law, as amended, whichever is higher: *Provided*, That the salaries of those occupying higher positions shall be adjusted accordingly; *Provided finally*, That for micro, small and medium health facilities, the employer may apply for a subsidy program for the salary upgrade of their nurses for a maximum period of three (3) years, subject to the implementing rules and regulations of this Act.

SEC. 5. *Sanctions.* – A fine of not less than Five Hundred Thousand Pesos (P500,000,000.00) and/or imprisonment of not less than one (1) year nor more than two (2) years shall be imposed upon violation of any of the provisions hereof: *Provided*, That for violations committed by agencies, juridical persons, or any other entity, the head of the agency and Board of Directors or executive officials of the agency shall assume full responsibility.

SEC. 6. *Refund and Compensation.* – Any nurse found to have been a victim of violation of any section of this Act shall be entitled to backwages and full payment of unpaid benefits. In addition, he/she shall be entitled to refund of interest and attorney's fees to be paid by the agency if he/she is forced to litigate.

SEC. 7. *Rules and Regulations.* – The Department of Health and the Department of Labor and Employment, in consultation with relevant stakeholders, shall promulgate the necessary rules and regulations of the provisions of this Act.

SEC. 8. *Appropriations.* – The Government shall appropriate such amounts as may be necessary to carry out the objectives of this Act. Initial funds required for the implementation of this Act shall be sourced from the General Appropriations Act Miscellaneous Personnel Benefit Fund and other possible sources that may be determined by the Department of Budget and Management. The subsequent funds needed for national public health institutions shall be included in the General Appropriations Act in the allotment for the particular facility or institution. For devolved health agencies, funding shall be included in the annual budget allotment for the provincial and district hospitals and local health units: *Provided*, That should certain Local Government Units have insufficient funds, they may request for a subsidy from the National Government; *Provided further*, That GOCCs shall include in their respective corporate budget the funds necessary to implement the upgraded salaries of nurses.

SEC. 8. *Separability Clause.* – Should any provision of this Act be declared invalid or unconstitutional, the validity or constitutionality of the other provisions shall not be affected thereby.

1
2 **SEC. 9. *Repealing Clause.*** – All laws, decrees, letters of instructions, resolutions,
3 orders, ordinances or parts thereof which are inconsistent with the provisions of this
4 Act, are hereby repealed, amended, or modified accordingly.
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6 **SEC. 10. *Effectivity.*** – This Act shall take effect fifteen (15) days after publication in
7 the Official Gazette or in a national newspaper of general circulation.
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9

10 *Approved,*
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