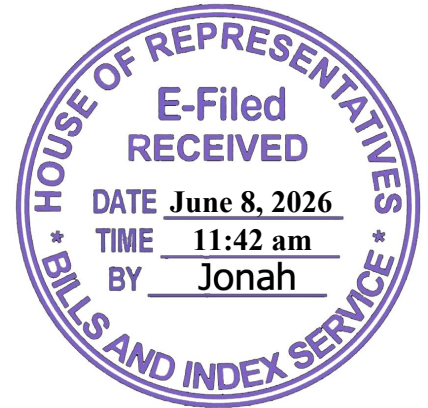


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **9818**



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

EXPLANATORY NOTE

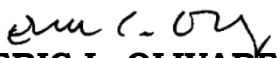
Nurses play a vital role in the delivery of healthcare services and are indispensable to the promotion, protection, and restoration of the health of the Filipino people. As frontline healthcare professionals, they perform critical functions in hospitals, health centers, schools, communities, and other healthcare settings, often under demanding and high-risk conditions.

Despite their invaluable contribution to the healthcare system, many Filipino nurses continue to face inadequate compensation, prompting many to seek employment opportunities abroad or leave the profession altogether. This continuing exodus has contributed to shortages in the nursing workforce, placing additional strain on the country's healthcare system and affecting the quality and accessibility of healthcare services.

While Republic Act No. 9173, otherwise known as the "Philippine Nursing Act of 2002," and subsequent issuances improved the compensation of government nurses, there remains a need to further enhance their salaries in recognition of their professional qualifications, responsibilities, and indispensable role in safeguarding public health.

This bill seeks to upgrade the minimum salary grade level of nurses in government service from Salary Grade 15 to Salary Grade 19. By providing more competitive compensation, the measure aims to strengthen the recruitment and retention of nurses in the public sector, improve morale and productivity, and ensure a more stable and responsive healthcare workforce for the benefit of all Filipinos.

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


ERIC L. OLIVAREZ

Republic of the Philippines
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House Bill No. **9818**

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“AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF NURSES
FROM SALARY GRADE 15 TO 19, AMENDING SEC. 32 OF
REPUBLIC ACT NO. 9173, OTHERWISE KNOWN AS "THE
PHILIPPINE NURSING ACT OF 2002"

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. Section 32 of Republic Act No. 9173 is hereby amended to read as follows:

"SEC. 32. Salary. – In order to enhance the general welfare, commitment to service and professionalism of nurses, the minimum base pay of nurses working in the public health institutions shall not be lower than **SALARY GRADE NINETEEN (19)** prescribed under Republic Act No. 6758, otherwise known as the "Compensation and Classification Act of 1989": Provided, That for nurses working in local government units, adjustments to their salaries shall be in accordance with Section 10 of the said law."

SECTION 2. 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) and other concerned agencies. Thereafter, the amount necessary for its continuous implementation shall be included in the annual general appropriations.

SECTION 3. 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), the Civil Service Commission (CSC), and other concerned agencies, shall promulgate the necessary rules and

regulations for the effective implementation of this Act.

SECTION 4. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SECTION 5. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved