

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session



HOUSE BILL No. 11106

Introduced by REP. RAMIL L. HERNANDEZ

**AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF NURSES FROM
SALARY GRADE 15 TO SALARY GRADE 19, AMENDING FOR THE PURPOSE SECTION
32 OF REPUBLIC ACT NO. 9173, OTHERWISE KNOWN AS "THE PHILIPPINE
NURSING ACT OF 2002", AND APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

Nurses are vital frontline healthcare providers whose work is indispensable to public health and national welfare. Despite their essential role, severe pay disparities and modest compensation structures continue to trigger mass migration of qualified healthcare workers and local staffing shortages in public health institutions.

This bill amends Section 32 of Republic Act No. 9173 (The Philippine Nursing Act of 2002) to upgrade the minimum base pay of entry-level public nurses from Salary Grade 15 to Salary Grade 19. The coverage extends across national government agencies, local government units, state universities and colleges, and government-owned or controlled corporations.

Providing compensation commensurate with nurses' technical skills and workload helps retain talent, strengthens the public healthcare delivery system, and safeguards the health of the nation.

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


RAMIL L. HERNANDEZ
2nd District, Laguna

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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 **"Nurses' Salary Upgrade Act"**.

Section 2. *Declaration of Policy.* – It is hereby declared the policy of the State to instill health consciousness among our people to effectively carry out the health programs of the government to aid in the nation-building of the country. Towards this end, the State shall ensure the welfare and security of nurses, who are essential partners in the delivery of health services, by providing them with a compensation package commensurate with their workload and professional qualifications.

Section 3. *Amendment.* – Section 32 of Republic Act No. 9173, otherwise known as the "Philippine Nursing Act of 2002", 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 19 prescribed under Republic Act No. 6758, otherwise known as the "Compensation and Position 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 4. *Coverage.* – This Act shall cover all nurses occupying Nurse I positions in: (a) National Government Agencies (NGAs); (b) Local Government Units (LGUs); (c)

Government-Owned or Controlled Corporations (GOCCs) with original charters; and (d) State Universities and Colleges (SUCs).

Section 5. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriations of the Department of Health (DOH) and other concerned agencies. Thereafter, such sums as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act (GAA).

For Local Government Units, the amount necessary shall be charged against their respective local funds, subject to the Personal Services (PS) limitation under the Local Government Code of 1991.

Section 6. *Implementing Rules and Regulations (IRR).* – Within sixty (60) days from the approval of this Act, the Department of Health (DOH), in coordination with the Department of Budget and Management (DBM), the Civil Service Commission (CSC), and the Professional Regulation Commission (PRC), shall promulgate the necessary rules and regulations for the effective implementation of this Act.

Section 7. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

Section 8. *Repealing Clause.* – All laws, decrees, orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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,