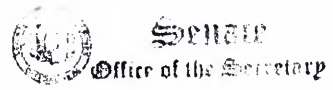


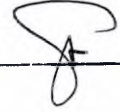
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NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )

'22 JUL 14 P 3 :44

**SENATE**  
**S. B. No. 638**

RECEIVED BY: 

Introduced by Senator SONNY ANGARA

**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"**

**EXPLANATORY NOTE**

The 1987 Philippine Constitution provides that the State shall 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 (Articles XIII, Section 12).

Filipino healthcare workers are the backbone of our health system and are essential to the realization of Universal Healthcare in the country. They are the unsung heroes of the modern times as they bravely faced all the risks and made the biggest sacrifices by putting their lives at peril while treating patients afflicted by the deadly COVID-19 virus.

Despite all the heroism, the poor situation of healthcare workers in the country remains. In fact, recent research made by data aggregator iPrice showed that Filipino nurses earn the least among its peers in the Southeast Asian region. According to the research, experienced Filipino registered nurses only earn about Php40,381/month, which is 57% less than the next lowest paid registered nurses of Php63.2k/month in Vietnam. Singaporean nurses, on the other hand, earn 486% more or at Php274.8k/month.

This proposed bill aims to increase the minimum salary grade level of nurses in public hospitals from Salary Grade 15 to Salary Grade 19. Ensuring that our nurses receive adequate compensation is not just a mere way to acknowledge all their

hardships; it is also a critical step to assure that our country will continue to have skilled medical professionals and quality healthcare, both of which are essential to improving the welfare of our people.

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



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

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

3 "SEC. 32. Salary. - In order to enhance the general welfare, commitment to  
4 service and professionalism of nurses, the minimum base pay of nurses working  
5 in the public health institutions shall not be lower than [~~salary grade 15~~]  
6 **SALARY GRADE NINETEEN (19)** prescribed under Republic Act No. 6758,  
7 otherwise known as the "Compensation and Classification Act of 1989":  
8 Provided, That for nurses working in local government units, adjustments to  
9 their salaries shall be in accordance with Section 10 of the said law."

10 *Sec. 2. Appropriations.* - The amounts necessary for the implementation of this  
11 Act shall be charged against the current year available appropriations of the  
12 Department of Health (DOH). Thereafter, the amount necessary for its continuous  
13 implementation shall be included in the annual general appropriations

14 *Sec. 3. Implementing Rules and Regulations.* - The DOH and the Department  
15 of Budget Management (DBM) shall promulgate the necessary rules and regulations  
16 to implement the provisions of this Act.

1           Sec. 5. *Repealing Clause.* – All provisions of laws, orders, decrees, including  
2 rules and regulations inconsistent herewith are hereby repealed and/or modified  
3 accordingly.

4           Sec. 6. *Separability Clause.* – If any part or provision of this Act shall be held  
5 unconstitutional or invalid, other provisions hereof which are not affected thereby shall  
6 continue to be in full force and effect.

7           Sec. 7. *Effectivity.* – This Act shall take effect fifteen (15) days after its  
8 publication in the *Official Gazette* or in a newspaper of general circulation.

*Approved,*