

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

EIGHTEENTH CONGRESS  
1<sup>st</sup> Regular Session

House Bill No. 3655



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**Introduced by Representatives ERIC GO YAP, JOCELYN PUA TULFO, and  
ROWENA NIÑA TADURAN**

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**EXPLANATORY NOTE**

With the passage of the Universal Healthcare Law, the government is anticipating massive increase in demand for medical practitioners including nurses from the government hospitals and other health institutions. While the country saw a surge in students taking up nursing and other medical course in universities for the past decade, we were left with question; do they see themselves working here and serving our country or are they preparing to work abroad?

Republic Act No. 9173, otherwise known as the Philippine Nursing Act of 2002, mandated the minimum base pay of nurses working in public health institutions at Salary Grade 15. However, current minimum salary for nurses ranges from Php 8,000 to Php 16,000, a far cry from the Php 30,000 equivalent of Salary Grade 15. Apart from the current base minimum salary, nurses also endure high nurse-patient ratio, long working hours, and other difficulties affecting their working and living conditions.

Same goes with other medical practitioners such as Pharmacists, Speech Therapists, Physical Therapists, Medical Technicians, Radiology Technicians who work under the same conditions but are receiving low wages.

These circumstances leave our medical professionals with no choice but to leave the country and serve in a foreign land due to a more attractive compensation and benefit packages for them. Consequently, the quality of healthcare delivery in the country has been suffering due to lack of medical practitioners, not to mention that the best ones choose to work abroad than serve our countrymen.

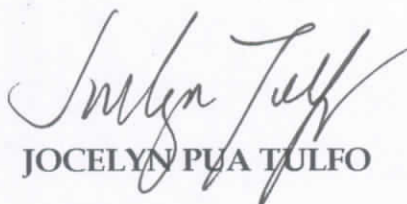
This bill seeks to increase the minimum base pay for nurses working in government hospitals and health institutions to Salary Grade 15 and the minimum base pay of other medical professionals such as Pharmacists, Speech Therapists, Physical Therapists, Medical Technicians, Radiology Technicians, and other health care personnel to Salary Grade 13.

With the rising cost of living and increase in demand for medical attention, our medical practitioners deserve better from the government.

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



ERIC GO YAP



JOCELYN PUA TULFO



ROWENA NIÑA TADURAN

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT**  
**NURSES AND OTHER HEALTH CARE PERSONNEL**

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

**SECTION 1. Declaration of Policy.** - It is the Government's concern and responsibility to provide adequate remuneration and benefits of health workers to enhance general welfare and to attract and retain its rightful share of talents with the end in view of fulfilling the state policy of providing essential health services to all Filipinos.

**SECTION 2. Coverage.** - This Act shall cover all government compensated nurses and other health care personnel (i.e. pharmacists, speech therapists, occupational therapists, physical therapists, medical technicians, radiology technicians, etc.).

As used in this Act, "nurses" refers to graduates of a degree in Nursing and duly certified by the Professional Regulatory Commission (PRC) who are employed by the national government or a local government unit, as the case may be, either in public health institutions or in any government agency or instrumentality.

In addition, "health care personnel" shall mean all persons who are engaged in health and health-related work, and all persons employed in all hospitals, sanitarium, health infirmaries, health establishments owned and operated by the Government or its political subdivisions with original charters and shall include medical, allied health professional, administrative, and support personnel employed regardless of their employment status.

**SECTION 3. Upgrading the Minimum Salary Grade Level of all Public Nurses.** - The present minimum salary grade level of public nurses in hospitals, medical institutions shall be upgraded from Salary Grade 11 to Salary Grade 15; *Provided, however,* that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by public nurses and shall not be prejudiced by across the board salary adjustments.

**SECTION 4. Upgrading the Minimum Salary Grade Level of other Health Care Personnel.** - The minimum base pay of pharmacists, speech therapists, occupational therapists, physical therapists, medical technicians, radiology technicians, and other health care personnel shall not be lower than Salary Grade 13.

**SECTION 5. Inclusion in the Appropriations Act.** - The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

**SECTION 6. Implementing Rules and Regulations.** - The DBM and DOH, in coordination with other concerned agencies, shall formulate the rules and regulations to implement this Act within ninety (90) days after its effectivity.

**SECTION 7. Repealing Clause.** - All laws, decrees, executive orders and proclamations, rules and regulations or parts thereof that are inconsistent with this Act are hereby repealed or modified accordingly.

**SECTION 8. 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 9. Effectivity.** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspaper of general circulation, whichever comes earlier.

Approved,