

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
QUEZON CITY

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1942



Introduced by REPRESENTATIVES ENRICO A. PINEDA and
MICHAEL ODYLON L. ROMERO, PhD.

EXPLANATORY NOTE

The Philippines public health system demands a high level of competence from government health workers. This is especially true among public health nurses, who serve at the frontlines, at times the line, of public health service delivery particularly in rural areas. Yet, despite all the hardships and sacrifices, government-employed nurses receive remuneration that is barely enough to cover their families' needs.

The perennially low wages caused public nurses to shift to other professions or seek employment abroad. This, in turn, resulted to further degradation of our country's health system, especially in the poor and marginalized localities.

This bill seeks to increase the currently entry-level salary grade of public nurses from Salary Grade 11 to Salary Grade 15. Section 32 of Republic Act No. 9173 provided that the minimum base pay of nurses working in the public health institutions shall not be lower than Salary Grade 15, hence, this measure aims to uphold the aforesaid provision. Moreover, this bill likewise provides for the modification of the Philippine Government Position Classification Plan to adjust remuneration for other occupational groups, classes and series, accordingly.

It is hoped that through this measure, the decades' worth of gross neglect of the nurses' welfare be rectified and that such will be reciprocated in better service by these frontline wellness professionals.

This bill is not only meant to be a talent-retention scheme to keep in our country a precious human resource, but it also confers due recognition for their contribution in a manner best appreciated by them which is just compensation.

In view of the upholding the welfare of those who sacrificed much for the benefit of Filipinos, the passage of this measure is earnestly sought.

Handwritten signature of Enrico A. Pineda in black ink.

ENRICO A. PINEDA
1PACMAN

Handwritten signature of Michael Odylon L. Romero, PhD in black ink.

MICHAEL ODYLON L. ROMERO, PhD
1PACMAN

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Introduced by REPRESENTATIVES ENRICO A. PINEDA and
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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

**AN ACT UPGRADING THE MINIMUM SALARY OF GOVERNMENT NURSES
FROM SALARY GRADE 11 TO SALARY GRADE 15**

SECTION 1. Short Title. This Act shall be known as "The Government Nurses' Salary Upgrading Act."

SECTION 2. Declaration of Policy. It is hereby declared policy of the State to guarantee the retention of skilled and competent civil servants by ensuring that the remuneration due to them are commensurate to the complexity of their duty. In line with this principle and with the constitutionally-enshrined policy to protect and promote the people's right to health, the State shall provide adequate remuneration to all government health workers.

SECTION 3. Coverage. This Act shall cover all government-compensated nurses working in public hospitals and other government institutions, whether funded nationally or locally.

SECTION 4. Minimum Salary of Government Nurses. The present minimum salary of government nurses (Nurse I) shall be upgraded from Salary Grade Eleven (11) to Salary Grade Fifteen (15).

SECTION 5. Appropriations. The amount necessary for the immediate implementation of the provisions of this Act shall be charged against any funds in the National Treasury not otherwise appropriated. The subsequent funds 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.

SECTION 6. Implementing Rules and Regulations. Within sixty (60) days from the effectivity of this Act, the Department of Budget and Management (DBM), in consultation with the Department of Health (DOH), the Department of Interior and Local Government (DILG), the Department of National Defense (DND), the Department of Education (DepEd), the Commission of Higher Education, and other relevant government agencies, shall promulgate the necessary rules and regulations to effectively implement the provisions of this Act.

To mitigate potential salary distortion within occupational group and among occupational class and series, the DBM is hereby authorize to make adjustments on the existing Position Classification Plan of the Philippine Government.

SECTION 7. Separability Clause. If for any reason, any provision of this Act is declared unconstitutional or invalid, such parts or portions not affected thereby shall remain in full force and effect.

SECTION 8. Repealing Clause. All laws, executive orders, presidential decrees, issuance, 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 following its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,