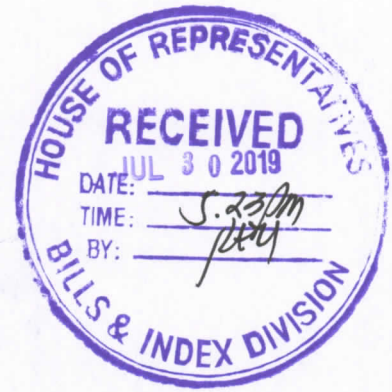


Republic of the Philippines
House of Representatives
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3160



Introduced by REPRESENTATIVE ALFRED VARGAS

**AN ACT PROVIDING FOR NURSES TO BE ALLOCATED WITH RAISED SALARIES (NARS)
BY UPGRADING THE MINIMUM SALARY GRADE LEVEL OF ALL PUBLIC NURSES FROM
SALARY GRADE 11 TO 15 IN ALL PUBLIC HOSPITALS AND OTHER GOVERNMENT
INSTITUTIONS, AND INCREASING THE SALARY RATE OF ALL PRIVATE NURSES IN ALL
PRIVATE HOSPITALS AND HEALTH INSTITUTIONS**

EXPLANATORY NOTE

The Overseas Filipino Worker (OFW) population is consistently increasing through the years because of the continuing high unemployment rate in the Philippines. Every year, thousands of fresh graduates especially our Filipino nurses fail to seek job employment despite the high demand for their services in the country.

Moreover, Filipino nurses take a lead role in ensuring public health development, especially in rural areas. However, the country continues to be saddled with a poor healthcare sector caused primarily by the low ratio of nurses as duly licensed nurses opt to bring their services to greener pastures abroad or to other relatively lucrative sectors which do not involve the practice of their profession.

In order to fill the nursing shortage in the Philippines a salary increase both in public and private sectors shall be implemented. The Philippine Nursing Act of 2002 or the Republic Act No. 9173 provided for Salary Grade (SG) 15 as an entry salary grade for public nurses all over the country. However, this was never implemented with the government failing to allocate funds for its implementation.

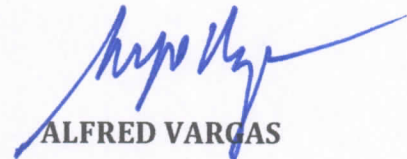
In 2016, Executive Order No. 201 approved the entry salary for nurses with Salary Grade (SG) 11 at P20,754 per month for the fourth tranche which is lower than the supposed Salary Grade (SG) 15 for nurses which is P30,351 per month for the fourth tranche. While nurses in the private sector receive much less than P10,000 per month, which is even lower than the mandated minimum wage in the National Capital Region at P11,264 per month.

This unjust situation is further aggravated by inadequate or non-implementation of benefits as mandated by Magna Carta of Public Health Workers or Republic Act No. 7305, such as overtime pay, night shift differential, on-call pay, and hazard pay.

This bill seeks to upgrade the salaries received by the public nurse through raising the minimum salary grade level of nurses from Salary Grade 11 (Php20,754.00) to 15 (Php30,531.00) and to increase the minimum salary rate of Private Nurses to P20,000.

This measure ensures the dignity of Filipino nurses and assume responsibility for the protection, respect and improvement of the nursing profession by instituting measures that will ensure the adaption of just and humane conditions of work and the promotion of professional growth. This bill also aims to ensure that mandated benefits are provided to encourage them to work in the country instead of going abroad.

In view of the foregoing, support for the passage and approval of this legislation is earnestly sought.



ALFRED VARGAS

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HOUSE BILL NO. _____

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AN ACT PROVIDING FOR NURSES TO BE ALLOCATED WITH RAISED SALARIES (NARS) BY UPGRADING THE MINIMUM SALARY GRADE LEVEL OF ALL PUBLIC NURSES FROM SALARY GRADE 11 TO 15 IN ALL PUBLIC HOSPITALS AND OTHER GOVERNMENT INSTITUTIONS, AND INCREASING THE SALARY RATE OF ALL PRIVATE NURSES IN ALL PRIVATE HOSPITALS AND HEALTH INSTITUTIONS

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

SECTION 1. Short Title – This Act shall be known as “***Nurses Allocated with Raised Salaries (NARS) Act of 2019***”

SEC 2. 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.

SEC 3. Coverage – This Act shall cover all government compensated nurses working in public hospitals and other government institutions, and all private nurses in all private health facilities and institutions.

SEC 4. Upgrading the Minimum Salary Grade Level to all Public Nurses. – The present minimum salary grade level of public nurse in hospitals, medical shall be upgraded from Grade 11 to 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.

SEC 5. Increasing the Salary Rate of Private Nurses – The present minimum monthly salary rate for private nurses shall be upgraded to Twenty Thousand Pesos (P20,000). Salaries of those occupying higher positions shall be adjusted accordingly.

SEC 6. **Budget Required.** – The Department of Health (DOH) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding nurses for a period of at least five years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC 7. **Appropriation** – The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act (GAA) for the year following the approval of this Act. Initial funds required for the implementation of this Act shall be sourced from the General Appropriations Act Miscellaneous Personnel Benefit Fund and other sourced from the GAA Miscellaneous Personnel Benefit Fund and other possible sources that may be determined by the Office of the President. The funds for private health facilities shall be included in the corporate budget.

SEC. 8. **Rules and Regulations.** – The Department of Health and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

SEC. 9. **Penalty** – A fine of not less than Five Hundred Thousand Pesos (P500,000) and/or imprisonment of not less than one (1) year nor more than two (2) years shall be imposed upon any person violating any provision of this Act.

Provided That, for government agencies, juridical persons, including local government units or any other entity, the head of the agency and Board of Directors, or executive officials of the agency, shall assume full responsibility for violations of this Act.

SEC. 10. **Repealing Clause.** – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 11. **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.

SEC. 12. **Effectivity.** – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,