



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



EIGHTEENTH CONGRESS
First Regular Session

House Bill No. **5500**

Introduced by 2nd District of Agusan del Norte Representative

HON. MA. ANGELICA M. AMANTE-MATBA

EXPLANATORY NOTE

The passage of the Universal Health Care Act will entitle Filipinos to health coverage that will significantly reduce their out-of-pocket health expenses. In line with this, it is expected that there will be a huge influx and demand for competent health care workers to provide the essential services in our public hospitals. This demand should be substantiated with an appropriate supply of medical practitioners in our country. Unfortunately, nursing and medical related graduates usually lean towards working overseas for higher compensation. This sad reality may result to a further decrease in our country's health care system delivery, especially to the poor and those from far-flung areas.

The Philippine Nursing Act of 2002 or the Republic Act No. 9173 provides that the minimum base pay of public nurses in our government institutions should be at Salary Grade 15. However, for more than a decade, this abovementioned salary did not see the light of day due to constraints in allocating funds for its implementation. Our public nurses and medical practitioners, despite of their relatively low salary, endure the long working hours and the unfavorable nurse to patient ratio which negatively affects their professional and personal lives.

To rectify the long overdue of increase, this bill seeks to upgrade the minimum base pay of our nurses working in government hospitals and health institutions to Salary Grade 15 and the minimum base pay for other medical personnel such as physical therapists, pharmacists, medical technicians, radiology technicians, and other health care personnel to Salary Grade 13. This increase aims to incentivize their efforts and roles as frontline health service providers of our health institutions. Likewise, the approval of this measure will be an instrument to revitalize the government's policy of promoting essential health services to all Filipinos.

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

ANGEL M. AMANTE-MATBA



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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 AND OTHER HEALTH CARE PERSONNEL**

SECTION 1. Short Title. This Act shall be known as “Government Nurses and Health Care Personnel’s Salary Upgrade Act.”

SEC. 2. Declaration of Policy. It is the policy of the State to provide adequate remuneration and benefits of health workers to enhance general welfare, to attract and to retain its rightful share of skilled and competent civil servants in fulfilling the policy of providing essential health services to each Filipinos.

SEC. 3. Coverage. This Act shall cover all government compensated nurses and other health care personnel (i.e. speech, therapists, physical therapists, pharmacists, medical technicians, radiology technicians, etc.) working in public hospitals and other government institutions, whether funded nationally or locally.

As used in this Act, “nurses” refers to graduates of a degree in Nursing and certified by the Professional Regulation Commission (PRC) who are employed by the national government or local government working in public health institutions or in any government agency. The term “health care personnel” refers to all persons engaged in health-related work and all persons employed in all hospitals, sanatoria, health infirmaries, health establishments of 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.

SEC. 4. Minimum Salary of all Public Nurses. The minimum salary grade of nurses (Nurse I) shall be upgraded from Salary Grade 11 to Salary Grade 15.

SEC. 5. Minimum Salary of all Public Health Care Personnel. The minimum salary grade of pharmacists, speech therapists, physical therapists, medical technicians, radiology technicians, and other health care personnel shall be Salary Grade 13.

SEC. 5. Appropriations. The amount necessary for the immediate implementation of the provisions of this Act shall be charged against the Maintenance and Other Operating Expenditures (MOOE) of the Department of Health. Thereafter, the necessary funds to carry out the provisions of this Act shall be included in the annual General Appropriations Act.

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

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

SEC. 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.

SEC. 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,