

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

House Bill No. **7933**



Introduced by
ANAKALUSUGAN REPRESENTATIVE MICHAEL T. DEFENSOR

EXPLANATORY NOTE

In 2002, Congress passed Republic Act No. 9173, Section 32 which raised to Salary Grade 15 (from Salary Grade 11) the minimum base pay for nurses employed in public health institutions. The passage of the law in 2002 meant that as early as 18 years ago, Congress had intended to upgrade the minimum base pay for nurses. Sadly, the Salary Grade 15 assigned to nurses is taking effect only this year, following the Supreme Court decision in *ANG NARS PARTY-LIST vs. THE EXECUTIVE SECRETARY* (G.R. No. 215746), which upheld the validity of Section 32 of the 2002 law.

It is in this context that this bill seeks to further improve the minimum base pay of nurses from Salary Grade 15 to Salary Grade 21. Once this bill is enacted, the minimum monthly base pay of nurses will be further revised upward in the following manner, in accordance with Republic Act No. 11466, or the Salary Standardization Law of 2019:

Effective Jan. 1, 2021 – P60,901.00 (from P33,575.00)

Effective Jan. 2, 2022 – P62,449.00 (from P35,097.00)

Effective Jan. 1, 2023 – P63,997.00 (from P36,619.00).

This bill seeks to make the minimum monthly base pay of government nurses somewhat comparable to those being offered to newly hired Filipino nurses in the Middle East and Europe.

The estimated starting pay of Filipino nurses in Germany, for instance, is P111,000 per month. In Saudi Arabia, the estimated starting pay of Filipino nurses in hospital settings is P60,000 per month, while those hired as home-based private duty nurses receive P80,000 per month. Many Filipino nurses, particularly those looking to work in the Middle East and Europe, will be encouraged to stay in the country once their minimum base pay is further increased, thus assuring them of a higher standard of living here at home.

The intention of this bill is to help discourage the exodus of Filipino nurses to the Middle East and Europe, so that our public health system may be assured of an adequate supply of new nurses in the years ahead.

In view of the foregoing, the passage of this bill is hereby earnestly sought, hopefully alongside the passage of other pending measures seeking to upgrade the minimum base pay of government physicians from Salary Grade 21 to Salary Grade 24.



MICHAEL "MIKE" T. DEFENSOR

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ANAKALUSUGAN PARTY-LIST
REPRESENTATIVE MICHAEL T. DEFENSOR

**AN ACT FURTHER UPGRADING THE MINIMUM BASE PAY OF NURSES
WORKING IN PUBLIC HEALTH INSTITUTIONS, AMENDING FOR THE
PURPOSE REPUBLIC ACT NO. 9173, OTHERWISE KNOWN AS THE
"PHILIPPINE NURSING ACT OF 2002"**

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

1 Section. 1. *Short Title.* – This Act shall be known as the "Competitive Nursing
2 Compensation Act of 2020"

3 Sec. 2. *Declaration of Policy.* – It is the policy of the state to protect and promote the
4 right to health of the people. In this regard, the state shall implement a compensation scheme
5 for nurses in the government service that will be competitive not only with the private sector
6 in the country but also worldwide.

7 Sec. 3. *Coverage.* This Act shall cover all nursing practitioners in government
8 hospitals, whether working for the National Government through the Department of Health,
9 or Local Government Units.

1 Sec. 4. *Amendment.* – Section 32 of Republic Act No. 9173 is hereby amended to
2 read as:

3 “SEC. 32. *Salary.* — In order to enhance the general welfare, commitment
4 to service and professionalism of nurses, the minimum base pay of nurses
5 working in the public health institutions SHALL NOT BE LOWER THAN
6 SALARY GRADE 21 PRESCRIBED UNDER REPUBLIC ACT NO. 11466,
7 OTHERWISE KNOWN AS THE “SALARY STANDARDIZATION LAW OF
8 2019.”

9 Sec. 5. *Repealing Clause.* - All laws, decrees, executive orders, and other
10 presidential issuances which are inconsistent with this Act are hereby repealed, amended or
11 modified accordingly.

12 Sec. 6. *Separability Clause.* – If, for any reason, any section or provisions of this Act
13 is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected
14 thereby.

15 Sec. 7. *Effectivity.* - This Act take effect fifteen days (15) after its publication in at
16 least two (2) national newspapers of general circulation.
17 *Approved*