

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

House Bill No. 5276



Introduced by Hon. MARVIN C. RILLO
Representative, Fourth District, Quezon City

EXPLANATORY NOTE

Nurses, as part of the healthcare industry manpower have played a noble role on the sustainability of the medical sector of the country especially during pandemic. Nursing has been identified as an 'indispensable profession, discipline and occupation (Thuon Northrup et al., 2004, 55).¹ The WHO, the International Nurses Council and the global campaign Nursing Now has established the role of nurses in delivering skills to national and global health priorities, including the achievement of the SDGs, in their report on the State of the World's Nursing (WHO, 2020b).²

Despite of the significant contribution of the nurses in our country, the prevalent spike of nurses migrating to other countries that offers more benefit and privileges as to their profession poses a threat to the Philippine healthcare industry. It is often cited by researches and statistics that the migration of skilled professionals, particularly of healthcare workers, is a key concern for many developing countries because of its potential to deplete the number of skilled workers from the local economy. Based on studies, most local nurses tend to migrate to other countries due to economic factor.

Comparing the current salary of the job offer for nurses across the world, it is duly proved that the Philippines render the lowest earning for our local nurses. According to the U.S. Bureau of Labor and Statistics (BLS), Registered Nurses in the United States in 2020 made an average salary of \$75,330.³ In UK, Nurses in entry-level positions start out getting around the US \$30,000 per year, but that can increase to as much as \$43,000 per year once they obtain experience.⁴ The average pay for a Registered Nurse (RN) in Dubai is AED 83,399 per year (US\$ 24,000 Approx).⁵ Canadian nurses have some of the best salaries in the world, ranging between \$48,000 and \$55,000; they can earn an incredible \$65,000 depending on experience and specialization.⁶ Whereas, in 2020 it is recorded that according to the Department of Labor and Employment

¹ Thoun Northrup, D., C.L. Tschanz, V.G. Olynyk, K.L. Schick Makaroff, J. Szabo and H.A. Biasio (2004) 'Nursing: Whose Discipline is it Anyway?', *Nursing Science Quarterly*, 17, pp. 55–62, DOI: 10.1177/0894318403260471

² WHO (2019b) *Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce*, Human Resources for Health Observer Series No. 24 (Geneva: WHO), <https://apps.who.int/iris/bitstream/handle/10665/311322/9789241515467-eng.pdf?ua=1> (accessed on 26 September 2022).

³ Nurse.org Retrieved from: <https://nurse.org/articles/highest-paying-countries-for-nurses/>. Last accessed 26 Sep 2022

⁴ Nurse Abroad. Retrieved from: <https://nurseabroad.in/top-countries-for-nurses-to-work-and-live/> Last accessed 26 Sep 2022

⁵ Id

⁶ Id

(DOLE), an entry-level registered nurse receives an average salary of P8,000 (\$158.54) to P13,500 (\$267.54) per month.⁷

Republic Act 9173 also known as the "Philippine Nursing Act of 2002" constitutes policies which assume responsibility for the protection and improvement of the nursing profession by instituting measures that will result in relevant nursing education, humane working conditions, better career prospects and a dignified existence for our nurses. Through this, the State hereby guarantees the delivery of quality basic health services through an adequate nursing personnel system throughout the country. The aforementioned provides under sec 32 that in order to enhance the general welfare, commitment to service and professionalism of nurses, the minimum base pay of nurses working in the public health institutions shall not be lower than salary grade 15 prescribed under Republic Act No. 6758, otherwise known as the "Compensation and Classification Act of 1989. However, this amount cannot competitively offer a good salary to the nurses as compared from the other country.

By these reasons, it is recognized that the global health has evolved not only due to the emergence of new diseases but also because of the interconnected and interdependent world. To provide solution on the deplete on our skilled nurses, we must provide a competitive salary and benefit for them to enjoy and consider. Recognizing that policy is an essential part of the ecosystem of health sciences, this representation hereby earnestly sought the passage of this bill to attain the mandate of the duly constituted laws.

On behalf of the people of the Fourth District of Quezon City, the approval of this Bill is earnestly sought.



MARVIN C. RILLO
Representative
4th District, Quezon City

⁷ Magsambol, Bonz. Low pay, high risk: The reality of nurses in the Philippines. May 2020. Retrieved from: <https://www.rappler.com/newsbreak/iq/259610-salary-nurses-philippines/>. Last accessed 26 September 2022.

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Introduced by REPRESENTATIVE MARVIN C. RILLO

“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 Representative of the Philippines in Congress assembled:

SECTION 1. *Section 32 of Republic Act (RA) No. 9173, is hereby further amended to read as follows:*

“SEC. 32. Salary - In order to enhance the general welfare, commitment to service and professionalism of nurses, the minimum base pay of nurses working in the public health institutions shall not be lower than salary grade [~~15 prescribed under Republic Act No. 6758, otherwise known as the “Compensation and Classification Act of 1989”~~]: Provided, That for nurses working in local government units, adjustments to their salaries shall be in accordance with Section 10 of the said law.] **TWENTY-ONE (21) PRESCRIBED UNDER REPUBLIC ACT NO. 11466, OTHERWISE KNOWN AS THE “SALARY STANDARDIZATION LAW OF 2019”**

SEC. 2. Separability Clause. - If, for any reason, any part, section or provision of this Act is held invalid or unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 3. Repealing Clause. - All laws, presidential decrees, executive orders, rules and regulations, or parts thereof which are inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 4. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved.


MARVIN C. RILLO
Representative
4th District, Quezon City