

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **1437**

Introduced by Honorable **CARMELO F. LAZATIN**

EXPLANATORY NOTE

With the economic unsteadiness being experienced by our country and lucrative opportunities to medical practitioners abroad, the delivery of over-all public health system is continuously threatened by the diaspora of Filipino doctors. As the trend the migration trend continues, some doctors are enrolled in nursing schools to acquire a nursing license to secure alternative jobs since this is highly in demand in other countries.

The continuous brain drain in the field of medicine is indeed alarming since it greatly affects the delivery public health services to the Filipinos, which poses an imminent collapse of the country's health system leaving the country with less number of competent and experienced doctors. Thus, it is strongly proposed that the State should rightfully address this growing problem by augmenting the salaries of government doctors and provide additional benefits.

Hence, this bill is primarily envisioned to uplift the living conditions of government physicians since their meager income does not commensurate their professionalism, hard work and commitment in the name of public service not to mention the health hazard that entails their responsibilities.

In view of the foregoing issues, the approval of this bill is ardently sought.


CARMELO F. LAZATIN
First District, Pampanga

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

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House Bill No. **1437**

Introduced by **Honorable Carmelo F. Lazatin**

**AN ACT INCREASING THE SALARY OF GOVERNMENT MEDICAL
PRACTITIONERS AND ADDITIONAL INCENTIVES AND APROPRIATING FUNDS
THEREFOR.**

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

SECTION 1. *Title.* – This Act shall be known and cited as the "Increased Salary and Incentives for Government Physicians Act".

SECTION 2. *Declaration of Policy.* – It is the declared policy of the State to address the collapsing general health system brought by the migration of Filipino medical practitioners by ensuring that government doctors are adequately remunerated and provided with other means of job satisfaction and fulfillment to ensure the efficient delivery of basic health services for the benefit of every Filipino.

SECTION 3. *Enforcement of the Act.* – Towards this end, this Act shall augment the salary of government doctors and provide additional incentives and appropriate funds for these purposes.

SECTION 4. *Coverage-* This Act shall cover all bonafide government physicians duly certified by the Professional Regulatory Commission (PRC), who are in the active practice of medicine and employed by the national or local government.

SECTION 5. *Increase in Salary Grade* – The Salary Grade of all government physicians shall not be lower than Salary Grade 25 as prescribed by Republic Act Number 6758, otherwise known as, "Compensation and Classification Act of 1989", regardless of area of assignment.

SECTION 6. *Additional Benefits-* All government physicians shall be entitled to the following benefits based on their respective area of assignment:

	Cities and 1st Class Municipalities	2nd and 3rd Class	4th and 5th Class	6th Class
Transportation Allowance	P 6,000	P 8,000	P 10,000	P 13,000
Food Allowance	6,000	8,000	10,000	13,000
Medical Allowance	5,000	7,000	8,000	10,000
Hazard Pay	6,000	8,000	10,000	13,000
Clothing Allowance	20,000	20,000	25,000	30,000

All the aforementioned benefits shall be provided monthly, except for the clothing allowance which shall be released annually.

SECTION 7. *Loyalty Award Incentives*- At the start of the implementation of this Act, all government physicians who have rendered the following continuous years of service shall be provide with corresponding loyalty incentives:

Ten years: ten-month salary
Five years: three-month salary
Three years: one and a half-month salary
First year: half-month salary

For the succeeding years after the first implementation of this Act, an equivalent of one month salary shall be provided annually for the additional year of continuous service to be rendered. For those who have rendered continuous service above ten years, the total award to be received shall be equivalent to ten-month salary plus the remaining number of years.

SECTION 9. *Appropriation*- For the implementation of this Act, the Government Service Insurance System (GSIS) shall allocate ten percent of its gross annual revenues and shall be included in the annual General Appropriation Act.

SECTION 10. *Assisting Entries*- The PRC shall ensure and certify the professional qualification and validity of the license of the government physicians while the continuity of service and appointment shall be certified by the Civil Service Commission (CSC).

SECTION 11. *Exemptions*- All government physicians who are proven guilty of any criminal or administrative charges shall not be provided loyalty incentive.

SECTION 12. *Separability Clause*. – If any provisions or part hereof, is invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SECTION 13. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule of regulation contrary to or inconsistent with, the provisions of this Act is hereby repealed, modified, or amended accordingly.

SECTION 14. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,