

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

FIFTEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. 1442

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Introduced by Honorable **CARMELO F. LAZATIN**

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**EXPLANATORY NOTE**

The continuous mass exodus of doctors and nurses has inimically affected the over-all public health system in the Philippines leaving the country with less number of competent and experienced physicians and nurses. As the migration trend of health practitioners continues, the burden of responsibilities was left in the hands of midwives.

Recent Department of health (DOH) percent assessments shows that the recommended ration is one midwife for every 3,000 while in some areas, the ratio is one midwife for 30,000 people. Midwives are primarily tasked to deliver babies, however with the diaspora of health practitioners, they were prompted to perform other health services as they were always tapped especially in times of health emergencies.

Thus, in order for the midwives to cope with this new challenge, DOH has conducted series of trainings such as Emergency IV training, immunizing mothers and children for diarrhea, malaria, dengue, Tuberculosis-Directly Observed Treatment Short-course (TB-DOTS), tetanus, hepatitis B, diphtheria, polio and measles, counseling mothers and educating couples on family planning, nutrition and pregnancy.

All these and other responsibilities depending upon the need of the situation are all left in the hands of our so-called barefoot doctors and the new healthcare heroes—the midwives. Thus, it is strongly proposed that the State should rightfully address this growing problem by increasing their income and benefits since their meager income does not commensurate their professionalism, hard work and commitment in the name of public service aside from the 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. **1442**

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Introduced by **Honorable Carmelo F. Lazatin**

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**AN ACT INCREASING THE SALARIES AND BENEFITS OF GOVERNMENT MIDWIVES  
AND APPROPRIATING 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 Government Midwives' Salary 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 health practitioners by ensuring that government midwives 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 enforce the increase of the salaries and benefits of government midwives.

SECTION 4. *Coverage of the Increase.*– The increase and provision of additional benefits shall cover only registered midwives and bonafide government employees who are active in the practice of midwifery.

SECTION 5. *Assisting Entries.*– The Civil Service Commission (CSC) shall certify the continuity of service and appointment of the government midwives.

SECTION 6. *Salary Increase.*– The Salary Grade of government midwives shall be escalated one grade up. All bonafide and registered government midwives shall be entitled to the following based on their respective area of assignment:

|                | <b>Cities and 1<sup>st</sup><br/>Class<br/>Municipalities</b> | <b>2<sup>nd</sup> and 3<sup>rd</sup> Class</b> | <b>4<sup>th</sup> and 5<sup>th</sup> Class</b> | <b>6<sup>th</sup> Class</b> |
|----------------|---------------------------------------------------------------|------------------------------------------------|------------------------------------------------|-----------------------------|
| Transportation | P 3,000                                                       | P 4,000                                        | P 5,000                                        | P 6,500                     |

|                    |        |        |         |        |
|--------------------|--------|--------|---------|--------|
| Allowance          |        |        |         |        |
| Food Allowance     | 3,000  | 4,000  | 5,000   | 6,500  |
| Medical Allowance  | 2,500  | 3,500  | 4,000   | 5,000  |
| Hazard Pay         | 10,000 | 10,000 | 12,5000 | 15,000 |
| Clothing Allowance | 3,000  | 3,000  | 3,000   | 3,000  |

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 midwives 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 8. *Appropriation*- For the implementation of this Act, the increase of the salaries and benefits of midwives shall be included in the annual General Appropriation Act.

SECTION 9. *Exemptions*- All government physicians who are proven guilty of any criminal or administrative charges shall not be provided loyalty incentive.

SECTION 10. *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 11. *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 12. *Effectivity Clause*. – This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,