

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

**Sixteenth Congress**  
First Regular Session



**HOUSE BILL NO. 4101**

**HON. ELISA T. KHO**

**EXPLANATORY NOTE**

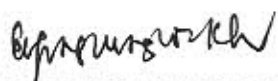
This bill aims to exempt public hospital doctors from the coverage of R.A. 6758, otherwise known as the Salary Standardization Law, providing them with competitive remuneration, thus encouraging our medical doctors to work in government hospitals and clinics instead of leaving the country in search for greener pastures.

Based on the data from the Professional Regulation Commission, there are currently 72,000 licensed doctors in the country, which makes the ratio of seven (7) doctors per 10,000 patients or one physician to 1,429 people, which is way below the standard ratio prescribed by the World Health Organization (WHO) of 1 to 1,000. The shortage is even more evident in rural areas where only one doctor is available to serve 33,000 people.

This shortage results from our medical professionals leaving our country because of economic needs, lower salaries, and inhumane working conditions. With our doctors migrating, the Philippines is said to be the second biggest importer of doctors in the world.

To this end, our public hospital doctors will be provided with a more competitive salary structure thus, discouraging our medical professionals to leave the country and at the same time addressing the governments' crisis in health workforce leading to providing quality health care and services for the Filipinos.

Immediate approval of this bill is earnestly sought.

  
**HON. ELISA T. KHO**  
Representative  
2<sup>nd</sup> District, Masbate

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**Introduced by Hon. ELISA T. KHO**

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**AN ACT**  
**GRANTING EXEMPTION TO MEDICAL DOCTORS FROM THE**  
**COVERAGE OF REPUBLIC ACT 6758, OTHERWISE KNOWN AS**  
**THE SALARY STANDARDIZATION LAW AND AUTHORIZING**  
**APPROPRIATION OF FUNDS THEREFOR**

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

SECTION 1.     ***Declaration of Policy.*** It shall be the policy and responsibility of the State to provide quality health care and services to its people through the retention of its highly qualified practitioners by providing them with adequate remuneration and benefits, to encourage them to work for the government and at the same time addressing the government's crisis in health workforce most especially in rural areas. To this end, this Act provides for the granting of exemption of public hospital doctors from the coverage of the Salary Standardization Law, and enabling the Department of Health to come up with a salary structure for them that is responsive enough to enable them to cope up with the demands of rising costs of living.

SECTION 2.     ***Eligibility.*** - All doctors with proper employment requirements and documents in the government service and passed the Board Examinations for Medical Doctors with permanent status shall be eligible under this Act.

SECTION 3.     ***Implementing Rules and Regulations.*** - The Department of Health in consultation with the Department of Budget and Management shall study, review, analyze, revise, adjust, and implement a comprehensive and competitive salary structure for public hospital doctors, independent from the provisions of the Salary Standardization Law. The implementing rules and regulations necessary for the implementation of this Act shall be issued by the Department of Health, in consultation with the Department of Budget and Management within ninety (90) days from the approval thereof.

SECTION 4.     ***Appropriations.*** - The amount necessary to effectively implement the provisions of this Act shall be charged against the Department of Health's budget for the year following the approval of this Act. Thereafter, such funds as may be necessary for its continuous implementation shall be included in the Annual General Appropriations Act of the above-mentioned agency.

SECTION 5.     ***Repealing Clause.*** - All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof, which are inconsistent with this Act, are hereby repealed or modified accordingly.

SECTION 6.     *Separability Clause.* – If any part or provision of this Act is held invalid or unconstitutional, other provisions not affected thereby shall remain in force and effect.

SECTION 7.     *Effectivity.* - This Act shall take effect fifteen (15) days after publication in the *Official Gazette* or in two (2) national newspapers of general circulation.

Approved,