



**16th CONGRESS OF THE REPUBLIC OF THE PHILIPPINES
FIRST REGULAR SESSION)**

**House of Representatives
HOUSE BILL NO. 4340**

INTRODUCED BY HONORABLE GUS S. TAMBUNTING

EXPLANATORY NOTE

This bill seeks to give importance and recognition to health workers who continue to perform under hazardous working conditions.

Under the Magna Carta of Public Health Workers, Hazard Pay is a mandatory right to those exposed to medical hazardous risks.

"Health is wealth" an old adage and yet the very vanguard of health care are yet to be properly compensated.

The National Management Health Workers Consultative Council, the policy making body of the Magna Carta (RA 7305) encountered several problems in the implementation of the present Hazard Pay mechanism as provided under the present law. Stating among others, the disparity of the entitlement causes biases and undue discussions since all public health workers are exposed to the same risks and equally susceptible to the prevailing hazardous environment.

The Magna Carta provides that health workers with Salary Grade (SG) 20 and above shall receive a hazard pay equivalent to 5% of basic salary while those belonging to SG 19 and below shall receive 25% of basic salary.

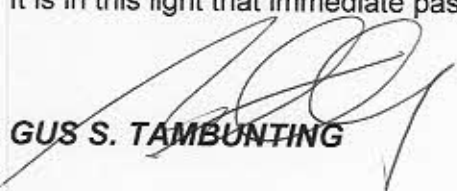
Thus, a Senior Resident Physician SG 20 will receive an amount equivalent to P4, 900 hazard pay as compared to a Junior Resident Physician SG 19 who will receive a greater amount. The irony, both physicians are exposed to the same risk and both are susceptible.

Hence, exposure to risks need not qualify nor be subjected to criteria.

Under this representation's proposal an across the board hazard pay of P5, 000 shall be entitled to all public health workers as defined. Excluding local government units counterparts and other health related establishments, an estimated 32,000 health workers as reported by the Department of Health will be benefited by the enactment of this proposal.

This measure proposes a rational approach in consideration of public health workers welfare and productivity at workplace.

It is in this light that immediate passage of this bill is earnestly sought.


GUS S. TAMBUNTING



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Introduced by HONORABLE GUS S. TAMBUNTING

AN ACT
ESTABLISHING REFORMS IN THE IMPLEMENTATION OF MAGNA CARTA
OF PUBLIC HEALTH WORKERS, THEREBY AMENDING SECTION 7, RULE
XV OF RA 7305 PROVIDING FUNDS THEREFORE, AND FOR OTHER
PURPOSES

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

SECTION 7. RULE XV OF RA 7305, otherwise known as The Magna Carta
of Public Health Workers, is hereby amended to read as follows:

“Section 7. Other additional compensation:

7.1 Hazard Pay

7.1.1 Eligibility to Receive Hazard Pay – All Public Health
Workers covered under RA 7305 are eligible to receive a hazard pay
IN THE AMOUNT OF FIVE THOUSAND PESOS (P5,000.00)
WHICH SHALL BE AUTOMATICALLY INCLUDED IN THE
COMPUTATION OF BASIC MONTHLY PAY.

SEC. 2. **Implementing Rules and Regulations.** - The Department of
Health (DOH) and other appropriate government agencies shall promulgate the
revised implementing rules and regulations necessary for the effective
implementation of this Act.

SEC. 3. **Repealing Clause.** - All other laws, decrees, orders,
issuances and rules and regulations or parts thereof inconsistent with this Act are
hereby amended or repealed accordingly.

SEC. 4. **Separability Clause.** - The provisions of this Act are
hereby declared to be separable and, in the event any of such provisions is
declared unconstitutional, the order provision, which is not affected thereby, shall
remain in full force and effect.

SEC.5. **Effectivity.** - This Act shall take effect fifteen (15) days after its complete publication in at least two (2) newspapers of general circulation.

Approved,