

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5096



Introduced by: Hon. Angelina "Helen" D.L. Tan, M.D.

AN ACT PROVIDING FOR AN INCREASE IN THE SALARY OF, AND ADDITIONAL INCENTIVES FOR, GOVERNMENT PHYSICIANS AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

Based on the World Health Organization's estimate, there are 22,000 health professionals who leave the country every year to work overseas. The Philippines is the world's largest exporter of nurses and the second largest exporter of doctors. It is, however, ironic that of the 70% of Filipinos living in rural areas, only 10% benefit from the services of medical professionals.

The Philippine Star in its editorial reports that "Several years after some 100 private hospitals across the archipelago were forced to close shop for lack of health professionals particularly physicians, the country continues to suffer from a shortage of doctors (19 July 2013). This is the sad situation of most hospitals especially in rural areas in Visayas and Mindanao. Even prestigious medical institutions find it difficult to attract fresh graduates to fill up slots for doctors. The government has acknowledged the reality that, indeed, the country is facing an alarming shortage of medical doctors and other medical professionals.

According to the International Organization for Migration (2013), "the Philippines fares well in terms of the education and health components of human development index (HDI) - although further improvements would be welcome — but is less successful in the provision of decent income, a dimension that is inextricably linked to employment."

Consistent with the 1987 Constitution, which provides that "The State shall...undertake appropriate health manpower development and research, responsive to the country's health needs and problems (Article XII, Section 12), this measure proposes to raise the minimum salary grade level of government doctors to encourage health professionals to work in public hospitals instead of seeking employment overseas.

In view of the foregoing, immediate approval of this bill is earnestly sought.


ANGELINA "HELEN" D.L. TAN, M.D.
4th District, Quezon

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

SECTION 1. *Declaration of Policy.* - It is hereby declared the policy of the State to continuously promote and improve the social and economic well-being of government physicians as well as their living and working conditions to help ensure, promote and maintain the delivery of basic health services.

SEC. 2. *Coverage.* - The provision of the Act shall apply to all government physicians. As used in this Act, government physicians refer to Doctors of Medicine duly certified by the Professional Regulatory Commission (PRC) who are in the active practice of medicine, employed by the national government or a local government unit, as the case may be, either in public health institutions or in any national government or local government unit, agency or instrumentality.

SEC. 3. *Salary Grade Adjustment.* - The minimum base pay of physicians working in government shall not be lower than Salary Grade 24 pursuant to Department of Budget and Management (DBM) and Department of Health (DOH) Joint Circular NO. 2013-1 dated September 23, 2013 entitled Revised Standards on Organizational Structure and Staffing Pattern of Government Hospitals.

SEC. 4. *Loyalty Service Pay.* - An annual loyalty pay equivalent to seventy-five percent (75%) of the prevailing one (1) month basic salary/base pay of government physicians shall be given to government physicians who have rendered at least three (3) years of government service. This will take effect immediately after the approval of this Act.

SEC. 5. *Transportation, Representation, Food, and Medical Allowances.* - All government physicians assigned to geographically isolated and depressed areas and conflict areas shall be entitled to the following monthly allowances:

Area of Assignment	Amount of TA and RA	Amount of FA	Amount of MA
Geographically Isolated Areas (GIDA)	P 15,000.00	P 10,000.00	P 8,000.00
Conflict Areas	P 18,000.00	P 12,000.00	P 10,000.00

SEC. 6. *Educational Grant and Return to Service Program.* - All government physicians who have rendered at least five (5) years of continuous service in government shall be entitled to an educational grant not to exceed Two Hundred Thousand Pesos (Php200,000.00) for any medical course or training which may be availed of here or abroad. *Provided*, that those who have availed of

such grant shall render and participate into a Return of Service Program at any public hospital or institution for such period which shall be determined as far as practicable by DOH and /or institution from which such grant was received.

SEC. 7. *Implementing Guidelines.* - The DOH, in consultation with the DBM and the Department of Interior and Local Government (DILG), shall issue such implementing guidelines as may be appropriate for the purpose of implementing the provisions of this Act within ninety (90) days from the approval thereof.

SEC. 8. *Appropriation.* - The Government shall appropriate such amounts as may be necessary to fund the salary increase, allowances and other benefits provided in this Act. The initial funds required for the implementation of this Act shall be sourced from the savings of the Executive Department as well as other possible sources as may be determined by the Office of the President. The funds necessary for the implementation of the Act in subsequent years shall be included in the General Appropriations Act to be proposed by the DBM annually.

SEC. 9. *Repealing Clause.* - All laws, rules, regulations, orders, circulars, and memoranda inconsistent with any provisions of this Act are hereby repealed or modified accordingly.

SEC. 10. *Separability Clause.* - Should any provision of this Act be declared invalid or unconstitutional, no other provisions hereof shall be thereby affected.

SEC. 11. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after the completion of its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,