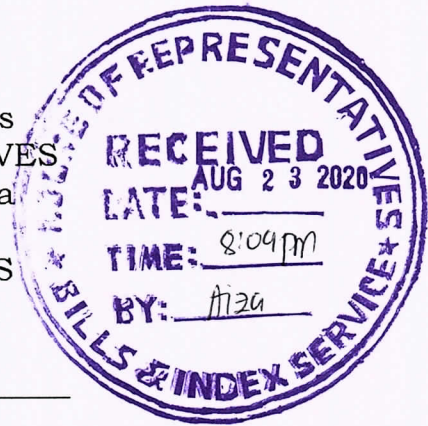


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7455



Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

EXPLANATORY NOTE

1 With the whole world trying to battle and find a cure for COVID-19, worldwide
2 health systems are seen in scrutiny as to whether or not they can handle
3 pandemics and can fully support their public health. Unfortunately, it is
4 predicted that this pandemic will not be the last one. As such, this serves as a
5 wake-up call for all governments to further improve health systems capacities in
6 their respective jurisdictions.

7
8 A strong healthcare system likewise relies on its greatest resource, the
9 health workers. Without competent members of the healthcare profession
10 comprising our public health system, we cannot expect that our public
11 healthcare will be able to sustain and provide quality healthcare for all Filipinos.
12 As such, it is of utmost importance that they be given the appreciation and
13 benefits they deserve, in light of their significance in Philippine society.

14
15 It is then incumbent for us to increase their salary and benefits
16 considering the risks that their employment poses. It is for these reasons that
17 the passage of this bill is earnestly sought.
18

ALFRED C. DELOS SANTOS
Representative, Ang Probinsyano Partylist

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

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7455

Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

AN ACT
INCREASING THE MONTHLY SALARY AND OTHER BENEFITS OF HEALTH
WORKERS IN THE PHILIPPINES

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

SECTION 1. *Short Title.* – This Act shall be known as the “Public Health Workers Compensation Act of 2020.”

SECTION 2. *Declaration of Policy.* – It is the policy of the State to protect and promote the right to health of the people and instill health consciousness among them. The State shall endeavor to enhance its public healthcare system to protect and promote public health by attracting and retaining a competent healthcare workforce by providing a competitive salary package and benefits for health workers. The State shall likewise endeavor to provide ample protection for its public healthcare servants.

SECTION 3. *Definition of Terms.* – As used in this Act, “*health worker*” shall include physicians, nurses, nursing assistants, midwives, laboratory and medical technicians, and pharmacists, employed in public hospitals, public sanitaria, public health infirmaries, government health centers, rural health units, barangay health stations, clinics and other health-related establishments owned and operated by the Government or its political subdivisions with original charters.

SECTION 4. *Increase in Salary of Health Workers Employed in the Public Sector.* – From their current respective salary grades, the monthly compensation for all health workers included in the foregoing definition employed in the public sector as shall be increased by one (1) salary grade effective January 1, 2021 under the General Appropriations Act (GAA) of 2021.

1
2 SECTION 5. *Additional Benefits for Health Workers Employed in the Public*
3 *Sector* – All physicians and nurses shall receive an additional ten thousand pesos
4 (PhP10,000.00), while all other health workers shall receive an additional five
5 thousand pesos (PhP 5,000.00) monthly as hazard pay while serving during an
6 emergency health crisis or outbreak as declared by the Department of Health
7 (DOH). The DOH shall give timely and full compensation, including the
8 additional hazard pay, and provide for emergency insurance coverage and death
9 benefits to all health workers serving during the crisis or outbreak.

10
11 The DOH shall also ensure that the hospitalization bills and expenses for
12 medicine and other related treatments needed by health workers serving during
13 the emergency health crisis or outbreak who become infected or afflicted with
14 the disease are covered by the government, provided that the health worker or
15 his or her family, guardian, or ward submits the necessary documentation
16 relating to the expenses incurred as may be required by the DOH.

17
18 The DOH shall likewise create effective and efficient policies and measures
19 that will ensure the safety and welfare of health workers serving during the crisis
20 or outbreak. This shall include coordinating with pertinent government agencies
21 and departments, and implementing measures to alleviate the burden of health
22 workers such as provision of temporary shelters, food supply, health and
23 wellness products and services, hygiene products, and emergency insurance
24 coverage among others.

25
26 Finally, the DOH shall ensure the protection of health workers by
27 providing them with sufficient and effective personal protective equipment (PPE),
28 and other tools necessary to prevent the health workers from becoming afflicted
29 with the disease subject of the health crisis or outbreak.

30
31 The Department of Transportation (DOT) shall ensure that qualified health
32 workers serving during an emergency health crisis or outbreak as declared by
33 the DOH will have sufficient means to reach their workplaces and homes safely.
34 Health workers shall not be charged by the DOT for any transportation service
35 that the latter would provide during the emergency health crisis or outbreak.

36
37 The MMDA shall, during an emergency health crisis or outbreak, exempt
38 health workers from the number coding scheme, and impose no penalty for
39 minor violations of health workers incurred during such crisis or outbreak.

40
41 The foregoing benefits shall cease once the declaration of crisis or outbreak
42 has been lifted by the DOH.

43
44 SECTION 6. *Lifetime Benefits in Case of Death* – In case of death of the
45 health worker due to the disease subject of the emergency health crisis or

1 outbreak, the DOH shall provide the health worker's immediate family a lifetime
2 benefit equivalent to the monthly salary of the health worker.

3
4 SECTION 7. *Implementing Rules and Regulations* – The DOH shall, within
5 one hundred twenty days from the effectivity of this Act, release its Implementing
6 Rules and Regulations.

7
8 SECTION 8. *Separability Clause*. – If any provision or part of this Act is
9 held invalid or unconstitutional, the remaining provisions or parts unaffected
10 shall remain in full force and effect.

11
12 SECTION 9. *Repealing Clause*. – All laws, executive orders, presidential
13 decrees or issuances, letters of instruction, administrative orders, rules, and
14 regulations contrary to or inconsistent with the provisions of this Act are hereby
15 repealed, amended, or modified accordingly.

16
17 SECTION 10. *Effectivity Clause*. – This Act shall take effect fifteen (15) days
18 after its publication in the Official Gazette or in a newspaper of general
19 circulation.

20
21 Approved,
22