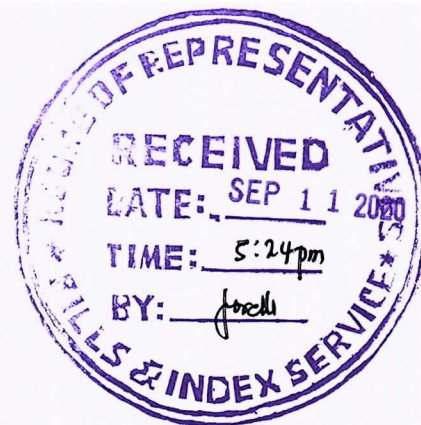


1 Republic of the Philippines
2 HOUSE OF REPRESENTATIVES
3 Quezon City, Metro Manila

4
5 EIGHTEENTH CONGRESS
6 Second Regular Session

7
8 HOUSE BILL NO. 7644
9



10
11 Introduced by **ANG PROBINSYANO**
12 Party-List Representative Alfred Delos Santos
13

14
15 **EXPLANATORY NOTE**
16

17 Quoting some lines from the Hippocratic Oath, an oath stating the obligations
18 and proper conduct of doctors:
19

20 *"...I will use my power to help the sick to the best of my ability and*
21 *judgment. I will abstain from harming or wrong doing any man by*
22 *it... Whenever I go into a house I will go to help the sick and never with*
23 *the intention of doing harm or injury... If therefore, I observe this oath*
24 *and do not violate it, may I prosper both in my life and in my*
25 *profession, earning good repute among all men for all time. If I*
26 *transgress and foreswear this oath, may my lot be otherwise."*
27

28 It outlines the roles and responsibilities that doctors undertake in their
29 profession. It is the role of the state to provide assistance to our doctors for them
30 to fulfill their oath and duties, but we are far from this reality. In the current
31 pandemic, the spotlight has been focused on the shortcomings of our healthcare
32 delivery system. From the inability of a lot of healthcare facilities to accommodate
33 COVID-19 patients to the stories of uncompetitive compensation to various
34 healthcare personnel, we are witnessing what has been the subject of headlines
35 for so many years, yet we have not been able to do enough to help our doctors.
36

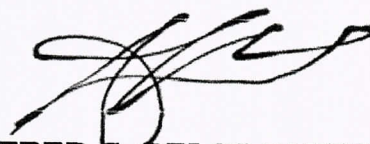
37 The Philippine Medical Association said there are 130,000 licensed physicians
38 in the country, but only 70,000 are active in the profession.¹ A good number
39 have actually turned to turned and work as nurses overseas. Furthermore, a lot
40 of Filipinos, especially those living in far-flung areas have never seen a doctor in
41 their whole life and are not accustomed to healthcare procedures. Salary is a
42 vital factor why many areas in the rural and underserved areas have no doctors
43 to serve their communities. Even if they receive relatively higher salaries

¹ <https://today.mims.com/doctor-shortage-in-the-philippines--an-analysis>

1 compared to those employed in the private sector, they handle more jobs. There
2 are a lot of instances where the shortage of government doctors has led to the
3 few of them serving more than what is necessary.
4

5 This bill aims to address this problem. By institutionalizing higher and
6 competitive salaries, we actively address the "brain drain" issue of our doctors
7 from leaving our country. It aims to promote the dignified role of government
8 doctors through commensurate compensation and with this respect, motivate
9 more of them to fulfill their oath in a way that serves and uplifts the healthcare
10 situation of our fellow Filipinos.
11

12 In view of the foregoing, the urgent passage of this bill is highly encouraged.
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ALFRED C. DELOS SANTOS

Representative, Ang Probinsyano Partylist

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16 Party-List Representative Alfred Delos Santos
17 _____

18
19 **AN ACT UPGRADING THE BASIC SALARY OF GOVERNMENT MEDICAL**
20 **DOCTORS FROM SALARY GRADE 21 TO SALARY GRADE 23**
21

22 *Be it enacted by the Senate and the House of Representatives of the*
23 *Philippines in Congress assembled:*
24

25 SECTION 1. *Short Title.* – This Act shall be known as the “Government
26 Medical Doctors Salary Upgrading Act of 2020.”
27

28 SECTION 2. *Declaration of Policy.* — It is hereby declared the policy of the
29 State to guarantee the retention of competent doctors by ensuring that the
30 remuneration due to them is commensurate to their workload. The State shall
31 protect and promote the right of doctors to just compensation.
32

33 SECTION 3. *Increase in the Minimum Salary Grade Level.* — The present
34 minimum salary grade level of government medical doctors shall be upgraded
35 from Salary Grade Twenty-One (21) to Salary Grade Twenty-Three (23).
36

37 SECTION 4. *Coverage.* — This Act shall cover all government medical
38 doctors.
39

40 SECTION 5. *Budget Required.* - The Department of Health shall come up
41 with a specific programmed budget needed to cover the expenses for the
42 upgrading in salary levels for all corresponding Government Medical Doctor
43 positions for a period of at least five (5) years to allow the Department of Budget
44 and Management (DBM) to make the necessary budgetary adjustments to
45 facilitate the smooth implementation of this Act.

1
2 SECTION 6. *Appropriations.* — The amount necessary for the immediate
3 implementation of the provisions of this Act shall be included in the General
4 Appropriations Act for the year following the approval of this Act.
5

6 SECTION 7. *Implementing Rules and Regulations.* — The Secretary of the
7 Department of Health (DOH) and the Secretary of the Department of Budget and
8 Management (DBM) shall promulgate the necessary rules and regulations to
9 implement the provisions of this Act.
10

11 SECTION 8. *Separability Clause.* — If any provision or part of this Act is
12 held invalid or unconstitutional, the remaining provisions or parts unaffected
13 shall remain in full force and effect.
14

15 SECTION 9. *Repealing Clause.* — All laws, executive orders, presidential
16 decrees or issuances, letters of instruction, administrative orders, rules, and
17 regulations contrary to or inconsistent with the provisions of this Act are hereby
18 repealed, amended, or modified accordingly.
19

20 SECTION 10. *Effectivity Clause.* — This Act shall take effect fifteen (15) days
21 after its publication in the Official Gazette or in a newspaper of general
22 circulation.
23

24 Approved,