

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7708



Introduced by **HON. JOY MYRA S. TAMBUNTING**

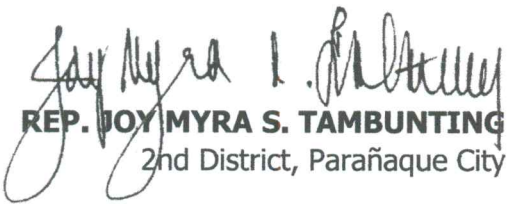
EXPLANATORY NOTE

Republic Act 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees provides that: "It is the policy of the State to promote a high standard of ethics in public service. Public officials and employees shall at all times be accountable to the people and shall discharge their duties with utmost responsibility, integrity, competence and loyalty, act with patriotism and justice, lead modest lives, and uphold public interest over personal interest."

Public officials and employees are held at a higher standard as they are servants of the people, they are accountable to the public. Officials and employees shall perform and discharge their duties with the highest degree of excellence, professionalism, intelligence, and skill. This is their oath when they join the civil service, it is thus imperative that they are at minimum allowable health to effectively perform their responsibilities.

In the spirit of transparency and accountability, this proposed measure is filed to ensure that public officials and employees are able to discharge their duties effectively. This measure seeks to require public officials and employees to annually submit a medical certificate stating that they are in a state of health wherein they could effectively perform tasks and provide optimal service to the people. This shall penalize non-compliance of the said certificate with an administrative offense.

On behalf of the people of Parañaque City's Second District, and for the common good of the Filipino people, the approval of the said measure is earnestly sought.


REP. JOY MYRA S. TAMBUNTING
2nd District, Parañaque City

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7708

Introduced by **HON. JOY MYRA S. TAMBUNTING**

AN ACT
AN ACT MANDATING PUBLIC OFFICIALS AND EMPLOYEES TO ANNUALLY SUBMIT A MEDICAL CERTIFICATE SHOWING FITNESS TO WORK AND FOR OTHER PURPOSES

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

SECTION 1. Short Title. – This Act shall be known as the Fit-to-Work Act.

SECTION 2. Objectives. – This Act shall have the following objectives:

- a) To raise the level of health consciousness among public officials and employees;
- b) To ensure that the State's public servants are in a good state of health to perform their duties and responsibilities;
- c) To promote transparency as to the health status of public officials and employees.

SECTION 3. Definition of Terms. – As used in this Act, the term:

- a) "Government" refers to the national government, the local governments, and all other Instrumentalities, agencies or branches of the Republic of the Philippines, Including government-owned or controlled corporations, and their subsidiaries.
- b) "Public officials and employees" refer to elective and appointive officials and employees, permanent or temporary, whether in the career or non-career service, including military and police personnel
- c) "Medical Certificate" refers to a written statement, issued by a government physician, attesting to the result of a medical examination undergone by a patient.

SECTION 4. Annual Physical Examination of Public Officials and Employees. – Performance of the physical examination and laboratory tests may be in a hospital, private or government, or a DOH-accredited diagnostics clinic. Annual physical exams sponsored by the government agency or conducted in partnership with its health maintenance organization (HMO) shall also be allowed under this Act.

SECTION 5. Evaluation of the Medical Examination Results. – Results of the physical examination and laboratory tests performed shall be subjected for evaluation by a government

physician who shall issue a medical certificate containing a summary of its findings and a declaration whether the patient is fit to work or needs further tests.

SECTION 6. Submission of Medical Certificate; Mandatory. – Every on or before April 30, all public officials and employees shall submit a medical certificate showing their physical. fitness to perform the duties and responsibilities attendant to their position. This requirement shall also include the submission of their laboratory test results.

SECTION 7. Accessibility of the Medical Certificate. – The medical certificate submitted under this Act, excluding the laboratory test results attached to it, shall be made available for inspection at reasonable hours.

It shall be made available for copying or reproduction after ten (10) working days from the time they are submitted as required under this Act.

Any person requesting a copy of the said document shall be required to state its purpose, which must be lawful, and to pay a reasonable fee to cover Its reproduction and mailing costs.

It shall be available to the public for ten (10) years after receipt. The document may be destroyed after such a period unless needed in an ongoing investigation.

SECTION 8. Administration and Enforcement Agency. – The Civil Service Commission shall have the primary responsibility for the administration and enforcement of this Act as well as the promulgation of rules and regulations necessary to carry out its provisions.

SECTION 9. Non-compliance with the requirement. – Failure to comply with the requirement of this Act shall constitute an administrative offense and subject the public official or employee to administrative discipline.

SECTION 10. Liability under the Revised Penal Code. – Issuance and use of a false medical certificate for purposes of this Act shall be governed by Articles 174 and 175 of the Revised Penal Code,

SECTION 11. Separability Clause. – In case any provision of this Act is declared invalid or unconstitutional, such declaration shall have no effect in the validity or constitutionality of the remaining provisions hereof.

SECTION 12. Repealing Clause. – All laws, decrees, rules and regulations inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SECTION 14. Effectivity Clause. – This Act shall take effect fifteen (15) days after its publication In the Official Gazette or in a newspaper of general circulation.

Approved,