

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



HOUSE OF REPRESENTATIVES

H.B. No. 9453

Introduced by Representative Ralph G. Recto

AN ACT
PROVIDING HEALTH CARE PLAN COVERAGE TO GOVERNMENT PERSONNEL,
PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSES

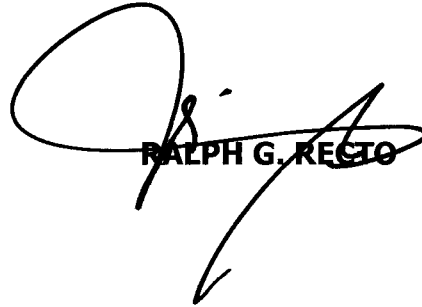
EXPLANATORY NOTE

Health care is an expensive undertaking, especially when funded solely by household income. During the height of the COVID-19 pandemic, a study made by Tabuñar and Dominado estimated that the cost of hospitalization for COVID-19 patients in Philippine General Hospital would generally range from Php51,000 to Php200,000. The said costs were even commonly higher in other government and private hospitals. Such levels of unforeseen expenditure can have a devastating effect on the lives and finances particularly of rank-and-file employees of various government agencies and instrumentalities.

To address such concern, this bill seeks to extend a Health Maintenance Organization (HMO) health care plan coverage to qualified government personnel in addition to the medical and health benefits and entitlements granted under the National Health Insurance Program of the Philippine Health Insurance Corporation. Such intervention could have several positive impacts on both the government and the personnel concerned. The provision of HMO health care plans can help reduce health risks of covered personnel by providing the means to consistently and timely attend to their medical needs. It can also provide an additional safety net for personnel diagnosed with critical illness, ensuring the availability of financing for urgent medical concerns. HMO health care plans can unburden government medical assistance programs by

providing an additional channel for financing health interventions for hundreds of thousands of government personnel. Ultimately, this intervention can promote public service by ensuring that government personnel, particularly those engaged in critical and frontline services, remain healthy, able and driven to deliver quality service to the Filipino people.

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



RALPH G. RECTO

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

1 Section 1. *Short Title.* – This Act shall be known as the "*Government Personnel*
2 *Health Care Act*".

3 Sec. 2. *Declaration of Policy.* – It is hereby declared a policy of the State to
4 promote the welfare of government personnel. In line with this, and in recognition of
5 the constitutional directive to provide for the standardization of compensation of
6 government officials and employees, the State shall formulate and adopt mechanisms
7 to provide a health care plan coverage for all qualified personnel of government agencies
8 and instrumentalities including state universities and colleges (SUCs), and government-
9 owned and/or - controlled corporations (GOCCs).

10 Sec. 3. *Definition of Terms.* – As used in this Act:

11 (a) *Dependents* shall refer to the legal spouse, the children and stepchildren
12 and the parents of the qualified government personnel;

13 (b) *Health Care Plan* shall refer to a menu of medical and health care services
14 that would be provided for a specified period of time in exchange for the payment of
15 premium;

16 (c) *Health Maintenance Organizations or HMOs* shall refer to juridical entities
17 duly licensed or authorized by the Insurance Commission (IC) to provide or arrange pre-

1 agreed or designated health care services to its enrolled members for a fixed pre-paid
2 fee for a specified period of time; and

3 (d) *Qualified Government Personnel* shall refer to individuals appointed to
4 regular *plantilla* items in government agencies and instrumentalities including SUCs, and
5 GOCCs.

6 Sec. 4. *Government Personnel Health Care Plan.* – All qualified government
7 personnel shall be provided with an annual health care plan offered by HMOs: *Provided,*
8 That such health care plan shall be in addition to health benefits and entitlements
9 provided under the National Health Insurance Program as provided under Republic Act
10 No. 11223, otherwise known as the “Universal Health Care Act”.

11 Sec. 5. *Terms of Service.* – The heads of agencies in the case of national
12 government agencies and the governing boards in the case of SUCs and GOCCs, shall
13 determine the terms of reference for the procurement of HMO health care plans for the
14 personnel of their respective agencies: *Provided,* That the HMO health care plan to be
15 procured shall, at the minimum, provide for the following medical and health care
16 services:

- 17 a) Annual physical examination;
- 18 b) Outpatient care including, but not limited to, medical consultations, treatment
19 for minor injuries, minor surgical procedures, laboratory examinations, and
20 diagnostic procedures;
- 21 c) In-patient care including, but not limited to, room and board, use of operating
22 and recovery rooms, professional fees, drugs and medicines, medical supplies
23 and medical procedures;
- 24 d) Dental care including, but not limited to, dental consultation, dental pain
25 treatment, oral prophylaxis, simple tooth extraction, and permanent filling;
- 26 e) Emergency care and ambulance service;
- 27 f) Preventive health care including, but not limited to, medical management of
28 health concerns, health education and counselling, and family planning;
- 29 g) Coverage of pre-existing medical and health conditions;
- 30 h) Network access to accredited hospitals and clinics; and
- 31 i) Medico-legal service.

1 Government agencies that are already providing HMO health care plan coverage
2 to their respective personnel prior to the effectivity of this Act may continue with their
3 existing health care plan coverage: *Provided*, That the existing health care plan of the
4 government agency concerned complies with the minimum medical and health care
5 services enumerated in this section: *Provided, further*, That in no way shall this Act be
6 construed to diminish or reduce any health care coverage which the government
7 personnel are already receiving or any entitlement under existing laws, issuances, or
8 collective bargaining agreements between the government agency concerned and their
9 respective personnel.

10 *Sec. 6. Health Care Coverage for Dependents of Qualified Government Personnel.*

11 – The HMO concerned may, at the option of the government personnel concerned,
12 enroll dependents of qualified government personnel to the health care plan of the
13 government agency concerned: *Provided*, That the premium for HMO health care plan
14 coverage for the dependents shall be borne by the government personnel concerned.

15 *Sec. 7. Appropriations.* – The amount necessary for the implementation of this
16 Act shall be included in the annual General Appropriations Act.

17 *Sec. 8. Implementing Rules and Regulations.* – Within ninety (90) days after the
18 approval of this Act, the Department of Budget and Management, Civil Service
19 Commission and the Department of Health shall, in consultation with the IC, Government
20 Procurement and Policy Board and other government and non-government stakeholders
21 concerned, issue the necessary rules and regulations for the effective implementation
22 of this Act.

23 *Sec. 9. Separability Clause.* – Should any provision of this Act be found
24 unconstitutional by a court of law, such provision shall be severed from the remainder
25 of this Act, and such action shall not affect the enforceability of the remaining provisions
26 of this Act.

27 *Sec. 10. Repealing Clause.* – All laws, decrees, letters of instruction, resolutions,
28 orders or parts thereof which are inconsistent with the provisions of this Act are hereby
29 repealed, modified or amended accordingly.

30 *Sec. 11. Effectivity.* – This Act shall take effect fifteen (15) days after its
31 publication in the *Official Gazette* or in any national newspaper of general circulation.

Approved,