



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11074



Introduced by
HON. ATTY. GERVILLE “JINKY BITRICS” R. LUISTRO

**AN ACT INSTITUTIONALIZING HEALTH MAINTENANCE BENEFITS (HMB) AS A
VALID GOVERNMENTAL EXPENSE AND PROVIDING FUNDS THEREFOR**

EXPLANATORY NOTE

According to the Department of Budget and Management Staffing Summary of 2024, there is a total of 1,810,610 filed permanent positions in the national government¹, while a previous number of 165,882 non-career civil servants, and 642,077 job order/contract staff² were tallied in 2021. However, despite the great quantity of public servants, government departments often choose to hire 3rd party health maintenance organization for its plans.

This fact is supported by the COA Circular No. 2012-003 specifically citing healthcare insurance premium payment by the government as an irregular expense. With the global pandemic of COVID-19, government services must continue uninterrupted. However, most government employees are worried about possible expenses that they may incur in case they are infected with COVID-19.

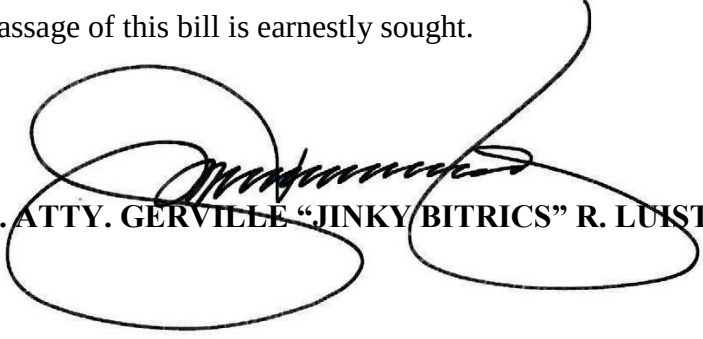
This bill aims to establish a health maintenance organization (HMO) program for all government employees in the Philippines despite their status as an employee. This initiative is designed to enhance employee well-being by ensuring access to a full range of health care services, including hospital and outpatient treatment, diagnostic testing, preventive care, and

¹ <https://www.dbm.gov.ph/wp-content/uploads/Staffing/STAFFING2024/STAFFING-SUMMARY-2024.pdf>

² https://serp-p.pids.gov.ph/feature/public/index-view?featuredtype_id=1&slug=public-servants-and-performance-based-incentives#:~:text=According%20to%20a%20report%20of,as%20of%20June%2030%2C%202022.

medication. Through this program, government employees will receive reliable health coverage that supports both immediate medical needs and long-term wellness.

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



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*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 "Government Health
Maintenance Benefit Act”

SECTION. 2. Statement of Policy. –The State shall protect and promote the right to
health of the people and instill health consciousness among them. The State shall adopt an
integrated and comprehensive approach to health development which shall endeavor to make
essential goods, health, and other social services available to all the people at affordable cost.

SECTION. 3. Definition of Terms – The following definition of terms shall serve as a
guide in the enactment of this Act:

- a. Government Employees – This pertains to public service employees regardless of
status:
 - I. Plantilla Employees – Permanent position or item in the government;
 - II. Contractual Employees – Refers to the engagement of the services of a
person, private firm, non-governmental agency or international organization to
undertake a specific work or job requiring special or technical skills not
organization in the agency to be accomplished within a specific period not

exceeding one (1) year. The person engaged performs or accomplishes the specific work or job under his own responsibility and with minimum supervision by hiring agency;

- III. Consultants – A professional who provides expert advice to an organization or individual in exchange for a fee without prior coverage from any health maintenance organization from other employment;
- IV. Job Order – Refers to the hiring of a worker for piece work or intermittent job of short duration not exceeding six months and pay is on a daily or hourly basis. It is to be understood that the piece work or job to be performed requires special or technical skills not available in the agency and the same is to be accomplished under the worker's own responsibility and with minimum supervision by the hiring agency

SECTION. 4. Coverage of Health Management Plan. – This Act shall encompass all government employees, regardless of status.

SECTION. 5. Covered Procedure. – The Health Management Plan shall cover the following procedures:

- Medical consultations;
- Laboratory tests;
- Hospital stays;
- Annual physical exams;
- Dental coverage;
- Teleconsultation services;
- In-patient and out-patient procedures;
- Other services that the particular agency requests.

SECTION. 6. Appropriation. – The budget for this law shall be sourced from the General Appropriations Act (GAA), upon the request of the department, agency, branch of government.

SECTION. 7. Implementing Rules and Regulations. – The Department of Health (DOH) and Department of the Interior and Local Government (DILG) shall promulgate the rules and regulations for the effective implementation of the provisions of this Act.

SECTION. 8. Separability Clause. – Should any provisions or part thereof, is held invalid, or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

SECTION. 9. *Repealing Clause.* – All laws, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to, or inconsistent with the provision of this Act is hereby repealed or amended accordingly.

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

Approved,