

**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City**

**TWENTIETH CONGRESS
First Regular Session**

HOUSE BILL NO. 129



Introduced by HONORABLE MARIA RACHEL J. ARENAS

**AN ACT MODIFYING THE SALARY GRADE SCHEDULE AND ENHANCING THE
BENEFITS OF SANITATION INSPECTORS, PROTECTING THEIR GENERAL
WORKING CONDITIONS, AND APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

The Philippine State is fundamentally obligated to safeguard its public health ecosystem. This includes the permanent fortification of the country's public health workforce. And a very crucial sector of our government-based health workers at the local level are the sanitation inspectors (SIs). Therefore, the principal welfare of all SIs—as the frontline labor force tasked to primarily protect Philippine society's environmental health and sanitation milieu—is now deemed as an urgent priority concern of the Philippine Government.

Article II, Section 15 of the 1987 Constitution asserts that, *"The State shall protect and promote the right to health of the people and instill health consciousness among them."* Additionally, Art. II, Sec. 16 avows that, *"The State shall protect and advance the right to health of the people to a balanced and healthful ecology in accord with the rhythm and harmony of nature."*

Likewise, Art. II, Sec. 18 declares that, *"The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare."*

Additionally, Art. IX-B, Sec. 5 states that, *"The Congress shall provide for the standardization of compensation of government officials and employees, including those in government-owned or controlled corporations with original charters, taking into account the nature of the responsibilities pertaining to, and the qualifications required for their positions."*

Similarly, as a member state of the United Nations system, the Philippines is a signatory to the UN's 2030 Agenda for Sustainable Development. This globally shared "blueprint for peace

and prosperity for people and the planet” encompasses 17 *Sustainable Development Goals* (SDGs). Among other thematic priorities, the SDGs also focus on policy areas of concern related to good health and well-being, clean water and sanitation, and decent work and economic growth.

Equally, the Philippines is a member country of the International Labour Organization (ILO). Per se, the Philippine Government is duty-bound to uphold ILO conventions relating to international labor standards. As legal instruments “*setting out basic principles and rights at work*”, ILO conventions essentially cover all categories and types of workers, counting public health workers among them. With its 2017 ratification of ILO Convention No. 151 (Labor Relations in the Public Service), the Philippines is now clearly mandated to secure the rights of all public health workers within the country. Moreover, the Philippine Government is required to endorse the four pillars of the ILO’s *Decent Work Agenda*: Promoting jobs and enterprise, guaranteeing rights at work, extending social protection, and promoting social dialogue.

Therefore, the sanitation inspectors must already be given greater attention from the State. For over a decade, the SIs have been demanding for immediate improvements and enhancements to their compensation and benefits packages. The SIs—who are usually overshadowed by the sanitation engineers—are in pressing need of both monetary and non-monetary support from the Philippine Government. This is in view of the many essential public health-related functions which they unceasingly carry out on a daily basis nationwide.

All sanitation inspectors are certainly included under the broad range of *public health workers*. Through RA No. 7305 (The Magna Carta of Public Health Workers of 1992), SIs are largely embraced by this law’s definition as, “*persons who are engaged in health and health-related work*”. Additionally, the nature and scope of work of SIs are chiefly delineated by Presidential Decree No. 856 (The Code on Sanitation of the Philippines), enacted in 1975. In fact, these two national laws—embracing the sanitation inspectors—essentially outline the institutional tasks and responsibilities underscoring the very crucial health-related and sanitarian occupations in the Philippines.

As Philippine public sector employees, all SIs are currently covered by Republic Act No. 11466 (Salary Standardization Law of 2019) in terms of their compensations. This law states that, “*all government personnel shall be paid a just and equitable compensation in accordance with the principle of equal pay for work of equal value.*” Also known as SSL 5, RA No. 11466 is intended to upgrade and modernize the objectives and spirit of RA No. 6758 (Compensation and Position Classification Act of 1989). Yet, while this may be SSL 5’s general intention, the country’s sanitation inspectors believe that this is not yet the case concerning their uniquely indispensable status as public health workers. Instead, they have long been clamoring for a more just and equitable compensation and benefits package to meaningfully uplift the basic well-being of their countrywide rank-and-file members.

Due to the nature and scope of their work, sanitation inspectors are not only overworked and underpaid. With a wide range of tasks to perform in the field of environmental sanitation and health, SIs are highly prone to many occupational hazards. According to the ILO’s *International Hazard Datasheets on Occupations* (HDO), SIs are frequently and regularly exposed to various accidents (from slips, trips and falls, etc.), physical ills (ionizing and non-ionizing radiation,

extreme climatic conditions, etc.), chemical poisoning (contamination from various toxic materials, contact with strong oxidants and sewage and industrial gases, etc.), biological harm (infectious diseases, bites and stings from diverse insects, etc.), and ergonomic and social dangers (physical and verbal assaults, unwarranted complaints resulting in psychological stress, etc.). The latter includes insurgency-related concerns, particularly in rural locations and *geographically-isolated and disadvantaged areas* (GIDA).

What is more, the standard ratio is one (1) SI for every 20,000 people (of the general public). This is based on World Health Organization (WHO) benchmarks. Yet, a 2021 report of the Department of Health (DOH) estimated a figure of less than 3000 sanitation inspectors operating in the Philippines. So, with a currently estimated population of over 117 million Filipinos (as of mid-2023), the Philippines will require close to 6000 SIs to aptly serve the country's environmental sanitation, and other healthcare needs.

However, the current level of salary grades matching present SI positions have remained the same since the passage of RA No. 6758 (Compensation and Position Classification Act of 1989). And still, with the enactment of RA No. 11466 (Salary Standardization Law of 2019), the Civil Service Commission (CSC) continues to maintain the long-unchanged salary grade table for sanitation inspectors.

Hence, given this general context, this bill seeks to urgently modify the salary grade schedule of the sanitation inspectors, increase their benefits packages (non-monetary) and protect their total occupational safety and health standards, while also attracting more applicants to become future SIs. This is in line with the State's principle of *'all government personnel shall be paid a just and equitable compensation in accordance with the principle of equal pay for work of equal value'*.

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



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SECTION 1. Short Title. – This Act shall be known as the “*Compensation Modification for Sanitation Inspectors Law of 2023*”.

SECTION 2. Statement of Policy. – It is the policy of the State to provide all government personnel with a just and equitable compensation in accordance with the principle of ‘*equal pay for work of equal value*’. In pursuit of this policy, the State shall ensure that differences in pay and benefits must be based upon essential differences in duties, responsibilities, accountabilities, and qualification requirements of the job positions concerned.

SECTION 3. Definition. – As used in this Act, the term *Sanitation Inspector* (SI) is a person who performs routine inspection, examination, and/or review work in the field of environmental health sanitation in compliance with the Code on Sanitation of the Philippines (Presidential Decree No. 856), and its implementing rules and regulations. The SIs primarily help to develop and promote health and sanitation enhancement programs at the community-level.

SECTION 4. Coverage. – This Act shall apply to all sanitation inspectors nationwide as defined under Section 3 of this Act: *Provided*, that all modified compensations and benefits granted under this Act shall extend only to accredited SIs who have been working with their local health authorities for at least six (6) months, and are duly registered with their respective local health boards.

SECTION 5. Registration. – All sanitation inspectors shall be registered with the local health boards of the provinces, cities or municipalities in which they render service. Registered SIs shall be issued with officially documented proof of said registration.

The provincial, city and municipal health offices shall regularly update and maintain the SI Registry. The SI Registry shall be subject to the approval of the city and municipal health boards. The local health offices shall submit a copy of their updated and duly approved registries to the Provincial Health Office for consolidation and validation with the assistance of the League of Sanitation Inspectors of the Philippines, Inc. (LSIP). These registries shall likewise be subject to the approval of the Provincial Health Board. The Provincial SI Registry shall, furthermore, be publicized through the provincial, city and municipal bulletin boards, including in barangay health centers.

The Provincial SI Registry shall be submitted on or before April 30 of every year to the regional and national levels of the Department of Health (DOH) for consolidation purposes. The DOH is hereby mandated to maintain a regularly updated national registry of sanitation inspectors.

In order to qualify for registration, a sanitation inspector must:

- 5.1 Have rendered basic sanitary-related work continuously and satisfactorily for at least six (6) months immediately preceding the date of the filing of application for registration;
- 5.2 Have completed the basic orientation and training for SIs as prescribed by the DOH and conducted by an accredited government agency, or DOH-recognized academic institution, or non-government organization (NGO);
- 5.3 Be at least eighteen (18) years of age at the date of filing of the application for registration; and
- 5.4 Be physically and mentally fit.

It shall be the duty of the city and municipal health offices, in cooperation with the Provincial Health Office and the DOH, to provide SI applicants with additional proper trainings within six (6) months from the date of approval of their applications.

SECTION 6. Accreditation. – To professionalize the health and sanitation-related services rendered by the sanitation inspectors, and to further ensure the healthcare and welfare of the community, a registered SI must be duly accredited by the city or municipal health board.

The city or municipal health board shall issue a certificate of accreditation to qualified sanitation inspectors. In order to qualify for accreditation, the applicant SI must:

- 6.1 Be registered in accordance with Section 5 hereof;

- 6.2 Have adequately undertaken the role of a SI in the locality as provided for in Section 7 hereof, with at least six (6) months of continuous and satisfactory service immediately prior to the filing of application for accreditation; and
- 6.3 Have completed a regular training program on sanitation-related work in order to upgrade and develop the skills and competency required of a SI. The training program shall be institutionalized by the DOH, in cooperation with local government units (LGUSs).

It shall be the duty of the city or municipal government, as the case maybe, in cooperation with the provincial government and DOH, to provide the applicant SIs the necessary support and opportunities for accreditation.

A sanitation inspector must complete the regular training program on environmental health sanitation within five (5) years from registration.

The provincial, city and municipal health boards, or through their registration and accreditation committees, shall act on the applications for accreditation of SIs not later than thirty (30) days from the date of application.

The DOH shall also maintain and publicize a regularly updated central roster of all accredited SIs for the general public's awareness and information.

SECTION 7. Roles, Duties and Responsibilities of Sanitation Inspectors. – The sanitation inspectors basically ensure that environmental health and sanitation facilities and services are established and delivered, particularly at the community-level. As key frontline partners in public health, the DOH and LGUs shall support the SIs as they perform their principal multi-role tasks. The SIs essentially provide community support, administrative, and technical functions related to environmental health sanitation, school health, control of communicable diseases, and other tasks assigned by their supervising officers. The following are their roles, duties and responsibilities:

- 7.1 *Advocate* – to support, promote and champion sanitation-based health programs, projects and activities for an improved health status of the community;
- 7.2 *Educator* – to guide and advise the community on the current health primacies of the DOH, especially the LGU-based health sanitation agenda, priorities and programs;
- 7.3 *Disseminator* – to maintain regular communication with other local health workers on sanitation-based health updates, issues and concerns relevant to the community and, to equally inform the same to the community for appropriate action, if necessary;
- 7.4 *Linker* – to help establish good working relations with (and to facilitate access to) different community organizations, particularly the barangays, in order to link them to the planning and implementation of community-based environmental health sanitation activities;

- 7.5 *Administrative Work* – to maintain records and prepare updated reports on sanitation-related data, coordinate activities and events in the community, and schedule appointments;
- 7.6 *Health Care Service Provider* – to assist and provide basic health care services as may be needed for the community during any health event;
- 7.7 *Planner* – plans the environmental health sanitation programs together with the Provincial, City or Municipal Health Officer and requests the necessary budget from the government agency concerned;
- 7.8 *Participant* – contributes to the overall planning of the community's environmental health sanitation programs, participates in pertinent staff and community meetings, attends relevant conferences and trainings, etc.; and
- 7.9 *Legal complaints* – attends to complaints and legal matters concerning her/his work on environmental health sanitation.

SECTION 8. Scope of Work of Sanitation Inspectors. – All sanitation inspectors shall pursue their duties, roles and responsibilities as defined by Section 7 of this Act: *Provided further*, that they should apply their functions and tasks to the field of sanitation as delineated by PD No. 856 (Code on Sanitation of the Philippines). In the protection and promotion of the people's health related to environmental health sanitation under this same law, the SI's scope of work is regulatory in nature.

The chief tasks of sanitation inspectors mainly center upon the preservation of the country's water supplies; food establishments; markets and abattoirs; public laundries; school sanitation and health services; industrial hygiene; public swimming or bathing places; rest areas, bus terminals, bus stops and service stations; camps and picnic grounds; dancing schools, dance halls and night clubs; tonsorial and beauty establishments; massage clinics and sauna bath establishments; hotels, motels and apartments, lodging, boarding, or tenement houses, and condominiums; port, airport, vessel and aircraft sanitation; vermin control; sewage collection and disposal, excreta disposal and drainage; refuse disposal; nuisances and offensive trades and occupations; pollution of the environment; and, disposal of dead persons.

In addition to this, the sanitation inspectors shall continue to help implement major sanitation-related provisions of other associated national laws. This comprises work connected to the Clear Water Act (RA No. 9725), the Ecological Solid Waste Management Act (RA No. 9003), the Toxic Substances and Hazardous and Nuclear Wastes Control Act (RA No. 6969), plus amendments associated with PD No. 600 (Prevention and Control of Marine Pollution).

SECTION 9. Number of Sanitation Inspectors. – A 2021 report of the Department of Health estimated a figure of less than 3000 sanitation inspectors operating in the Philippines. However, the currently estimated population of the Philippines is over 117 million Filipinos as of mid-2023. Based upon World Health Organization (WHO) benchmarks reflecting the standard

ratio of one (1) SI for every 20,000 people (of the general public), the Philippines will now require approximately 6000 SIs to aptly serve the country's sanitation-related healthcare needs.

The DOH shall now determine the appropriate number of sanitation inspectors considered necessary for the country: *Provided*, that the total figure of SIs nationwide shall not be less than the WHO's own standard.

The residents of the barangay must be given preference in the employment of SIs and who, shall subsequently work in the city or municipal health offices of their respective local government units.

SECTION 10. Modification of Salary Grade Schedule for Sanitation Inspectors. – There shall be a modified salary grade schedule for all registered sanitation inspectors nationwide. This involves correlating the existing position titles of SIs to that of the next higher salary grade. This adjustment is intended to positively augment and improve the basic monetary compensation of the sanitation inspectors.

The current level of salary grades matching present SI positions have remained the same since the passage of RA No. 6758 (Compensation and Position Classification Act of 1989). With the enactment of RA No. 11466 (Salary Standardization Law of 2019), however, the Civil Service Commission (CSC) continues to maintain the long-unchanged salary grade table for sanitation inspectors. This modification is being undertaken to correct this partial condition in line with the State's principle of *'all government personnel shall be paid a just and equitable compensation in accordance with the principle of equal pay for work of equal value'*.

The following table indicates the modified and upgraded salary grade schedule for registered sanitation inspectors; this also stipulates the basic qualification standards (QS) per specific and corresponding SI position:

Position Title	Salary Grade	
	From	To
<u>Sanitation Inspector I</u> - Must have completed at least Senior High School-level studies; - Must have passed the CSC's Sub-professional Level Examination; - Must have concluded the basic orientation on PD No. 856 (Code on Sanitation of the Philippines); - Must be capable in preparing reports and other correspondences with limited supervision; and	SG 6	SG 10 - This is the highest salary grade within the First Level; and - The First Level is classified as the <i>Sub-professional Level</i> of the CSC's salary grade system.

Position Title	Salary Grade	
	From	To
- Must have good verbal, written and basic computer skills.		
<u>Sanitation Inspector II</u> - Must have completed at least four (4) years of college-level studies (in any course); - Must have passed the CSC's Professional Level Examination; - Must have concluded the basic orientation on PD No. 856; - Must be capable in preparing reports and other correspondences with limited supervision; and - Must have good verbal, written and basic computer skills.	SG 8	SG 12 - This shall be the entry-level salary grade for SIs within the Second Level; and - The Second Level is classified as the <i>Professional Level</i> of the CSC's salary grade system.
<u>Sanitation Inspector III</u> - Must have completed at least four (4) years of college-level studies (in any course); - Must have passed the CSC's Professional Level Examination; - Must have undergone the basic orientation on PD No. 856; - Must have concluded at least two (2) trainings related to environmental health sanitation (i.e., on basic food hygiene and safety, water sanitation and hygiene, industrial hygiene, safe use of chemicals, etc.); - Must have at least two (2) years of work experience related to environmental health sanitation; - Must be capable in preparing reports and other correspondences with limited supervision; and - Must have good verbal, written and basic computer skills.	SG 11	SG 15
<u>Sanitation Inspector IV</u> - Must have completed at least four (4)	SG 13	SG 18

Position Title	Salary Grade	
	From	To
years of college-level studies (in any course); - Must have passed the CSC's Professional Level Examination; - Must have concluded the basic orientation on PD No. 856; - Must have concluded at least three (3) trainings related to environmental health sanitation (i.e., on basic food hygiene and safety, water sanitation and hygiene, industrial hygiene, safe use of chemicals, etc.); - Must have at least three (3) years of work experience related to environmental health sanitation; - Must have creative, innovative and critical problem-solving and supervisory skills; - Must be capable in preparing reports and other correspondences with limited supervision; and - Must have good verbal, written and basic computer skills.		
<u>Sanitation Inspector V</u> - Must have completed at least four (4) years of college-level studies (in any course); - Must have passed the CSC's Professional Level Examination; - Must have concluded the basic orientation on PD No. 856; - Must have concluded at least three (3) trainings related to environmental health sanitation (i.e., on basic food hygiene and safety, water sanitation and hygiene, industrial hygiene, safe use of chemicals, etc.); - Must have at least five (5) years of varied work experience related to environmental health sanitation; - Must have creative, innovative and critical problem-solving and supervisory skills; - Must be capable in preparing reports and other correspondences with limited	SG 15	SG 21

Position Title	Salary Grade	
	From	To
supervision; and - Must have good verbal, written and basic computer skills.		
<u>Sanitation Inspector VI</u> - Must have completed at least four (4) years of college-level studies (in any course); - Must have passed the CSC's Professional Level Examination; - Must have concluded the basic orientation on PD No. 856; - Must have concluded at least four (4) trainings related to environmental health sanitation (i.e., on basic food hygiene and safety, water sanitation and hygiene, industrial hygiene, safe use of chemicals, etc.); - Must have at least six (6) years of varied work experience related to environmental health sanitation; - Must have creative, innovative and critical problem-solving and supervisory skills; - Must be capable in preparing reports and other correspondences with limited supervision; and - Must have good verbal, written and basic computer skills.	SG 18	SG 23

SECTION 11. Enhancement of Benefits and Incentives for Sanitation Inspectors. – All accredited and registered sanitation inspectors nationwide who are actively and regularly performing their duties and responsibilities shall be entitled to the following benefits and incentives:

- 11.1 *Hazard Allowance* – in an amount to be determined by the local health boards of the concerned LGUs, which in no case shall be less than One Thousand Pesos (P1000.00) per month, subject to existing laws, rules and regulations;
- 11.2 *Subsistence Allowance* – equivalent to the meals sanitation inspectors take in the course of their duty, which shall be computed in accordance with prevailing conditions as determined by the LGU concerned, which in no case shall be less than Two Hundred Pesos (P200.00) per day;

- 11.3 *Laundry Allowance* – of not less than Five Hundred Pesos (P500.00) per month shall be provided for sanitation inspectors who are required to wear prescribed uniforms regularly;
- 11.4 *Transportation Allowance* – of not less than One Thousand Pesos (P1000.00) per month, subject to auditing rules and regulations, on the condition that the utilization of transportation services are in line with the performance of the SI's official duties and responsibilities;
- 11.5 *One-time Gratuity Cash Incentive* – of not less than Ten Thousand Pesos (P10,000.00) in recognition of the SI's loyalty and dedication and for having continuously and satisfactorily served for at least ten (10) years;
- 11.6 *Discount Privileges for SIs* – All sanitation inspectors shall be entitled to Twenty percent (20%) discount on all the items enumerated under Section 4(a) of RA No. 9994 (Expanded Senior Citizens Act of 2010): *Provided*, that the privileges shall not be claimed if the SI is eligible for a higher discount as may be granted by the commercial establishment and/or other existing laws.

The commercial establishment may claim the discount granted under this section as tax deduction based on the cost of goods sold or services rendered: *Provided*, that the discount shall be allowed as deduction from the gross income for the same taxable year that the discount is granted: *Provided further*, that the total amount of the claimed tax deduction net of VAT, if applicable, shall be included in their gross sales receipt for tax purposes and shall be subject to proper documentation and to the provisions of the National Internal Revenue Code (NIRC) of 1997, as amended.

- 11.7 *Training, Education, and Career Enhancement Programs* – the DOH shall, in coordination with the Department of Education (DepEd), Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA), DOH-recognized academic institutions, other concerned agencies and NGOs, provide information on and opportunities for education and career enrichment for accredited and registered SIs, such as the following:
- a. Educational programs which credit the years of environmental health sanitation service of the sanitation inspectors toward higher education completion in institutions with stepladder curricula, thus allowing them to upgrade their skills and knowledge, or to pursue further trainings as SIs;
 - b. Continuing education, study and exposure tours, grants, field immersions, scholarships; and
 - c. Special training programs relevant to the field of environmental health sanitation.

11.8 *Health Benefits* – during their incumbency, all SIs are entitled to the following health benefits:

- a. Free medical care, including surgery and surgical expenses, medicines, x-ray and other laboratory fees, when confined in any public or private hospital, or health institution;
- b. Compulsory medical examination shall be provided free of charge on an annual basis;
- c. Emergency assistance not exceeding the amount of Ten Thousand Pesos (P10,000.00) chargeable against the funds of the LGU concerned, for expenses incurred in the nearest private hospital or clinic in case of extreme emergency where there is no available public hospital; and
- d. Mandatory and immediate membership in the Philippine Health Insurance Corporation (Philhealth) as indirect contributors.

11.9 *Insurance Coverage* – all sanitation inspectors shall be granted insurance coverage and benefits from the Government Service Insurance System (GSIS) which shall be borne by their respective LGUs. For this purpose, the GSIS shall design an insurance benefit package suited to the needs and status of SIs;

11.10 *Sick and Maternity Leaves* – all sanitation inspectors shall be entitled to sick and maternity leaves as prescribed by the local health boards: *Provided*, that the SIs shall continue to receive their monthly salaries while on leave, for such period in accordance with existing laws and practices;

11.11 *Disability Benefit* - all accredited and registered SIs who sustain any injury or sickness in the course of the performance of their duties shall be entitled to Five Thousand Pesos (P5000.00) for every year of service;

11.12 *Housing* – all SIs who are on tour of duty and who, because of unavoidable circumstances are compelled to stay in a hospital, sanitarium, or health infirmary premises shall be entitled to free living quarters within the said sites, or if such places are not available, shall receive monthly living quarters allowances as may be determined by the Secretary of Health and other appropriate government agencies concerned;

11.13 *Leave Benefits* – all sanitation inspectors are entitled to paid vacation and sick leaves as provided by prevailing laws and practices;

11.14 *Freedom from Interference or Coercion* – it shall be unlawful for any person to harass or interfere with the discharge of the functions of SIs when these are calculated to intimidate or to prevent the performance of her/his duties and responsibilities;

- 11.15 *Longevity Pay* – a monthly longevity pay equivalent to Five percent (5%) of the basic monthly pay shall be paid to a sanitation inspector for every five years of continuous, efficient and meritorious services rendered as certified by the head of the provincial, city or municipal health office concerned;
- 11.16 *Free Legal Services* – legal representation and consultation services shall be immediately provided by the Public Attorney's Office (PAO) to any accredited and/or registered SI in cases of coercion, interference, and in other civil and criminal cases filed by or against SIs arising out of or in connection with the performance of their duties as such; and
- 11.17 *Preferential Access to Loans* – the DOH in coordination with other concerned government agencies shall provide, within One Hundred Eighty (180) days after the effectivity of this Act, a mechanism that shall provide all accredited and/or registered sanitation inspectors organized access to loan services. The agencies providing loan services shall set aside One percent (1%) of their loanable funds for organized SI groups that have community-based income generating projects in support of health programs or activities.

SECTION 12. Occupational Safety and Health Standards. – All public health workers are promised protection by the State in terms of *occupational safety and health* (OSH) standards. All sanitation inspectors are equally guaranteed the right to safety and healthful working conditions. These principles are granted to them by PD No. 442 (the Labor Code of the Philippines, as Amended) and by RA No. 11058 (An Act Strengthening Compliance With Occupational Safety and Health Standards and Providing Penalties for Violations Thereof).

The following OSH standards (rights and duties), together with other related measures, are confirmed for all SIs:

- 12.1 The right to be provided with complete job safety orientations and instructions;
- 12.2 The right to be informed of all possible work hazards and health risks involved;
- 12.3 The right to be provided with the necessary trainings, first-aid arrangements and medical examinations;
- 12.4 The right to refuse unsafe work;
- 12.5 The right to be issued with Personal Protective Equipment (PPE);
- 12.6 To comply with all occupational safety and health standards in the performance of their regular work; and
- 12.7 The provincial, city and municipal health offices, plus the local health boards, must adopt and implement further administrative control measures to vitally prevent and/or minimize sanitation-related work hazards and risks. This includes developing,

and improving upon present policies and practices (e.g., additional relief SIs, exercise breaks, rotation of sanitation personnel, first-aid and other emergency responses, good housekeeping, a prior understanding of the establishments to be inspected, etc.).

SECTION 13. Annual Review. – The local health boards shall conduct an annual review of the existing SI-based programs, performances, as well as their benefits, incentives and allowances taking into consideration the prevailing consumer price index (CPI) as published by the Philippine Statistics Authority (PSA).

SECTION 14. Discrimination Prohibited. – Discrimination against any sanitation inspector by reason of gender, civil status, creed, religious or political beliefs, and ethnicity in the exercise of their functions and responsibilities is hereby prohibited.

SECTION 15. Protection of Sanitation Inspectors. – No accredited and/or registered sanitation inspector with a legitimate work agreement shall be removed except for a valid cause, as determined by the human resource department of the involved local government unit with due process. The department shall resolve termination cases against SIs judiciously and not later than sixty (60) days from the receipt of a complaint: *Provided*, that if a SI is found to be unjustly removed from service, the SI shall be entitled to reinstatement without loss of benefits and incentives from the time of termination up to the time of reinstatement.

SECTION 16. Grievance Mechanism. – All local health boards shall establish a grievance mechanism as a means of processing complaints of SIs against alleged acts of discrimination and unjust removal from the service. The decisions rendered by the LHBs shall be final and executory.

SECTION 17. Municipal, City, Provincial, and National Federation of SIs. – This Act allows for the organizing of accredited and/or registered SIs into different groups/associations, which they see fit. These organizations are venues to ventilate, articulate, and crystalize issues affecting their work and the environmental health sanitation system in general with utmost regard to servicing the public and ensuring the continuous operation of environmental health services.

The SI organizations for municipalities, cities, and provinces shall elect their respective board of directors, and a set of national officers to comprise the national board of directors to be headed by a President. A Secretary-General may be chosen from among the national members to manage the day-to-day operations and activities of the federation. The respective board of directors may create such other positions as may be necessary for the management of the affairs of the national and local organizations.

The LGUs are to support these SI organizations by allowing their respective employed and/or contracted SIs to participate in their organization's activities through administrative and financial means.

SECTION 18. Representation in the Local Health Boards, Water Councils, Social Development Councils, Disaster Risk Reduction Management Councils and others where SIs are necessary so as to fulfill their duties effectively. – The President of the national-level SI

federation and/or the authorized representatives of the SI organizations shall become a member of the provincial, city and municipal-level health boards and other related bodies that would need their expert inputs (on environmental health sanitation issues and concerns). The respective presidents/leaders of each SI organization at the city, municipal and provincial levels shall elect from among themselves their representatives to the various bodies that require their representation: *Provided*, that the SI representatives to these bodies shall not be allowed to vote on the accreditation, registration, and disciplinary or removal complaints of SIs.

SECTION 19. Prohibition from Engaging in Partisan Political Activity. – No accredited/registered/employed/contracted sanitation inspector shall engage in any partisan political activity.

SECTION 20. Continuous Capacity-building for SIs. – The DOH through its Center for Health Development (CHD) Regional Offices shall conduct continuous capacity-building for SIs that will enhance and upgrade their knowledge and skills (especially on new technologies) to help them innovate and to better fulfill their technical tasks. The trainings can be conducted through various methods, including via online learning and multimedia forms in major Philippine languages.

SECTION 21. Penalty Clause. – Any person who shall violate any of the provisions of this Act and its rules and regulations, shall, be penalized by a fine of not less than Fifty Thousand Pesos (P50,000.00) nor more than Five Hundred Thousand Pesos (P500,000.00), or imprisonment of not less than Twelve (12) months nor more than Five (5) years, or both fine and imprisonment at the discretion of the Court.

SECTION 22. Funding Provisions. – The amount necessary for the implementation of this Act shall be charged to the National Tax Allotment of the LGUs, other local funds, the special health fund under RA No. 11223 (the Universal Health Care Act), including the General Appropriations Act (GAA) of the year following its enactment into law and thereafter.

SECTION 23. Implementing Rules and Regulations. – Both the DOH and the Department of the Interior and Local Government (DILG) shall, in consultation with the DepEd, CSC, GSIS, and other concerned government agencies and non-government entities, promulgate the Implementing Rules and Regulations (IRR) to implement this Act not later than One Hundred Eighty (180) days from the effectivity of this Act.

SECTION 24. Separability Clause. – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SECTION 25. Repealing Clause. – All laws, decrees, executive orders, rules and regulations, which are inconsistent with this Act are hereby repealed or amended accordingly.

SECTION 26. Effectivity. – This Act shall take effect Fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,