



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

TWENTIETH CONGRESS
First Regular Session



House Bill No. **176**

Introduced by Representative MARLESA “DOC MARLY” HOFER-HASIM

EXPLANATORY NOTE

Article II, Section 15 of the 1987 Constitution declares that “The State shall protect and promote the right to health of the people and instill health consciousness among them.”

Republic Act No. 7883, Section 3 defines Barangay Health Worker as person who has undergone training programs under any accredited government and non-government organization and who voluntarily renders primary health care services in the community after having been accredited to function as such by the local health board in accordance with the guidelines promulgated by the Department of Health.

Barangay Health Workers (BHWs), who are in the forefront of providing primary care, play a critical role in our society in this respect. For this reason, it is imperative that measures which promote, develop and improve the general welfare of our Barangay Health Workers will be provided by the government.

This proposed legislation seeks to recognize our diligent BHWs by providing them incentives in recognition of their significant efforts in making health care more accessible. The benefits provided to BHWs under Republic Act No. 7883 will also be increased by this measure, including set honoraria and access to health insurance through the GSIS and Philhealth.

For the foregoing reasons, the approval of this bill is earnestly sought.

MARLESA “DOC MARLY” HOFER-HASIM
Representative, 2nd District of Zamboanga Sibugay



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AN ACT
PROVIDING FOR THE MAGNA CARTA OF BARANGAY HEALTH
WORKERS

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

1
2 **SECTION 1. Short Title.** – This Act shall be known as the “*Magna Carta of*
3 *Barangay Health Workers*”.

4
5 **SEC. 2. Declaration of Policy.** – It is hereby declared the policy of the State to
6 protect and promote the right to health of people and adopt an integrated and comprehensive
7 approach to health development. Pursuant thereto, it shall endeavor to make essential
8 goods, healthcare, and other social services available to all the people. In line with the
9 country’s commitment to accomplish health indicator targets under United Nations’
10 Millennium Development Goals (MDGs), the State shall adopt policies that promote the
11 welfare and well-being of barangay health workers who are the forefront of the delivery
12 of healthcare at the grassroots level, and which shall effectively harness their potential
13 as partners in development.

1 **SEC. 3. *Definition.*** – As used in this Act, the term “barangay health worker”
2 refers to a person who has undergone training under any accredited government and
3 nongovernment organization and who voluntarily renders primary healthcare services
4 in the community after having been accredited to function as such by the local health
5 board in accordance with the guidelines promulgated by the Department of Health (DOH)
6 pursuant to Section 3 of Republic Act No. 7883 otherwise known as the “Barangay Health
7 Workers’ Benefits and Incentives Act of 1995.”
8

9 **SEC. 4. *Registration.*** – Barangay health workers (BHWs) shall be registered with
10 the local health board in the city or municipality in which they render service. The registered
11 health workers shall be given appropriate proof of said registration.
12
13

14 The municipal and city health offices shall regularly maintain and update the BHW
15 Registry with the assistance of the BHW Federation and shall submit the same to the
16 municipal or city health board. The local health offices shall submit a copy of their
17 respective updated BHW registry to the Provincial Health Office which shall consolidate
18 all registries. Upon the validation of the Provincial BHW Federation, the consolidated
19 Provincial Registry shall be submitted to the Provincial Health Board, and the same shall
20 be posted in the municipal or city bulletin boards and barangay health centers.
21

22 The Provincial BHW Registry shall be submitted on or before April 30 of every
23 year to the DOH at the regional and national levels for consolidation. The DOH is hereby
24 mandated to maintain a national register of BHWs.
25

26 In order to qualify for registration, a barangay health worker must:
27

28 (a) Have rendered basic community health care services
29 continuously and satisfactorily for at least six (6) months immediately
30 preceding the date of the filing of application for registration in the
31 barangay as certified by the Rural Health Midwife (RHM) or public
32 health nurse assigned to the barangay and by the head of the barangay
33 health workers association;

34 (b) Have completed the basic orientation and training for BHWs as
35 prescribed by the DOH and conducted by an accredited government
36 agency, or DOH recognized academic institution, or nongovernmental
37 organization (NGO);

1 (c) Be at least eighteen (18) years of age at the date of the filing of the
2 application for registration; and,

3 (d) Be physically and mentally fit.

4 It shall be the duty of the municipal and city health offices, in cooperation with the
5 Provincial Health Office and DOH, to provide the BHW applicants with basic orientation
6 and training within six (6) months from the date of approval of their application.

7
8 **SEC. 5. Accreditation.** — To further professionalize the health care services
9 rendered by the BHWs and ensure the health and welfare of the community, a duly
10 registered BHW must be accredited by the municipal or city health board.

11
12 The municipal or city health board shall issue the certificate of accreditation to
13 qualified BHWs. In order to qualify for accreditation, the applicant BHW must:

14 (a) Be registered in accordance with Section 4 hereof;

15 (b) Have completed in the locality at least two (2) years of continuous and
16 satisfactory service immediately prior to the filing of application
17 for accreditation;

18 (c) Have completed a regular training program on health care service and
19 community-based health program, that would upgrade and develop the skills and
20 competency of BHWs to perform their roles. The training program shall be
21 institutionalized by the DOH, in cooperation with local government units (LGUs).

22
23 It shall be the duty of the municipal and city LGUs, in cooperation with the provincial
24 government and the DOH, to provide the applicant BHWs the necessary support and
25 opportunities for accreditation.

26 A BHW must complete the regular training program on health care service and community-
27 based health program within five (5) years from registration.

28
29 The municipal and city health boards or through their registration and accreditation
30 committee shall act on the applications for accreditation of BHWs not later than thirty
31 (30) days from the date of application.

32 The DOH shall also maintain an updated roster of accredited BHWs that is accessible to
33 the general public.

1
2 **SEC. 6. Number and Role of Barangay Health Workers.** – Notwithstanding the
3 limitations prescribed under Section 325(a) of Republic Act No. 7160, as amended,
4 otherwise as “The Local Government Code of 1991”, each barangay shall at least have one
5 (1) BHW for every twenty (20) households.

6
7 As one of the key partners in a reformed healthcare delivery system, the DOH and LGUs
8 shall support the roles of BHWs as:

- 9 (a) Advocate - to support, promote and champion current health programs, projects,
10 and activities to improve access to quality health services towards the
11 improved health status of the community;
- 12 (b) Educator - to guide and advise the community on the current DOH and health
13 priorities of LGUs such as importance of birth plan and facility-based delivery
14 in reducing maternal and infant deaths; newborn screening for the early detection
15 of congenital metabolic disorders which may lead to mental retardation and even
16 death, among others;
- 17 (c) Disseminator - to maintain regular communication with local professional health
18 workers on health events and updates and concerns relevant to the community
19 and inform the same to the community for appropriate action, if necessary;
- 20 (d) Coordinator - to facilitate access to any group or association of the community
21 with a relevant network of or specific health and non-health service providers;
- 22 (e) Record Keeper - to maintain updated records of health data, health activities and
23 events in the community;
- 24 (f) Health Care Service Provider – to assist and provide basic healthcare services as
25 may be needed in the community in any health event.

26
27 A BHW shall not be required to engage in any partisan political activity.
28

29 **SEC. 7. Mandatory Appointment of Barangay Health Worker (BHW).** – There
30 shall be appointed at least one (1) BHW in every barangay for every twenty (20)
31 households who shall be under the supervision and control of the DOH. The BHW so
32 appointed shall coordinate closely with the local government health officer in the
33 implementation of health programs in the locality.

34 As far as practicable, the BHW to be employed must be a resident of the barangay.

1 The DOH shall determine the ratio of barangay health workers according to the number of
2 households: *Provided*, That there shall be at least one (1) BHW for every twenty (20)
3 households: *Provided, further*, That the total number of barangay health workers
4 nationwide shall not be less than one percent (1%) of the total population.

5 **SEC. 8. *Incentives and Benefits.*** – All BHWs who are actively and regularly
6 performing their duties shall be entitled to monthly honoraria in the amount of not less
7 than Three thousand pesos (P3,000.00) subject to adjustment based on the prevailing
8 market value, in addition to the following incentives and benefits:

9 (a) *Privileges for the BHWs.* – All accredited BHWs shall be entitled to
10 twenty percent (20%) discount on all the items enumerated under Section
11 4(a) of Republic Act No. 9994 otherwise known as the “Expanded Senior
12 Citizens Act of 2010”: *Provided*, That the privileges shall not be claimed if
13 the BHW is eligible for a higher discount that may be granted by the
14 commercial establishment or other existing laws.

15
16 The commercial establishment may claim the discount granted under this
17 Section as tax deduction based on the cost of goods sold or services rendered:
18 *Provided*, that the discount shall be allowed as deduction from the gross income
19 for the same taxable year that the discount is granted: *Provided, further*, that the
20 total amount of the claimed tax deduction net of value-added tax, if
21 applicable, shall be included in their gross sales receipt for tax purposes and
22 shall be subject to proper documentation and to the provisions of the National
23 Internal Revenue Code of 1997, as amended.

24 (b) *Hazard Allowance.* – All accredited BHWs shall be entitled to hazard
25 allowance in an amount to be determined by the local health board
26 of the LGU concerned, which in no case shall be less than One thousand
27 pesos (P1,000.00) per month, subject to existing laws, rules, and regulations;

28 (c) *Subsistence Allowance.* – All accredited BHWs who render service within
29 the premises of isolated barangay health stations shall be entitled to
30 subsistence allowance equivalent to the meals they take in the course of
31 their duty, which shall be computed in accordance with prevailing
32 circumstances as determined by the LGU concerned. such
33 allowance shall, in no case, be less than One hundred pesos (P100.00) per
34 day;

35 (d) *Transportation Allowance.* – All accredited BHWs, in the performance
36 of their official duties, shall be entitled to a transportation allowance of not

1 less than One thousand pesos (P1,000.00) per month, subject to auditing
2 rules and regulations;

3 (e) *One-time Retirement Cash Incentive.* – An accredited BHW who has
4 continuously and satisfactorily served for at least fifteen (15) years shall be
5 entitled to a one-time retirement cash incentive of not less than Ten
6 thousand pesos (P10,000.00) in recognition of their loyalty and
7 dedication, which shall be borne by the municipality or city concerned.
8 The provincial government may provide assistance for this purpose, in the
9 case of component cities;

10 (f) *Training, Education and Career Enrichment Programs.* – The DOH shall,
11 in coordination with the Department of Education (DepEd), Commission
12 on Higher Education (CHED), Technical Education and Skills
13 Development Authority (TESDA), DOH-recognized academic
14 institutions, other concerned agencies and nongovernment
15 organizations, provide information on and opportunities for education and
16 career enrichment for accredited BHWs, such as in the following programs:

- 17 1) Educational programs which credit the years of primary healthcare
18 service of the BHW towards higher education completion in institutions
19 with stepladder curricula thus allowing them to upgrade their skills and
20 knowledge for community work or to pursue further training as
21 midwives, pharmacists, nurses or doctors;
- 22 2) Continuing education, study and exposure tours, grants, field
23 immersion, and scholarships, among others;
- 24 3) Scholarship benefits in the form of tuition fees in state colleges, to be
25 granted to one (1) child of every barangay health worker who will not be
26 able to take advantage of the programs described in paragraphs (1),
27 (2), and (3) hereof; and
- 28 4) Special training programs such as traditional
29 medicine, disaster preparedness and other programs that address
30 emergent community health problems and issues.

31
32 (g) *Health Benefits.* – All accredited BHWs shall be entitled to the following
33 health benefits during their incumbency:

- 34
35 (1) Free medical care, including surgery and surgical expenses medicines, x-ray
36 and other laboratory fees, when confined in any public hospital or health

1 institution;

2 (2) Emergency assistance not exceeding the amount of Five thousand pesos
3 (P5,000.00) chargeable against the fund of the barangay concerned, for
4 expenses incurred in the nearest private hospital or clinic in case of extreme
5 emergency where there is no available public hospital;

6 (3) Mandatory and immediate membership in the PhilHealth as indirect
7 contributors.

8 The LGUs concerned shall also endeavor to provide other health benefits to accredited
9 BHWs not otherwise provided by law;

10 (h) *Insurance Coverage.* – Accredited BHWs shall be granted insurance
11 coverage and benefits by the Government Service Insurance System (GSIS)
12 which shall be borne by the LGU concerned. For this purpose, the GSIS
13 shall design an insurance Benefit package suited to the needs and unique
14 circumstances of the BHWs;

15 (i) *Sick, Vacation and Maternity Leaves.* – All accredited BHWs shall be
16 entitled to sick, vacation and maternity leaves as may be prescribed in the
17 implementing rules and regulations of this Act: *Provided, That,* the BHWs
18 shall continue to receive their monthly honoraria while on leave, for such
19 period in accordance with existing laws and practices.

20 (j) *Cash Gift.* – All accredited BHWs are entitled to a cash gift not less
21 than the minimum monthly honoraria to be given every December from
22 the general fund of the barangay or from such other funds appropriated
23 by the national government for the purpose;

24 (k) *Disability Benefit.* – An accredited BHW who sustains an injury or
25 falls ill in the course of the performance of their duties shall be entitled
26 to Two thousand pesos (P2,000.00) for every year of service.

27 (l) *Civil Service Eligibility.* – A first grade eligibility shall be granted to
28 accredited BHWs who have rendered three (3) years continuous service
29 as such: *Provided, That* should a BHW become a regular employee of the
30 government, the total numbers of years served as such shall be credited to
31 the BHW's service in the computation of retirement benefits.

1 No person duly accredited as a BHW shall be removed except for a valid cause to
2 be determined by the Local Health Board (LHB): *Provided*, That if found to be
3 unjustly removed from service, a BHW shall be entitled to reinstatement without loss of
4 benefits and incentives from the time of termination up to the time of his
5 reinstatement. The LHB shall resolve termination cases against a BHW judiciously not
6 later than ninety (90) days from the receipt of a complaint.

7 (m) *Free Legal Services.* – Legal representation and consultation
8 services shall be immediately provided by the Public Attorney's Office to a
9 BHW in cases of coercion, interference, and in other civil and criminal cases
10 filed by or against the BHW arising out of or in connection with the performance
11 of their duties as such.

12 (n) *Preferential Access to Loan Facilities.* – The DOH in coordination with
13 other concerned government agencies shall provide, within one hundred eighty
14 (180) days after the effectivity of this Act, a mechanism that shall provide
15 organized BHWs access to loan services. The agencies providing loan services
16 will set aside one percent (1%) of their loanable funds for organized BHW
17 groups that have community-based income generating projects in support of
18 health programs or activities.

19 **SEC. 9. Review by the Local Health Board.** – Every incentive or benefit for
20 BHWs requiring expenditure of local funds shall be reviewed and approved by the LHB.
21 Such benefits and incentives may be increased, upon review of the LHB, after
22 considering, among others, the present Consumer Price Index (CPI) as published by the
23 Philippine Statistics Authority (PSA).

24
25 **SEC. 10. Discrimination Prohibited.** – Discrimination against any BHW by
26 reason of gender, civil status, creed, religious or political beliefs and ethnic groupings in the
27 exercise of their functions and responsibilities is hereby prohibited.

28
29 **SEC. 11. Protection of BHWs.** – The municipal, city, provincial governments
30 and the Department of the Interior and Local Government (DILG) shall establish a
31 grievance mechanism as a means of processing complaints of BHWs against alleged acts
32 of discrimination and unjust removal from the service. A BHW may appeal their
33 grievances to the DILG.

34
35 **SEC. 12. Right to Self-organization.** – A BHW shall have the right to freely form,
36 join or assist organizations to obtain redress of their grievances through peaceful concerted
37 activities, in a manner not contrary to law, and with utmost regard to service to patients

and the continuous operation of barangay health services in the interest of public health, safety, or survival of patients.

SEC. 13. *Representation in the Local Health Board and Primary Health Care Provider Network.* – The president of the municipal or city association of BHWs shall be a member of the municipal or city local health board. The presidents of the association of BHWs of each component city and municipality associations of a province shall elect from among themselves their representative to the provincial health board: *Provided, That,* the BHW representatives to the health boards shall not be allowed to vote on the registration, accreditation and disciplinary or removal complaints of BHW. The BHWs shall also form part of the healthcare provider network and shall participate in the implementation of healthcare services and programs.

SEC 14. *Continuous Capacity Building for BHWs.* – The DOH shall conduct continuous capacity building for BHWs to enhance and upgrade their knowledge and skills, including training programs conducted online and in major Philippine dialects.

The DOH shall, in coordination with TESDA and other concerned agencies shall also assist the LGUs in the development of education modules or materials that highlight the collective experiences and learnings of BHWs and the use of traditional and complementary medicine.

The LGUs shall endeavor to establish their own training centers for their BHWs and other health workers in coordination with TESDA, NGOs, and other agencies concerned.

The LGUs shall also implement a development program for BHWs that will allow them to benefit from ladderized training as provided under Republic Act No. 10968, otherwise known as the “PQF Act,” and Republic Act No. 10647, otherwise known as the “Ladderized Education Act of 2014,” including academic credits for health-related courses.

SEC. 15. *Penalty Clause.* – Any local government official who violates any provision of this Act may be administratively and criminally charged in accordance with law.

SEC. 16. *Appropriations.* – The amount necessary for the implementation of this Act shall be charged against the National Tax Allotment (NTA) of the LGUs, other

1 local funds and the special health fund under Republic Act No. 11223 otherwise known as
2 the “Universal Health Care Act”.

3
4 **SEC. 17. *Implementing Rules and Regulation.*** – The DOH and the DILG shall,
5 in consultation with the DepEd, the CSC, the GSIS, and other concerned government
6 agencies and nongovernmental entities, promulgate the rules and regulations to implement
7 this Act not later than one hundred eighty (180) days from the effectivity of this Act.
8

9 **SEC. 18. *Separability Clause.*** – If any portion or provision of this Act is declared
10 invalid or unconstitutional, other provisions hereof shall remain in full force and effect.
11

12 **SEC. 19. *Repealing Clause.*** – Republic Act No. 7883 otherwise known as the
13 “Barangay Health Workers’ Benefits and Incentives Act of 1995” is hereby repealed.
14 All laws, decrees, executive orders, rules and regulations, which are inconsistent with this
15 Act are hereby repealed, or modified accordingly.
16

17 **SEC. 20. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
18 publication in the *Official Gazette* or in a national newspaper of general circulation.
19

20 *Approved,*