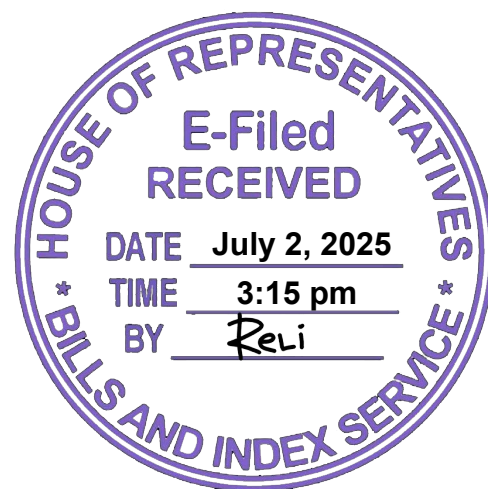




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Twentieth Congress
First Regular Session

HOUSE BILL NO. **1139**



Introduced by **Hon. Charisse Anne C. Hernandez**

EXPLANATORY NOTE

Public dentists play a crucial role in ensuring the oral health and well-being of our communities, particularly for individuals who have limited access to dental care. They are champions of oral health promotion and disease prevention.

However, according to the data provided by the National Database of Selected Human Resources for Health, as of December 2022, there is a mere count of 1,943 dentists employed in the public sector. This stark figure highlights the concerning reality that there is merely one public dentist available to attend to the oral health requirements of approximately 57,423 individuals in the Philippines.

One of the challenges of the government in recruiting dentists is the significant gap between the remuneration for public dentists and the potential income they could earn in private practice. The compensation for entry-level dentist position in the government is Salary Grade (SG) 13 which amounts to only PHP31,320 in 2023. In contrast, private dental practice holds the potential for higher earnings, surpassing what the government can offer, and without the stringent requirements and restrictions associated with civil service employment.

It is enshrined in Article II, Section 15 of the 1987 Constitution that the State shall protect and promote the right to health of the people and instill health consciousness among them. It is also stated in Article XIII, Section 11 that 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.

By increasing the salaries of public dentists, we recognize their hard work, dedication, and expertise. It is crucial to acknowledge that these individuals have invested years of their lives in acquiring the necessary education and skills to serve our country. Their commitment to public service should be met with fair and competitive compensation that reflects their value and contribution to public health.

A higher salary for public dentists will not only motivate them to continue their exceptional work but also attract and retain talented individuals in this essential field. We need to create an environment that encourages dental professionals to choose public service over more lucrative opportunities in the private sector. By doing so, we can ensure a consistent and qualified workforce that can meet the increasing demand for dental care in underserved areas.

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


CHARISSE ANNE C. HERNANDEZ
Representative
Lone District, Calamba City



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AN ACT
UPGRADING THE SALARY GRADE OF DENTISTS EMPLOYED IN THE PUBLIC
SECTOR, PROVIDING FUNDS THEREFOR, 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 "**Public Dentist Salary Modification Act.**"

SEC. 2. *Declaration of Policy.* - It is hereby declared a policy of the State to protect and promote the right to health of the people and instill health consciousness among them. In line with this policy, and in recognition of the critical role of dentists in promoting oral health among Filipinos, and the need to encourage qualified health care professionals to join and remain in government service, the State shall ensure that the compensation received by public dentists remain commensurate to the demands of the service, and that their social and economic well-being, living and working conditions. and terms of employment are continuously promoted and improved

SEC. 3. Coverage. - This Act shall cover all dentists, regardless of their status of employment, in all public health institutions, whether nationally or locally funded, as well as those assigned for national government agencies, instrumentalities of government, including, government-owned and -controlled corporations (GOCCs), state universities and colleges (SUCs), and local government units (LGUs).

SEC. 4. Adjustment of Salary Grade of Public Dentists. - Upon the effectivity of this Act, the salary grade levels for dentists employed in all government agencies and instrumentalities shall be modified as follows:

Position Title	Old Salary Grade	New Salary Grade
Dentist I	13	17
Dentist II	16	20
Dentist III	19	23
Dentist IV	22	25
Dentist V	24	27
Dentist VI	26	29
Dentist VII	28	30

Provided, That public dentists employed on part-time or casual basis under the Human Resources for Health and other similar programs and projects of the government shall receive remuneration in accordance with the modified salary grade schedule and shall be paid proportionate to the actual service they have rendered: Provided, further, That government agencies and instrumentalities that are not covered under Republic Act No. 11466, otherwise known as the Salary Standardization Law of 2019, shall continue to receive their current remuneration so long as the salaries they receive correspond to or are higher than the salary schedule provided under this Act: Provided, finally, That the modified salaries of public dentists employed by LGUs shall correspond to the income classification of the LGU concerned and shall not exceed the percentage of the applicable salary schedule as provided in Section 10(a) of Republic Act No. 11466, otherwise known as the Salary Standardization Law of 2019.

SEC. 5. *Appropriations.* - The amount necessary to effectively implement the provisions of this Act shall be included in the annual General Appropriations Act, in the respective annual appropriations ordinances of the LGUs, and in the respective annual corporate operating budgets of the GOCCs.

SEC. 6. *Implementing Rules and Regulations.* - Within thirty (30) days from the effectivity of this Act, the Department of Budget and Management shall, in coordination with other government agencies concerned, promulgate the rules and regulations to effectively implement the provisions of this Act.

SEC. 7. *Separability Clause.* - If any provision of this Act is declared unconstitutional or invalid, other parts or provisions hereof not affected thereby shall continue to be in full force and effect.

SEC. 8. *Repealing Clause.* - All laws, executive orders, presidential decrees, presidential proclamations, letters of instructions, issuances, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 9. *Effectivity Clause.* - This Act shall take effect on the fiscal year immediately following its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,