

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2209



Introduced by **Representative Ryan S. Recto**

EXPLANATORY NOTE

This measure seeks to extend a Health Maintenance Organization (HMO) healthcare 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 (PhilHealth). This piece of legislation would prove to be a crucial step for the government in fulfilling its commitment of promoting the welfare of those who serve in the public sector.

According to the Philippine Statistic Authority (PSA), health spending went up to P11,083.00 in 2023, which is an increase 8.3 percent from the P10,238.00 expense in 2022. Healthcare costs were also expected to increase by 18% this year, largely driven by the rising prices of medical supplies. In turn, hospitals would have to charge higher fees in order to maintain stable operations.

It is also noteworthy to mention that in 2022, total health expenditure amounted to P1.12 trillion, 45% of which (or P502 billion) was born directly by Filipino households. What is even more concerning is that the national government's share was only 21% (P234 billion), local government at 10% (P109 billion) and the Philippine Health Insurance Corporation (PhilHealth) at 14% (P153 billion) despite the corporation's mandate to provide health insurance coverage and ensure affordable and accessible healthcare services for all.

The proposed bill aims to address these issues by extending an HMO healthcare plan coverage for qualified government employees, this includes individuals in regular plantilla items in government agencies and instrumentalities, including State Universities and Colleges (SUCs) as well as Government-Owned and Controlled Corporations (GOCCs).

The health care plan to be procured by heads of agencies shall include, at the minimum, a comprehensive list of medical and health care services, such as an annual physical examination (APE), outpatient and in-patient care, dental care, emergency and ambulance service, preventive health care, a coverage of pre-existing medical and health conditions, network access to accredited hospitals and clinics and a medico-legal service.

Not only does this piece of legislation hope to expand healthcare for all Filipinos, but it also recognizes the tireless service and vital contributions of government employees.

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



Ryan S. Recto
Representative
6th District, Batangas

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

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 Health*
2 *Care Act*”.

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

11
12 Sec. 3. *Definition of Terms.* – As used in this Act:

13
14 a) *Dependents* shall refer to the legal spouse, the children and stepchildren and the
15 parents of the qualified government personnel;

16
17 b) *Health Care Plan* shall refer to a menu of medical and health care services that
18 would be provided for a specified period of time in exchange for the payment of
19 premium;

20
21 c) *Health Maintenance Organizations or HMOs* shall refer to juridical entities duly
22 licensed or authorized by the Insurance Commission (IC) to provide or arrange pre-
23 agreed or designated health care services to its enrolled members for a fixed pre-paid
24 fee for a specified period of time; and

25
26 d) *Qualified Government Personnel* shall refer to individuals appointed to regular
27 *plantilla* items in government agencies and instrumentalities including SUCs, and
28 GOCCs.

1
2 Sec. 4. *Government Personnel Health Care Plan.* – All qualified government personnel
3 shall be provided with an annual health care plan offered by HMOs: *Provided*, That such health
4 care plan shall be in addition to health benefits and entitlements provided under the National
5 Health Insurance Program as provided under Republic Act No. 11223, otherwise known as the
6 “*Universal Health Care Act*”.

7
8 Sec. 5. *Terms of Service.* – The heads of agencies in the case of national government
9 agencies and the governing boards in the case of SUCs and GOCCs, shall determine the terms
10 of reference for the procurement of HMO health care plans for the personnel of their
11 respective agencies: *Provided*, That the HMO health care plan to be procured shall, at the
12 minimum, provide for the following medical and health care services:

- 13
14 a) Annual physical examination;
15
16 b) Outpatient care including, but not limited to, medical consultations, treatment for
17 minor injuries, minor surgical procedures, laboratory examinations, and diagnostic
18 procedures;
19
20 c) In-patient care including, but not limited to, room and board, use of operating and
21 recovery rooms, professional fees, drugs and medicines, medical supplies and
22 medical procedures;
23
24 d) Dental care including, but not limited to, dental consultation, dental pain treatment,
25 oral prophylaxis, simple tooth extraction, and permanent filling;
26
27 e) Emergency care and ambulance service;
28
29 f) Preventive health care including, but not limited to, medical management of health
30 concerns, health education and counselling, and family planning;
31
32 g) Coverage of pre-existing medical and health conditions;
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34 h) Network access to accredited hospitals and clinics; and
35
36 i) Medico-legal service.

37
38 Government agencies that are already providing HMO health care plan coverage to
39 their respective personnel prior to the effectivity of this Act may continue with their existing
40 health care plan coverage: *Provided*, That the existing health care plan of the government
41 agency concerned complies with the minimum medical and health care services enumerated
42 in this section: *Provided, further*, That in no way shall this Act be construed to diminish or
43 reduce any health care coverage which the government personnel are already receiving or any
44 entitlement under existing laws, issuances, or collective bargaining agreements between the
45 government agency concerned and their respective personnel.

46
47 Sec. 6. *Health Care Coverage for Dependents of Qualified Government Personnel.* – The
48 HMO concerned may, at the option of the government personnel concerned, enroll
49 dependents of qualified government personnel to the health care plan of the government
50 agency concerned: *Provided*, That the premium for HMO health care plan coverage for the
51 dependents shall be borne by the government personnel concerned.

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

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2 Sec. 8. *Implementing Rules and Regulations.* – Within ninety (90) days after the
3 approval of this Act, the Department of Budget and Management, Civil Service Commission
4 and the Department of Health shall, in consultation with the IC, Government Procurement and
5 Policy Board and other government and non-government stakeholders concerned, issue the
6 necessary rules and regulations for the effective implementation of this Act.
7

8 Sec. 9. *Separability Clause.* – Should any provision of this Act be found unconstitutional
9 by a court of law, such provision shall be severed from the remainder of this Act, and such
10 action shall not affect the enforceability of the remaining provisions of this Act.
11

12 Sec. 10. *Repealing Clause.* – All laws, decrees, letters of instruction, resolutions, orders
13 or parts thereof which are inconsistent with the provisions of this Act are hereby repealed,
14 modified or amended accordingly.
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16 Sec. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in
17 the *Official Gazette* or in any national newspaper of general circulation.
18

19 *Approved,*
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