

TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



House Bill No. 2404

Introduced by Representative ROMMEL RICO T. ANGARA

**AN ACT AMENDING REPUBLIC ACT NO. 7305, OTHERWISE KNOWN AS
"THE MAGNA CARTA OF PUBLIC HEALTH WORKERS" AND FOR OTHER
PURPOSES**

EXPLANATORY NOTE

Public health workers are the backbone of our healthcare system, serving tirelessly on the frontlines—especially during times of public health emergencies, natural disasters, and widespread disease outbreaks. The COVID-19 pandemic underscored their indispensable role in safeguarding the nation's health and well-being, often at great personal risk and sacrifice.

Recognizing the critical role of public health workers, Republic Act No. 7305, also known as the **Magna Carta of Public Health Workers**, was enacted in 1992 to promote their welfare and protect their rights. However, more than three decades later, many of the law's provisions remain under-implemented or outdated, and the current socio-economic realities call for a comprehensive review and strengthening of its mandates. This proposed bill seeks to amend and enhance the Magna Carta to ensure that public health workers receive the compensation, benefits, and protections they rightfully deserve. Among its key provisions are updated hazard pay, guaranteed employment security and protection from unwarranted termination or reassignment.

In strengthening the Magna Carta, this legislative measure not only acknowledges the selfless service of our public health workers but also lays the foundation for a more resilient and responsive public health system—one that can adequately care for both the caregivers and the people they serve.

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


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AN ACT AMENDING REPUBLIC ACT NO. 7305, OTHERWISE KNOWN AS "THE MAGNA CARTA OF PUBLIC HEALTH WORKERS" AND FOR OTHER PURPOSES

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

1 **Section 1.** Section 3 of Republic Act No. 7305 is hereby amended to read as
2 follows:

3 "Section 3. Definition. – For purposes of this Act, "health workers" shall
4 mean all persons who are engaged in health and health-related work,
5 and all persons employed in all hospitals, sanitarium, treatment and
6 rehabilitation centers, health centers, rural health units, barangay
7 health stations, clinics, **HEALTH OFFICES** and other health-related
8 establishments owned and operated by the Government or its political
9 subdivisions with original charters and shall include medical, allied
10 health professionals, administrative and support personnel employed
11 ~~[regardless of their employment status]~~ **IN NATIONAL**
12 **GOVERNMENT AGENCIES (NGAs), INCLUDING STATE**
13 **UNIVERSITIES AND COLLEGES (SUCs), GOVERNMENT OWNED**
14 **AND CONTROLLED CORPORATIONS (GOCCs), GOVERNMENT**
15 **FINANCIAL INSTITUTIONS (GFIs), AND LOCAL GOVERNMENT**
16 **UNITS (LGUs) HOLDING PERMANENT OR TEMPORARY**
17 **STATUS, CASUAL OR CONTRACTUAL, WHOSE SALARIES ARE**
18 **CHARGED AGAINST PERSONNEL SERVICES (PS) LUMP SUM**
19 **APPROPRIATION, RENDERING SERVICES ON FULLTIME OR**
20 **PART TIME BASIS AND WHOSE POSITIONS ARE COVERED, OR**

1 **OTHERWISE BY R.A. 6758 "COMPENSATION AND POSITION**
2 **CLASSIFICATION ACT OF 1989", AS AMENDED."**

3 **Sec. 2.** Section 9 of Republic Act No. 7305 is hereby amended to read as
4 follows:

5 "Section 9. Discrimination Prohibited – A public health worker shall not
6 be discriminated against with regard to ~~[gender, civil status, creed,~~
7 ~~religious or political beliefs and ethnic groupings]~~ **POLITICAL OR**
8 **RELIGIOUS AFFILIATIONS, SEX, SEXUAL ORIENTATION, AND**
9 **GENDER IDENTITY, CIVIL STATUS, AGE, DISABILITY OR**
10 **ETHNICITY** in the exercise of his/her profession."

11 **Sec. 3.** Section 11 of Republic Act No. 7305 is hereby amended to read as
12 follows:

13 "Section 11. Administrative Charges. – Administrative charges against a
14 **NATIONAL** public health worker shall be heard by a ~~[committee~~
15 ~~composed of the provincial health officer of the province where the~~
16 ~~public health worker belongs, as chairperson, a representative of any~~
17 ~~existing national or provincial public health workers' organization or in~~
18 ~~its absence its local counterpart and a supervisor of the district, the last~~
19 ~~two (2) to be designated by the provincial health officer mentioned~~
20 ~~above. The committee shall submit its findings and recommendations~~
21 ~~to the Secretary of Health within thirty (30) days from the termination~~
22 ~~of the hearings. Where the provincial health officer is an interested~~
23 ~~party, all the members of the committee shall be appointed by the~~
24 ~~Secretary of Health]~~ **OR OFFICER DESIGNATED BY THE**
25 **DISCIPLINING AUTHORITY AND/OR ITS DELEGATED OFFICER**
26 **OR OFFICERS UNDER ITS JURISDICTION, IN ACCORDANCE**
27 **WITH EXECUTIVE ORDER 292, ITS IMPLEMENTING RULES AND**
28 **REGULATIONS, AND OTHER PERTINENT CIVIL SERVICE RULES**
29 **AND REGULATIONS.**

30 **FOR LOCAL PUBLIC HEALTH WORKERS,**
31 **ADMINISTRATIVE CHARGES WILL BE HEARD BY A COMMITTEE**
32 **OR OFFICER CREATED/DESIGNATED BY THE PROVINCIAL**

1 **HEALTH BOARD IN CASES WHERE THE ADMINISTRATIVE**
2 **COMPLAINT IS FILED AGAINST A PUBLIC HEALTH WORKER**
3 **STATIONED IN PROVINCES, MUNICIPALITIES, OR**
4 **COMPONENT CITIES, OR BY THE CITY HEALTH BOARD IN**
5 **CASES WHERE THE ADMINISTRATIVE COMPLAINT IS FILED**
6 **AGAINST A PUBLIC HEALTH WORKER STATIONED IN HIGHLY-**
7 **URBANIZED CITIES OR INDEPENDENT COMPONENT CITIES,**
8 **IN ACCORDANCE WITH PERTINENT RULES AND**
9 **REGULATIONS. THE COMMITTEE/HEARING OFFICER SHALL**
10 **SUBMIT RECOMMENDATION TO THE APPROPRIATE**
11 **DISCIPLINING AUTHORITY WITHIN THIRTY (30) DAYS FROM**
12 **THE TERMINATION OF THE INVESTIGATION/HEARINGS."**

13 **Sec. 4.** Section 18 of Republic Act No. 7305 is hereby amended to read as
14 follows:

15 "Section 18. Night Shift Differential. – a) Every public health worker shall
16 be paid a night-shift differential of [~~ten percent (10%)~~] **TWENTY**
17 **PERCENT (20%)** of his/her regular wage for each hour of work
18 performed during the night-shifts customarily adopted by hospitals,
19 **BIRTHING CLINICS AND OTHER HEALTH FACILITIES**
20 **OPERATING IN A 24-7 SHIFT AND DURING CALAMITIES,**
21 **DISASTERS AND PUBLIC HEALTH EMERGENCIES.**

22 b) Every health worker required to work on the period covered after
23 his/her regular schedule shall be entitled to his/her regular wage plus the
24 regular overtime rate and an additional amount of [~~ten percent (10%)~~]
25 **TWENTY PERCENT (20%)** of such overtime rate for each hour of work
26 performed between [~~ten (10)~~] **SIX (6)** o'clock in the evening to six (6)
27 o'clock in the morning: **PROVIDED, THAT THE FOREGOING RULES**
28 **ON NIGHT SHIFT DIFFERENTIAL SHALL BE SUBJECT TO THE**
29 **PROVISIONS OF R.A. 11701 OR AN ACT GRANTING NIGHT**
30 **SHIFT DIFFERENTIAL PAY TO GOVERNMENT EMPLOYEES**
31 **INCLUDING THOSE IN GOVERNMENT-OWNED AND**
32 **CONTROLLED CORPORATIONS AND ITS RULES AND**

1 **REGULATIONS.”**

2 **Sec. 5.** Section 21 of Republic Act No. 7305 is hereby amended to read as
3 follows:

4 “Section 21. Hazard Allowance. — ~~Public health workers in hospitals,~~
5 ~~sanitaria, rural health units, main health centers, health infirmaries,~~
6 ~~barangay health stations, clinics and other health-related~~
7 ~~establishments located in difficult areas, strife-torn or embattled areas,~~
8 ~~distressed or isolated stations, prisons camps, mental hospitals,~~
9 ~~radiation-exposed clinics, laboratories or disease-infested areas or in~~
10 ~~areas declared under state of calamity or emergency for the duration~~
11 ~~thereof which expose them to great danger, contagion, radiation,~~
12 ~~volcanic activity/eruption, occupational risks or perils to life as~~
13 ~~determined by the Secretary of Health or the Head of the unit with the~~
14 ~~approval of the Secretary of Health, shall be compensated hazard~~
15 ~~allowances equivalent to at least twenty five percent (25%) of the~~
16 ~~monthly basic salary of health workers receiving salary grade 19 and~~
17 ~~below, and five percent (5%) for health workers with salary grade 20~~
18 ~~and above.]~~ **BY THE NATURE OF THEIR WORK, WHICH SUBJECT**
19 **THEM TO HEALTH HAZARDS AND OCCUPATIONAL RISKS, ALL**
20 **PUBLIC HEALTH WORKERS REGARDLESS OF THE DEGREE OF**
21 **THEIR EXPOSURE TO SUCH HAZARDS AND RISKS SHALL BE**
22 **ENTITLED TO A MONTHLY HAZARD ALLOWANCE OF TEN**
23 **THOUSAND PESOS (PHP 10,000.00) WITHOUT PREJUDICE TO**
24 **THE INCREASE OF THIS AMOUNT AS MAY BE WARRANTED IN**
25 **THE FUTURE BY THE SECRETARY OF HEALTH.”**

26 **Sec. 6.** Section 22 of Republic Act No. 7305 is hereby amended to read as
27 follows:

28 “Section 22. Subsistence Allowance. — ~~Public health workers who are~~
29 ~~required to render service within the premises of hospitals, sanitaria,~~
30 ~~health infirmaries, main health centers, rural health units and barangay~~
31 ~~health stations, or clinics, and other health-related establishments in~~
32 ~~order to make their services available at any and all times, shall be~~

1 ~~entitled to full subsistence allowance of three (3) meals which may be~~
2 ~~computed in accordance with prevailing circumstances as determined~~
3 ~~by the Secretary of Health in consultation with the Management Health~~
4 ~~Worker's Consultative Councils, as established under Section 33 of this~~
5 ~~Act: Provided, That representation and travel allowance shall be given~~
6 ~~to rural health physicians as enjoyed by municipal agriculturists,~~
7 ~~municipal planning and development officers and budget officers.]~~ **ALL**
8 **PUBLIC HEALTH WORKERS SHALL BE ENTITLED TO FULL**
9 **SUBSISTENCE ALLOWANCE EQUIVALENT TO ONE HUNDRED**
10 **FIFTY PESOS (PHP 150.00) PER DAY FOR RENDERING ACTUAL**
11 **SERVICES WITHOUT PREJUDICE TO THE INCREASE OF THIS**
12 **AMOUNT AS MAY BE WARRANTED IN THE FUTURE BY THE**
13 **SECRETARY OF HEALTH."**

14 **Sec. 7.** Section 24 of Republic Act No. 7305 is hereby amended to read as
15 follows:

16 "Section 24. Laundry Allowance. — All public health workers who are
17 required to wear uniforms regularly shall be entitled to laundry
18 allowance equivalent to ~~[One hundred twenty five pesos (P125.00)]~~
19 **FIVE HUNDRED PESOS (PHP 500.00)** per month without prejudice
20 to the increase of this amount as may be warranted in the future by the
21 Secretary of Health."

22 **Sec. 8.** Section 35 of Republic Act No. 7305 is hereby amended to read as
23 follows:

24 "Section 35. Rules and Regulations. — The Secretary of Health after
25 consultation with appropriate agencies of the Government as well as
26 **ACCREDITED** professional and health workers' organizations or
27 unions, shall formulate and prepare the necessary rules and regulations
28 to implement the provisions of this Act [. Rules and regulations issued
29 pursuant to this Section], **WHICH** shall take effect thirty (30) days after
30 publication in a newspaper of general circulation.

31 **Sec. 9.** Section 38 of Republic Act No. 7305 is hereby repealed and a new
32 Section 38 shall be inserted as follows:

1 **"SECTION 38. APPROPRIATIONS – THE AMOUNTS NECESSARY**
2 **FOR THE IMPLEMENTATION OF THIS ACT SHALL BE CHARGED**
3 **AGAINST THE CURRENT YEAR AVAILABLE APPROPRIATIONS**
4 **OF THE RESPECTIVE AGENCIES. THEREAFTER, THE AMOUNT**
5 **NECESSARY FOR ITS CONTINUOUS IMPLEMENTATION SHALL**
6 **BE INCLUDED IN THE ANNUAL GENERAL APPROPRIATIONS."**

7 **Sec. 10. *Separability Clause.*** – If any provisions of this Act are declared
8 invalid, the remainder or any provisions thereof not affected thereby shall remain in
9 force and effect.

10 **Sec. 11. *Repealing Clause.*** – All laws, presidential decrees, executive orders
11 and their implementing rules, inconsistent with the provisions of this Act are hereby
12 repealed, amended or modified accordingly.

13 **Sec. 11. *Effectivity.*** This Act shall take effect fifteen (15) days after
14 publication in the *Official Gazette* or in a national newspapers of general circulation.

Approved,