

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2579



Introduced by **HON. BRIAN RAYMUND S. YAMSUAN**

AN ACT
INSTITUTIONALIZING THE PROVISION OF A HEALTH MAINTENANCE
ORGANIZATION (HMO) SYSTEM FOR PUBLIC SCHOOL TEACHERS AND
OTHER NON-TEACHING PERSONNEL OF THE DEPARTMENT OF EDUCATION,
AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

Article XIV, Section 5 of the 1987 Constitution mandates that the State shall “assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment”. Health benefits are a crucial part of this equation. Indeed, a healthy education workforce, including both teaching and non-teaching personnel, can better perform their role in developing the minds of the youth—who are the future of our country.

According to the Department of Education’s (DepEd) latest report during the budget deliberations for FY 2025, there are approximately 910,434 teachers in the public school system¹, responsible for educating around 20 million students². This staggering teacher-to-student ratio places immense strain on our teachers, but it is only one of many challenges they face. Supporting these teachers are thousands of non-teaching personnel, such administrative officers and project development officers, who ensure that schools operate smoothly and efficiently. Both sectors face numerous challenges, including the rising costs of adequate healthcare.

Among the most pressing issues is the insufficient healthcare support made available to them. At present, public school teachers do not have the usual paid sick leave benefits enjoyed by other professionals. Thus, when they fall ill, they are faced

¹ Chi, C. (2024, September 10). *DepEd exodus: 'Thousands' of teachers quitting yearly*. Philippine Star. <https://www.philstar.com/headlines/2024/09/10/2384274/depd-exodus-thousands-teachers-quitting-yearly>

² Locus, S. (2024, August 2). *DepEd: Over 23M students enrolled for SY 2024-2025*. GMA Integrated News. <https://www.gmanetwork.com/news/topstories/nation/915988/depd-over-23-8-million-have-so-far-enrolled/story/>

with a difficult choice: either report to work despite their condition, potentially worsening their health, or take an unpaid sick leave, which can strain their finances and limit their ability to afford necessary medical care. This is an unjust dilemma no teacher should have to endure.

To respond to this pressing issue, DepEd issued Order No. 016, series of 2025 on June 9, 2025, or the *Guidelines on the Grant of Medical Allowance to the Department of Education Personnel*. Under this Order, all eligible DepEd teaching and non-teaching personnel are authorized to receive medical allowance of up to P7,000 per annum as a subsidy for availing Health Maintenance Organization (HMO) benefits. This effort by the Department sets a strong foundation which we aim to strengthen further through the passage of this measure.

The proposed bill seeks to institutionalize DepEd Order No. 016, which would provide all DepEd personnel with accessible health care services. In so doing, the bill also promotes preventive healthcare, which would enable these teachers and government workers to maintain their well-being before health concerns become severe or life-threatening. Most importantly, in the long run, healthier and happier educators mean higher-quality education and better learning environments for all our students.

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



BRIAN RAYMUND S. YAMSUAN
Representative
2nd District of Parañaque

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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 “HMO for DepEd Personnel.”

SECTION 2. Declaration of Policy. — The State recognizes the vital role of civil service employees in nation building. As an important component of the public sector, the State shall ensure that public school teacher and other non-teaching personnel of the Department of Education have access to quality and affordable health care. The government shall provide them access to comprehensive, quality, cost-effective, preventive, and rehabilitative health services.

SECTION 3. Qualified Beneficiaries. — This Act shall cover all teaching and non-teaching personnel in all levels under the Department of Education (DepEd), whether appointed on a permanent, co-terminus, fixed-term, casual, or contractual basis, who have rendered services for at least an aggregate of six (6) months in a particular fiscal year, including leaves of absence with pay, and services rendered under any alternative work arrangements prescribed by the Civil Service Commission.

SECTION 4. Selection of Health Maintenance Organization. — The DepEd shall, in accordance with the provisions of Republic Act No. 12009, otherwise known as the

New Government Procurement Act, procure a contract with a HMO that shall be able to provide healthcare services to its personnel.

SECTION 5. Coverage. — Each qualified beneficiary shall receive an annual medical allowance in an amount not exceeding Seven Thousand Pesos as a subsidy for the availment of HMO.

SECTION 6. Mandatory Review. — The medical allowance amount is subject to mandatory review every three (3) years by the DepEd with the primary objective of ensuring that the amount is sufficient and reflective of current market prices.

SECTION 7. Appropriations. — The amount necessary for the implementation of this Act shall be charged against the appropriations of the DepEd of the year following its enactment into law. Thereafter, sums necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SECTION 8. Implementing Rules and Regulations. — The DepEd, in consultation with relevant government agencies, shall promulgate the implementing rules and regulations within six (6) months from the effectivity of this Act.

SECTION 9. Repealing Clause.— All laws, decrees, executive orders, rules and regulations inconsistent with any provision of this Act are hereby repealed, modified, superseded, or amended accordingly.

SECTION 10. Separability Clause.— If any provision of this Act or the application of such provision to any person or circumstance is held invalid for any reason, the remainder of this Act or the application of such provision to other persons or circumstances shall not be affected thereby.

SECTION 11. Effectivity.—This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in at least two (2) national newspapers of general circulation, whichever comes earlier.

Approved,