



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. 2777



**Introduced by Representatives Ferdinand Martin G.
Romualdez, Andrew Julian K. Romualdez, Yedda Marie K.
Romualdez, and Jude A. Acidre**

EXPLANATORY NOTE

The Universal Health Care Act (RA 11223) envisions accessible, efficient, and equitable health care for all Filipinos. However, this vision is undermined by the persistent shortage of regular plantilla positions for health workers in both national and local settings, leading to over-reliance on contractual and job-order workers. This measure seeks to institutionalize the creation of plantilla positions for qualified public health personnel and ensure their protection under civil service laws and the Magna Carta for Public Health Workers (RA 7305).

The COVID-19 pandemic has also revealed systemic vulnerabilities, highlighting the urgency of a resilient and stable health workforce.

This bill strengthens the health system by ensuring decent, secure, and merit-based employment for public health workers through mandatory plantilla positions.

This is one of the bills proposed during the first Eastern Visayas Young Leaders Parliament held on December 11–15, 2024.

Immediate passage of this measure is earnestly sought.



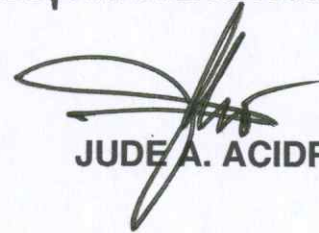
FERDINAND MARTIN G. ROMUALDEZ



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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AN ACT
INSTITUTIONALIZING THE CREATION AND REGULARIZATION OF
PLANTILLA POSITIONS FOR QUALIFIED PUBLIC HEALTH
WORKERS IN LOCAL GOVERNMENT UNITS AND NATIONAL
GOVERNMENT HEALTH FACILITIES, AND PROVIDING FUNDS
THEREFOR

Section 1. *Short Title.* - This Act shall be known as the "**Public Health Workers Plantilla Regularization Act.**"

Section 2. *Declaration of Policy.* - It is the policy of the State to uphold the right of every Filipino to quality health services and to promote and protect the welfare of public health workers by ensuring secure, just, and equitable employment in accordance with the Universal Health Care Act and the Magna Carta for Public Health Workers.

Section 3. *Definition of Terms.* For the purpose of this Act, the following terms shall be defined as:

- a) *Plantilla Position* refers to a regular and permanent position in the government staffing pattern approved by the Civil Service Commission (CSC) and the Department of Budget and Management (DBM).
- b) *Public Health Worker* refers to all persons engaged in health and health-related work employed in government health institutions and facilities, as defined under RA 7305.
- c) *Local Government Unit (LGU)* refers to any province, city, municipality, or barangay, including their respective health offices and facilities.

Section 4. Mandatory Creation of Plantilla Positions. - All national government health facilities and LGUs shall, within three (3) years from the effectivity of this Act, create and fill plantilla positions for all essential public health worker roles, including but not limited to: medical doctors, nurses, midwives, barangay health workers, medical technologists; dentists; nutritionists; mental health professionals; sanitary inspectors; administrative and support health personnel

Priority shall be given to those who have served under job-order, contract of service (COS), or emergency hire statuses for at least two (2) consecutive years and have rendered satisfactory performance.

Section 5. Guidelines for Implementation. - The Department of Health (DOH), in coordination with the Civil Service Commission (CSC) and the Department of Budget and Management (DBM), shall issue the implementing rules and guidelines, including:

- a) Standard plantilla models adaptable to the needs of LGUs;
- b) Minimum staffing requirements based on population and facility level;
- c) Merit-based qualification and promotion standards;
- d) Transitional support for COS and job-order workers.

Section 6. Appropriation. - The amount necessary to implement this Act shall be charged against the current appropriations of the DOH and the concerned LGUs. Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act (GAA).

The national government shall provide special financial assistance or augmentation to resource-challenged LGUs for the creation of plantilla positions.

Section 7. Monitoring and Accountability. - The DOH and CSC shall submit an annual report to Congress detailing the number of plantilla positions created and filled; number of former COS/job-order workers regularized; and remaining staffing gaps and challenges.

Section. 8. Implementing Rules and Regulations - Within **ninety (90) days** from the effectivity of this Act, the DENR, in coordination with the Leyte Sab-a Peatland Council and relevant stakeholders, shall promulgate the necessary rules and regulations for its effective implementation.

Section. 9. Separability Clause - If any part, section, or provision of this Act is held unconstitutional or invalid, the other provisions not affected thereby shall remain in full force and effect.

Section 10. Repealing Clause - All laws, presidential decrees, executive orders, rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Section 11. Effectivity Clause. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,