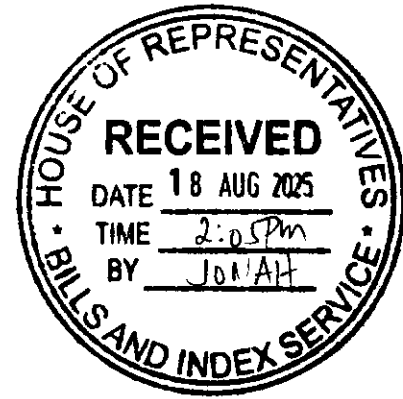


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 3790



Introduced by Abang Lingkod Party-list Representative
Manuel "Manman" O. Ko

EXPLANATORY NOTE

In the Philippines, government doctors are at the frontline of delivering health care to millions of Filipinos, particularly those in rural, far-flung, and underserved communities. These doctors serve in public hospitals, provincial and district facilities, and rural health units (RHUs), often as the only physician available to entire municipalities.

Yet, despite their crucial role, entry-level Medical Officer I positions remain classified under Salary Grade 21, translating to a monthly salary that does not fully reflect the weight of their responsibilities, the risks they face, and the years of rigorous medical training they have undergone. In many provinces, this salary is barely enough to cover living expenses, much less to support a family or repay the substantial costs of medical education.

The harsh reality is that many government doctors work in under-equipped facilities—often without adequate diagnostic machines, medicines, or specialist support. In geographically isolated and disadvantaged areas (GIDAs), they must travel long distances over difficult terrain to reach patients, sometimes wading through floods or braving storms. During emergencies and outbreaks, they serve as both first responders and crisis managers, bearing the burden of public health leadership in addition to their clinical duties.

These challenges, combined with comparatively low compensation, have fueled the continuing exodus of Filipino doctors abroad. In recent decades, thousands have left the country to work in nations offering better pay, safer working conditions, and more advanced facilities. Many have even retrained as nurses to take advantage of overseas employment opportunities. This brain drain has left many rural hospitals understaffed and some municipalities without a single full-time physician.

Upgrading the salary grade of government doctors from SG 21 to SG 23 is a necessary reform that will: provide fair and dignified compensation

commensurate with the expertise and service of government doctors; Attract newly licensed physicians to join the public health sector, especially in underserved areas; Retain experienced doctors who might otherwise be compelled to leave for higher-paying opportunities abroad and ;Strengthen the resilience of the public health system by ensuring that medical professionals are adequately supported.

The Constitution mandates the State to protect and promote the right to health of the people and to prioritize the needs of the underprivileged. Fulfilling this mandate requires a strong, well-compensated, and motivated corps of government doctors who can serve where they are needed most—whether in the heart of Metro Manila's public hospitals or in the remotest barangays of Mindanao.

Investing in the welfare of government doctors is investing in the health and future of the Filipino people.

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


Manuel "Manman" O. Ko

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**AN ACT INCREASING THE BASIC SALARY OF MEDICAL DOCTORS
EMPLOYED IN GOVERNMENT SERVICE FROM SALARY GRADE 21
TO SALARY GRADE 23.**

*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 “*Government Medical Doctors Salary Upgrading Act*”

SECTION 2. Declaration of Policy. - It is hereby declared the policy of the State to promote and protect the health of the people by ensuring the availability of competent and dedicated medical professionals in government service. To attract and retain highly qualified physicians, the State shall provide competitive and equitable compensation that recognizes the vital role of government doctors in delivering public health care.

SECTION. 3. Coverage - This Act shall apply to all licensed physicians in the government service, whether under permanent, temporary, or contractual status, and regardless of whether they are employed in national government hospitals, provincial hospitals, district hospitals, municipal health offices, or rural health units.

SECTION. 4. Minimum Salary of Government Medical Doctors - All Medical Officer I positions and equivalent plantilla items for physicians in national government agencies, government-owned or controlled corporations (GOCCs) with original charters, and local government units, which are currently classified under *Salary Grade 21* are hereby upgraded to *Salary Grade 23*.

SECTION. 5. No Diminution of Benefits. – Nothing in this Act shall result in the reduction of any existing salaries, allowances, or benefits being enjoyed by government doctors at the time of its effectivity.

SECTION. 6. Appropriations. - The amount necessary to implement the provisions of this Act shall be funded by the National Government under the Annual General Appropriations Act (GAA) for the year following the approval of this Act.

SECTION. 7. Separability Clause. - If any provision or part hereof is held invalid or unconstitutional, the same shall not affect the validity and effectivity of the other provisions hereof.

SECTION. 8. Repealing Clause. - All laws, decrees, orders and issuances, or portions thereof, which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

SECTION. 9. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,