

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
First Regular Session
HOUSE BILL NO. **3862**



Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

Public health professionals, especially government dentists, play a crucial role in the effective delivery of the nation's health programs, particularly in ensuring the oral health of the Filipino people. The *1987 Philippine Constitution*, under *Article II, Section 15*, mandates the State to protect and promote the right to health of all citizens. Despite this constitutional commitment, numerous Filipinos suffer from common oral health issues, such as tooth decay and gum disease. While most believe that these are not serious health problems, there are studies that show that poor oral hygiene could lead to more serious health problems like diabetes, heart disease, and stroke. This is problematic since the current dentist-to-patient ratio in the Philippines is estimated to be around 1:53,000 to 1:59,000, which indicates a shortage of dentists compared to the recommended ratio of 1:50,000.

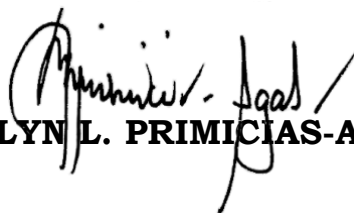
This bill aims to address this critical issue by upgrading the salary scales of public dentists working in government hospitals, clinics, and other health institutions. By increasing the salaries to levels comparable to those in private practice, we can make public dental service more attractive, retain skilled professionals, and encourage more graduates to serve in the public health sector.

The upgraded salary grades outlined in this bill will apply to all public dentists, regardless of employment status, including those working in government hospitals, local government units (LGUs), national government agencies (NGAs), government-owned and controlled corporations (GOCCs), and state universities and colleges (SUCs). The measure ensures that Dentist I to Dentist VII positions are properly

remunerated, with salaries being adjusted upward to more accurately reflect the qualifications and scope of their work.

In addition to addressing the immediate financial needs of these health professionals, this bill will also contribute to retaining skilled dentists in the public sector, reduce the brain drain to private practice, and attract more qualified individuals to the government health service. This, in turn, will enhance the overall capacity of the government to deliver quality dental care to the people, especially those in marginalized and remote areas where dental services are most needed. Moreover, the dentist-to-patient gap will be bridged, ensuring more accessible and better-quality oral healthcare for all Filipinos.

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


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AN ACT
UPGRADING THE SALARY SCALES OF PUBLIC DENTISTS IN GOVERNMENT
SERVICE, PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES

*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 “***Public Dentist Salary Standardization Act.***”

SECTION 2. *Declaration of Policy.* — Article II, Section 15 of the 1987 Constitution provides that “[t]he State shall protect and promote the right to health of the people and instill health consciousness among them.” Under Section 2 of Republic Act 7305 or the Magna Carta of Public Health Workers, it is the declared policy of the State to “instill health consciousness among our people to effectively carry out the health programs and projects to the government essential for the growth and health of the nation.”^{1 2} Towards this end, the Magna Carta of Public Health Workers aims to, among others, “promote and improve the social and economic well-being of the health

¹ Section 2, Republic Act 7305, Magna Carta of Public Health Workers, 26 March 1992.

² *Id.*

workers, their living and working conditions and terms of employment.”

Pursuant to these, it is hereby declared the policy of the State to recognize the important role played by government dentists in maintaining and promoting the oral health of the people. Thus, the government must ensure that these government dentists are properly compensated and their working and living conditions continuously improved.

SECTION 3. Coverage. — This Act shall cover all dentists, regardless of employment status, in all public health institutions, whether nationally or locally funded, as well as those assigned in or working for National Government Agencies (NGAs) including State Universities and Colleges (SUCs), Government-Owned and Controlled Corporations (GOCCs) and Local Government Units (LGUs).

SECTION 4. Upgraded Salary Scales or Levels. — The following salary scales or levels of Dentist position in the government are hereby upgraded upon the effectivity of this Act:

Position Title	Old Salary Grade	New Salary Grade
Dentist I	13	17
Dentist II	16	20
Dentist III	19	23
Dentist IV	22	25
Dentist V	24	27
Dentist VI	26	29
Dentist VII	28	30

SECTION 5. Appropriation. — The Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. Initial funds required for the implementation of this Act shall be sourced from the savings of the Executive

Branch of the government and other possible sources that may be determined by the Office of the President. The subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

SECTION 6. *Implementing Rules and Regulations.* — Within sixty (60) days from the promulgation of this Act, the necessary rules and regulations for the proper implementation of its provisions shall be formulated by the appropriate government office or agency in coordination with all the stakeholders and covered establishments and institutions.

SECTION 7. *Repealing Clause.* — All laws, executive orders, administrative orders, rules, regulations, decrees, and other issuances or parts thereof, which are inconsistent with the provisions of this Act are hereby revoked, repealed, or modified accordingly.

SECTION 8. *Separability Clause.* — If any provision of this Act is held unconstitutional or invalid, the other provisions not affected thereby shall continue in operation and remain in full force and effect.

SECTION 9. *Effectivity Clause.* — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in the two (2) national newspapers of general circulation.

Approved.