

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

Twentieth Congress  
First Regular Session

HOUSE BILL NO. 4239



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Introduced by **Representative RAYMOND ADRIAN SALCEDA**

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**AN ACT**  
**PROVIDING FOR A MAGNA CARTA OF PHYSICAL THERAPISTS,**  
**INSTITUTING THEIR RIGHTS, BENEFITS, PROFESSIONAL DEVELOPMENT,**  
**AND FOR OTHER PURPOSES**

**EXPLANATORY NOTE**

Physical therapists are indispensable in promoting health, recovery, and rehabilitation. They restore functional independence, prevent disability, and improve quality of life for millions of Filipinos. Their services are critical not only to patients in hospitals and rehabilitation centers but also to communities recovering from injuries, disabilities, and chronic diseases.

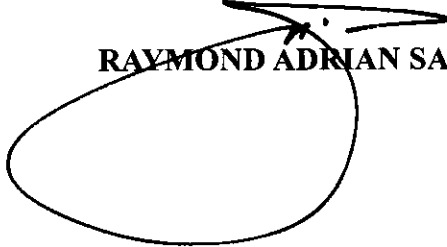
Despite their indispensable role, physical therapists in government service remain disadvantaged compared to other allied health professionals. While government nurses have plantilla positions up to Nurse VI, licensed physical therapists are capped at Physical Therapist III. This disparity has resulted in limited career growth, lower compensation scales, and difficulty retaining skilled practitioners in government service. Many have been compelled to seek opportunities abroad, contributing to the outmigration of health professionals.

The demand for rehabilitation services is also increasing. An aging population, rising incidence of non-communicable diseases, and the lingering effects of the COVID-19 pandemic have placed greater importance on rehabilitation and physical therapy. Yet, the current conditions of service fail to provide adequate incentives and support for physical therapists to meet these growing needs.

This bill seeks to establish a Magna Carta of Physical Therapists. It guarantees just compensation, hazard allowances, professional development, and incentives for service in remote and underserved areas. Most importantly, it mandates the Department of Budget and Management, the Department of Health, and the Civil Service Commission to upgrade the position classification system of physical therapists in government service to ensure career progression comparable to that of other allied health professionals, particularly nurses.

By enacting this measure, Congress affirms the State's commitment to support physical therapists, ensure equity across allied health professions, and strengthen the rehabilitation services of the country. The Magna Carta of Physical Therapists is both a recognition of their vital contributions and an investment in a healthier, more resilient Philippines.

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



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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 “Magna Carta of Physical Therapists.”

SEC. 2. *Declaration of Policy.* The State recognizes the vital role of physical therapists in health promotion, recovery, and rehabilitation. It shall guarantee humane working conditions, just compensation, opportunities for career advancement comparable to those of other allied health professionals, and adequate protection and support for physical therapists in the public and private sectors.

SEC. 3. *Coverage.* This Act shall apply to all duly licensed physical therapists engaged in the practice of the profession in government service and in private institutions, facilities, and clinics.

SEC. 4. *Rights and Privileges.* Physical therapists shall have the following rights and privileges:

- (a) Security of tenure in accordance with law;
- (b) Compensation commensurate to qualifications, responsibilities, and length of service;
- (c) Safe and healthy working conditions;
- (d) Equal opportunity for training, promotion, and career advancement; and
- (e) Access to continuing professional education and development programs.

SEC. 5. *Compensation and Allowances.* Physical therapists employed in the public sector shall receive salaries not lower than Salary Grade 15 upon entry. They shall also be entitled to hazard pay, subsistence allowance while on duty, annual medical examination and necessary treatment, and other allowances and benefits as may be authorized under the General Appropriations Act and pertinent issuances.

SEC. 6. *Career Progression.* The Department of Budget and Management, in coordination with the Department of Health and the Civil Service Commission, shall review and upgrade the position classification and compensation of physical therapists in government service to provide for career levels comparable to those of other allied health professionals, including nurses.

SEC. 7. *Professional Development.* The State shall provide scholarships, training programs, and research grants to support the continuous upgrading of competencies and expertise of physical therapists.

SEC. 8. *Incentives for Service in Remote or Underserved Areas.* Physical therapists assigned in remote, hardship, or underserved areas shall be entitled to hardship allowances and shall be accorded priority for scholarships, housing, and promotion opportunities, subject to applicable laws and regulations.

SEC. 9. *Non-Diminution of Benefits.* Nothing in this Act shall be construed to diminish or impair any benefits, allowances, or rights granted to physical therapists under existing laws, rules, regulations, or contracts.

SEC. 10. *Implementing Rules and Regulations.* Within ninety (90) days from the effectivity of this Act, the Department of Health, in coordination with the Professional Regulation Commission, the Civil Service Commission, the Department of Budget and Management, and recognized professional associations of physical therapists, shall promulgate the rules and regulations necessary to implement this Act.

SEC. 11. *Appropriations.* The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of the concerned agencies. Thereafter, such sums as may be necessary shall be included in the annual General Appropriations Act.

SEC. 12. *Separability Clause.* If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 13. *Repealing Clause.* All laws, decrees, executive orders, rules, and regulations inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 14. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,