

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

20th Congress
First Regular Session

HOUSE BILL NO. 4839



Introduced by Rep. Maria Vanessa C. Aumentado

EXPLANATORY NOTE

The Constitution of the Republic of the Philippines affirms the duty of the State to protect and promote the right to health of the people and to ensure that essential health services are accessible to all. Central to fulfilling this mandate are our government medical doctors, who dedicate their expertise, time, and compassion to the service of the Filipino people.

However, the current entry-level salary of government medical doctors, pegged at Salary Grade Twenty-One (SG 21), does not fully reflect the weight of their responsibilities, the years of rigorous training required, and the critical role they play in safeguarding public health. This disparity has contributed to a persistent challenge in retaining skilled physicians in the public sector, as many are drawn to opportunities in private practice or abroad where compensation is more competitive.

The exodus of government doctors not only diminishes the quality and accessibility of healthcare services but also threatens the country's ability to respond effectively to both routine medical needs and public health emergencies.

This bill seeks to address the issue by upgrading the minimum salary grade of government medical doctors from Salary Grade Twenty-One (SG 21) to Salary Grade Twenty-Four (SG 24). By ensuring just and competitive compensation, the measure aims to:

1. Retain competent and experienced medical doctors in the government service;
2. Improve morale and motivation among public healthcare professionals; and
3. Strengthen the country's public health system by ensuring the continuous availability of skilled medical practitioners.

The proposed adjustment is not merely a matter of increasing salaries—it is a strategic investment in human capital that will yield long-term benefits for public health and national development.

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

A handwritten signature in black ink, consisting of a large, stylized 'M' and 'V' followed by a checkmark-like flourish.

MARIA VANESSA C. AUMENTADO

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Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

AN ACT
UPGRADING THE BASIC SALARY OF GOVERNMENT MEDICAL DOCTORS FROM
SALARY GRADE TWENTY ONE (21) TO SALARY GRADE TWENTY FOUR (24)

SECTION 1. *Short Title.*- This Act shall be known as the "Government Medical Doctors Salary Upgrading Act"

Sec. 2. *Declaration of Policy.*- It is hereby declared the policy of the State to guarantee the retention of competent doctors by ensuring that the remuneration due to them is commensurate to their work load. The State shall protect and promote the right of doctors to just compensation.

Sec. 3. *Minimum Salary Grade Level.*- The minimum salary grade level of Government Medical Doctors shall Upgraded from Salary Grade Twenty One (21) to Salary Grade Twenty Four (24).

Sec. 4. *Coverage.*- This Act shall cover all Government Medical Doctors.

Sec. 5. *Appropriations.*- The amount necessary for the immediate implementation of the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

Sec. 6. *Implementing Rules and Regulation.* – The Department of Health and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 7. *Repealing Clause.*- All provisions of laws, orders, decrees, including rules and regulation inconsistent herewith are hereby repealed and/or modified accordingly.

SEC.8. *Separability Clause.*- If any part or provision of this Act shall be held unconstitutional or valid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 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.