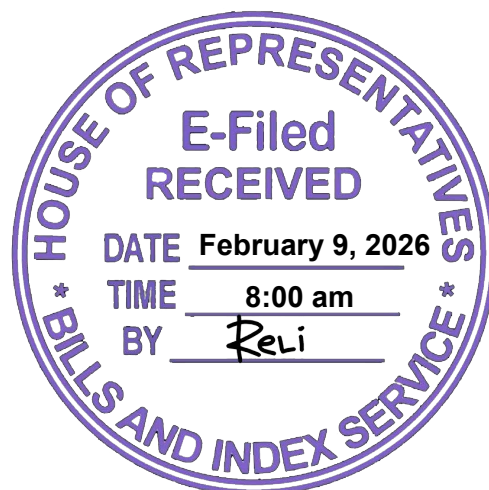


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **7648**



**Introduced by AKBAYAN Representatives PERCIVAL V. CENDAÑA,
JOSE MANUEL TADEO "CHEL" I. DIOKNO, and DADAH KIRAM
ISMULA and Dinagat Islands Representative KAKA BAG-AO**

**AN ACT
PROVIDING FOR HOSPITAL AND HEALTHCARE BENEFITS FOR
PUBLIC AND PRIVATE SCHOOL TEACHERS AND THEIR DEPENDENTS
AND APPROPRIATING FUNDS THEREOF**

EXPLANATORY NOTE

Our teachers in the basic education system have been consistently going above and beyond their primary role of educating students. For far too long, they have been overworked and overburdened with a wide range of non-teaching responsibilities, which include "paperwork on seminars and trainings they are tasked to attend and additional designations in line with student guidance, budget, disaster response, and health. Teachers are likewise expected to participate in the implementation of various government programs, such as mass immunizations, community mapping, conditional cash transfer, deworming, feeding, population census, antidrug, election, among others."¹

The performance of multiple roles, more so those which involve delivery of healthcare services, "not only takes away from actual teaching time, but also comes at the expense of teachers' own health."² The responsibilities expected from teachers exposes them to occupational health risks (e.g. extreme heat exposure and related illnesses), respiratory disorders (e.g. asthma, cough, sore throat), and other health concerns (e.g. skipping meals to finish work, urinary retention).³

¹ David, C. C., Albert, J. R. G., & Vizmanos, J. F. V. (2019). Pressures on public school teachers and implications on quality (PIDS Policy Note No. 2019-01). Philippine Institute for Development Studies. Available at: <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidspn1901.pdf>

² Lasco, G., Yu, V. G., David, C. C., & Baysic, I. S. (2024). Teachers as Health Workers in the Philippines. *Acta Medica Philippina*, 58(18), 7-19. Available at: <https://doi.org/10.47895/amp.vi0.8146>

³ *Ibid.*

We see how our teachers have been doing so much for us in these circumstances, yet so little has been done to prioritize their health and well-being.

Thus, to fulfill the constitutional mandate of protecting their right to health and promoting a healthy work-life balance, as well as ensuring other means of job satisfaction for our teachers, this bill aims to provide them with: (a) specialty centers and hospital wards in DOH-retained hospitals; (b) expanded PHILHEALTH coverage and benefits; (c) strengthened medical assistance programs; (d) medical and health discounts; and (e) mental health and wellness leaves.

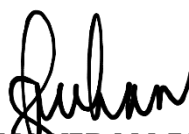
In view of the foregoing, the immediate passage of this bill is earnestly sought.



PERCIVAL V. CENDAÑA
Akbayan Representative



JOSE MANUEL TADEO
"CHEL" I. DIOKNO
Akbayan Representative



DADAN KIRAM ISMULA
Akbayan Representative



KAKA J. BAG-AO
Dinagat Islands Representative

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ISMULA and Dinagat Islands Representative KAKA BAG-AO**

**AN ACT
PROVIDING FOR HOSPITAL AND HEALTHCARE BENEFITS FOR
PUBLIC AND PRIVATE SCHOOL TEACHERS AND THEIR DEPENDENTS
AND APPROPRIATING FUNDS THEREOF**

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as "Healthy Buhay
2 at Hanapbuhay para sa Guro Act".

3
4 **Sec. 2. *Declaration of Policy.*** – It is the policy of the State to adopt
5 an integrated and comprehensive approach to health development which shall
6 endeavor to make essential health and other social services available to all
7 people. The State further recognizes the role of Filipino teachers in the delivery
8 of education services as a public and common good. Towards this end, the
9 State shall fulfill the right to health and promote the well-being of Filipino
10 teachers and their dependents through the provision of available, accessible,
11 and affordable medical and healthcare services.

12
13 **Sec. 3. *Coverage.*** – This Act shall apply to all public and private
14 elementary and secondary school teachers regardless of length of service and
15 status of employment and their declared dependents.

16
17 **Sec. 4. *Special Centers and Hospital Wards para sa Guro.*** – The
18 Department of Health (DOH) is mandated to establish teachers' health centers
19 and to designate special wards for teachers in all of its retained hospitals and
20 specialty centers. Provided that no fees or expenses shall be charged or paid
21 by the teachers and their qualified dependents in public health facilities.

1
2 **Sec. 5. *PHILHEALTH Plus para sa Guro.*** – All public and private
3 school teachers, regardless of their length of service and status of employment,
4 shall be automatically covered by the Philippine Health Insurance Corporation
5 (PHILHEALTH). The premium contributions of public school teachers shall be
6 paid by the national government. Provided, that premium contributions of
7 private school teachers shall be equally shared by the educational institutions
8 and the national government. Provided further, PhilHealth is mandated to
9 increase the health benefits coverage of teachers and their dependents to at
10 least twenty percent (20%).
11

12 **Sec. 6. *Medical Assistance Program para sa Guro.*** – The
13 Department of Health (DOH), Department of Social Welfare and Development
14 (DSWD), and Department of Education (DepEd) shall establish, harmonize, and
15 strengthen its medical assistance program for teachers to include, but not
16 limited to, subsidies on the hospitalization and medical procedures for teachers
17 and their qualified dependents in private health facilities.
18

19 **Sec. 7. *Medical and Health Discounts para sa Guro.*** – All teachers
20 shall be entitled to a ten percent (10%) discount and exemption from the value-
21 added tax (VAT), if applicable, on the purchase of medicines and other essential
22 medical and health products.
23

24 **Sec. 8. *Mental Health and Wellness Leave.*** – All teachers shall be
25 entitled to a mental health and wellness leave of not more than five (5) working
26 days per year. The mental health and wellness leave shall be in addition to the
27 regular vacation and sick leave entitlements provided under existing laws.
28

29 **Sec. 9. *Implementing Rules and Regulations.*** – The DepEd and
30 DOH, in consultation with concerned national government agencies, teachers'
31 unions, and organizations, shall promulgate within ninety (90) days after the
32 effectivity of this Act the necessary rules and regulations for its effective and
33 immediate implementation.
34

35 **Sec. 10. *Appropriations.*** – The amount necessary to implement the
36 provisions of this Act shall be provided in the General Appropriation Act.
37

38 **Sec. 11. *Tax Exemptions.*** – All donations, contributions, bequests,
39 subsidies, or financial aids received by government agencies for the
40 implementation of this Act shall be exempt from payment of taxes under the
41 National Internal Revenue Code and the Local Government Code.
42

1 **Sec. 12. *Repealing Clause.*** – All laws, decrees, executive orders,
2 rules, and regulations, which are inconsistent with the provisions of this Act are
3 hereby repealed, amended or modified accordingly.

4

5 **Sec. 13. *Effectivity.*** – This Act shall take effect fifteen (15) days after
6 its publication in the Official Gazette or in newspapers of general circulation.

Approved,