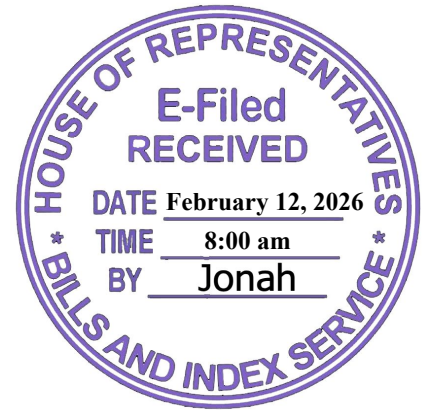


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
20TH CONGRESS
First Regular Session



House Bill No. 7780

Introduced by: **REP. JOEL R. CHUA**

EXPLANATORY NOTE

Every day, in classrooms across the country, public school teachers stand at the frontlines of nation-building. Yet behind their unwavering dedication often lie silent sacrifices: postponed medical checkups, unaddressed dental care, and the constant anxiety of how to pay hospital bills in times of illness.

It is a painful irony that those entrusted with caring for the nation's children frequently struggle to care for themselves.

This Bill seeks to correct this inequity by institutionalizing comprehensive healthcare benefits for all public school teachers through mandatory enrollment in an accredited Health Maintenance Organization (HMO), with both medical and dental coverage. This benefit shall be granted in addition to their existing salaries and allowances, without diminution, and shall serve as a concrete expression of the State's gratitude for their indispensable service.

The 1987 Constitution declares it a policy of the State to protect and promote the right to health and to afford full protection to labor. It likewise mandates that education be given the highest budgetary priority. These constitutional commitments ring hollow if the very educators who give life to our educational system are left vulnerable to illness and financial distress.

Under the present administration, there has been a renewed emphasis on strengthening the education sector—not only through curriculum reforms and infrastructure improvements, but also by improving the welfare of teachers. The expansion of medical allowances and continuing efforts to enhance teachers'

benefits reflect a recognition that quality education begins with supported and motivated educators. This bill builds upon and institutionalizes these efforts by ensuring that healthcare coverage for teachers is secured by law.

In view of the foregoing, approval of this legislative measure is earnestly sought.



JOEL R. CHUA

Representative, 3rd District, Manila

Republic of the Philippines
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House Bill No. 7780

Introduced by: **REP. JOEL R. CHUA**

**AN ACT PROVIDING HEALTHCARE BENEFITS TO PUBLIC SCHOOL
TEACHERS, AND APPROPRIATING FUNDS THEREFOR**

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

Section 1. *Short Title.* - This Act shall be known as the “*HMO for Teacher’s Act*”.

Section 2. *Declaration of Policy.* – It is hereby declared the policy of the State to uphold the dignity, rights, and essential contribution of public school teachers to national progress. The State shall likewise adopt an integrated and comprehensive approach to health development. To this end, the State shall ensure the welfare of teachers by providing adequate safeguards, benefits, and support systems that promote their well-being, enhance their professional growth, and enable them to continue rendering effective and dedicated service to the public.

Section 3. *Coverage.* - This Act shall provide healthcare benefits through accredited Health Maintenance Organization (HMO) to all public school teachers from primary to high school, including special and alternative learning schools.

Section 4. *Enrollment of Teachers to HMO.* – All public school teachers who have completed their six-month probationary period shall be enrolled to a Health Maintenance Organization (HMO), for both medical and dental coverage. The same shall be sufficient to cover check-ups, emergency hospitalization, and necessary medical procedures.

In no way shall this be deducted from their existing salary and benefits or taken as replacement thereof. It shall be considered as additional benefit for teachers.

Section 5. *Selection of HMO.* – The selection of the Health Maintenance Organization (HMO) shall be undertaken through the appropriate bidding and procurement process in accordance with existing laws and regulations, ensuring that the annual benefit limit adequately meets the beneficiaries' needs and that the HMO is accredited by hospitals nationwide.

Section 6. *Optional Enrollment of Dependents.* – Teacher-beneficiaries may enroll their dependents at their own expense.

Section 7. *Appropriations.* – The funding necessary to carry out the provisions of this Act is hereby authorized to be appropriated from the General Appropriations Act of the year following its enactment, and every year thereafter

Section 8. *Implementing Rules and Regulations.* - The Department of Education (DepEd) in coordination with the Civil Service Commission (CSC), the Department of Budget and Management (DBM) and all other agencies related thereto shall formulate and promulgate the necessary rules and regulations for the effective implementation of this Act within ninety (90) days from its effectivity.

Section 9. *Separability Clause.* - If any provision or part of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall continue to be in full force and effect.

Section 10. *Repealing Clause.* - All laws, executive orders, and administrative orders or parts thereof inconsistent with any provision of this Act are hereby repealed or amended accordingly.

Section 11. *Effectivity Clause.* - This Act shall take effect fifteen (15) days after its publication in the online version of the Official Gazette or in two (2) newspapers of general circulation or with an established internet website presence.

Approved,