



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS

First Regular Session

House Bill No. 7966



Introduced by **REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG**

EXPLANATORY NOTE

The 1987 Philippine Constitution provides that the State shall protect and promote the right to health of the people (Article II, Section 15) and to undertake appropriate health human resource development responsive to the country's needs and problems (Articles XIII, Section 12).

In the healthcare industry, occupational therapists (OTs) are integral in promoting health, recovery, and rehabilitation. They help people of all ages regain, develop, or maintain the skills needed for daily living, working, and learning after injury, illness, or disability. They focus on enabling individuals to perform "occupations" (meaningful daily activities like dressing, eating, or working) by adapting tasks, environments, and using therapeutic techniques.

The World Health Organization (WHO) notes there are less than 6,000 registered OTs in the Philippines, highlighting a severe supply-demand gap. Further, the demand for OTs is also growing globally, leading many Filipino OTs to pursue higher-paying jobs abroad which leads to brain drain. Increasing local salaries is crucial to retain talent as many have been compelled to seek opportunities abroad, contributing to the outmigration of health professionals.

This bill seeks to provide competitive remuneration to OTs by upgrading the minimum entry-level pay for government occupational therapists from Salary Grade 11 to 15, aligning them with other vital health professionals like nurses.

It is for this purpose that the urgent passage of this measure is earnestly sought.


GERALD GALANG
2nd Legislative District, City of Valenzuela



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 7966

Introduced by **REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG**

AN ACT
UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT
OCCUPATIONAL THERAPISTS FROM SALARY GRADE 11 TO 15

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 “*Government Occupational Therapists’ Salary Upgrading Act of 2026.*”

SEC. 2. *Declaration of Policy.* - It is the Government’s concern and responsibility to provide adequate remuneration for government occupational therapists to attract and retain its rightful share of talents in the end view of fulfilling the state policy of providing essential health services to all Filipinos.

SEC. 3. *Upgrading the Government Occupational Therapists’ Minimum Salary Grade Level.* - The present minimum salary grade of government occupational therapists (Occupational Therapist 1) shall be upgraded from Salary Grade 11 to 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 4. *Coverage.* - This Act shall cover all occupational therapists in all public health facilities or other health-related establishments owned and operated by the government or its political subdivisions.

SEC. 5. *Appropriations.* The amounts necessary for the implementation of this Act shall be charged against the current year available appropriations of the Department of Health (DOH). Thereafter, the amount necessary for its continuous implementation shall be included in the annual general appropriations.

SEC. 6. *Implementing Rules and Regulations.* The DOH and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

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

SEC. 8. *Separability Clause.* If any provision of this Act is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in force and effect.

SEC. 9. *Effectivity.* This Act shall take effect fifteen (15) days after the completion of its publication either in the *Official Gazette* or in a newspaper of general circulation in the Philippines.

Approved,