



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

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. **9248**

Introduced by Representative LEONEL "JHONG" D. CENIZA

EXPLANATORY NOTE

This bill seeks to create **plantilla positions for barangay health workers**, revise **Republic Act No. 7883**, otherwise known as the "*Barangay Health Workers' Benefits and Incentives Act of 1995*," and appropriate funds therefor.

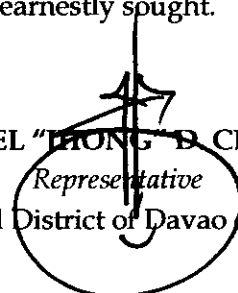
Section 18, Article II of the 1987 Constitution states that "*The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare.*"

Under the current Republic Act (RA) No. 7883, otherwise known as the "*Barangay Health Worker's Benefits and Incentives Act of 1995*", there is no clear mandate for the regularization of barangay health workers who play a vital role in delivering essential public services at the grassroots level. Despite their indispensable role in promoting public health as frontline implementers of health programs, barangay health workers remain under contractual or job order status, vulnerable to political transitions and lack the security of tenure enjoyed by regular government employees. This undermines not only their welfare but also the continuity and quality of services they provide to communities.

This proposed measure seeks to create plantilla positions for barangay health workers in recognition of their indispensable contributions in public service at the barangay level. It will ensure that long-serving and qualified workers are afforded the dignity and stability of permanent employment.

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

LEONEL "JHONG" D. CENIZA
Representative
Second District of Davao de Oro





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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9243

Introduced by Representative LEONEL "JHONG" D. CENIZA

AN ACT

CREATING PLANTILLA POSITIONS FOR BARANGAY HEALTH WORKERS,
REVISING FOR THE PURPOSE REPUBLIC ACT NO. 7883, OTHERWISE KNOWN AS
THE "BARANGAY HEALTH WORKERS' BENEFITS AND INCENTIVES ACT OF 1995,"
AND APPROPRIATING FUNDS THEREFOR

Be 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 "*Revised Barangay Health Workers Act.*"

SECTION 2. *Declaration of Policy.* – In cognizance of the vital role of barangay health workers, it is the declared policy of the State to strengthen their commitment in the delivery of essential health services at the grassroots level. Toward this end, the State shall adopt measures to promote their welfare, ensure that their contributions to public health are duly recognized and sustained, and institutionalize their positions within the government service through the creation of plantilla items for barangay health workers.

SECTION 3. *Plantilla Positions.* – Each barangay shall have at least one (1) designated barangay health worker holding a regular plantilla position under the city or municipal health office. The salary grade of the position of a barangay health worker shall not be lower than that of a Health Program Research Assistant, as prescribed in the prevailing Index of Occupational Services, Position Titles, and Salary Grades applicable to local government units.

In the appointment of barangay health workers to plantilla positions, preference shall be accorded to qualified incumbent barangay health workers who have rendered continuous service for a minimum of five (5) years and who possess Second Level Civil Service Eligibility as conferred by the Civil Service Commission.

30 **SECTION 4. *Qualifications.*** – To be appointed as a barangay health worker (BHW), an
31 individual must meet the following minimum qualifications:

- 32 (a) Possess at least Second Level Civil Service Eligibility, as conferred by the Civil
33 Service Commission;
- 34 (b) Have rendered basic community health care services for a period of not less than
35 six (6) months;
- 36 (c) Have successfully completed the basic orientation and training for BHWs, as
37 prescribed by the Department of Health (DOH) and conducted by an accredited
38 government agency, DOH-recognized academic institution, or duly accredited
39 non-government organization;
- 40 (d) Be at least eighteen (18) years of age at the time of appointment; and
- 41 (e) Be certified as physically and mentally fit to perform the duties and responsibilities
42 of a BHW.

43
44 **SECTION 5. *Roles of BHWs.*** – The DOH and local government units (LGUs) shall provide
45 support to BHWs in the performance of the following roles:

- 46 (a) Advocate – Actively promote current health programs, projects, and activities to
47 improve access to quality health services and enhance the overall health status of
48 the community;
- 49 (b) Educator – Advise community members on DOH and LGU health priorities,
50 including the importance of birth planning and facility-based delivery in reducing
51 maternal and infant mortality; newborn screening for the early detection of
52 congenital metabolic disorders that may lead to intellectual disability or death; and
53 other emerging health concerns;
- 54 (c) Disseminator – Maintain regular communication with local professional health
55 workers regarding health events, updates, and community concerns, and relay
56 relevant information to the community for appropriate action;
- 57 (d) Linker – Facilitate linkages between community groups and networks of health
58 and non-health service providers to improve access to essential services;
- 59 (e) Record keeper – Keep updated records of community health data, activities, and
60 events; and
- 61 (f) Health care service provider – Provide basic health care services as may be
62 necessary during health-related events in the community.

63
64 **SECTION 6. *Duties and Responsibilities.*** – BHWs shall perform the following duties and
65 responsibilities:

- 66 (a) Monitor and record height and weight of community members;
- 67 (b) Track and follow up on defaulted cases related to immunization, family planning,
68 tuberculosis treatment compliance, and other health concerns;
- 69 (c) Report to barangay authorities any incidence of disease or health-related cases
70 within the community;
- 71 (d) Mobilize community participation in barangay health center activities and
72 strengthen referral systems;

- (e) Collect data on the overall health status of the community, including health profiling and identification of ill or at-risk individuals;
- (f) Administer basic first aid and collect sputum samples when necessary;
- (g) Conduct home visits, assist in birth planning for pregnant women, and deliver health education sessions;
- (h) Provide psychosocial support and debriefing during post-calamity or stress-related situations;
- (i) Respond to emergencies arising from natural calamities and disasters; and
- (j) Coordinate closely with the local government health officer in the implementation of health programs and services.

SECTION 7. *Number of Barangay Health Workers.* – The DOH shall determine the ideal ratio of barangay health workers to the number of households, taking into account prevailing health needs and service coverage: *Provided, That* the total number of barangay health workers nationwide shall not exceed one percent (1%) of the total population.

SECTION 8. *Incentives and Benefits.* – All BHWs are entitled to the following incentives and benefits:

- (a) Hazard Allowance – BHWs in rural and urban areas, exposed to situations, conditions, or factors in the work environment or place where foreseeable but unavoidable danger or risks exist which adversely endanger the health or life, and increase the risk of producing adverse effect on the person in the exercise of duties, to be validated by the proper authorities, shall be entitled to hazard allowance in the amount to be determined by the Local Health Board of the concerned LGU, but in no case less than One thousand pesos (P1,000.00);
- (b) Subsistence Allowance – BHWs, who render service within the premises of isolated barangay health stations in order to make their services available at any and all times, shall be entitled to subsistence allowance equivalent to the meals they take in the course of their duty, which shall be computed in accordance with prevailing conditions as determined by the LGU concerned, but in no case less than One hundred pesos (P100.00) per day;
- (c) Transportation Allowance – A monthly transportation allowance of not less than One thousand pesos (P1,000.00) for BHWs who are non-residents of their assigned barangay;
- (d) Training, Education, and Career Enrichment Programs. – The DOH shall, in coordination with the Department of Education (DepEd), Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA), DOH-recognized academic institutions, other concerned agencies and non-government organizations, provide opportunities for education and career enrichment for accredited BHWs, such as the following:
 - (1) Educational programs which credit the years of primary health care service of the BHW towards higher education completion in institutions with stepladder curricula, thus allowing them to upgrade their skills and

- 116 knowledge for community work or to pursue further training as midwives,
117 pharmacists, nurses or doctors;
118 (2) Continuing education, study and exposure tours, grants, field immersion,
119 scholarships;
120 (3) Scholarship benefits in the form of tuition fees in state colleges, to be
121 granted to one child of every barangay health worker who will not be able
122 to take advantage of the above programs; and
123 (4) Special training programs such as traditional medicine, disaster
124 preparedness and other programs that address emergent community
125 health problems and issues.
- 126 (e) Medical Allowance – An annual medical allowance not exceeding Seven thousand
127 pesos (P7,000.00);
128 (f) Legal Assistance – Free legal services provided by the Public Attorney’s Office in
129 cases involving coercion, interference, or any civil or criminal action filed by or
130 against a BHW in connection with the lawful performance of their duties; and
131 (g) Preferential Access to Loans – Within one hundred eighty (180) days after the
132 effectivity of this Act, the DOH shall, in coordination with other concerned
133 government agencies, provide a mechanism for access to loan services by
134 organized barangay health workers. The agencies providing loan services will set
135 aside one percent (1%) of their loanable funds for organized barangay health
136 worker groups that have community-based income generating projects in support
137 of health programs or activities.
138

139 **SECTION 9. *Accreditation of Prior Service.*** – Upon appointment as regular employee of the
140 government under this Act, the number of years served as BHWs in a voluntary capacity shall
141 be duly credited and counted toward the total length of government service for purposes of
142 computing retirement benefits, subject to applicable rules and regulations.
143

144 **SECTION 10. *Appropriation.*** – The amount necessary for the implementation of this Act
145 shall be charged against the annual budget of the respective city or municipality.
146

147 The national government, through the Department of Health, may provide special
148 financial assistance or augmentation to resource-challenged city or municipality for the filling-
149 up of plantilla positions.
150

151 **SECTION 11. *Implementing Rules and Regulations.*** – Within ninety (90) days from the
152 effectivity of this Act, the Secretaries of Health and the Interior and Local Government shall,
153 in coordination with the Secretary of Budget and Management and Chairperson of the Civil
154 Service Commission, promulgate the rules and regulations necessary for the effective
155 implementation of this Act.
156

157 **SECTION 12. *Separability Clause.*** – If any part, section, or provision of this Act is held
158 unconstitutional or invalid, the other provisions not affected thereby shall remain in full force
159 and effect.
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161 **SECTION 13. *Repealing Clause.*** – Republic Act No. 7883, otherwise known as the “*Barangay*
162 *Health Workers’ Benefits and Incentives Act of 1995,*” is repealed. All other laws, presidential
163 decrees, executive orders, rules and regulations inconsistent with the provisions of this Act
164 are hereby repealed or modified accordingly.

165
166 **SECTION 14. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after its
167 publication in the Official Gazette or in a newspaper of general circulation.
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169
170 *Approved,*