



Republic of the Philippines
House of Representatives

20th CONGRESS
Second Regular Session

HOUSE BILL NO. 10107



Introduced by Hon. Charisse Anne C. Hernandez

EXPLANATORY NOTE

Government employees are among the nation's most valuable assets. They are entrusted with delivering essential public services and implementing government programs that directly affect the lives of millions of Filipinos. However, the demands of public service often expose them to long working hours, occupational stress, sedentary lifestyles, and other health risks that contribute to hypertension, diabetes, cardiovascular diseases, kidney disorders, cancer, mental health conditions, and other chronic illnesses.

Unfortunately, many of these diseases remain asymptomatic during their early stages and are diagnosed only after they have significantly progressed, resulting in prolonged treatment, higher healthcare costs, loss of productivity, increased employee absenteeism, disability, and even premature death.

While periodic medical examinations are required in certain government agencies, the scope, frequency, and quality of such examinations vary considerably. Many agencies are able to provide only basic pre-employment or annual physical examinations due to limited resources, while others have no structured preventive healthcare program at all. Consequently, government employees do not enjoy equal access to comprehensive preventive healthcare services.

This bill seeks to establish the **Government Employees Executive Preventive Health Program**, a nationwide preventive healthcare initiative that guarantees every government employee one (1) free comprehensive Executive Health Checkup annually. Unlike the traditional Annual Physical Examination (APE), the Executive Health Checkup emphasizes early detection of chronic diseases through evidence-based diagnostic procedures, individualized health risk assessment, mental health screening, age-appropriate cancer screening, and preventive medical counseling.

The measure likewise promotes a healthier and more productive bureaucracy by reducing avoidable illnesses, minimizing absenteeism, lowering long-term healthcare expenditures, and enabling early medical intervention before diseases become severe.

Investing in preventive healthcare is ultimately an investment in efficient governance and better public service.

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


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**Republic of the Philippines HOUSE
OF REPRESENTATIVES
Quezon City**

**TWENTIETH CONGRESS
Second Regular Session**

House Bill No. 10107

Introduced by Honorable Charisse Anne C. Hernandez

**AN ACT
ESTABLISHING THE GOVERNMENT EMPLOYEES EXECUTIVE PREVENTIVE
HEALTH PROGRAM, PROVIDING FREE ANNUAL EXECUTIVE HEALTH CHECKUPS
FOR ALL GOVERNMENT EMPLOYEES, APPROPRIATING FUNDS THEREFOR, AND
FOR OTHER PURPOSES**

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

SECTION. 1. Short Title. This Act shall be known as the "Government Employees Executive Preventive Health Program Act."

SEC. 2. Declaration of Policy. It is hereby declared the policy of the State to:

- (a) Protect and promote the health and well-being of all government employees;
- (b) Institutionalize preventive healthcare as an integral component of public sector human resource management;
- (c) Ensure equitable access to quality preventive health services regardless of agency assignment or employment status;
- (d) Promote early detection, prevention, and management of communicable and non-communicable diseases; and
- (e) Improve employee productivity, reduce absenteeism, and strengthen the efficiency of public service through a healthy government workforce.

SEC. 3. Definition of Terms. For purposes of this Act:

(a) Executive Health Checkup (EHC) refers to a comprehensive preventive medical examination consisting of physician evaluation, laboratory examinations, diagnostic procedures, mental health screening, individualized health risk assessment, and preventive counseling designed to detect diseases before symptoms develop.

(b) Government Employee refers to all appointive and elective officials and employees in the Executive, Legislative, and Judicial branches, Constitutional Commissions, State Universities and Colleges, Government-Owned or Controlled Corporations, Government Financial Institutions, Local Government Units, and other instrumentalities of government, regardless of employment status.

(c) Preventive Health Program refers to an organized system of health assessment, disease prevention, health promotion, and early intervention.

SEC. 4. Coverage. The Program shall cover all government employees, including those who are:

1. Permanent;
2. Temporary;
3. Casual;
4. Coterminous;
5. Contractual;
6. Elective officials;
7. Appointive officials; and
8. Other personnel receiving compensation from government funds, subject to guidelines issued under this Act.

SEC. 5. Establishment of the Government Employees Executive Preventive Health Program. There is hereby established a Government Employees Executive Preventive Health Program to be administered by the Department of Health (DOH), in coordination with the Civil Service Commission (CSC), the Department of Budget and Management (DBM), the Philippine Health Insurance Corporation (PhilHealth), and concerned government agencies.

The Program shall provide every covered employee one (1) Executive Health Checkup every calendar year free of charge.

SEC. 6. Minimum Components of the Executive Health Checkup. The Executive Health Checkup shall include, at a minimum:

- (a) Comprehensive medical history and physician consultation;
- (b) Complete physical examination;
- (c) Blood pressure, body mass index, waist circumference, and other anthropometric measurements;
- (d) Complete Blood Count;
- (e) Urinalysis;
- (f) Fecalalysis;
- (g) Fasting Blood Sugar or HbA1c;
- (h) Lipid Profile;
- (i) Kidney Function Tests;
- (j) Liver Function Tests;
- (k) Electrolyte determination, when medically indicated;

- (l) Electrocardiogram (ECG);
- (m) Chest X-ray;
- (n) Vision and hearing assessment;
- (o) Mental health screening;
- (p) Lifestyle and nutrition assessment;
- (q) Age- and sex-appropriate cancer screening consistent with prevailing Department of Health clinical practice guidelines;
- (r) Vaccination assessment and preventive health counseling; and
- (s) Other diagnostic procedures recommended by the DOH based on age, occupational exposure, family history, or identified health risks.

SEC. 7. Risk-Based Screening. The Department of Health shall develop evidence-based screening protocols based on:

1. Age;
2. Sex;
3. Occupational hazards;
4. Family history;
5. Existing medical conditions;
6. Lifestyle factors; and
7. Other relevant health determinants.

SEC. 8. Accredited Health Facilities. The Executive Health Checkup may be conducted through:

- (a) DOH hospitals;
- (b) Government hospitals;
- (c) Local government hospitals;
- (d) Medical facilities operated by government agencies; and
- (e) DOH-accredited private hospitals and medical institutions whenever government facilities are unavailable, inaccessible, or lack the necessary diagnostic capability.

SEC. 9. Individual Health Report. Every covered employee shall receive a confidential Individual Health Assessment Report containing:

- (a) Examination findings;
- (b) Laboratory results;
- (c) Health risk classification;

- (d) Medical recommendations;
- (e) Referral recommendations; and
- (f) Preventive healthcare advice.

SEC. 10. Confidentiality of Medical Information. All medical records generated pursuant to this Act shall be confidential and shall be processed in accordance with Republic Act No. 10173, otherwise known as the "Data Privacy Act of 2012," and existing laws governing medical confidentiality.

Health information obtained under this Act shall not be used for discrimination in hiring, promotion, assignment, discipline, or termination, except when required by law or when necessary to determine fitness for duty under applicable civil service rules.

SEC. 11. PhilHealth Integration. The Department of Health and PhilHealth shall coordinate to maximize existing benefit packages and minimize duplication of expenditures.

SEC. 12. Appropriations. The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of the Department of Health and participating government agencies. Thereafter, the amount necessary shall be included in the annual General Appropriations Act.

Government agencies may also utilize available employee welfare, occupational health, and medical assistance funds for purposes consistent with this Act.

SEC. 13. Monitoring and Evaluation. The Department of Health shall establish a monitoring and evaluation system to measure:

- (a) Program utilization;
- (b) Disease detection rates;
- (c) Employee participation;
- (d) Referral compliance;
- (e) Reduction in preventable illnesses; and
- (f) Overall impact on workforce productivity.

An annual report shall be submitted to Congress not later than March 31 of the succeeding year.

SEC. 14. Implementing Rules and Regulations. Within ninety (90) days from the effectivity of this Act, the Department of Health, in coordination with the Civil Service Commission, the Department of Budget and Management, PhilHealth, and other concerned agencies, shall promulgate the rules and regulations necessary for the effective implementation of this Act.

SEC. 15. Separability Clause. If any provision of this Act is declared unconstitutional, the remaining provisions not affected shall remain in full force and effect.

SEC. 16. Repealing Clause. All laws, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 17. Effectivity. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,