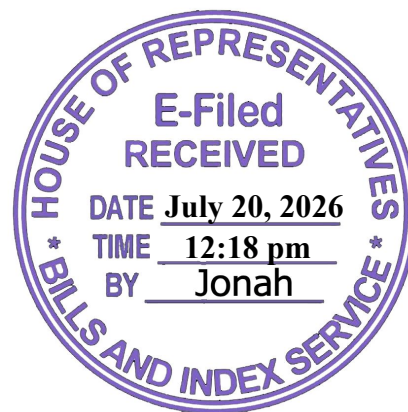


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
Second Regular Session



HOUSE BILL NO. 10118

Introduced by **REP. BERNADETTE "DETTE" G. ESCUDERO**

AN ACT
UPGRADING THE SALARY GRADE OF DENTISTS EMPLOYED IN THE PUBLIC
SECTOR, PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

Oral health is a fundamental component of an individual's overall health and well-being. Despite its critical importance, access to oral healthcare remains inadequate for many Filipinos, as dental care is too often treated as a privilege rather than an essential public health service. This situation reflects longstanding gaps in public health investment and the insufficient integration of dental professionals into the public healthcare system.

Data from the Department of Health's National Database of Human Resources for Health indicate that only about 2,400 dentists are employed in the public sector. As of 2026, this leaves one public dentist to serve an average of 53,000 people—far exceeding the World Health Organization's recommended ratio of one dentist for every 7,500 individuals. This significant shortage underscores the urgent need to strengthen the country's public oral healthcare workforce.

A primary barrier is the severe wage disparity between government service and private practice. An entry-level public dentist is locked into Salary Grade (SG) 13, which translates to a mere PHP 34,421.00 compensation monthly. In contrast, the private sector offers significantly higher income potential without the rigid bureaucratic restrictions and stringent requirements inherent to the civil service.

In alignment with the policy objectives initiated during the 20th Congress, this Act mandates a comprehensive restructuring of the compensation framework for dental health professionals across all public sectors, explicitly encompassing national government agencies, government-owned or controlled corporations, state

universities and colleges, and local government units. To fortify the civil service by incentivizing specialized dental education and ensuring the robust recruitment and long-term retention of premier practitioners, the state-employed dental workforce shall be reallocated to upgraded salary grades, specifically designating Salary Grade 17 for Dentist I, Salary Grade 20 for Dentist II, Salary Grade 23 for Dentist III, Salary Grade 25 for Dentist IV, Salary Grade 27 for Dentist V, Salary Grade 29 for Dentist VI, and Salary Grade 30 for Dentist VII.

Ultimately, this measure seeks to fulfill the constitutional mandate to protect and promote the right to health of the people, thereby fostering a deeply ingrained health consciousness across the nation.

The passage of this bill which is a counterpart measure of Senate Bill 493 is earnestly requested.



HON. BERNADETTE "DETTE" G. ESCUDERO

Representative
1st District, Sorsogon

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

1 **SECTION 1. Short Title.** This Act shall be known as the "Public Dentist Salary
2 Modification Act."

3
4 **SEC. 2. Declaration of Policy.** It is hereby declared a policy of the State to
5 protect and promote the right to health of the people and instill health consciousness
6 among them. In line with this policy, and in recognition of the critical role of dentists
7 in promoting oral health among Filipinos, and the need to encourage qualified health
8 care professionals to join and remain in government service, the State shall ensure
9 that the compensation received by public dentists remain commensurate to the
10 demands of the service, and that their social and economic well-being, living and
11 working conditions, and terms of employment are continuously promoted and
12 improved.

13
14 **SEC. 3. Coverage.** This Act shall cover all dentists employed in all agencies
15 and instrumentalities of government, including national government agencies,
16 government-owned-and-controlled corporations (GOCCs), state universities and
17 colleges, and local government units (LGUs), regardless of their status of employment.
18

SEC. 4. Adjustment of Salary Grade of Public Dentists. Upon the effectivity of this Act, the salary grade levels for dentists employed in all government agencies and instrumentalities shall be modified as follows:

Position Title	Old Salary Grade	New Salary Grade
Dentist I	13	17
Dentist II	16	20
Dentist III	19	23
Dentist IV	22	25
Dentist V	24	27
Dentist VI	26	29
Dentist VII	28	30

Provided, that public dentists employed on contractual or casual basis under the Human Resources for Health and other similar programs and projects of the government shall receive remuneration in accordance with the modified salary grade schedule and shall be paid proportionate to the actual service they have rendered: *Provided, further.* That government agencies and instrumentalities that are not covered under Republic Act No. 11466, otherwise known as the Salary Standardization Law of 2019, shall continue to receive their current remuneration so long as the salaries they receive correspond to or are higher than the salary schedule provided under this Act: *Provided, finally,* That the modified salaries of public dentists employed by LGUs shall correspond to the income classification of the LGU concerned and shall not exceed the percentage of the applicable salary schedule as provided in Section 10 (a) of Republic Act No. 11466, otherwise known as the Salary Standardization Law of 2019.

Sec. 5. Appropriations. - The amount necessary to effectively implement the provisions of this Act shall be included in the annual General Appropriations Act, in the respective annual appropriations ordinances of the LGUs, and in the respective annual corporate operating budgets of the GOCCs.

SEC. 6. Implementing Rules and Regulations. - Within thirty (30) days from the effectivity of this Act, the Department of Budget and Management shall, in coordination with other government agencies concerned, promulgate the rules and regulations to effectively implement the provisions of this Act

SEC. 7. Separability Clause. - If any provision or part hereof is declared unconstitutional, the remainder of this Act or any provision not affected thereby shall remain in full force and effect.

SEC. 8. Repealing Clause. - All laws, acts, decrees, executive orders, issuances, and rules and regulations or parts thereof which are contrary to and inconsistent with this Act are hereby repealed, amended or modified accordingly

1 **SEC. 9. Effectivity.** - This Act shall take effect on the fiscal year immediately
2 following its publication in the Official Gazette or in at least two (2) newspapers of
3 general circulation.

Approved,