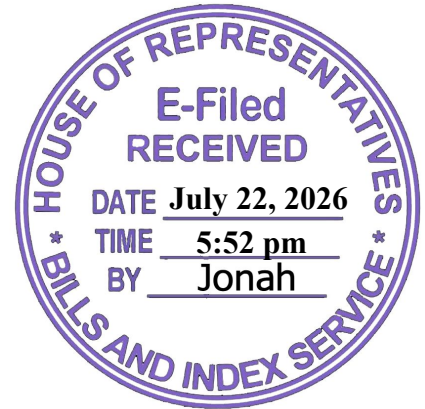




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
Second Regular Session

HOUSE BILL NO. 10199



Introduced by Representatives Ferdinand Martin G. Romualdez, Yedda Marie K. Romualdez, Andrew Julian K. Romualdez and Jude A. Acidre

AN ACT
ESTABLISHING A REAL-TIME NATIONAL DATABASE OF HEALTH WORKERS TO ENHANCE DEPLOYMENT, TRAINING, AND EMERGENCY RESPONSE, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The Philippines continues to face persistent challenges in health workforce distribution, with shortages in rural and geographically isolated areas, maldistribution across regions, and limited real-time data for workforce planning. These gaps hinder the effective implementation of Universal Health Care and weaken the country's capacity to respond to public health emergencies.

This bill seeks to establish a National Health Workforce Registry as a centralized, real-time, and interoperable database of all health workers in the country. It aims to strengthen health system governance by providing accurate and updated information on the supply, distribution, and specialization of health professionals and community health workers.

The registry will support evidence-based planning, equitable deployment of health personnel, emergency surge mobilization, and health workforce development. It will also be fully integrated with existing government systems, including the Professional Regulation Commission, PhilHealth, and local government health information systems, while ensuring strict compliance with data privacy and cybersecurity standards.

By institutionalizing a unified health workforce information system, this measure strengthens health system resilience, improves service delivery in underserved areas, and supports long-term human resource planning for the health sector.

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



FERDINAND MARTIN G. ROMUALDEZ



YEDDA MARIE K. ROMUALDEZ



ANDREW JULIAN K. ROMUALDEZ



JUDE A. ACIDRE



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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 “National Health Workforce Registry Act.”

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to strengthen the health system by ensuring the efficient planning, management, equitable deployment, and continuous development of the health workforce.

The State recognizes that timely, accurate, and interoperable data on health human resources is essential for achieving Universal Health Care, improving

service delivery in underserved areas, and ensuring rapid mobilization during public health emergencies and disasters.

Accordingly, the State shall establish a secure, real-time, centralized, and interoperable National Health Workforce Registry that supports evidence-based planning, regulation, and workforce development while ensuring data privacy and ethical use of information in accordance with Republic Act No. 10173 (Data Privacy Act of 2012) and related laws.

SEC. 3. *Creation of National Health Workforce Registry (NHWR)* – There is hereby created a National Health Workforce Registry (NHWR), to be established and maintained by the Department of Health (DOH), in coordination with the Department of Information and Communications Technology (DICT), Professional Regulation Commission (PRC), Civil Service Commission (CSC), and local government units (LGUs).

The NHWR shall serve as the official national reference system for all health workforce data in the Philippines.

SEC. 4. *Coverage.* – The NHWR shall include all health workers in the Philippines, whether in public or private practice, including:

- a) Licensed health professionals such as physicians, nurses, midwives, dentists, pharmacists, medical technologists, radiologic technologists, and other PRC-regulated health professions;
- b) Allied health professionals and hospital-based health personnel;
- c) Community-based health workers, including Barangay Health Workers (BHWs), Barangay Nutrition Scholars, and other accredited community health volunteers;

- d) Emergency response and public health personnel involved in disaster response and health emergencies;
- e) Retired, inactive, or overseas-based Filipino health professionals who voluntarily register for potential deployment or policy inclusion.

SEC. 5. Objectives and Functions of the NHWR. – The NHWR shall be used to:

- a) Workforce Mapping and Planning – Maintain an updated national database of health worker numbers, distribution, specialization, employment status, and sectoral allocation.
- b) Equity and Deployment Support – Identify workforce gaps and support equitable deployment of health workers to Geographically Isolated and Disadvantaged Areas (GIDAs).
- c) Emergency Preparedness and Surge Capacity – Enable rapid mobilization of health workers during disasters, epidemics, and public health emergencies.
- d) Policy and Budget Planning – Support DOH, DBM, LGUs, and PhilHealth in workforce planning, budgeting, and resource allocation.
- e) Training and Development – Inform continuing professional development, specialization needs, and capacity-building programs.
- f) Health System Integration – Serve as a foundational dataset for health human resource governance under the Universal Health Care system.

SEC. 6. Data Governance, Privacy, and Security. – All data collected under this Act shall be governed by the Data Privacy Act of 2012 and related issuances of the National Privacy Commission.

The DOH shall ensure:

- a) Secure, encrypted, and access-controlled data storage systems;
- b) Role-based access for authorized agencies only;
- c) Clear data-sharing agreements among DOH, DICT, PRC, CSC, PhilHealth, and LGUs;
- d) Strict prohibition on unauthorized access, commercial use, or political exploitation of registry data;
- e) Regular cybersecurity audits and system integrity checks;
- f) Anonymized data use for research and policy analysis where appropriate.

SEC. 7. *Interoperability and System Integration.* – The NHWR shall be fully interoperable with:

- a) PRC licensure and renewal databases;
- b) PhilHealth provider accreditation and claims systems;
- c) DOH health facility and service databases;
- d) LGU health information systems;
- e) Other relevant government human resource and civil service databases.

The DICT shall provide technical standards for interoperability and digital architecture.

SEC. 8. *Registration, Updating, and Validation.* –

- a) **Mandatory Registration** – All licensed health professionals shall be automatically enrolled in the NHWR through the PRC, subject to validation and consent mechanisms defined in the IRR.
- b) **LGU and Employer Reporting** – Public and private health institutions shall regularly update employment status, deployment location, and role assignments.

- c) Periodic Updating – Health workers shall update their records at least once every three (3) years or upon licensure renewal, employment change, or deployment.
- d) Data Correction Mechanism – The DOH shall establish a clear process for correction, verification, and dispute resolution of registry information.

SEC. 9. *Workforce Analytics and Reporting.* – The DOH, in coordination with DICT and CSC, shall:

- a) Generate annual national and regional health workforce reports;
- b) Publish workforce distribution gap analyses;
- c) Provide evidence-based recommendations for workforce expansion and deployment;
- d) Support legislative and executive planning for health human resource investments.

SEC. 10. *Appropriations.* – The amount necessary for the establishment, operation, and maintenance of the NHWR shall be included in the annual General Appropriations Act under the budgets of the DOH and DICT.

SEC. 11. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, the DOH, DICT, PRC, CSC, and other concerned agencies shall jointly promulgate the Implementing Rules and Regulations (IRR).

SEC. 12. *Separability Clause.* – If any provision or part of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

SEC. 13. *Repealing Clause.* – All laws, decrees, executive orders, rules, and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 14. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,