

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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 10412



Introduced by Representative JEFFREY SORIANO

EXPLANATORY NOTE

This bill seeks to mandate the monetary compensation for overtime work and work rendered during rest days and special holidays for public health care workers. It amends Sections 16 and 17 of Republic Act (RA) No. 7305, otherwise known as the "*Magna Carta of Public Health Workers*".

While Section 16 of RA No. 7305 provides for additional compensation for any public health worker for overtime work, it specifies that these payments be made "in accordance with existing laws and prevailing practices". This ambiguity has long disadvantaged public health workers who continuously sacrifice their time, health, and personal welfare in the performance of their duties. Hence, this measure seeks to institutionalize fair labor standards within the public healthcare sector and ensure that public health workers are properly compensated for the additional time and effort they devote to government service.

This clarity in compensation, by expressly mandating monetary compensation, is intended to better equip and encourage health professionals to remain in government service by providing tangible rewards for the additional hours they dedicate to public health. Providing clear and guaranteed compensation not only upholds the principles of fairness and social justice but also serves as a meaningful recognition of the dedication and sacrifices of healthcare professionals who continue to serve despite challenging conditions.

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


HON. JEFFREY SORIANO

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Introduced by **Representative JEFFREY SORIANO**

AN ACT
MANDATING MONETARY COMPENSATION FOR OVERTIME WORK AND
WORK RENDERED DURING REST DAYS AND SPECIAL HOLIDAYS OF
PUBLIC HEALTH WORKERS BY AMENDING SECTIONS 16 AND 17 OF
REPUBLIC ACT NO. 7305, OTHERWISE KNOWN AS THE "MAGNA CARTA
OF PUBLIC HEALTH WORKERS," AND FOR OTHER PURPOSES

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

Section 1. Section 16 of Republic Act No. 7305, otherwise known as the "*Magna Carta for Public Health Workers*", is hereby amended as follows:

"SEC. 16. Overtime Work. – Where the exigencies of the service so require, any public health worker may be required to render service beyond the normal eight (8) hours a day. In such a case, the workers shall be paid an additional compensation **EXCLUSIVELY IN THE FORM OF CASH**, [in accordance with existing laws and prevailing practices] **COMPUTED IN ACCORDANCE WITH APPLICABLE OVERTIME RATES.**"

SEC. 2. Section 17 of the same Act is hereby amended as follows:

"SEC. 17. Work During Rest Day and Special Holidays. –

a. Where a public health worker is made to work on his/her scheduled rest day, he/she shall be paid an additional compensation **EXCLUSIVELY IN THE FORM OF CASH** [in accordance with existing laws].

b. Where a public health worker is made to work on any special holiday he/she shall be paid an additional compensation **EXCLUSIVELY IN THE FORM OF CASH** [in accordance with existing laws]. Where such holiday work falls on the worker's scheduled rest day, he/she shall be entitled to

an additional compensation **EXCLUSIVELY IN THE FORM OF CASH** [in accordance with existing laws].”

SEC. 3. *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. 4. *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. 5. *Separability Clause.* – If any portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 6. *Repealing Clause.* – All laws, presidential decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 7. *Effectivity.* – This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved,