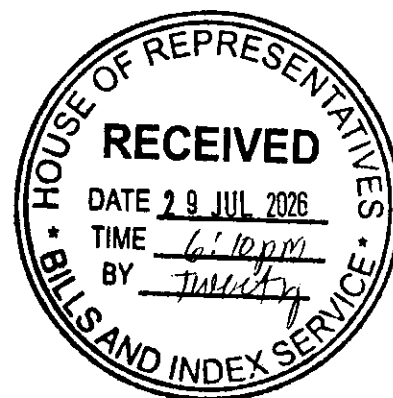


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

House Bill No. 10417



Introduced by Representatives **JEFFREY SORIANO, JOCELYN P. TULFO, and
RALPH WENDEL P. TULFO**

EXPLANATORY NOTE

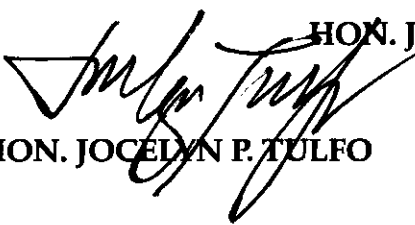
This bill seeks to upgrade the salary grades of public dentists employed across all government agencies and instrumentalities in recognition of their indispensable role in promoting oral health, preventing dental diseases, and delivering essential healthcare services to the Filipino people. The measure aims to ensure that the compensation of public dentists remains commensurate with their professional qualifications, responsibilities, and contributions to public health.

In the Philippines, access to oral healthcare services remains limited, particularly in underserved and geographically isolated communities, where public dentists often serve as the primary providers of dental care. Despite the critical nature of their work, many public dentists continue to receive compensation that is not commensurate with the demands of their profession, contributing to difficulties in recruitment and retention within the government service.

The disparity between the compensation of public dentists and the extensive training, expertise, and responsibilities required of the profession has encouraged many practitioners to seek employment in the private sector or abroad. This trend places additional strain on the country's public health system and undermines efforts to provide accessible and quality oral healthcare services to the population. In this light, this measure establishes a more equitable compensation structure by upgrading the salary grades of public dentists at all levels of government service.

Public dentists play a vital role in safeguarding the health and well-being of millions of Filipinos. Their work extends beyond dental treatment to disease prevention, health promotion, and community education. Ensuring fair and competitive compensation for these professionals is an investment in a stronger healthcare system and a healthier nation.

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


HON. JOCELYN P. TULFO


HON. JEFFREY SORIANO


HON. RALPH WENDEL P. TULFO

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House Bill No. **10417**

Introduced by Representatives **JEFFREY SORIANO, JOCELYN P. TULFO, and
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AN ACT
**UPGRADING THE SALARY GRADE OF DENTISTS EMPLOYED IN THE
PUBLIC SECTOR, PROVIDING FUNDS THEREFOR, AND FOR OTHER
PURPOSES**

*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 “*Public Dentist Salary
Modification Act*”.

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

SEC. 3. *Coverage.* – This Act shall cover all dentists employed in all agencies and Instrumentalities of government, including national government agencies, government-owned and -controlled corporations (GOCCS), state universities and colleges, and local government units (LGUs), regardless of their status of employment.

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 part-time 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 (RA) 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 RA No. 11466.

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 portion or provision of this Act is declared invalid or unconstitutional, other provisions hereof shall remain in full force and effect.

SEC. 8. *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. 9. *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,