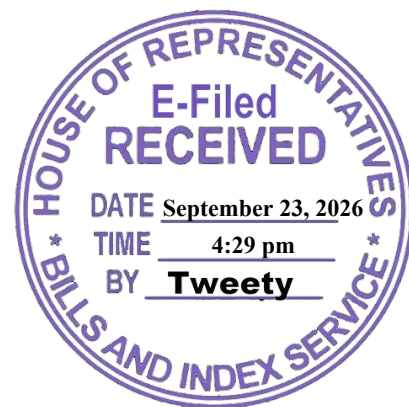


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11463



Introduced by **HON. BRIAN RAYMUND S. YAMSUAN**

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

EXPLANATORY NOTE

A person's overall health and well-being includes oral health. However, for many Filipino families, dental care is not a priority. Oftentimes, people just go to the dentist when the pain is no longer bearable. When a family's financial resources are limited, it is understandable that they would rather spend on food, medicine, and other basic needs rather than preventive dental care. This is the reason why affordable and accessible dental services in public health facilities are vital to the country's healthcare system.

The state of oral health among Filipinos shows the need to prioritize dental services in the country. According to the DOH, in 2023, about 3 out of 10 Filipino children aged 5 years and older have decayed, missing, or filled teeth.¹ Meanwhile, the Philippine Dental Association estimates that 7 out of 10 Filipinos have dental caries or tooth decay, and this number includes school-age children.² Oral health problems, when left untreated, can cause pain and infection, and interfere with one's daily life.

Despite the importance of oral health, the country faces a shortage of dentists within the public health system. This year, the DOH reports that the current dentist-to-population ratio is at 1 to 53,000, which is below the ratio of 1 to 7,500 as recommended by the World Health Organization.³ To bridge this gap, the government must be able to attract and retain qualified dentists.

¹Oral Health of Young Filipino. *Facts in Figures*. Congressional Policy and Budget Research Department House of Representatives, December 2024 (No. 67). Available at: <https://cpbrd.congress.gov.ph/wp-content/uploads/2025/02/FF2024-67-ORAL-HEALTH-of-Young-Filipino-Children.pdf>

² Montemayor, Ma. Teresa. (2024). Dentists' group says 7 of 10 Filipinos have tooth decay. Philippine News Agency. Available at <https://www.pna.gov.ph/articles/1219293>.

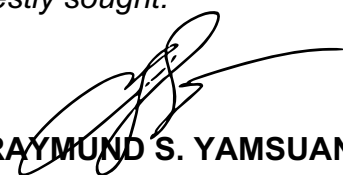
³ DOH flags critical shortage of dentists nationwide. (2026). GMA News Online. Available at <https://www.gmanetwork.com/news/topstories/nation/976631/doh-flags-critical-shortage-of-dentists-nationwide/story/>.

Currently, the entry level position for dentists (Dentist I) is classified as Salary Grade 14 while Dentist II is at Salary Grade 17.⁴ However, this compensation must be evaluated in light of the years of education, licensure requirement, and technical expertise required of dentists. The salaries for dentists must likewise be assessed against the opportunities available to them in private practice, where dentists have greater control over their professional fees and the volume of procedures performed.

The adequacy of compensation is particularly important in ensuring that qualified dentists are encouraged to enter and remain in government service. When there are too few dentists serving in public health facilities, the burden of limited access to oral healthcare falls most heavily on communities that have fewer resources and fewer alternatives for obtaining dental services. Thus, addressing the shortage of public dentists is not only a matter of strengthening the public health workforce, but also of ensuring that underserved and low-income Filipinos have meaningful access to essential oral healthcare.

With this measure, we hope to attract and retain qualified professionals in the public sector, and ultimately strengthen the government's ability to deliver essential health services to the Filipino people.

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



BRIAN RAYMUND S. YAMSUAN
Representative
2nd District, Parañaque City

⁴ Index of Classes by Salary Grade. Available at <https://www.dbm.gov.ph/wp-content/uploads/OPCCB/BC/BC-2018-4-vol-iii.pdf>.

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Be it enacted by the Senate and the 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 a 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, regardless of their status of employment, in all public health institutions, whether nationally or locally funded, as well as those assigned for national government agencies, instrumentalities of government, including, government-owned and -controlled corporations (GOCCs), state universities and colleges (SUCs), and local government units (LGUs).

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	Old Salary Grade	New Salary Grade
Dentist I	14	17
Dentist II	17	20

Dentist III	20	23
Dentist IV	23	25
Dentist V	24	26
Dentist VI	26	28
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 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. Repealing Clause. — All laws, decrees, executive orders, rules and regulations, and other issuances or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 8. Separability Clause. — If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected thereby shall remain in full force and effect.

SEC. 9. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,