

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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11498



Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

EXPLANATORY NOTE

The experiences of the COVID-19 Pandemic in the Philippines left a lasting mark and a vital lesson. The country, as well as the globe entire, were caught lacking and unready to deal with a health emergency of such size. Although not unprecedented in recent human history, the pandemic was unique in its scale and disruption in living memory. It is a grim reality, warned by medical experts, scientists, and historians alike, that such a global pandemic will not be the last. It most assuredly will happen again.

As such, the COVID-19 pandemic serves as a wake-up call. For our government, its instruments, and our precarious health care system, capacities must be expanded, processes must be streamlined, and bureaucracy must be made more efficient.

A strong healthcare system likewise relies on its greatest resource: human resources, or the health workers that are on the frontline of such health emergencies. Without competent members of the healthcare profession comprising our public health system, we cannot expect that our public healthcare will be able to sustain and provide quality healthcare for all Filipinos. As such, it is of utmost importance that they be given the appreciation and benefits they deserve, in light of their significance in Philippine society.

It is then incumbent for us to increase their salary and benefits considering the risks that their employment poses. It is for these reasons that the passage of this bill is earnestly sought

In view of the foregoing, the passage of this measure is urgently sought.



ALFRED C. DELOS SANTOS
Representative, Ang Probinsyano Partylist

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AN ACT
INCREASING THE MONTHLY SALARY AND OTHER BENEFITS OF HEALTH
WORKERS IN THE PHILIPPINES

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 Health Workers Compensation Act of 2026”.

SECTION 2. *Declaration of Policy.* – It is the policy of the State to protect and promote the right to health of the people and instill health consciousness among them. The State shall endeavor to enhance its public healthcare system to protect and promote public health by attracting and retaining a competent healthcare workforce by providing a competitive salary package and benefits for health workers. The State shall likewise endeavor to provide ample protection for its public healthcare servants.

SECTION 3. *Definitions of Terms.* – As used in this Act, “*health worker*” shall include physicians, nurses, nursing assistants, midwives, laboratory and medical technicians, and pharmacists, employed in public hospitals, public sanatoria, public health infirmaries, government health centers, rural health units, barangay health stations, clinics and other health-related establishments owned and operated by the Government or its political subdivisions with original charters.

SECTION 4. *Increase in Salary of Health Workers Employed in the Public Sector.* – From their current respective salary grades, the monthly compensation for all health workers included in the foregoing definition employed in the public sector as shall be increased by one (1) salary grade effective after the approval of the latest budget under the General Appropriations Act (GAA).

SECTION 5. *Additional Benefits for Health Workers Employed in the Public Sector* – All physicians and nurses shall receive an additional ten thousand pesos (PhP10,000.00), while all other health workers shall receive an additional five thousand pesos (PhP 5,000.00) monthly as hazard pay while serving during an emergency health crisis or outbreak as declared by the Department of Health (DOH). The DOH shall give timely and full compensation, including the additional hazard pay, and provide for emergency insurance coverage and death benefits to all health workers serving during the crisis or outbreak.

The DOH shall also ensure that the hospitalization bills and expenses for medicine and other related treatments needed by health workers serving during the emergency health crisis or outbreak who become infected or afflicted with the disease are covered by the government, provided that the health worker or his or her family, guardian, or ward submits the necessary documentation relating to the expenses incurred as may be required by the DOH.

The DOH shall likewise create effective and efficient policies and measures that will ensure the safety and welfare of health workers serving during the crisis or outbreak. This shall include coordinating with pertinent government agencies and departments, and implementing measures to alleviate the burden of health workers such as provision of temporary shelters, food supply, health and wellness products and services, hygiene products, and emergency insurance coverage among others.

Finally, the DOH shall ensure the protection of health workers by providing them with sufficient and effective personal protective equipment (PPE), and other tools necessary to prevent the health workers from becoming afflicted with the disease subject of the health crisis or outbreak.

The Department of Transportation (DOT) shall ensure that qualified health workers serving during an emergency health crisis or outbreak as declared by the DOH will have sufficient means to reach their workplaces and homes safely. Health workers shall not be charged by the DOT for any transportation service that the latter would provide during the emergency health crisis or outbreak.

The MMDA shall, during an emergency health crisis or outbreak, exempt health workers from the number coding scheme, and impose no penalty for minor violations of health workers incurred during such crisis or outbreak.

The foregoing benefits shall cease once the declaration of crisis or outbreak has been lifted by the DOH.

SECTION 6. *Lifetime Benefits in Case of Death* – In case of death of the health worker due to the disease subject of the emergency health crisis or outbreak, the DOH shall provide the health worker's immediate family a lifetime benefit equivalent to the monthly salary of the health worker.

SECTION 7. *Implementing Rules and Regulations* – The DOH shall, within one hundred twenty days from the effectivity of this Act, release its Implementing Rules and Regulations, alongside other relevant government agencies, accredited local and international non-government organizations, and other civil society organizations.

SECTION 8. *Separability Clause.* – If any provision or part of this Act is held invalid or unconstitutional, the remaining provisions or parts unaffected shall remain in full force and effect.

SECTION 9. *Repealing Clause.* – All laws, executive orders, presidential decrees or issuances, letters of instruction, administrative orders, rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,