

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **3620**



Introduced by **HON. GUS S. TAMBUNTING**

EXPLANATORY NOTE

This Bill seeks to give importance and recognition to health workers who continue to perform their duties under hazardous working conditions by providing equal treatment in the giving of Hazard Pay as provided under the Magna Carta of Public Health Workers. It proposes a rational approach in consideration of public health workers welfare and their productivity at the workplace.

The National Management Health Workers Consultative Council, the policy making body of the Magna Carta (RA 7305) encountered several problems in the implementation of the present Hazard Pay mechanism as provided under the present law. Stating among others, the disparity of the entitlement causes biases and undue discussions since all public health care workers are exposed to the same risks and are equally susceptible to the prevailing hazardous environment.

The Magna Carta provides that health workers with Salary Grade (SG) 20 and above shall receive a hazard pay equivalent to 5% of basic salary while those belonging to SG 19 and below shall receive 25% of basic salary.

Thus, a Senior Resident Physician SG 20 will receive an amount equivalent to P4,900.00 hazard pay as compared to a Junior Resident Physician SG 19 who will receive a greater amount. The irony is both physicians are exposed to the same risk and both are susceptible. Hence, exposure to risks need not qualify nor be subjected to criteria.

Under this representation's proposal, an across the board hazard pay of P5,000.00 shall be given to all public health workers as defined. Excluding local government unit counterparts and other health related establishments, an estimated 32,000 health workers as reported by the Department of Health will be benefit by the enactment of this proposal.

It is in this light that immediate passage of this bill is earnestly sought.


GUS S. TAMBUNTING

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AN ACT
ESTABLISHING REFORMS IN THE IMPLEMENTATION OF THE MAGNA CARTA OF
PUBLIC HEALTH WORKERS, THEREBY AMENDING SECTION 7, RULE XV OF RA
7305 PROVIDING FUNDS THEREFORE, AND FOR OTHER PURPOSES

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

SECTION 1. Section 7.1.1, Rule XV of the Implementing Rules and Regulations of Republic Act No. 7305, otherwise known as "The Magna Carta of Public Health Workers," is hereby amended to read as follows:

"Section 7. Other additional compensation:

"7.1 Hazard Pay

"7.1.1 Eligibility to Receive Hazard Pay - All Public Health workers covered under RA 7305 are eligible to receive hazard pay **IN THE AMOUNT OF FIVE THOUSAND PESOS (P5,000.00) WHICH SHALL BE AUTOMATICALLY INCLUDED IN THE COMPUTATION OF THEIR BASIC MONTHLY PAY.**"

SECTION 2. *Implementing Rules and Regulations.* – The Department of Health (DOH) and other appropriate government agencies shall promulgate the revised implementing rules and regulations necessary for the effective implementation of this Act.

SECTION 3. *Repealing Clause.* – All other laws, decrees, orders, issuance and rules and regulations or parts thereof inconsistent with this Act are hereby amended or repealed accordingly.

SECTION 4. *Effectivity.* – This Act shall take effect fifteen (15) days upon its publication in at least two (2) newspapers of general circulation.

Approved,