

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Philippines

SEVENTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 5999



INTRODUCED BY CONGRESSMAN ALFRED VARGAS

EXPLANATORY NOTE

According to the Department of Health, the Philippines has a ratio of one doctor for every 33,000 Filipinos. This means that the country is short of 15,000 doctors to be able to adequately meet the health and medical needs of our countrymen¹. It is feared that we will not be able to close this gap anytime soon because the Philippines is producing only 2,600 doctors a year and Filipino medical professionals tend to seek greener pastures abroad.

To keep our government doctors from leaving the country, this bill seeks to adjust their salary from the current Salary Grade 16 (Php28,417.00) to Salary Grade 24 (Php56,610.00). Aside from the salary increase, government physicians who have rendered at least three years of service will be given an annual loyalty pay amounting to 75% of their prevailing one-month base pay. Furthermore, all public doctors assigned to isolated, depressed, or conflict-torn areas would be entitled transportation, representation, food, and medical allowances.

In addition to all of these, all public physicians who have rendered at least five years of continuous service shall be entitled to an educational grant for any medical course and training here or abroad. Those who will avail the grant are mandated to return to service at any public hospital for a period to be determined by the Department of Health.

If enacted, this measure will not only lower the outflow of doctors but will also attract the youth to pursue a medical career in the country and serve their fellow Filipinos.

In view of the foregoing, the passage of this bill is earnestly sought.


ALFRED VARGAS

¹ Cabato, R. (2016). "DOH Secretary: Philippines lacks 15,000 doctors." *CNN Philippines*. [http://cnnphilippines.com/news/2016/10/13/department-of-health-lack-of-doctors.html] Retrieved 11 July 2017.

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AN ACT
PROVIDING FOR AN INCREASE IN THE SALARY OF, AND ADDITIONAL
INCENTIVES FOR, GOVERNMENT PHYSICIANS AND APPROPRIATING FUNDS
THEREFORE

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

SECTION 1. Policy. – It is hereby declared the policy of the State to continuously promote and improve the social and economic well-being of government physicians as well as their living and working conditions to help ensure, promote and maintain the delivery of basic health services.

SEC. 2. Coverage. – The provision of the Act shall apply to all government physicians. As used in this Act, government physicians refer to Doctors of Medicine duly certified by the Professional Regulatory Commission (PRC) who are in the active practice of medicine, employed by the national government or a local government unit, as the case may be, either in public health institutions or in any national government or local government unit, agency or instrumentality.

SEC. 3. Salary Grade Adjustment. – The minimum base pay of physicians working in government shall not be lower than Salary Grade 24 pursuant to Department of Budget and Management (DBM) and Department of Health (DOH) Joint Circular No. 2013-1 dated September 23, 2013 entitled *Revised Standards on Organizational Structure and Staffing Pattern of Government Hospitals*.

SEC. 4. Loyalty Service Pay. – An annual loyalty pay equivalent to seventy-five percent (75%) of the prevailing one (1) month basic salary/base pay of government physicians shall be given to government physicians who have rendered at least three (3) years of government service. This will take effect immediately after the approval of this Act.

SEC. 5. Transportation, Representation, Food, and Medical Allowances.
– All government physicians assigned to geographically isolated and depressed areas and conflict areas shall be entitled to the following monthly allowances:

Area of Assignment	Amount of TA & RA	Amount of FA	Amount of MA
Geographically Isolated Areas (GIDA)	P15,000.00	P10,000.00	P 8,000.00
Conflict Areas	P18,000.00	P12,000.00	P10,000.00

SEC. 6. Educational Grant and Return to Service Program. – All government physicians who have rendered at least five (5) years of continuous service in government shall be entitled to an educational grant not to exceed Two Hundred Thousand Pesos (P200,000.00) for any medical course or training which may be availed of here or abroad. *Provided*, that those who have availed of such grant shall render and participate into a *Return of Service of Program* at any public hospital or institution for such period which shall be determined as for as practicable by DOH and/or institution from which such grant was received.

SEC. 7. Implementing Guidelines. – The DOH, in consultation with the DBM and the Department of Interior and Local Government (DILG), shall issue such implementing guidelines as may be appropriate for the purpose of implementing the provisions of this Act within ninety (90) days from the approval thereof.

SEC. 8. Appropriation. – The Government shall appropriate such amounts as may be necessary to fund the salary increase, allowances and other benefits provided in this Act. The initial funds required for the implementation of this Act shall be sourced from the savings of the Executive Department as well as other possible sources as may be determined by the Office of the President. The funds necessary for the implementation of the Act in subsequent years shall be included in the General Appropriations Act to be proposed by the DBM annually.

SEC. 9. Repealing Clause. – All laws, rules, regulations, orders, circulars, and memoranda inconsistent with any provisions of this Act are hereby repealed or modified accordingly.

SEC. 10. Separability Clause. – Should any provision of this Act be declared invalid or unconstitutional, no other provisions hereof shall be thereby affected.

SEC. 11. Effectivity Clause. – This Act shall take effect fifteen (15) days after the completion of its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved.