


15 MAR 11 P5:20

SENATE  
S. B. **2689**

RECEIVED BY: 

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Introduced by Senator Poe

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AN ACT  
UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT DOCTORS  
FROM SALARY GRADE 16 TO 24

EXPLANATORY NOTE

This bill aims to upgrade the minimum salary grade level of public doctors to encourage more medical professionals to work in government hospitals instead of going abroad.

According to the International Labor Organization, health professionals leave the country because of "colonial mentality, economic needs, career development and better standard of living abroad." The Alliance of Health Workers (AHW) said that the most common reasons for doctor migration are low salaries and inhumane working conditions.

The Philippines and India are two of the larger providers of foreign health workers for the Organisation for Economic Co-operation and Development (OECD) countries, including European nations.<sup>1</sup>

The Philippines is said to be the number one exporter of nurses and the number two exporter of doctors in the world. Yet, seven out of 10 Filipinos die without seeing a health professional.

Data from research group IBON Foundation showed that in 2007, there were only seven government doctors for every 200,000 Filipinos, way below the World Health Organization standard ratio of one doctor to 5,000 patients.

According to AHW, resident doctors in the government receive P26, 259/month, while doctors in the private sector get P20, 135/month. The group says resident doctors work at an average of 110 hours a week, more than the mandated hours of work per week under the Labor Code while Municipal Health Officers are on-call 24 hours. They are not given overtime pay and on-call pay. This does not even take into account the situation of contractual resident doctors in government hospitals.

The poor situation of doctors in the country does not only push doctors to leave for abroad (with some even studying nursing), it also discourages students from pursuing a career in medicine.

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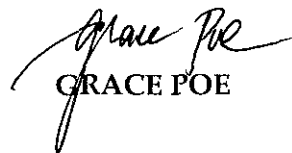
<sup>1</sup> Wickramasekara, Piyasiri. Assessment of the impact of migration of health professionals on the labour market and health sector performance in destination countries. July 2014. ILO Asia Pacific Working Paper Series. p. 3, [http://works.bepress.com/cgi/viewcontent.cgi?article=1027&context=piyasiri\\_wickramasekara](http://works.bepress.com/cgi/viewcontent.cgi?article=1027&context=piyasiri_wickramasekara)

Because of this, health groups suggest an increase in the pay of government doctors. According to them, a minimum of P50,000 per month will be sufficient, though still far from the salaries abroad.

The nearest approximation in the Salary Standardization Law 3 is Salary Grade 24 equivalent to P49,750 per month.

Increasing the salaries of doctors is one important step that may help mitigate the migration of doctors and ensure quality healthcare for our people.

In this light, the passage of this bill is earnestly sought.



GRACE POE

15 MAR 11 P5:20

SENATE  
S. B. — 2689

RECEIVED BY: *Jr*

Introduced by Senator Poe

AN ACT  
UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT DOCTORS  
FROM SALARY GRADE 16 TO 24

*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 Government Doctors' Salary Upgrading Act of 2013."

**SECTION 2. Declaration of Policy.** It is the Government's concern and responsibility to provide adequate remuneration for public hospital doctors to attract and retain its rightful share of talents with the end in view of fulfilling the state policy of providing essential health services to all Filipinos.

**SECTION 3. Raising of the Minimum Salary Grade Level.** The present minimum salary grade of government doctors (Medical Officer I) shall be upgraded from Salary Grade 16 to Salary Grade 24. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

**SECTION 4. Coverage.** This Act shall cover all resident doctors in public hospitals, whether nationally or locally funded.

**SECTION 5. Rules and Regulations.** The Department of Health and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

**SECTION 6. Appropriation.** The Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. Initial funds required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources that may be determined by the Office of the President. The subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

**SECTION 7. Constitutionality.** Should any provision of this Act be declared invalid or unconstitutional, the validity or constitutionality of the other provisions shall not be affected thereby.

**SECTION 8. Repealing Clause.** All laws, decrees, letters of instructions, resolutions, orders, ordinances or parts thereof which are inconsistent with the provisions of this Act, are hereby repealed, amended, or modified accordingly.

**SECTION 9. Effectivity.** This Act shall take effect fifteen (15) days after its publication in two (2) newspapers of general circulation.

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*Approved,*