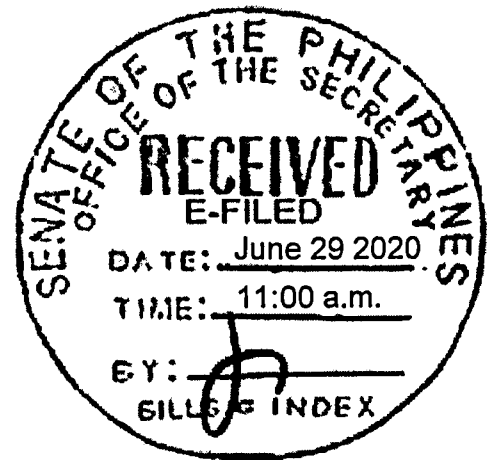


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Second Regular Session* )

SENATE  
S. B. No. 1644



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Introduced by **SENATOR IMEE R. MARCOS**

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**AN ACT  
PROVIDING FOR THE PROTECTION AND ADVANCING THE WELFARE OF  
HEALTHCARE FRONTLINE WORKERS IN THE PHILIPPINES,  
APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

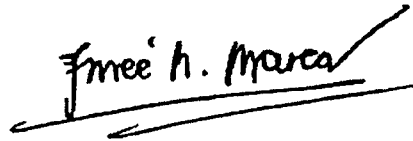
Article II, Section 15 of the 1987 Constitution states that "*the State shall protect and promote the right to health of the people and instill health consciousness among them.*"

Healthcare frontline workers who are tasked to ensure the health and well-being of the people are ironically the ones who are constantly in danger of getting sick due to the very nature of their profession. This is especially true in times of a public health emergency, where the ratio of healthcare frontline workers and patients is extremely disproportionate, set at one (1) in every forty thousand (40,000). In the country, the COVID-19 pandemic already infected one thousand two hundred forty five (1,245) healthcare frontline workers in less than three (3) months, claiming the lives of twenty seven (27) of them.

Healthcare frontline workers also cannot go home to their families in fear that they may already be carriers of the virus. Worse, there have been increasingly frequent reports of discriminatory acts committed against these frontliners who risk their lives in order to save those of others.

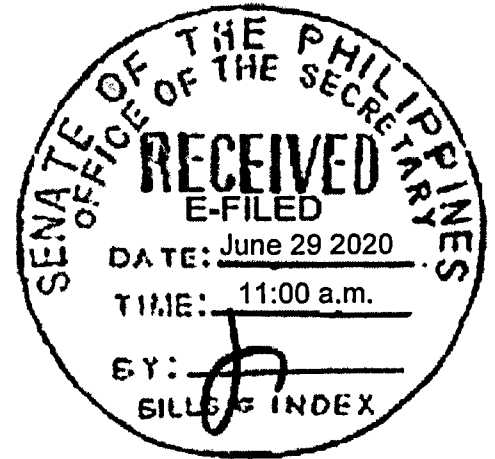
This bill seeks acknowledge the sacrifice of the "real modern day heroes" of the country, the healthcare frontline workers, regardless of their employment status, by giving them additional benefits, such as a fixed allowance and a hazard pay during a state pf public health emergency or pandemic, free access to vaccines and a paid mental health leave, among others.

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

A handwritten signature in black ink that reads "Imee R. Marcos". The signature is written in a cursive style and is underlined with a single horizontal line.

**IMEE R. MARCOS**

EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
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APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

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

1           **Section 1. Short Title.** – This Act shall be known as the "*Healthcare Frontline*  
2           *Workers Welfare Act.*"

3           **Sec. 2. Declaration of the Policy.** – It is hereby declared the policy of the State  
4           to uphold the welfare of healthcare frontline workers and assume the responsibility for  
5           the protection, respect, and improvement of the sector by instituting measures towards  
6           competent and relevant practice for the health and safety of the public, just and  
7           humane condition of work, and promotion of professional growth. Thus, the State  
8           recognizes healthcare frontline workers as prime movers of national development.

9           **Sec. 3. Coverage.** – The provisions and benefits provided for in this Act shall  
10          be given to healthcare frontline workers, whether salaried or contracted, who are  
11          employed in all public hospitals, sanitarium, health infirmaries, health centers, rural  
12          health units, barangay health stations, clinics, duly-registered nursing homes, and  
13          other health-related establishments, and who shall continue to render their services  
14          during a pandemic or public health emergency.

1           **Sec. 4. Additional Benefits for Healthcare Frontline Workers.** – The following  
2 incentives and benefits shall be provided to frontline health workers in times of a  
3 pandemic or a public health emergency:

4           a. A one-time allowance of Ten Thousand Pesos (PhP10,000.00) to those who  
5 continuously render their service the entire duration of a pandemic or a public health  
6 emergency;

7           b. A hazard pay equivalent to twenty percent (25%) of their monthly basic  
8 salary to those who continue to render service the entire duration of a pandemic or a  
9 public health emergency;

10          c. Free access to health equipment necessary to protect themselves in the  
11 performance of their work, such as but not limited to surgical masks and personal  
12 protective equipment (PPEs);

13          d. Free mandatory medical training to enhance and upgrade their  
14 responsiveness;

15          e. Free testing to determine exposure to the disease that caused the pandemic  
16 or public health emergency; and

17          f. Free influenza and pneumococcal vaccination and other vaccines for frontline  
18 health workers.

19           *Provided, That,* every frontline health worker who is a permanent employee  
20 shall be entitled to a mental health leave during and within two (2) years after every  
21 pandemic equivalent to five (5) days with pay. *Provided further,* that responsive mental  
22 health services shall be developed and integrated as part of the medical health benefits  
23 of the frontline health workers. The standards of mental health services shall be  
24 determined by the Department of Health (DOH) in consultation with stakeholders  
25 based on the most current mental health practices.

26           **Sec. 6. Appropriations.** – The amount necessary to carry out the provisions of  
27 this Act shall be sourced from the current appropriations of the DOH.

28           Thereafter, such sums as may be necessary for the continued implementation  
29 of this Act shall be included in the succeeding General Appropriations Act (GAA).

1           **Sec. 7. *Implementing Rules and Regulations.*** – Within sixty (60) days from the  
2 effectivity of this Act, the DOH, in coordination with other concerned government  
3 agencies and interest groups, shall formulate the implementing rules and regulations  
4 of this Act.

5           **Sec. 8. *Repealing Clause.*** – All law, executive orders, rules, and regulations or  
6 any part thereof inconsistent herewith are deemed repealed or modified accordingly.

7           **Sec. 9. *Separability Clause.*** – If any part or provision of this Act shall be  
8 declared unconstitutional and invalid, such declaration shall not invalidate other parts  
9 thereof, which shall remain in full force and effect.

10           **Sec. 10. *Effectivity.*** – This Act shall take effect fifteen (15) days after its  
11 publication in the Official Gazette or in two (2) newspapers of general circulation.

*Approved,*