



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

20 SEP -8 P3:54

**SENATE
S.B. No. 1818**

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INTRODUCED BY SENATOR VICENTE C. SOTTO III

**AN ACT
AN ACT MANDATING PUBLIC OFFICIALS AND EMPLOYEES TO ANNUALLY
SUBMIT A MEDICAL CERTIFICATE SHOWING FITNESS TO WORK**

EXPLANATORY NOTE

It is the mandate of public officers and employees to serve the people with utmost responsibility and efficiency at all times. Intelligence and skills alone are not enough to carry out this sworn duty. A good state of health is of equal importance and critical factor in discharging one's function, yet often overlooked.

The proposed legislation seeks to require public officers and employees to annually submit a medical certificate as a means to ensure that they are in a state of health that would enable them to perform their tasks satisfactorily and provide prompt and adequate service to the public. Failure to submit the required medical certificate shall be considered as an administrative offense.

In keeping with the commitment of public officers and employees to remain sincere and transparent to the Filipino people, the bill shall allow access to, for lawful purposes, the medical certificate filed. Be it noted, however, that it excludes the inspection or reproduction of the laboratory test results attached to it in recognition that these are confidential and private documents.

The medical certificate required under this bill must be issued by a government physician after proper evaluation of the public servant's physical examination and laboratory test results. It shall be submitted every first quarter of the year, on or before April 30, so as to give ample leeway for the conduct of the physical exams and release of laboratory test results.

More importantly, this legislation further aims to utilize such requirement as a tool in promoting the well-being of the people working in the government and raise the level of their health consciousness as it would necessarily require them to undergo physical examination every year.

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


VICENTE C. SOTTO III



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AN ACT
AN ACT MANDATING PUBLIC OFFICIALS AND EMPLOYEES TO ANNUALLY
SUBMIT A MEDICAL CERTIFICATE SHOWING FITNESS TO WORK AND FOR
OTHER PURPOSES

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

1 SECTION 1. **Title.** – This Act shall be known as the “**Fit-to-Work Act**”.

2 SECTION 2. **Objectives.** – This Act shall have the following objectives:

- 3 a) To raise the level of health consciousness among public officials and
4 employees;
- 5 b) To ensure that the State’s public servants are in a good state of health to
6 perform their duties and responsibilities;
- 7 c) To promote transparency as to the health status of public officials and
8 employees.

9 SECTION 3. **Definition of Terms.** – As used in this Act, the term:

- 10 a) “**Government**” refers to the national government, the local governments,
11 and all other instrumentalities, agencies or branches of the Republic of the
12 Philippines, including government-owned or controlled corporations, and their
13 subsidiaries.

1 b) **"Public officials and employees"** refers to elective and appointive officials
2 and employees, permanent or temporary, whether in the career or non-career
3 service, including military and police personnel

4 c) **"Medical Certificate"** refers to a written statement, issued by a government
5 physician, attesting to the result of a medical examination undergone by a
6 patient.

7 SECTION 4. ***Annual Physical Examination of Public Officials and***
8 ***Employees.*** – Performance of the physical examination and laboratory tests may be in
9 a hospital, private or government, or a DOH-accredited diagnostics clinic. Annual
10 physical exams sponsored by the government agency or conducted in partnership with
11 its health maintenance organization (HMO) shall also be allowed under this Act.

12 SECTION 5. ***Evaluation of the Medical Examination Results.*** – Results of
13 the physical examination and laboratory tests performed shall be subjected for
14 evaluation by a government physician who shall issue a medical certificate containing a
15 summary of its findings and a declaration whether the patient is fit to work or needs
16 further tests.

17 SECTION 6. ***Submission of Medical Certificate; Mandatory.*** – Every on or
18 before April 30, all public officials and employees shall submit a medical certificate
19 showing their physical fitness to perform the duties and responsibilities attendant to
20 their position. This requirement shall also include the submission of their laboratory test
21 results.

22 SECTION 7. ***Accessibility of the Medical Certificate.*** – The medical
23 certificate submitted under this Act, excluding the laboratory test results attached to
24 it, shall be made available for inspection at reasonable hours.

25 It shall be made available for copying or reproduction after ten (10) working
26 days from the time they are submitted as required under this Act.

1 Any person requesting a copy of the said document shall be required to state
2 its purpose, which must be lawful, and to pay a reasonable fee to cover its
3 reproduction and mailing costs.

4 It shall be available to the public for ten (10) years after receipt. The
5 document may be destroyed after such a period unless needed in an ongoing
6 investigation.

7 SECTION 8. **Administration and Enforcement Agency.** – The Civil Service
8 Commission shall have the primary responsibility for the administration and
9 enforcement of this Act as well as the promulgation of rules and regulations
10 necessary to carry out its provisions.

11 SECTION 9. **Non-compliance with the requirement.** – Failure to comply
12 with the requirement of this Act shall constitute an administrative offense and
13 subject the public official or employee to administrative discipline.

14 SECTION 10. **Liability under the Revised Penal Code.** – Issuance and use
15 of a false medical certificate for purposes of this Act shall be governed by Articles
16 174 and 175 of the Revised Penal Code.

17 SECTION 11. **Separability Clause.** – In case any provision of this Act is
18 declared invalid or unconstitutional, such declaration shall have no effect in the
19 validity or constitutionality of the remaining provisions hereof.

20 SECTION 12. **Repealing Clause.** – All laws, decrees, rules and regulations
21 inconsistent with the provisions of this Act are hereby repealed or amended
22 accordingly.

23 SECTION 14. **Effectivity Clause.** – This Act shall take effect fifteen (15) days
24 after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,