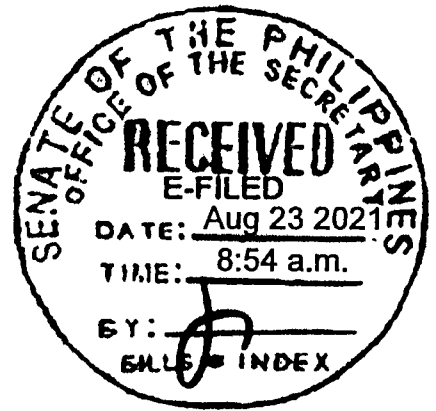


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Third Regular Session )



SENATE

Senate Bill No. 2351

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Introduced by Senator FRANCIS N. PANGILINAN

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**AN ACT**  
**INSTITUTIONALIZING THE GRANT OF BENEFITS AND COMPENSATION TO**  
**PUBLIC AND PRIVATE HEALTH WORKERS IN THE EVENT OF A PUBLIC**  
**HEALTH EMERGENCY, AS DECLARED BY THE PRESIDENT OF THE PHILIPPINES,**  
**AND PROVIDING FUNDS THEREFOR**

**EXPLANATORY NOTE**

The COVID-19 pandemic has caused an unprecedented public health crisis in the Philippines, overwhelming our already struggling healthcare system. It revealed gaps in financing for healthcare and highlighted the meager benefits and compensation being received by our healthcare workers. Yet, in our battle against the pandemic, they continue to serve and save our people while risking their own lives and being grossly underpaid. Healthcare workers are forced to extend their working hours from the regular eight-hour shift to 16 hours as they attend to several COVID-19 patients. Nurse-to-patient ratio is now 1:35 and at times, 1:100 – very far from the DOH standard ratio of 1:12. Healthcare workers are not only overworked and underpaid, they also do not receive their benefits and compensation on time.

Hence, in recognition of the invaluable role of healthcare workers as the first line of defense against public health threats that pose a risk to the general public, this measure seeks to institutionalize the grant of benefits and compensation to healthcare workers in the public and private sector in the event of a public health emergency, as declared by the President of the Philippines, to promote and protect their rights and welfare. Upon declaration of a state of emergency or calamity due to a public health threat, public and private healthcare workers who are directly catering to or in contact with persons affected by the disease of concern shall be eligible to receive the following: (a) Special Risk Allowance; (b) Active Hazard Duty Pay; (c) Payment of all medical expenses in case of

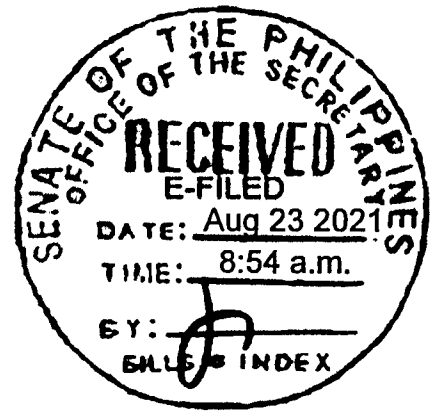
exposure to the disease or any work-related injury during the state of national emergency; (d) Compensation for those who contracted the disease in the line of duty; (e) Free life insurance, accommodation, transportation, and meals; and (f) Personal protective equipment and free and regular testing.

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

A handwritten signature in black ink, appearing to be 'Francis N. Rangilinan', is written over a horizontal line. The signature is stylized and somewhat cursive.

FRANCIS N. RANGILINAN

EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
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PHILIPPINES, AND PROVIDING FUNDS THEREFOR

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

1        **SECTION 1. *Short Title.*** – This Act shall be known as the "Healthcare Frontliners  
2 Protection Act".

3        **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the State to  
4 promote and protect the rights and welfare of health workers during national health  
5 emergencies. The State recognizes the invaluable role of health workers as the first line of  
6 defense against public health threats that pose risk to the general health and security of  
7 the Filipino people.

8        **SEC. 3. *Benefits and Compensation.*** – Upon declaration by the President of the  
9 Philippines of a state of emergency or calamity due to a public health threat, and pursuant  
10 to the provisions of Republic Act No. 11332 or the "Mandatory Reporting of Notifiable  
11 Diseases and Health Events of Public Health Concern Act," the State shall provide public  
12 and private health workers, who are directly catering to or in contact with persons  
13 afflicted by the disease, the following benefits and compensation:

14        (a) Special Risk Allowance for every month that they are serving during the state  
15 of national emergency as declared by the President;

1 (b) Active Hazard Duty Pay, in addition to the hazard pay granted under  
2 Republic Act No. 7305 or the "Magna Carta of Public Health Workers." The  
3 rate of the hazard pay shall not be more than twenty-five percent (25%) of the  
4 daily salary rate received by the health worker and shall be based on the  
5 number of days the health worker physically reports to work in the specific  
6 section of the hospital directly catering to persons afflicted by the disease  
7 during the national health emergency;

8 (c) Assumption of all medical expenses of public and private health workers in  
9 case of exposure to the disease or any work-related injury or disease during  
10 the state of national emergency as declared by the President;

11 (d) Provision of compensation to public and private health workers who have  
12 contracted the disease in the line of duty, with the following amounts, upon  
13 submission of required documents to support claims:

14 (1) In case of death, One Million Pesos (P1,000,000.00) shall be provided to  
15 the direct beneficiary of the health worker;

16 (2) In case of sickness that is severe or critical in nature, One Hundred  
17 Thousand Pesos (P100,000.00) shall be provided to the health worker;  
18 and

19 (3) In case of sickness that is mild or moderate in nature, Fifteen Thousand  
20 Pesos (P15,000.00) shall be provided to the health worker;

21 (e) Provision of free life insurance, accommodation, transportation, and meals for  
22 all public and private health workers during the state of national emergency;  
23 and

24 (f) Provision of personal protective equipment and free and regular testing.

25 **SEC. 4. Appropriations.** - The amount necessary to carry out the initial  
26 implementation of this Act, for every declaration by the President of a state of public  
27 health emergency, shall be drawn from the savings of the National Government or the

1 Contingent Fund under the General Appropriations Act, upon approval of the President  
2 of the Philippines. Thereafter, the funds necessary for the implementation of this Act shall  
3 be included in the General Appropriations Act.

4 **SEC. 6. *Implementing Rules and Regulations.*** – Within thirty (30) days from the  
5 date of effectivity of this Act, the Department of Health shall, in consultation with the  
6 Department of Budget and Management and the Department of Finance, formulate the  
7 rules and regulations for the proper implementation of this Act.

8 **SEC. 7. *Retroactive Application.*** – The grant of the benefits and compensation, as  
9 provided in Section 3 of this Act, shall be effective beginning 01 July 2021.

10 **SEC. 8. *Separability Clause.*** – If any provision of this Act is declared invalid or  
11 unconstitutional, the other provisions not affected by such declaration shall remain in full  
12 force and effect.

13 **SEC. 9. *Repealing Clause.*** – All laws, executive and administrative orders, rules,  
14 and regulations inconsistent with the foregoing provisions are hereby repealed or  
15 modified accordingly.

16 **SEC. 10. *Effectivity.*** – This Act shall take effect immediately upon its publication in  
17 the Official Gazette or in a newspaper of general circulation in the Philippines.

*Approved,*