

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

SENATE

'21 SEP 29 P2 :41

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COMMITTEE REPORT NO. 325

Submitted jointly by the Committees on Finance, Health and Demography, and Ways and Means on SEP 29 2021

Re: Senate Bill No. 2421 Prepared by the Committees

Recommending its approval in substitution of **Senate Bill Nos. 2371, 2398 and 2406**

Sponsor: Senator Sonny Angara

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**MR. PRESIDENT:**

The Committee on Finance jointly with the Committees on Health and Demography, and Ways and Means, to which were referred **Senate Bill No. 2371, 2398 and 2406** introduced by Sens Richard J. Gordon, Sonny Angara, Imee R. Marcos, Maria Lourdes Nancy S. Binay, Risa Hontiveros, Joel Villanueva and Juan Miguel F. Zubiri, entitled:

**"AN ACT  
GRANTING CONTINUING COVID-19 BENEFITS TO PUBLIC AND PRIVATE HEALTH WORKERS DURING THE PERIOD OF THE COVID-19 PANDEMIC, PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES",**

**Senate Bill No. 2398**, introduced by Senator Christopher Lawrence T. Go, entitled:

**"AN ACT  
PROVIDING FOR ALLOWANCES AND BENEFITS FOR HEALTHCARE WORKERS DURING THE COVID-19 PANDEMIC, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES",**

**Senate Bill No. 2406**, introduced by Senator Ronald "Bato" Dela Rosa, entitled

**"AN ACT  
PROVIDING FOR ALLOWANCES AND BENEFITS FOR HEALTH WORKERS DURING THE PERIOD OF THE COVID-19 PANDEMIC, APPROPRIATING FUNDS THEREFOR",**

have considered the same and have the honor to report back to the Senate with the recommendation that the attached **Senate Bill No. 2421**, prepared by the Committees entitled:

**"AN ACT  
GRANTING COVID-19 BENEFITS AND ALLOWANCES TO PUBLIC AND  
PRIVATE HEALTH WORKERS DURING THE STATE OF PUBLIC HEALTH  
EMERGENCY, PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES"**

be approved in substitution of **Senate Bill Nos. 2371, 2398 and 2406** with **Senators Gordon, Angara, Marcos, Binay, Hontiveros, Villanueva, Zubiri, Go, and Dela Rosa**, as authors thereof.

RESPECTFULLY SUBMITTED

**Chairpersons**



**SONNY ANGARA**

Chairperson, Committee on Finance, Finance Sub-Committee A  
Vice Chairperson, Committee on Ways and Means



**CHRISTOPHER LAWRENCE T. GO**


Chairperson, Committee on Health and Demography;  
Vice Chairperson, Finance, Sub-Committee F  
Member, Committee on Ways and Means



**PIA S. CAYETANO**

Chairperson, Committee on Ways and Means;  
Vice Chairperson, Finance, Sub-Committee D and Health and Demography

**Vice Chairpersons**



**CYNTHIA A. VILLAR**

Vice Chairperson, Finance Sub-Committee B



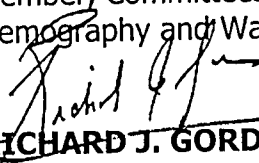
**RONALD "BATO" DELA ROSA**

Vice Chairperson, Finance Sub-Committee C  
Member, Committees on Health and Demography and Ways and Means



**WIN GATCHALIAN**

Vice Chairperson, Finance Sub-Committee E  
Member, Committee on Ways and Means



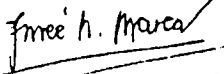
**RICHARD J. GORDON**

Vice Chairperson, Finance Sub-Committee G  
Member, Committees on Health and Demography and Ways and Means



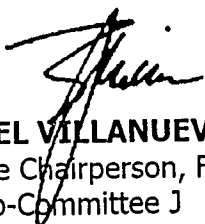
**RISA HONTIVEROS** may interp/amend

Vice Chairperson, Finance Sub-Committee H  
Member, Committees on Health and Demography and Ways and Means



**IMEE R. MARCOS**

Vice Chairperson, Finance Sub-Committee I  
Member, Committees on Health and Demography and Ways and Means



**JOEL VILLANUEVA**

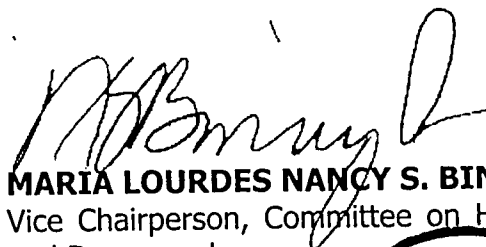
Vice Chairperson, Finance Sub-Committee J

*"may interpellate and introduce amendments"*



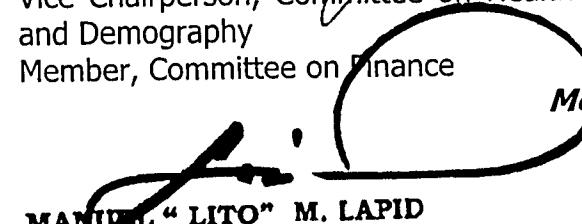
**GRACE POE**

Vice Chairperson, Finance Sub-Committee K  
Member, Committee on Ways and Means




**MARIA LOURDES NANCY S. BINAY**  
Vice Chairperson, Committee on Health  
and Demography  
Member, Committee on Finance

*Members*

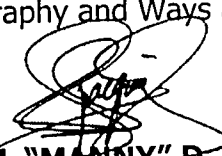


**MANUEL "LITO" M. LAPID**  
Member, Committees on Finance and  
Ways and Means




**PANFILO M. LACSON**  
Member, Committees on Finance, Health  
and Demography and Ways and Means

**AQUILINO "KOKO" PIMENTEL III**  
Member, Committees on Finance and  
Health and Demography



**EMMANUEL "MANNY" D. PACQUIAO**  
Member, Committees on Finance and  
Ways and Means



**FRANCIS "TOL" N. TOLENTINO**  
Member, Committees on Finance and  
Health and Demography




**RAMON BONG REVILLA, JR.**  
Member, Committees on Finance and  
Ways and Means



**FRANCIS "KIKO" PANGILINAN**  
Member, Committees on Finance, Health  
and Demography, and Ways and Means

**LEILA M. DE LIMA**  
Member, Committees on Finance and  
Ways and Means

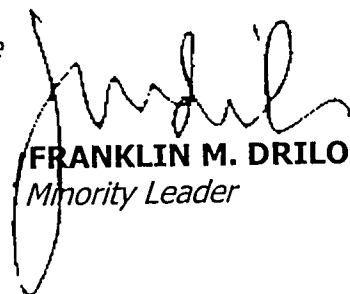
*Ex Officio Members:*



**RALPH G. RECTO**  
*Senate President Pro-Tempore*



**JUAN MIGUEL F. ZUBIRI**  
*Majority Leader*



**FRANKLIN M. DRILON**  
*Minority Leader*

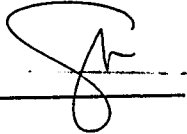
**HON. VICENTE C. SOTTO III**  
*Senate President*

SEP 29 2021  
'21 SEP 29 P2 :42

SENATE

S. No. 2421

(In substitution of Senate Bill Nos. 2371, 2398 and 2406)



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Prepared and submitted jointly by the Committees on Finance; Health and Demography; and Ways and Means, with Senators Gordon, Angara, Marcos, Binay, Hontiveros, Villanueva, Zubiri, Go, and Dela Rosa, as authors thereof

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**AN ACT**  
**GRANTING COVID-19 BENEFITS AND ALLOWANCES TO PUBLIC AND PRIVATE HEALTH WORKERS DURING THE STATE OF PUBLIC HEALTH EMERGENCY, PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES**

*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 and cited as "*COVID-19*  
2       *Benefits and Allowances for Health Workers Act of 2021.*"

3       **SEC. 2. Declaration of Policy.** – It is the policy of the State to instill health  
4       consciousness among our people and to ensure that the general welfare of Filipino  
5       health workers is promoted through adequate compensation and benefits  
6       commensurate with the services they provide. The State recognizes the paramount  
7       importance of public and private health workers for the continuous delivery of health  
8       services, disease prevention and promotion of health in general. Towards this end,  
9       the State shall ensure the welfare and adequate support for our health workers and  
10      guarantee that all benefits owing to them shall be provided to them with utmost  
11      efficiency, especially during the existence of a national public health emergency.

12      **SEC. 3. Definition of Terms.** - For the purposes of this Act, the following  
13      terms are hereby defined as follows:

- 14      a) **Health facilities** shall refer to any public or private institutions that have  
15      health care as their core service, function or business. Health care pertains to  
16      the maintenance or improvement of the health of individuals or populations

1 through the prevention, diagnosis, treatment, rehabilitation and chronic  
2 management of disease, illness, injury and other physical and mental ailments  
3 or impairments of human beings.

4 For purposes of this Act, health facilities and other health related  
5 establishments shall refer to those duly licensed and designated by the  
6 Department of Health (DOH) for COVID-19 response in accordance with the  
7 department's guidelines.

8 b) **Health workers** shall refer to all public and private medical, allied medical  
9 and other necessary personnel employed by, and assigned in hospitals, health  
10 facilities, laboratories, medical or temporary treatment and monitoring  
11 facilities, or vaccination sites and those who are involved in the national  
12 health care response to mitigate the transmission of COVID-19 and prevent  
13 further loss of lives;

14 c) **Risk Exposure Categorization** refers to the following levels of exposure:

15 i) Low risk exposure - health workers performing administrative duties in  
16 non-public areas of health facilities, away from other staff members or  
17 away from patients, may be known as "clean areas".

18 ii) Medium risk exposure - health workers within the health facility that  
19 are providing direct physical care to the general public who are not  
20 known or suspected COVID-19 patients and working at busy staff work  
21 areas within a health facility.

22 iii) High risk exposure - health workers entering a COVID-19 patient's  
23 room to directly provide care for COVID-19 patient whether involving  
24 aerosol-generating procedures, such as intubation, cough induction  
25 procedures, bronchoscopies, some dental procedures and exams, or  
26 invasive specimen collection as well as those collecting or handling  
27 specimens from known or suspected COVID-19 patients.

28 **SEC. 4. Coverage.** – This Act shall apply to all public and private health  
29 workers, regardless of employment status, as defined under this Act during the state  
30 of public health emergency as declared by the President: *Provided*, That the COVID-  
31 19 compensation for sickness and death under Section 5 of this Act shall also apply  
32 to non-medical workers and outsourced personnel hired under institutional or

1 individual contract of service or job order basis and assigned in health facilities who  
2 are similarly exposed to COVID-19.

3 **SEC. 5. Grant of COVID-19 Risk Allowance, Compensation Package**  
4 **and Other Benefits.** – The national government shall grant the following benefits  
5 to covered individuals under Section 4 hereof:

6 a) Provision of COVID-19 Risk Allowance for every month served, regardless of  
7 quarantine status; with the following amounts depending on risk exposure  
8 categorization:

9 i) Those deployed in "low risk areas" shall be given Three Thousand  
10 Pesos (P3,000);

11 ii) Those deployed in "medium risk areas" shall be given Six Thousand  
12 Pesos (P6,000); and

13 iii) Those deployed in "high risk areas" shall be given Nine Thousand  
14 Pesos (P9,000).

15 *Provided,* That the COVID-19 Risk Allowance shall be in addition to the  
16 benefits for health workers under Republic Act No. 7305 or the "Magna Carta of  
17 Public Health Workers" and other forms of hazard pay as a result of collective  
18 bargaining agreements with private employers: *Provided, further,* That the  
19 allowance shall be released in full if a health worker physically reports for at least  
20 twelve (12) days in a month, otherwise, the benefit shall be prorated: *Provided,*  
21 *further,* That the COVID-19 Risk Allowance shall be released monthly;

22 b) Provision of compensation to those who have contracted COVID-19 in the line  
23 of duty with the following amounts:

24 i) In case of death of the covered individual, One million pesos  
25 (P1,000,000) shall be provided to the heirs of the covered individuals;

26 ii) In case of sickness, for a severe or critical case, One hundred thousand  
27 pesos (P100,000) shall be provided to the covered individuals; and

28 iii) In case of sickness, for a mild or moderate case, Fifteen thousand  
29 pesos (P15,000) shall be provided to the covered individuals:

30 *Provided,* That the compensation provided herein shall be given to the  
31 beneficiaries not later than three (3) months after the date of confinement or death  
32 and upon submission of complete and compliant documentary requirements;

- 1 c) Regular COVID-19 testing of health workers by PhilHealth: *Provided*, That the  
2 frequency of which shall be determined by the DOH; and  
3 d) Full PhilHealth coverage for direct healthcare costs of hospitalized health  
4 workers due to COVID-19.

5 **SEC. 6. Retroactivity** - The benefits under this Act shall have retroactive  
6 application from July 1, 2021 and shall remain in full force and effect during the  
7 state of national public health emergency as declared by the President.

8 **SEC. 7. Appropriations.** – The amount necessary for the implementation of  
9 this Act shall be charged against the current year available appropriations of the  
10 DOH and any sources available as may be identified by the Department of Budget  
11 and Management (DBM). Thereafter, the amount necessary for its continuous  
12 implementation shall be included in the Annual General Appropriations subject to  
13 existing budgeting, accounting and auditing rules and regulations.

14 **SEC. 8. Implementing Rules and Regulations.** – Within thirty (30) days  
15 from the effectivity of this Act, DOH, DBM and the Department of Finance (DOF), in  
16 consultation with other government agencies and concerned stakeholders, shall  
17 promulgate the Implementing Rules and Regulations to carry out the provisions of  
18 this Act: *Provided*, That the non-promulgation of the rules and regulations provided  
19 under this section shall not prevent the immediate implementation of this Act upon  
20 effectivity.

21 **SEC. 9. Repealing Clause.** – All laws, decrees, executive orders, executive  
22 issuances or letters of instruction, rules and regulations or any part thereof  
23 inconsistent with or contrary to the provisions of this Act are hereby deemed  
24 repealed, amended or modified accordingly.

25 **SEC. 10. Separability Clause.** – If, for any reason or reasons, any part or  
26 parts of this Act shall be declared unconstitutional or invalid by any competent court,  
27 other sections or provisions hereof not affected thereby shall continue to be in full  
28 force and effect.

29 **SEC. 11. Effectivity Clause.** – This Act shall take effect immediately after  
30 its publication in the Official Gazette or in a newspaper of general circulation.

31 *Approved,*