

9 MAY -6 PG 04

SENATE

S.B. No. 3221

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Introduced by Senator Loren Legarda

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**EXPLANATORY NOTE**

Very low pay and insufficient benefits significantly drive Filipino health workers to migrate en masse abroad where the pay and benefits are enough reasons to leave behind their country and families. The difference between what they earn here and what they earn abroad are worlds apart. For medical doctors, a median monthly compensation of P138,549.00 is obtained for 17 countries; while for nurses, P38,126.00 for 36 countries. As late as 2006, the average monthly wage rate for doctors in the Philippines is a mere P18,134.00 and for nurses, P8,944.00. The salaries by health workers also pale in comparison with those of educators, accountants, and engineers who have salaries ranging from P14,041.00 to P24,921.00. Other human resources in the health sector such as midwives, dentists, and physical therapists are in no better positions.

In the hands of health workers are matters of, quite literally, life and death. To retain them in the country for the service of the Filipino people should be a matter of utmost priority.

This bill pushes for higher entry salary grade levels for health workers so as to halt their emigration en masse. *The Filipino people are in need of our skillful doctors and nurses; our doctors and nurses deserve a decent living.*

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

  
**LOREN LEGARDA**

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AN ACT  
INCREASING THE ENTRY LEVEL SALARY OF PRIORITY HUMAN  
RESOURCES FOR HEALTH (HRH)

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

ARTICLE I

General Provisions

**SECTION 1.** *Short Title.* This Act shall be known as "Entry Level Salary of Human Resources for Health Act of 2009".

**SECTION 2.** *Statement of Policy.* Pursuant to Section 11 of Article XIII of the Constitution, it is hereby declared the policy of the State to provide increases in the salaries of entry level positions of priority HRH taking into account the necessity to retain competent health workers in the country and the hazards these HRH face in the workplace.

**SECTION 3.** *Governing Principle.* Government shall ensure the achievement of health for all Filipinos by providing accessible, affordable, and quality health services. The Government recognizes the critical role of the HRH in the realization of this vision.

The State shall ensure that HRH are:

- a) Equitably distributed such that adequate numbers are fielded based on needs not on the affluence and level of development of cities and key municipalities;
- b) Competent and capable of delivering quality health services, driven with the right motivation and attitudes;
- c) Fairly compensated considering the existing economic realities of the country; and
- d) Performing under the right work conditions with the right workload.

**SECTION 4. *Definition of Terms.*** For purposes of this Act, the following terms shall have the corresponding meaning:

Entry level – lowest level within a given hierarchy or class of employee.

HRH – acronym for human resources for health or health worker.

Priority HRH- refers to the list of health care workers which are included in the provisions of this act because they comprise the usual skill mix found in hospitals, health facilities and rural health units.

- Prioritization of HRH was based on the Human Resources for Health Master Plan (HRHMP) 2005-2030, 2006 HRH Stock Survey,

Salary – Wage or compensation for work done by an individual HRH.

- o Basic – Refers to basic compensation as stated in the unified Compensation and Position Classification System prescribed under Presidential Decree No. 985, as amended.
- o Gross – Over and above the basic salary that an HRH receives from his/her employers and includes allowances and benefits.

Salary Grade (SG) – designates a salary range to which a number of job titles are assigned.

## ARTICLE II

### Coverage

**SECTION 5. *National Coverage.*** This Act shall cover the jobs and/or position title of priority HRH on fulltime and part time basis, permanent or temporary, including casual, job order, contract of services and non-organic personnel of the government. Government owned or controlled corporations and financial institutions with original charters and uniformed personnel are encouraged to follow this Act, specifically those whose salary grades are below and/or not at par with the provisions of this Act.

**SECTION 6. *Local Government Units.*** Local government units shall adopt the provisions of this Act.

**SECTION 7. *Private Sector.*** Private sector shall adhere to the provisions stated in this Act.

## ARTICLE III

### New Entry Level and Salary Grades

**SECTION 8. *Adopting the New Entry Level Salary Grades for Priority HRH.*** The provisions on this Act shall replace and supplant the unified Compensation and Position Classification System prescribed under Presidential Decree No. 985, as amended.

The new entry level Salary Grade (SG) takes into consideration the following;

1. Number of years of study;
2. Presence of licensure examination or its equivalent;
3. Level of responsibility and occupational hazards; and
4. Comparability of qualifications.

Increases shall range from three to five SGs across different professions. The specific increases per HRH shall be defined in the Implementing Rules and Regulations.

The matrix below illustrates new salary grades compared to existing SG of selected HRH.

**Table1. Existing and New Entry Level Salary Grades (SG) for Priority HRH in the Government**

TYPE OF HRH	EXISTING SG	NEW ENTRY SG
Physician	SG 14	SG 22
Dentist	SG 13	SG 21
Nurse	SG 10	SG 18
Midwife	SG 6	SG 12
Medical Technologist (Med. Tech.)	SG 11	SG 17
Physical Therapists (PT)	SG 10	SG 16
Occupational Therapist (OT)	SG 10	SG 16
Pharmacist	SG 10	SG 16
Nutritionist-dietitian (ND)	SG10	SG 16
Radiologic Technologist (Rad. Tech.)	SG 8	SG 14
Medical Social Worker (MSW)	SG 11	SG 16
Medical Records Officer (MRO)	SG 10	SG 15
Psychologist	SG 11	SG 16

**SECTION 9.** *Creation of New Plantilla Positions in the Government for other types of HRH.* For the other types of HRH that are not included in the matrix and no plantilla position has been created as of the time of the passage of this bill, the above provisions shall apply once plantilla positions have been created:

## ARTICLE IV

### Appropriations

**SECTION 10.** *Budget Appropriations.* In order to ensure the implementation of this Act, the following provisions shall be strictly adhered to:

- 1) The Department of Budget and Management shall appropriate funds for the implementation of this Act. Implementation shall take effect on the next fiscal year from approval of this Act.
- 2) Government owned and controlled corporations as well as local government units shall charge the implementation of this Act to their respective funds.
- 3) The private sector shall ensure mechanisms to implement the provisions of this Act.

## ARTICLE V

### Implementation

**Section 11.** *Implementation Scheme.* This Act shall be implemented within 5 years from the date of approval of the Implementing Rules and Regulations

## ARTICLE VI

### Final Provisions

**SECTION 12.** *Implementing Rules and Regulations.* The Department of Health shall within ninety (90) days after the approval of this Act, take the lead role in convening a Technical Working Group composed of Department of Budget and Management, Civil Service Commission, Department of Labor and Employment, Department of Interior and Local Government, Local Government Units and the private and labor sector that will formulate the Implementing Rules and Regulations of this Act, as well as undertake study on salary scheme beyond entry levels.

**SECTION 13.** *Separability Clause.* If any provision or part hereof, is held invalid or unconstitutional, the remainder of the law or the provision not otherwise affected shall remain valid and subsisting.

**SECTION 14.** *Repealing Clause.* Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with, the provisions of this Act is hereby repealed, modified or amended accordingly.

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

Approved,