

SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



Senate
Office of the Secretary

'13 JUL 16 P4:48

SENATE

RECEIVED BY: *ji*

S. No. 807

Introduced by Sen. Antonio "Sonny" F. Trillanes IV

Explanatory Note

Article 2, Section XVIII of the 1987 Constitution declares that "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare." However, the present condition of doctors of medicine working in government hospitals and public health institutions runs counter to the aforementioned policy.

The entry level for resident physicians in government service is Php15,841 as Medical Officer III. Although it is atypical for the Department of Health to confer Medical Officer I or II positions, local government units can do so. A junior resident physician who holds a position of Medical Officer I is entitled to a meager basic salary of Php 12,546. This does not do justice to our hardworking doctors who have spent years in their studies and whose duty goes beyond the normal eight-hour workload.

The government has in effect escorted doctors out of the country making the Philippines the second-largest exporter of physicians, next to India, as per a World Health Organization (WHO) report. Recent studies confirm that 70 percent of doctors have emigrated for higher-paying posts overseas and have even traded their medical profession to become nurses. Consequently, the exodus of doctors in the last five years is exacting a toll on the country's already second-rate health service. The ratio of doctor vis-a-vis patients in the Philippines is 1: 28, 493 (one doctor per 28, 493 Filipinos) - a far cry from the ideal 1: 1,000 ratio prescribed by the WHO.

This bill seeks to address this alarming outflow of doctors and its repercussions by increasing the salary of government physicians and providing additional incentives therefor. This bill aims to afford our government doctors the right to a decent pay and benefits long withheld from them. The incentives shall include Loyalty Service Pay, Transportation, Representation, Food, and Medical Allowances, and Educational Grant Redound.

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


ANTONIO "SONNY" F. TRILLANES IV
Senator



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AN ACT
PROVIDING FOR AN INCREASE IN THE SALARY OF GOVERNMENT
PHYSICIANS AND ADDITIONAL INCENTIVES APPROPRIATING FUNDS
THEREFOR

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

1 **SECTION 1. Policy.**- It is hereby declared the policy of the State to continuously promote and
2 improve the social and economic well-being of government physicians as well as their living and
3 working conditions to help ensure, promote and maintain the delivery of basic health services.

4

5 **SEC. 2. Coverage.**- The provision of the Act shall apply to all government physicians. As
6 used in this Act, government refers to Doctors of Medicine duly certified by the Professional
7 Regulatory Commission (PRC) who are in the active practice of medicine, employed by the
8 nation~ government or a local government unit, as the case may be, either in public health
9 institutions or in any government or a local government unit, as the case may be, either in public
10 health institutions or in any government agency or instrumentality.

11

12 **SEC. 3. Salary Grade Adjustment.**- The minimum base pay of physicians working in
13 government shall not be lower than Salary Grade 27 prescribed under Republic Act No. 6758,
14 otherwise known as the Compensation and Classification Act of 1989.

15

16 **SEC. 4. Loyalty Service Pay.**- An annual loyalty pay equivalent to Fifty Thousand Pesos
17 (P50,000.00) to government physicians who have rendered at least three (3) years of government
18 service. This will take effect immediately after the approval of this Act.

1 **SEC. 5. *Transportation, Representation, Food, and Medical Allowances.***- All
2 government physicians shall be entitled to the following monthly allowances:

3

| Area of Assignment | Amount of TA & RA | Amount of FA | Amount of MA |
|---|-------------------|--------------|--------------|
| All cities and 1st class municipalities | P10,000.00 | P5,000.00 | P5,000.00 |
| 2nd class and 3th class municipalities | P12,000.00 | P8,000.00 | P6,000.00 |
| 4th class and 5th class municipalities | P15,000.00 | P10,000.00 | P8,000.00 |
| 6th class municipalities | P18,000.00 | P12,000.00 | P10,000.00 |

4

5 **SEC. 6. *Educational Grant.***- All government physicians who have rendered at least five
6 (5) years of continuous service in government shall be entitled to an educational grant not to
7 exceed Two Hundred Thousand Pesos (P200,000.00) for any medical course or training availed
8 here or abroad.

9
10 **SEC. 7. *Repealing Clause.***- All laws, rules, regulations, orders, circulars, and
11 memoranda inconsistent with any provisions of this Act are hereby repealed or modified
12 accordingly.

13
14 **SEC. 8. *Separability Clause.***- Should any provision of this Act be declared invalid or
15 unconstitutional, no other provisions hereof shall be thereby affected.

16
17 **SEC. 9. *Appropriation.***- The amount necessary for the implementation of this Act for the
18 first five (5) years shall be sourced out from the gross annual revenues of the Government
19 Service Insurance System (GSIS) and thereafter in a special fund to be included in the annual
20 General Appropriations Act.