

15 JUL 23 P2:46

SENATE

S. B. 2865

RECEIVED BY: 

Introduced by Senator Poe

**AN ACT
TO INCLUDE DENTISTS IN THE PLANTILLA OF POSITION IN THE
DEPARTMENT OF HEALTH AND IN ALL PUBLIC INSTITUTIONS AND TO
UPGRADE THE RANKS AND SALARY SCALES OR LEVELS OF ALL
GOVERNMENT DENTISTS, FROM SALARY GRADE 16 TO 22
IN THE SALARY STANDARDIZATION LAW**

Explanatory Note

This legislation seeks to upgrade the salary grades of all government dentists and the dental staff in recognition of their important role in maintaining and promoting the oral health of the people and to encourage more dentists to render public service with utmost dedication, commitment and professionalism.

The state of wellness of a person largely depends on how people take care of themselves and how they are treated and attended by health professionals particularly those employed in the government service. To keep people healthy and fit is a collaborative effort not only by the medical doctors and nurses but also by the other health professionals depending on their health needs just like the dentists, dental hygienist and dental aides in relation to their oral health needs.

The oral health status of the country reveals an alarmingly high prevalence rate for dental carries (87%) and periodontal disease (47%)¹. In the Asia-Pacific, the Philippines ranks second among countries with poor oral health. These data states that there is indeed so much to be done to improve oral health of the country; however, the dentists/patient ratio of 1:50,000 makes it impossible to attain the required reduction of the dental problem particularly dental caries being the country's number one health problem and periodontal disease, these two being the most leading oral health problems.

Article II, Section 15 of the Philippine Constitution provides that "[t]he State shall protect and promote the right to health of the people and instill health consciousness among them." And to ensure that oral health of the public is well maintained and sustained towards attainment of a guaranteed quality of life, the government dentists play the lead role in fulfilling this mandate and in faithful adherence to their sacred vow to their profession. In reciprocity, the State holds its duty to observe importance and equity in granting benefits as well as promoting the welfare of all its public servants.

Every health worker is an asset or resource to be valued, developed and utilized in the delivery of basic health services to the public. The development and retention of highly competent and professional workforce in the public service shall be the main concern of every agency and the establishment of career paths plans for every category of public health, serves as one of the basis for upgrading positions, reclassifications and standardizing salary scales, such that, positions requiring longer study be upgraded and given corresponding pay scale. (Rule XIX of the Magna Carta for Public Health Workers)

¹ NMEDS, 2011

In the original Salary Standardization Law, the dentists were not included in the list of re-allocated positions listed in the DBM NBC No. 521 s.2009 and were given only a very mean one salary grade increase upon their inclusion in 2011. In the current Rationalization Program of the government, the dentists were again not included in the position classification in the Department of Health, Department of Education and other government agencies.

This bill is submitted with the intention of according the zeal, passion and honor richly deserved by the members of the dental medicine profession.

In this context, the enactment of this legislation is earnestly sought.


GRACE POE

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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 Government Dentists' Salary
2 Upgrading Act of 2015."
3

4 **SECTION 2. Declaration of Policy.** - It is the Government's concern and responsibility
5 to provide adequate remuneration for health workers to enhance general welfare and to attract and
6 retain its rightful share of talents with the end in view of fulfilling the state policy of providing
7 essential health services to all Filipinos.
8

9 **SECTION 3. Inclusion of Dental Position in the Plantilla of Position in all Public**
10 **Health Institutions.** - Oral Health is an integral part of the general health and well-being of a
11 person which shall be carried out by dental professionals and dental auxiliaries. For this purpose,
12 the position of Government Dentist is hereby included in the plantilla of the Department of Health
13 and in all public institutions, and shall be upgraded from Salary 16 to 22 or higher as adjusted.
14

15 **SECTION 4. Coverage.** - This Act shall cover all dentists in all public health institutions,
16 whether nationally or locally funded.
17

18 **SECTION 5. Implementing Rules and Regulations.** - The Department of Health and the
19 Department of Budget and Management shall promulgate the necessary rules and regulations of
20 the provisions of this Act.
21

22 **SECTION 6. Appropriation.** - The Government shall appropriate such amount as may
23 be necessary to carry out the objectives of this act. Initial funds required for the implementation of
24 this Act shall be sourced from the savings of the Executive Branch of the government and other
25 possible sources that may be determined by the Office of the President. The subsequent funds
26 needed shall be included in the General Appropriations Act for the year following the
27 implementation of this Act.
28

29 **SECTION 7. Separability Clause.** - Should any provision of this act be declared invalid
30 or unconstitutional, the validity or constitutionality of the other provisions shall not be affected
31 thereby.
32

1 **SECTION 8. Repealing Clause.** – All laws, decrees, letters of instruction, resolutions,
2 orders, ordinances or parts thereof which are consistent with the provisions of this Act, are hereby
3 repealed, amended, or modified accordingly.

4 **SECTION 9. Effectivity.** – This Act shall take effect fifteen (15) days after its complete
5 publication in the Official Gazette or in at least two (2) newspapers of general circulation,
6 whichever comes earlier.

7
8 Approved.
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