



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

'16 DEC -7 A11 :38

Senate Bill No. 1268

(In substitution of Senate Bill Nos. 57 and 526)

RECEIVED BY:

Prepared Jointly by the Committees on Civil Service, Government Reorganization and Professional Regulation; Health and Demography; and Finance with Senators Pangilinan, Trillanes IV, Hontiveros and Legarda as authors

AN ACT

PROVIDING FOR AN INCREASE IN THE SALARY OF, AND ADDITIONAL INCENTIVES FOR, GOVERNMENT PHYSICIANS AND APPROPRIATING FUNDS THEREFORE

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
2 promote and improve the social and economic well-being of government physicians as well
3 as their living and working conditions to help ensure, promote and maintain the delivery of
4 basic health services.

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

12
13 **SEC. 3. Salary Grade Adjustment.** - The minimum base pay of physicians working in
14 government shall not be lower than Salary Grade 24 pursuant to Department of Budget and
15 Management (DBM) and Department of Health (DOH) Joint Circular NO. 2013-1 dated
16 September 23, 2013 entitled *Revised Standards on Organizational Structure and Staffing*
17 *Pattern of Government Hospitals.*

18
19 **SEC. 4. Loyalty Service Pay.** - An annual loyalty pay equivalent to seventy-five
20 percent (75%) of the prevailing (1) month basic salary/base pay of government physicians
21 shall be given to government physicians who have rendered at least three (3) years of
22 government service. This will take effect immediately after the approval of this Act.

23
24 **SEC. 5. Transportation, Representation, Food, and Medical Allowances.** - All
25 government physicians assigned to geographically isolated and depressed areas and conflict
26 areas shall be entitled to the following monthly allowances:

Area of Assignment	Amount of TA & RA	Amount of FA	Amount of MA
Geographically Isolated Areas (GIDA)	P 15,000.00	P 10,000.00	P 8,000.00
Conflict Areas	P18, 000.00	P 12,000.00	P10, 000.00

1 **SEC. 6. Educational Grant and Return to Service Program.** - All government
2 physicians who have rendered at least five (5) years of continuous service in government
3 shall be entitled to an educational grant not to exceed Two Hundred Thousand Pesos (Php
4 200,000.00) for any medical course or training which may be availed of here or abroad.
5 *Provided*, that those who have availed of such grant shall render and participate into a
6 *Return of Service Program* at any public hospital or institution for such period which shall be
7 determined as far as practicable by DOH and /or institution from which such grant was
8 received.

9
10 **SEC. 7. Implementing Guidelines.** – The DOH, in consultation with the DBM and
11 the Department of Interior and Local Government (DILG), shall issue such implementing
12 guidelines as may be appropriate for the purpose of implementing the provisions of this Act
13 within ninety (90) days from the approval thereof.

14
15 **SEC. 8. Appropriation.** - The Government shall appropriate such amounts as may be
16 necessary to fund the salary increase, allowances and other benefits provided in this Act. The
17 initial funds required for the implementation of this Act shall be sourced from the savings of
18 the Executive Department as well as other possible sources as may be determined by the
19 Office of the President. The funds necessary for the implementation of the Act in subsequent
20 years shall be included in the General Appropriations Act to be proposed by the DBM
21 annually.

22
23 **SEC. 9. Repealing Clause.** - All laws, rules, regulations, orders, circulars, and
24 memoranda inconsistent with any provisions of this Act are hereby repealed or modified
25 accordingly.

26
27 **SEC. 10. Separability Clause.** - Should any provision of this Act be declared invalid
28 or unconstitutional, no other provisions hereof shall be thereby affected.

29
30 **SEC. 11. Effectivity Clause.** - This Act shall take effect fifteen (15) days after the
31 completion of its publication in the Official Gazette or in at least two (2) newspapers of
32 general circulation.

Approved,