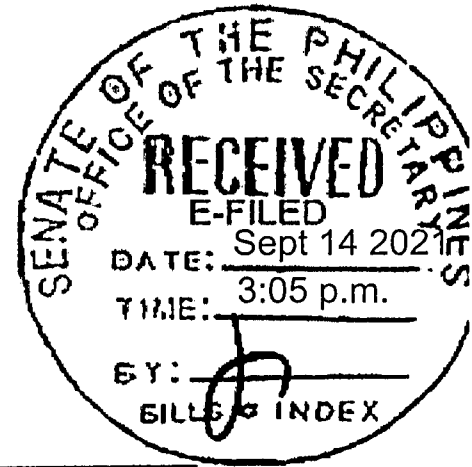


EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

SENATE
S. B. No. 2398



INTRODUCED BY SENATOR CHRISTOPHER LAWRENCE "BONG" T. GO

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

EXPLANATORY NOTE

The unprecedented COVID-19 pandemic has led to a considerable loss of human life worldwide and presents an out of ordinary challenge to the health care system, both public and private. As the coronavirus continuously spreads around the world and the number of infections and deaths proliferate, we see emerging healthcare workers on the front lines of the COVID-19 pandemic response, selflessly take lifesaving work against the virus.


Millions of medical frontliners have faced the challenge of providing care for patients with COVID-19, while often ill-equipped and poorly prepared, risking their own lives to save the lives of others. They are the most essential aspect of the response and the country is forever honored for their dedication, professionalism and commitment.

As healthcare workers continue their lifesaving work, it is incumbent upon us to show our gratitude by providing them allowances and benefits that may improve the financial situation of both our public and private healthcare workers. They should

not be made to indefinitely bear the pressure of fighting a deadly virus without adequate compensation.

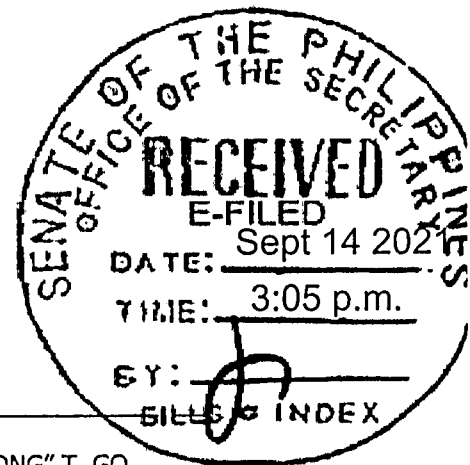
This bill provides allowances and benefits to healthcare workers during the existence of the state of public health emergency due to the COVID-19 pandemic.

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


SENATOR CHRISTOPHER LAWRENCE "BONG" T. GO

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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 as the "Allowances and
2 Benefits for Healthcare Workers Act of 2021."

3
4 **SEC 2. Declaration of Policy.** - It is hereby declared the policy of the State
5 to ensure that the general welfare of Filipino healthcare workers is promoted through
6 adequate compensation and benefits commensurate to their educational attainment
7 and the services they provide, which are critical to the promotion of health, disease
8 prevention, and health care services delivery.

9
10 **SEC 3. Coverage.** -- The provisions and benefits provided under this Act
11 shall be given to all healthcare workers who are engaged in health and health-related
12 work in health facilities during the state of public health emergency due to the COVID-
13 19 pandemic as declared by the President of the Philippines. Healthcare workers shall
14 include medical, allied health professional, administrative and support personnel,
15 employed regardless of their employment status.

1 **SEC 4. Allowances and Benefits.** – The following shall be provided to all
2 healthcare workers covered under Section 3 of this Act:

3 (a) A fixed monthly COVID-19 special risk allowance for every month that they
4 are serving during the state of national emergency as declared by the
5 President: Provided, That the COVID-19 special risk allowance of public
6 health workers shall be in addition to the hazard pay granted under Republic
7 Act No. 7305 or the "Magna Carta of Public Health Workers";

8 (b) Active Hazard Duty Pay exclusively for public health workers for every
9 month that they are serving during the state of national emergency as
10 declared by the President: Provided, That the Active Hazard Duty shall be
11 in addition to the hazard pay granted under Republic Act No. 7305 or the
12 "Magna Carta of Public Health Workers";

13 (c) Assumption of all medical expenses by the Philippine Health Insurance
14 Corporation in case of exposure to COVID-19 or any work-related injury or
15 disease;

16 (d) Provision of compensation to public and private healthcare workers who
17 have contracted COVID-19 in the line of duty, with the following amounts,
18 upon submission of required documents to support claims:

19 (1) In case of death of the health worker, One million pesos (P1,000,000)
20 shall be provided to the heirs of the health worker;

21 (2) In case of sickness, for a severe or critical case, One hundred thousand
22 pesos (P100,000) shall be provided to the health worker; and

23 (3) In case of sickness, for a mild or moderate case, Fifteen thousand pesos
24 (P15,000) shall be provided to the health worker;

25 (e) Provision of life insurance, accommodation, transportation, and meals, or
26 their cash equivalent.

27
28 The provision of the foregoing benefits shall have retroactive application from
29 July 1, 2021, and shall be exempt from income tax.

30
31 **SEC 5. Appropriation.** The amount necessary for the implementation of this
32 Act shall be charged against the current year available appropriations of the

1 Department of Health and/or the current year's Miscellaneous Personnel Benefit Fund,
2 and any sources available as may be identified by DBM. Thereafter, the amount
3 necessary for its continuous implementation shall be included in the Annual General
4 Appropriations.

5

6 **SEC 6. Implementing Rules and Regulations.** - Within thirty days (30)
7 days from the effectivity of this Act, the Department of Health and the Department of
8 Budget and Management, in consultation with other government agencies and
9 concerned stakeholders, shall issue the rules and regulations necessary to effectively
10 implement the provisions of this Act.

11

12 **SEC 7. Separability Clause.** - If any provision is held invalid or
13 unconstitutional, the remainder of the law or provision not otherwise affected shall
14 remain valid and subsisting.

15

16 **SEC 8. Repealing Clause.** - Any law, presidential decree or issuance,
17 executive order, letter of instruction, administrative order, rule, or regulation contrary
18 to or inconsistent with the provisions of this Act is hereby repealed, modified, or
19 amended accordingly.

20

21 **SEC 9. Effectivity Clause.** - This Act shall take effect fifteen (15) days after
22 is publication in at least two (2) newspaper of general circulation.

Approved,