


THIRTEENTH CONGRESS OF THE }
REPUBLIC OF THE PHILIPPINES }
Second Regular Session

6 JUN -7 P.M.

SENATE
S. No. 2377 RECEIVED BY: 

INTRODUCED BY HON. MANNY VILLAR


EXPLANATORY NOTE

Our doctors and nurses, as well as other public health workers, play an indispensable role in promoting our people's health. They hold great responsibilities yet receive measly salaries leading to their migration to work in countries like the USA, Europe and some Asian countries like Japan which give higher salaries that can help improve their standard of living and give their families comfortable lives.

There is a need to stem the massive migration of our doctors, nurses and other health workers or our whole health system could collapse.

This bill seeks to increase the compensation of health workers in the government service to be more competitive with other professions, and thereby minimize the problem of brain drain in our country.


In view of the foregoing, approval of this bill is recommended.


MANNY VILLAR

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**AN ACT PROVIDING FOR THE STANDARDIZATION OF THE RATES OF
COMPENSATION OF THE DOCTORS, NURSES AND OTHER HEALTH WORKERS
IN THE GOVERNMENT SERVICE AND APPROPRIATING FUNDS THEREFOR.**

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

SECTION 1. Title. - This Act shall be known as the "Public Health Workers
Compensation Structure of 2005."

SEC. 2. Statement of Policy. - It is hereby declared the policy of the State to
establish a highly motivated salary structure for public health workers to prevent the
imminent and inevitable collapse of the Health System in our country. To achieve this
objective, the government shall promote and maintain high morale among public health
workers by upgrading and standardizing their rates of compensation commensurate to
the sacrifices and hazards associated with their position and functions.

SEC. 3. Coverage. - All doctors, nurses and health workers in the government
service shall be covered by this Act.

SEC. 4. Pay rate. - The basic pay of health workers with salary grade 22 and
below shall be upgraded from their current salary grade to two grades higher.

SEC. 5. Implementing Rules and Regulations. - The Department of Health, in
coordination with the Department of Budget and Management, shall issue the
necessary rules and regulations for the effective implementation of this Act.

SEC. 6. Funding. - The funding sources for the amounts necessary to implement
this Act shall be as follows:

a) For workers in national government, the amount shall be charged against the
savings of their respective offices under the current General Appropriations Act.
Thereafter, such amounts as are needed shall be included in the annual General
Appropriations Act;

b) For workers in the Local Government Units, the amount shall be charged
against their respective local funds. Local government units which do not have
adequate or sufficient funds shall only partially implement the upgraded rates: Provided
that any partial implementation shall be uniform and proportionate for health workers
positions in each local government unit concerned.

SEC. 7. Repealing Clause. - All laws, decrees, executive orders and other
issuances or parts thereof inconsistent with this Act are hereby repealed or modified
accordingly.

SEC. 8. Effectivity. - This Act shall take effect upon its approval.

Approved,