

SENATE

S. No. 319

Introduced by Senator Antonio "Sonny" F. Trillanes IV

**EXPLANATORY NOTE**

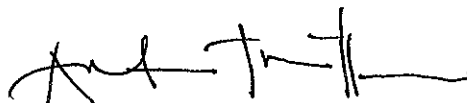
Article 2, Section XVIII of the 1987 Constitution declares that "The State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare." However, the present condition of doctors of medicine working in government hospitals and public health institutions 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.<sup>1</sup> 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-à-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

<sup>1</sup> Five top Filipino doctors named. Manila Standard Today. 18 October 2007.

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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 House of Representatives of the Philippines in Congress assembled.*

1           **SECTION 1. Policy.** – It is hereby declared the policy of the State to  
2 continuously promote and improve the social and economic well-being of government  
3 physicians as well as their living and working conditions to help ensure, promote and  
4 maintain the delivery of 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 refers to Doctors of Medicine duly certified  
8 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  
10 may be, either in public health institutions or in any government or a local government  
11 unit, as the case may be, either in public health institutions or in any government agency  
12 or instrumentality.

13  
14           **SEC. 3. Salary Grade Adjustment.** – The minimum base pay of physicians  
15 working in government shall not be lower than Salary Grade 27 prescribed under  
16 Republic Act No. 6758, otherwise known as the Compensation and Classification Act of  
17 1989.

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

6           **SEC. 5. Transportation, Representation, Food, and Medical Allowances.** – All  
 7 government physicians shall be entitled to the following monthly allowances:

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

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

16           **SEC. 7. Repealing Clause.** – All laws, rules, regulations, orders, circulars, and  
 17 memoranda inconsistent with any provisions of this Act are hereby repealed or modified  
 18 accordingly.

20           **SEC. 8. Separability Clause.** – Should any provision of this Act be declared  
 21 invalid or unconstitutional, no other provisions hereof shall be thereby affected.

22           **SEC. 9. Appropriation.** - The amount necessary for the implementation of this  
 23 Act for the first five (5) years shall be sourced out from the gross annual revenues of the

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

5           **SEC. 10. *Implementing Rules and Regulations.*** – The Department of Budget and  
6 Management (DBM), shall, within sixty (60) days after its approval prepare and issue the  
7 necessary guidelines to implement the same.

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9           **SEC. 11. *Effectivity.*** – This Act shall take effect fifteen (15) days following bits  
10 publication in at least two (2) national newspapers of general circulation.

Approved,