Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3923

Introduced by Hon. Anthony Peter “Onyx” D. Crisologo

AN ACT
SETTING THE MINIMUM MONTHLY PAY OF GOVERNMENT PHYSICIANS, PROVIDING THEM BENEFITS, AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

One of the major problems in the Philippines is the delivery of health care services to many poor patients in the country. This is caused by the lack of resources and medical experts in many of our existing government medical institutions.

The enhancement of the doctor-to-patient ratio is needed to significantly improve the situation of our Health Care System. The increase in number of government physicians can facilitate a more accessible and responsive health package that will cater to people’s health needs and issues. In order to achieve this, we shall take measures to guarantee that the country produces enough medical practitioners who are willing to work for the government.

This bill aims to encourage licensed medical doctors to offer their services to the government by providing them with decent salary and incentives commensurate to the demands of their work.

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

ANTHONY PETER “ONYX” D. CRISOLOGO
Representative
First District, Quezon City
Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

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

SECTION 1. Reiteration of Policy. The policy of the state to “adopt
integrated and comprehensive approach to health development which shall
endeavor to make essential goods, health and other social services available
to all people at affordable cost” is hereby reiterated.

SECTION 2. Salary Grade Adjustment. The minimum compensation
of government physicians shall not be lower than Salary Grade 24.

SECTION 3. Scope. This Act shall apply to all physicians who are
regular employees of the local government units, national government or any
of its instrumentalities and who render at least forty (40) hours a week.
Physicians, as used in this Act, refer to those who have passed the physician
licensure examination given by the Professional Regulation Commission and
who are in the practice of the medical profession.

SECTION 4. Incentives. Government physicians assigned to far-
flung, depressed, or conflict areas shall be entitled to subsistence allowance
and hazard pay. The amounts of these allowances shall be fixed by the
Department of Health taking into consideration the prevailing laws, rules
and regulations on the matter.

SECTION 5. Longevity Pay. All government physicians who have
rendered at least five (5) years of continuous and meritorious government
service shall be entitled to monthly longevity pay equivalent to five percent
(5%) of their monthly basic pay. The 5-year period shall commence from
the effectivity of this Act.

SECTION 6. Educational Grant and Return to Service Program. All
government physicians who have rendered at least 5 years of continuous and
meritorious government service shall be entitled to an educational grant for
any medical course or training within or outside the country in an amount
not exceeding Two Hundred Thousand Pesos (Php200,000.00). The
recipients of this grant shall partake in the Return to Service Program and
shall not leave the government service within a period of two (2) years from
the completion of the course or training. Should the grantee decide the leave
the government service within this period, he/she shall refund the amount of
the grant.

SECTION 7. Implementing Rules and Regulations. The Department
of Health in coordination with the Civil Service Commission, Department of
Budget and Management, and the Department of Interior and Local
Government, shall issue the implementing rules and regulations appropriate
for the purpose of this Act within ninety (90) days from the approval of this
Act.

SECTION 8. Appropriation. The amount necessary to implement the
provisions of this Act shall be included in the General Appropriations Act
for the year following the approval of this Act.

SECTION 9. Repealing Clause. All laws, acts, presidential decrees,
executive orders, proclamations and/or administrative regulations which are
inconsistent with the provisions of this Act, are hereby amended, modified,
superseded or repealed accordingly.

Sec. 10. Separability Clause. The provisions of this Act are hereby
declared separable, and in the event one or more of such provisions or part
thereof are declared unconstitutional, such declaration of unconstitutionality
shall not affect the validity of the other provisions thereof.

SECTION 11. Effectivity Clause. This Act shall take effect fifteen
(15) days following the completion of its publication in two (2) national
newspapers of general circulation.

Approved,