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

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7644

Introduced by ANG PROBINSYANO
Party-List Representative Alfred Delos Santos

EXPLANATORY NOTE

Quoting some lines from the Hippocratic Oath, an oath stating the obligations and proper conduct of doctors:

“...I will use my power to help the sick to the best of my ability and judgment. I will abstain from harming or wrong doing any man by it...Whenever I go into a house I will go to help the sick and never with the intention of doing harm or injury...If therefore, I observe this oath and do not violate it, may I prosper both in my life and in my profession, earning good repute among all men for all time. If I transgress and foreswear this oath, may my lot be otherwise.”

It outlines the roles and responsibilities that doctors undertake in their profession. It is the role of the state to provide assistance to our doctors for them to fulfill their oath and duties, but we are far from this reality. In the current pandemic, the spotlight has been focused on the shortcomings of our healthcare delivery system. From the inability of a lot of healthcare facilities to accommodate COVID-19 patients to the stories of uncompetitive compensation to various healthcare personnel, we are witnessing what has been the subject of headlines for so many years, yet we have not been able to do enough to help our doctors.

The Philippine Medical Association said there are 130,000 licensed physicians in the country, but only 70,000 are active in the profession.¹ A good number have actually turned to turned and work as nurses overseas. Furthermore, a lot of Filipinos, especially those living in far-flung areas have never seen a doctor in their whole life and are not accustomed to healthcare procedures. Salary is a vital factor why many areas in the rural and underserved areas have no doctors to serve their communities. Even if they receive relatively higher salaries

¹ https://today.mims.com/doctor-shortage-in-the-philippines-an-analysis
compared to those employed in the private sector, they handle more jobs. There are a lot of instances where the shortage of government doctors has led to the few of them serving more than what is necessary.

This bill aims to address this problem. By institutionalizing higher and competitive salaries, we actively address the “brain drain” issue of our doctors from leaving our country. It aims to promote the dignified role of government doctors through commensurate compensation and with this respect, motivate more of them to fulfill their oath in a way that serves and uplifts the healthcare situation of our fellow Filipinos.

In view of the foregoing, the urgent passage of this bill is highly encouraged.

ALFRED G. DELOS SANTOS
Representative, Ang Probinsyano Partylist
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AN ACT UPGRADING THE BASIC SALARY OF GOVERNMENT MEDICAL DOCTORS FROM SALARY GRADE 21 TO SALARY GRADE 23  

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

SECTION 1. Short Title. — This Act shall be known as the “Government Medical Doctors Salary Upgrading Act of 2020.”  

SECTION 2. Declaration of Policy. — It is hereby declared the policy of the State to guarantee the retention of competent doctors by ensuring that the remuneration due to them is commensurate to their workload. The State shall protect and promote the right of doctors to just compensation.  

SECTION 3. Increase in the Minimum Salary Grade Level. — The present minimum salary grade level of government medical doctors shall be upgraded from Salary Grade Twenty-One (21) to Salary Grade Twenty-Three (23).  

SECTION 4. Coverage. — This Act shall cover all government medical doctors.  

SECTION 5. Budget Required. - The Department of Health shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all corresponding Government Medical Doctor positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.
SECTION 6. Appropriations. — The amount necessary for the immediate implementation of the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION 7. Implementing Rules and Regulations. — The Secretary of the Department of Health (DOH) and the Secretary of the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 8. Separability Clause. – If any provision or part of this Act is held invalid or unconstitutional, the remaining provisions or parts unaffected shall remain in full force and effect.

SECTION 9. Repealing Clause. – All laws, executive orders, presidential decrees or issuances, letters of instruction, administrative orders, rules, and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 10. Effectivity Clause. – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,