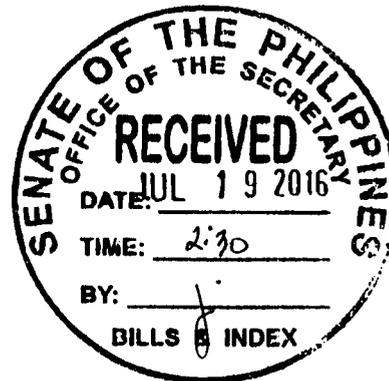


SEVENTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



SENATE

S. No. 526

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· Introduced by Senator Antonio "Sonny" F. Trillanes IV

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AN ACT

PROVIDING FOR AN INCREASE IN THE SALARY OF GOVERNMENT PHYSICIANS AND ADDITIONAL INCENTIVES APPROPRIATING FUNDS THEREFORE

EXPLANATORY NOTE

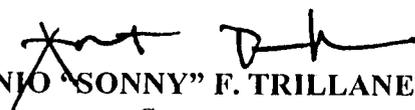
Article 2, Section XVIII of the 1987 Constitution declares that the "State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare". However, the present condition of Doctors of Medicine working in government hospitals and public health institutions runs counter to the aforementioned policy.

The entry level for resident physicians in government service is Php 43,439.00 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 28,417.00. This does not do justice to our hardworking doctors who have spent years in their studies and whose duty goes beyond the normal eight (8) 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 seventy percent (70%) of doctors have emigrated for higher-paying posts overseas and have even traded their medical profession to become nurses. 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-a-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

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AN ACT  
PROVIDING FOR AN INCREASE IN THE SALARY OF GOVERNMENT  
PHYSICIANS AND ADDITIONAL INCENTIVES APPROPRIATING FUNDS  
THEREFORE

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

1           **SECTION 1. Policy.** - It is hereby declared the policy of the State to continuously  
2 promote and improve the social and economic well-being of government physicians as well  
3 as their living and working conditions to help ensure, promote and maintain the delivery of  
4 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 by  
8 the Professional Regulatory Commission (PRC) who are in the active practice of medicine,  
9 employed by the national government or a local government unit, as the case may be, either  
10 in public health institutions or in any government or a local government unit, as the case may  
11 be, either in public health institutions or in any government agency or instrumentality.

12  
13           **SEC. 3. Salary Grade Adjustment.** - The minimum base pay of physicians working in  
14 government shall not be lower than Salary Grade 27 prescribed under Executive Order No.  
15 201 otherwise known as the Modified Salary Scheduled for Uniformed Personnel and  
16 Authorizing the Grant of Additional Benefits for both Civilian and Military and Uniformed  
17 Personnel.

18  
19           **SEC. 4. Loyalty Service Pay.** - An annual loyalty pay equivalent to Fifty Thousand  
20 Pesos (Php 50,000.00) to government physicians who have rendered at least three (3) years of  
21 government service. This will take effect immediately after the approval of this Act.

22  
23           **SEC. 5. Transportation, Representation, Food, and Medical Allowances.** - All  
24 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 1st class municipalities	P10,000.00	P5,000.00	P5,000.00
2nd class and 3th class municipalities	P12,000.00	P8,000.00	P6,000.00
4th class and 5th class municipalities	P15,000.00	P10,000.00	P8,000.00
6th class municipalities	P18,000.00	P12,000.00	P10,000.00

1           **SEC. 6. Educational Grant.** - All government physicians who have rendered at least  
2 five (5) years of continuous service in government shall be entitled to an educational grant  
3 not to exceed Two Hundred Thousand Pesos (Php 200,000.00) for any medical course or  
4 training availed here or abroad.  
5

6           **SEC. 7. Appropriation.** - The amount necessary for the implementation of this Act for  
7 the first five (5) years shall be sourced out from the gross annual revenues of the Government  
8 Service Insurance System (GSIS) and thereafter in a special fund to be included in the annual  
9 General Appropriations Act.  
10

11           **SEC. 8. Repealing Clause.** - All laws, rules, regulations, orders, circulars, and  
12 memoranda inconsistent with any provisions of this Act are hereby repealed or modified  
13 accordingly.  
14

15           **SEC. 9. Separability Clause.** - Should any provision of this Act be declared invalid or  
16 unconstitutional, no other provisions hereof shall be thereby affected.  
17

18           **SEC. 10. Effectivity Clause.** - This Act shall take effect fifteen (15) days after the  
19 completion of its publication in the Official Gazette or in at least two (2) newspapers of  
20 general circulation.

*Approved,*