

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session



**HOUSE BILL NO. 6956**

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Introduced by: **HON. "KUYA" JOSE ANTONIO R. SY-ALVARADO**

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**EXPLANATORY NOTE**

The State shall protect and promote the right to health of the people and instill health consciousness among them as provided for under Article II, Section 15 of the 1987 Constitution.

Since our frontliners work closely with the community, they are in a very crucial position to effect change in the sanitary habits and practices of the community. They work together with the rural health units in the prevention of epidemics and outbreaks of all kinds of diseases.

This bill seeks to upgrade the position of health workers in government hospitals, research institutions, and local government units to the next higher salary grade. By this, upgrading the salaries of our health workers, they can fulfill better their responsibilities to provide quality health care, truly responsive to the needs of the community's primary health care

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

**"KUYA" JOSE ANTONIO R. SY-ALVARADO**  
*Representative*  
*First District of Bulacan*

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE OF HEALTH WORKERS IN**  
**GOVERNMENT HOSPITALS, RESEARCH INSTITUTIONS AND LOCAL**  
**GOVERNMENT UNITS**

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

**SECTION 1. *Short Title.*** - This Act shall be known as the **"Government Doctors and Other Health Workers Salary Upgrading Act of 2020"**

**SECTION 2. *Declaration of Policy.*** - The State shall promote and protect the right to health of the people by providing each individual unimpaired access to affordable, quality and effective health services. Towards this end, the State shall ensure adequate remuneration and incentives for health workers in government hospitals, research institutions and local government units to attract them to remain in public service and to recognize their sacrifices as frontliners in the delivery of essential health services to the people particularly in times of public health crises.

**SECTION 3. *Upgrading of Salary Grade Level.*** - The present minimum salary grade level of the following health workers in government hospitals, research institutions and local government units shall be upgraded by two (2) salary grade levels:

- a. Physicians, except those occupying positions with Salary Grade 30;
- b. Hospital Administrators;
- c. Nursing Professionals which includes nurses and midwives;
- d. Pharmacists;
- e. Nutritionists and Dieticians;
- f. Sanitation Inspectors;
- g. Medical Technologists which includes Acupressure Technicians, Medical Laboratory Technicians, Medical Technologists and Radiologic Technologists; and
- h. Occupational, Physical, Respiratory and Speech therapists.

*Provided.* That government doctors occupying positions with Salary Grade 30 shall receive a Specialist's Allowance the amount of which shall be determined by the Secretary of Health. The Specialist's Allowance shall be in such amount which, when added to the basic salary of said physician, shall not result to a salary equivalent to the next salary grade level.

**SECTION 4. *Annual Loyalty Service Pay.*** - In recognition of their sacrifices and services, health workers in government hospitals and research institutions, in addition to incentives and benefits already granted them under existing laws, shall be entitled to an Annual Loyalty Service Pay equivalent to fifty percent (50%) of the prevailing basic monthly salary to



government physicians who have rendered at least three (3) years of government service, which shall take effect immediately upon effectivity of this Act.

**SECTION 5. *Appropriations.*** - Such initial amount as may be necessary to carry out the objectives of the Act shall be sourced from the savings of the Executive Branch of the government. Thereafter, subsequent funds needed shall be included in the General Appropriations Act for the year following the effectivity of this Act.

**SECTION 6. *Separability Clause.*** - If any of the sections or provisions of this Act is held invalid, all other provisions not effected thereby shall remain valid and subsisting.

**SECTION 7. *Repealing Clause.*** - Any presidential decree or issuance, executive order letter of instruction, administration order, rule or regulation contrary to or inconsistent with the provisions of this Act is hereby repealed, modified, or amended accordingly.

**SECTION 8. *Effectivity.*** - This Act shall take fifteen (15) days after its publication on the Official Gazette or in at least (2) newspapers of general circulation.

*Approved,*

