

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

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5323



Introduced by Representative ALYSSA SHEENA TAN

AN ACT
MANDATING ADEQUATE FACILITIES FOR THE SAFETY AND EFFECTIVENESS OF
ANCILLARY MEDICAL STAFF, INCREASING THEIR SALARY, PROVIDING FOR
THEIR BENEFITS, AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

In Section 15, Article II of the Constitution, it is declared a State policy that the right to health of the people shall be protected and promoted. In order to ensure this protection, hospitals have ancillary medical staff who perform important roles in providing health services. To further ensure the quality of service that ancillary medical staff provide, most of them have to go through licensure examinations in order for them to practice their profession.

It is unfortunate that ancillary medical staff have to go through rigorous training but generally receive low salaries upon entry in the work force. According to the 2018 Index of Occupational Services, Occupational Groups, Classes and Salary Grades released by the Department of Budget and Management, entry level medical technologists, radiologic technologists, occupational therapists, and physical therapists are classified under Salary Grade 11. This translates to said professionals receiving Php 20,754 per month, which is very low in light of the previous suggestion of the Socioeconomic Planning Secretary of the National Economic and Development Authority that a family of five needs Php 42,000 a month to live decently. Further recognizing the risks that these ancillary medical staff expose themselves to, it would appear that they are at a great disadvantage. Allowing them to suffer the health risks attached to their profession, along with the low salary that they receive is contrary to the Constitutional policy that the State shall protect the rights of workers and promote their welfare.

This bill seeks to address the needs of ancillary medical staff by providing a standard that would ensure their safety and efficacy. By mandating adequate facilities for their protection and productivity, the State would have consequently protected the right to health not only of its citizens, but also its medical staff. In addition, this bill raises the Salary Grade of ancillary medical staff to not lower than Salary Grade 13. By serving the interests of our ancillary medical workers, we would have protected them as laborers, promoted their welfare as such, and consequently, improved the right to health of the people.

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


Atty. Alyssa Sheena P. Tan, CPA
Representative, 4th District of Isabela

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17 *Be it enacted by the Senate and the House of Representatives of the Philippines in*
18 *Congress assembled:*
19

20 **SECTION 1. Declaration of Policy.** The State recognizes the vital role of ancillary medical
21 staff in the promotion of its citizens' right to health. Hence, it shall promote and improve
22 the social and economic well-being of the same in order to ensure and maintain the
23 delivery of quality basic health services.
24

25 **SECTION 2. Coverage.** The provisions of this Act shall apply to speech therapists,
26 occupational therapists, physical therapists, medical technicians, radiology technicians,
27 and other ancillary health care personnel employed in hospitals, health infirmaries, health
28 centers, rural health units, barangay health stations, clinics, and other health related
29 establishments owned and operated by the Government.
30

31 **SECTION 3. Salary Grade Adjustment.** The minimum base pay of entry-level speech
32 therapists, occupational therapists, physical therapists, and medical technicians, radiology
33 technicians, and other health care personnel shall not be lower than Salary Grade 13.
34

35 **SECTION 4. Allowances.** In addition to the base pay, the ancillary medical staff covered
36 by this Act shall receive a monthly allowance of at least One Thousand Pesos (P1,000).
37

38 **SECTION 5. Standard Equipment.** Necessary medical equipment for the safety and
39 efficacy of the covered ancillary medical staff shall be ensured by the hospitals, health
40 infirmaries, health centers, rural health units, barangay health stations, clinics, and other
41 health related establishments owned and operated by the Government
42

43 **SECTION 6. Appropriation.** The amount necessary to implement the provisions of this
44 Act is hereby appropriated out of any funds in the National Treasury not otherwise
45 appropriated; *Provided*, that the corresponding amount needed to implement this Act in
46 subsequent years shall be included in the annual General Appropriations Act for the
47 Department of Health.
48

49 **SECTION 7. *Implementing Rules and Regulations.*** The Department of Health, in
50 coordination with the Department of Budget and Management, shall promulgate such
51 rules and regulations necessary to implement this Act.
52

53 **SECTION 8. *Separability Clause.*** If any part or provision of this Act shall be held
54 unconstitutional or invalid, the other provisions not affected shall remain to be in full force
55 and effect.
56

57 **SECTION 9. *Repealing Clause.*** All other laws, decrees, executive orders, and other
58 administrative issuances and parts thereof which are inconsistent with the provisions of
59 this Act are hereby modified, superseded, or repealed accordingly
60

61 **SECTION 10. *Effectivity.*** This Act shall take effect fifteen (15) days following its
62 publication in the Official Gazette or in a major newspaper of national circulation in the
63 Philippines.
64

65 *Approved,*