

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**

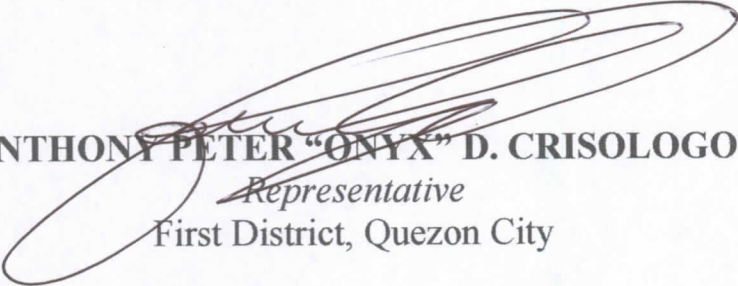
**EXPLANATORY NOTE**

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

1                                **Republic of the Philippines**  
2                                **HOUSE OF REPRESENTATIVES**  
3                                **Quezon City, Metro Manila**

4  
5                                **EIGHTEENTH CONGRESS**  
6                                **First Regular Session**

7  
8                                **HOUSE BILL NO. 3923**  
9

10  
11                                **Introduced by Hon. Anthony Peter “Onyx” D. Crisologo**  
12

13  
14                                **AN ACT**  
15                                **SETTING THE MINIMUM MONTHLY PAYOF GOVERNMENT**  
16                                **PHYSICIANS, PROVIDING THEM BENEFITS, AND**  
17                                **APPROPRIATING FUNDS THEREFOR**  
18

19                                *Be it enacted by the Senate and House of Representatives of the*  
20                                *Philippines in Congress assembled.*  
21

22                                **SECTION 1. *Reiteration of Policy.*** The policy of the state to “*adopt*  
23                                *integrated and comprehensive approach to health development which shall*  
24                                *endeavor to make essential goods, health and other social services available*  
25                                *to all people at affordable cost*” is hereby reiterated.  
26

27                                **SECTION 2. *Salary Grade Adjustment.*** The minimum compensation  
28                                of government physicians shall not be lower than Salary Grade 24.  
29

30                                **SECTION 3. *Scope.*** This Act shall apply to all physicians who are  
31                                regular employees of the local government units, national government or any  
32                                of its instrumentality and who render at least forty (40) hours a week.  
33                                Physicians, as used in this Act, refer to those who have passed the physician  
34                                licensure examination given by the Professional Regulation Commission and  
35                                who are in the practice of the medical profession.  
36

37                                **SECTION 4. *Incentives.*** Government physicians assigned to far-  
38                                flung, depressed, or conflict areas shall be entitled to subsistence allowance  
39                                and hazard pay. The amounts of these allowances shall be fixed by the  
40                                Department of Health taking into consideration the prevailing laws, rules  
41                                and regulations on the matter.  
42

43                                **SECTION 5. *Longevity Pay.*** All government physicians who have  
44                                rendered at least five (5) years of continuous and meritorious government  
45                                service shall be entitled to monthly longevity pay equivalent to five percent  
46                                (5%) of their monthly basic pay. The 5-year period shall commence from  
47                                the effectivity of this Act.  
48

49                                **SECTION 6. *Educational Grant and Return to Service Program.*** All  
50                                government physicians who have rendered at least 5 years of continuous and  
51                                meritorious government service shall be entitled to an educational grant for



52 any medical course or training within or outside the country in an amount  
53 not exceeding Two Hundred Thousand Pesos(Php200,000.00). The  
54 recipients of this grant shall partake in the *Return to Service Program* and  
55 shall not leave the government service within a period of two (2) years from  
56 the completion of the course or training. Should the grantee decide the leave  
57 the government service within this period, he/she shall refund the amount of  
58 the grant.

59  
60 **SECTION 7. *Implementing Rules and Regulations.*** The Department  
61 of Health in coordination with the Civil Service Commission, Department of  
62 Budget and Management, and the Department of Interior and Local  
63 Government, shall issue the implementing rules and regulations appropriate  
64 for the purpose of this Act within ninety (90) days from the approval of this  
65 Act.

66  
67 **SECTION 8. *Appropriation.*** The amount necessary to implement the  
68 provisions of this Act shall be included in the General Appropriations Act  
69 for the year following the approval of this Act.

70  
71 **SECTION 9. *Repealing Clause.*** All laws, acts, presidential decrees,  
72 executive orders, proclamations and/or administrative regulations which are  
73 inconsistent with the provisions of this Act, are hereby amended, modified,  
74 superseded or repealed accordingly.

75  
76 **Sec. 10. *Separability Clause.*** The provisions of this Act are hereby  
77 declared separable, and in the event one or more of such provisions or part  
78 thereof are declared unconstitutional, such declaration of unconstitutionality  
79 shall not affect the validity of the other provisions thereof.

80  
81 **SECTION 11. *Effectivity Clause.*** This Act shall take effect fifteen  
82 (15) days following the completion of its publication in two (2) national  
83 newspapers of general circulation.

84  
85 Approved,