

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2843

HOUSE OF REPRESENTATIVES	
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Introduced by REP. TEDDY BRAWNER BAGUILAT

**AN ACT UPGRADING THE MINIMUM SALARY GRADE OF GOVERNMENT
DOCTORS FROM SALARY GRADE 16 TO 24**

EXPLANATORY NOTE

An estimated 22,000 health professionals leave the Philippines annually to work abroad (WHO, 2013). The country is the world's largest exporter of nurses and the second largest exporter of doctors. It is, however, ironic that of the 70% of Filipinos living in rural areas, only 10% benefit from the services of medical professionals.

According to the International Organization for Migration (2013), "the Philippines faces well in terms of the education and health components of human development index (HDI) – although further improvements would be welcome – but is less successful in the provision of decent income, a dimension that is inextricably linked to employment."

To address this concern, this bill proposes to raise the minimum salary grade level of government doctors to encourage health professionals to work in public hospitals instead of seeking employment overseas. This measure also aims to address the "brain drain" phenomenon that has been a perennial problem in the recent decades.

The approval of this bill is earnestly sought.


TEDDY BRAWNER BAGUILAT
Ifugao Lone District

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the “*Government Doctors’*
2 *Salary Upgrading Act of 2016.*”

3 **SEC. 2. *Declaration of Policy.***– It is the Government’s concern and responsibility to
4 provide adequate remuneration for public hospital doctors to attract and retain its rightful
5 share of talents with the end in view of fulfilling the state policy of providing essential
6 health services to all Filipinos.

7 **SEC. 3. *Raising the Government Doctors’ Minimum Salary Grade Level.*** – The
8 present minimum salary grade of government doctors (Medical Officer I) shall be
9 upgraded from Salary Grade 16 to Salary Grade 24. Salary grade levels of those
10 occupying higher positions shall be adjusted accordingly.

11 **SEC. 4. *Coverage.*** – This Act shall cover all resident doctors in public hospitals,
12 whether nationally or locally funded.

13 **SEC. 5. *Implementing Rules and Regulations.*** – The Department of Health
14 (DOH) and the Department of Budget and Management (DBM) shall promulgate the
15 necessary rules and regulations to implement the provisions of this Act.

16 **SEC. 6. *Appropriation.*** – The Government shall appropriate such amount as may
17 be necessary to carry out the objectives of this Act. Initial funds required for the
18 implementation of this Act shall be sourced from the savings of the Executive Branch of

1 the government and other possible sources as may be determined by the Office of the
2 President. The subsequent funds needed shall be included in the General
3 Appropriations Act for the year following the implementation of this Act.

4 **SEC. 7. *Separability Clause.*** – Should any provision of this Act be declared invalid
5 or unconstitutional, the validity or constitutionality of the other provisions shall not be
6 affected thereby.

7 **SEC. 8. *Repealing Clause.*** - All laws, decrees, letters of instructions, resolutions,
8 orders, ordinances or parts thereof which are inconsistent with the provisions of this Act,
9 are hereby repealed, amended, or modified accordingly.

10 **SEC. 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication
11 in the Official Gazette or in two (2) newspapers of general circulation.

12 Approved.