

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )



23 APR 24 A11 :04

**SENATE**

**S. No. 2082**

RECEIVED BY

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Introduced by Senator Francis G. Escudero

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**AN ACT**  
**UPGRADING THE SALARY GRADE OF DENTISTS EMPLOYED IN THE PUBLIC**  
**SECTOR, PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSES**

EXPLANATORY NOTE

Oral health is an integral part of the overall health of an individual. Despite its importance, however, oral health is chronically relegated to the backburner not only in terms of public health spending, but also in terms of public employment. The National Database of Selected Human Resources for Health reveals that there are only 1,943 dentists employed in the public sector as of December 2022, leaving only one public dentist to cater to the oral health needs of about 57,423 Filipinos.

One of the primary reasons why the government fails in recruiting dentists is the disparity between the authorized remuneration for public dentists and the potential income dentists could earn in private practice. Compensation for entry-level dentist position in government is set at Salary Grade (SG) 13, which is equivalent to only PHP31,320 in 2022. Private dental practice can potentially earn more than what the government can offer, and without the stringent requirements and restrictions that comes with employment in the civil service.

Drawing from the wisdom of several bills<sup>1</sup> filed in the House of Representatives in the 19<sup>th</sup> Congress, this bill seeks to modify the salary grade schedule for dentists employed by all agencies and instrumentalities of government, including national government agencies, government-owned and -controlled corporations, state universities and colleges, and local government units. Under the proposed measure, public dentists would receive remuneration equivalent to SG-17 for Dentist I; SG-20 for Dentist II; SG-23 for Dentist III; SG-25 for Dentist IV; SG-27 for Dentist V; SG-29 for Dentist VI; and SG-30 for Dentist VII. It is hoped that through this intervention, more students would be enticed to study dentistry and more qualified dentists will enter and remain in government service.

Ultimately, this bill seeks contribute to the realization of the constitutional directive to protect and promote the right to health of the people and instill health consciousness among them.

Respectfully submitted.

  
**FRANCIS G. ESCUDERO**

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<sup>1</sup> House Bill No. 2046 filed by Rep. Kristine Alexie B. Tutor; House Bill No. 3776 filed by Rep. Patrick Michael D. Vargas; House Bill No. 4382 filed by Rep. Loreto B. Acharon; House Bill No. 4814 filed by Rep. Joseph Gilbert F. Violago; and House Bill No. 5086 filed by Rep. Marlyn L. Primicias-Agabas

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*Be it 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 “Public Dentist Salary  
2 Modification Act”.

3           Sec. 2. *Declaration of Policy.* – It is hereby declared a policy of the State to  
4 protect and promote the right to health of the people and instill health consciousness  
5 among them. In line with this policy, and in recognition of the critical role of dentists  
6 in promoting oral health among Filipinos, and the need to encourage qualified health  
7 care professionals to join and remain in government service, the State shall ensure  
8 that the compensation received by public dentists remain commensurate to the  
9 demands of the service, and that their social and economic well-being, living and  
10 working conditions, and terms of employment are continuously promoted and  
11 improved.

12           Sec. 3. *Coverage.* – This Act shall cover all dentists employed in all agencies  
13 and instrumentalities of government, including national government agencies,  
14 government-owned and -controlled corporations (GOCCs), state universities and  
15 colleges, and local government units (LGUs), regardless of their status of employment.

16           Sec. 4. *Adjustment of Salary Grade of Public Dentists.* – Upon the effectivity of  
17 this Act, the salary grade levels for dentists employed in all government agencies and  
18 instrumentalities shall be modified as follows:

	<b>Position Title</b>	<b>Old Salary Grade</b>	<b>New Salary Grade</b>
1			
2	Dentist I	13	17
3	Dentist II	16	20
4	Dentist III	19	23
5	Dentist IV	22	25
6	Dentist V	24	27
7	Dentist VI	26	29
8	Dentist VII	28	30

9 *Provided,* That public dentists employed on part-time or casual basis under the Human  
10 Resources for Health and other similar programs and projects of the government shall  
11 receive remuneration in accordance with the modified salary grade schedule and shall  
12 be paid proportionate to the actual service they have rendered: *Provided, further,* That  
13 government agencies and instrumentalities that are not covered under Republic Act  
14 No. 11466, otherwise known as the Salary Standardization Law of 2019, shall continue  
15 to receive their current remuneration so long as the salaries they receive correspond  
16 to or are higher than the salary schedule provided under this Act: *Provided, finally,*  
17 That the modified salaries of public dentists employed by LGUs shall correspond to the  
18 income classification of the LGU concerned and shall not exceed the percentage of the  
19 applicable salary schedule as provided in Section 10(a) of Republic Act No. 11466,  
20 otherwise known as the Salary Standardization Law of 2019.

21 **Sec. 5. Appropriations.** – The amount necessary to effectively implement the  
22 provisions of this Act shall be included in the annual General Appropriations Act, in the  
23 respective annual appropriations ordinances of the LGUs, and in the respective annual  
24 corporate operating budgets of the GOCCs.

25 **Sec. 6. Implementing Rules and Regulations.** – Within thirty (30) days from the  
26 effectivity of this Act, the Department of Budget and Management shall, in  
27 coordination with other government agencies concerned, promulgate the rules and  
28 regulations to effectively implement the provisions of this Act.

1           Sec. 7. *Separability Clause.* – If any provision or part hereof is declared  
2 unconstitutional, the remainder of this Act or any provision not affected thereby shall  
3 remain in full force and effect.

4           Sec. 8. *Repealing Clause.* – All laws, acts, decrees, executive orders, issuances,  
5 and rules and regulations or parts thereof which are contrary to and inconsistent with  
6 this Act are hereby repealed, amended or modified accordingly.

7           Sec. 9. *Effectivity.* – This Act shall take effect on the fiscal year immediately  
8 following its publication in the *Official Gazette* or in at least two (2) newspapers of  
9 general circulation.

          Approved,