



**CITY ORDINANCE NO. 280**

**March 8, 2001**

**AN ORDINANCE STRENGTHENING THE IMPLEMENTATION OF REPUBLIC ACT 7883, OTHERWISE KNOWN AS THE "BARANGAY HEALTH WORKERS BENEFITS AND INCENTIVES ACT OF 1995" AND PROVIDING FUNDS FOR THIS PURPOSE.**

Be it ordained by the Sangguniang Panlungsod of Bacolod, that:

**Article I. TITLE**

This Ordinance shall be entitled the **ORDINANCE STRENGTHENING THE IMPLEMENTATION OF REPUBLIC ACT 7883, OTHERWISE KNOWN AS THE BARANGAY HEALTH WORKERS BENEFITS AND INCENTIVES ACT OF 1995 AND PROVIDING FUNDS FOR THIS PURPOSE.**

**Section 1. Short Title**

This Ordinance shall likewise be known as the **"BARANGAY HEALTH WORKERS BENEFITS AND INCENTIVES ORDINANCE OF BACOLOD CITY"**.

**Article II. STATEMENT OF POLICY**

a) It is a national policy, as well as that of the City of Bacolod, that the right to health shall be protected and promoted and that conditions for health empowerment shall be provided, where each individual has access to information and services that will bring about health and well-being.

b) The City of Bacolod recognizes the role of its Barangay Health Workers in the promotion of health care and believes that in uplifting their economic and social well-being, they can more effectively assist in the delivery of primary health care services to the people, in particular, and participate in the development of the City, in general.

c) The Barangay Health Workers of the City of Bacolod, who have been voluntarily serving the people for a quite a number of years now, shall be accorded the proper recognition as well as the benefits and incentives due them under R.A. 7883, and more, being the frontliners in the delivery of Primary Health Care Services to the people.

d) The implementation of R.A. 7883 needs to be strengthened so as to effectively address the needs and situations of the times, as well as systematize the mechanisms of registration and accreditation of the Barangay Health Workers and the monitoring of their work so as to ensure an effective and efficient delivery of primary health care services to the people of Bacolod City.

### Article III. DEFINITION

a) **Barangay Health Worker (BHW)** refers to a person who has undergone training programs under any accredited government or non-government organization and who voluntarily renders primary health care services in the community after having been accredited to function as such by the City's Local Health Board (LHB) in accordance with the guidelines promulgated by the Department of Health (DOH).

b) **Accredited Government or Non-Government Organization (NGO)** refers to a government agency or institution or a non-government organization whose basic BHW training program has been accredited by the DOH.

c) **Accredited BHW Training Program** refers to any DOH-accredited training course designed to develop the competency of BHWs to perform their roles as community organizers, educators and primary health care service providers.

d) **Primary Health Care Services** are essential health care services such as education on prevailing health problems, the methods of preventing and controlling them; promotion of adequate food supply and proper nutrition; basic environmental sanitation and adequate supply of safe water, maternal and child care including family planning and immunization against major infectious diseases; prevention and control of locally endemic diseases; appropriate treatment of common diseases and injuries; promotion of mental health; provision of proper use of essential drugs and herbal medicines; and access and utilization of hospital case as centers of wellness.

e) **Voluntary Services** refers to health and health-related activities rendered by the BHW on his/her own free will, responsive to the needs of the community, and for which he/she has no certificate of appointment and is not given any remuneration or salary.

f) **Community** refers to a barangay, purok or zone in a rural or urban area, where a BHW renders primary health care services.

g) **Registration** refers to a systematic process of enlisting a BHW based on a set of criteria promulgated by the DOH.

h) **BHW Accreditation** is an official acknowledgment of the Local Health Board of the merits of a BHW in meeting the standards prescribed by these Rules.

i) **Hazard** refers to the risks in work areas, units or stations to which BHWs are assigned or rendering services.

j) **Civil Service Eligibility** is a sub-professional (second grade) level of qualification granted by the Civil Service Commission to an accredited BHW in accordance with these Rules.

k) **Organized BHW Group** refers to a group, association, federation or confederation of BHWs at the barangay, municipal, city, provincial, regional, or national levels, having an independent and autonomous function such as those of People's Organizations (POs) and NGOs.

l) Government financial/lending institution is any government institution which provides lending and/or capital assistance for income generating activities of its clients, including organized BHW groups.

#### **Article IV. ENLISTMENT OF BARANGAY HEALTH WORKERS**

##### **Section 1. Determination, Recommendation & Approval of Ratio**

The City Health Office shall determine and recommend the ideal ratio of Barangay Health Workers to the number of households to the Local Health Board. Provided however, that the recommendation and/or approval of the CHO/Local Health Board as to any increase, after the enactment of this Ordinance, in the number of BHWs to be accredited shall be approved by the City Mayor and concurred by the Sangguniang Panlungsod.

##### **Section 2. Limitations**

The total number of Barangay Health Workers so accredited shall not exceed one percent (1%) of the total population of Bacolod City.

#### **Article V. REGISTRATION/ACCREDITATION**

##### **Section 1. Purpose**

In order for Barangay Health Workers to be entitled to benefits and incentives provided under R.A. 7883 and this Ordinance, they shall register and/or accredit with the Local Health Board of the City of Bacolod, subject to the qualifications, requirements and guidelines set forth in R.A. 7883 and its implementing Rules & Regulations.

##### **Section 2. Certificate of Registration**

A qualified BHW shall apply for registration with the Local Health Board, who in turn shall evaluate, approve and issue a Certificate of Registration in accordance with the procedures, requirements and guidelines set forth in R.A. 7883 and its implementing Rules & Regulations.

##### **Section 2-A. Qualifications for Registration**

To qualify for registration, a BHW must:

- a) Have completed the DOH basic training course for BHWs conducted by an accredited government agency or NGO;
- b) Be at least (18) years of age as of the date of the filing of the application for registration;
- c) Must be a resident of the barangay where he/she is rendering voluntary primary health care services for at least one (1) year prior to registration;
- d) Have rendered actual, continuous and voluntary primary health care services for at least one (1) year immediately preceding the date of the filing of application for registration in his/her barangay as certified by the following:

- 1) The Rural Health Midwife (RHM) assigned to his/her barangay; and/or
  - 2) By a duly authorized representative of an NGO operating in the barangay who has personal knowledge about the BHW's performance and by the head of his/her Barangay Health Worker's Association (BHWA); and
  - 3) The Punong Barangay or in his absence, the SB Chairman of the Committee on Health, of the barangay where the BHW is voluntarily rendering primary health care services.
- e) Must be a High School Graduate
  - f) Be physically and mentally fit.

### **Section 3. Certificate of Accreditation**

A qualified BHW shall apply for accreditation with the Local Health Board, who in turn shall evaluate, approved and issue a Certificate of Accreditation in accordance with the procedures, requirements and guidelines set forth in R.A. 7883 and its Implementing Rules and Regulations.

#### **Section 3-A. Qualifications for Accreditation**

In order to qualify for accreditation, the applicant BHW must:

- a) Be a duly Registered BHW; and
- b) Have actively rendered voluntary primary health care services in his/her locality for at least three (3) years immediately prior to the filing of application for accreditation.

#### **Section 3-B. Additional Documents Required**

As further proof of the active rendition of services by the BHW in the barangay where he or she is based, a certification by the Barangay Treasurer and attested by the Punong Barangay that said BHW, as such, is receiving an allowance or other form of benefit, if any, and the amount thereof, from the concerned Barangay shall likewise be submitted to the Local Health Board.

In the event that there is no such certification, and in lieu thereof, the BHW concerned shall submit copies of his/her performance/work reports submitted to and received by the City health Office and/or the Department of Health for the last three (3) consecutive years prior to the filing of application for accreditation.

### **Section 4. Annual Registration**

In order to ensure continuity of the delivery of primary health care services to the people, the month of January of each year shall be fixed for the annual registration and accreditation of the BHWs with the city's Local Health Board pursuant to and in accordance with the provisions of R.A. 7883 and its Implementing Rules and Regulation.

**Section 4.1. The BHW Registration & Accreditation Committee (BHW-RAC)**

The Local Health Board may create the BHW Registration and Accreditation Committee to facilitate the registration and accreditation of BHWs in Bacolod City, the functions and composition of which shall be in accordance with the provisions of R.A. 7883 and its Implementing Rules & Regulation. The City Health Officer shall act as Chair of the BHW-RAC.

**Section 4.2. Issuance of BHW Registration IDs**

The Local Health Board, thru the City Health Officer, shall issue Registration Identification Cards to all BHWs duly registered under this Ordinance.

**Section 5. Submission of Registry/Accreditation Reports**

The Local Health Board shall furnish a copy of such registry and/or accreditation to the DOH, and the City mayor's Office and Sangguniang Panlungsod for information.

**Section 6. Limitations on Registration**

The Local Health Board shall see to it that the total number of accredited BHWs shall not exceed the duly approved ratio and/or number of BHWs to be accredited for the year.

**Article VI. INCENTIVES AND BENEFITS.**

**Section 1. Who & What Are Entitled**

In recognition of their services, all accredited Barangay Health Workers who are actively and regularly performing their duties shall be entitled to the following incentives and benefits, pursuant to and in addition to R.A. 7883 and its Implementing Rules & Regulations, to wit:

- a) Hazard Allowance
- b) Subsistence Allowance
- c) Training Education and Career Enhancement Programs (TECEPs)
- d) One-Child Scholarship
- e) Preference as Beneficiary of the City's Scholarship Programs
- f) Free Legal Service
- g) Preference to Loan Assistance
- h) Second Grade Civil Service Eligibility
- i) Preference in the Hiring of Health Personnel
- j) Computation of BHW Service in Retirement Benefits

**Section 2. Hazard Allowance**

A volunteer Barangay Health Worker in rural and urban areas, exposed to situations, conditions or factors in the work environment or place where foreseeable but unavoidable danger or risks exist which adversely endanger his/her health or life and/or increase the risk of producing adverse effect on his/her person in the exercise of his/her duties, to be validated by the proper authorities, shall be entitled to hazard allowance in an amount to be determined by the City of Bacolod's Local Health Board and Local Peace and Order Council and approved by the City Mayor and the Sangguniang Panlungsod.

**Section 2-A. Grant of Hazard Allowance.**

The grant of this allowance shall be based on the existence and compliance of the conditions and requirements provided for in R.A. 7883 and its Implementing Rules & Regulations, the prevailing situation, the number of accredited BHWs and availability of funds.

**Section 3. Subsistence Allowance**

Barangay Health Workers who render service within the premises of isolated barangay health stations in order to make their services available at any and all times, shall be entitled to subsistence allowance equivalent to the meals they take in the course of their duty, which shall be computed in accordance with prevailing circumstances as determined by the City Mayor and the Sangguniang Panlungsod.

**Section 3-A. Grant of Subsistence Allowance**

The grant of this allowance, pursuant to and in accordance with this Ordinance and R.A. 7883 and its Implementing Rules and Regulations and the amounts thereof, shall be subject to the conditions prevailing, the number of qualified accredited BHWs, and availability of funds.

**Section 3-B. Automatic Review**

There shall be an automatic review by the Local Health Board of the need and/or propriety to increase the subsistence allowance granted to qualified accredited BHWs after three (3) years from the effectivity of this Ordinance and every three (3) years thereafter, taking into consideration the factors for such a grant.

**Section 4. Training, Education & Career Enrichment Programs (TECEPs)**

Certain formal and non-formal courses and trainings on health sciences education as prescribed under R.A. 7883 & its Implementing Rules & Regulations may be availed of by an accredited BHW provided he/she meets all the qualifications and requirements also provided under said law.

**Section 4-A. Assistance in the Availment of TECEPs**

The City Health Officer and the DOG units concerned shall assist the applicant BHW in completing the requirements for the availment of TECEPs from the DOH and such other government agencies and private institutions or NGOs offering the same.

**Section 5. One-Child Scholarship in State Colleges & Universities**

Considering that an accredited BHW is entitled to a one-child scholarship in state colleges and universities in accordance with R.A. 7883 and subject to the condition that the BHW and/or sponsoring agency will pay for the miscellaneous fees, books, and other expenses related to the scholarship, the City Government of Bacolod, upon request of the availing BHW, may sponsor the child-scholar's expenses subject to the city's Scholarship Program and availability of funds.

**Section 6. Preference as Beneficiary in the City's Scholarship Programs**

All factors considered, a child of an accredited BHW shall be given preference in the selection of beneficiaries for the scholarship programs undertaken, now and thereafter, by the City under the auspices of the City Mayor's Office, or PESO and/or the Bacolod City College. Provided however, that all qualifications and requirements of such City Program are complied with and that each accredited BHW is entitled to only one child.

**Section 7. Payback Service/Period of Availing BHW and/or Child Scholar**

BHWs who have availed of the TECEPs are required to conduct feedback seminars for fellow BHWs as determined by the City Health Officer or by the BHW organization in the city, and shall, in accordance with R.A. 7883, render at least (2) years of service in the barangay or city for every year of the course taken under the scholarship or one (1) year of such service for any fraction of the year of a course taken under said program.

Children of accredited BHWs who availed of the scholarship program in state colleges and universities, particularly those who have completed the stepladder curriculum after the effectivity of this Ordinance shall, in accordance with R.A. 7883, render service to their community or in any place suggested by the sponsoring agency for at least (2) years for every year spent for a course taken under the scholarship program.

In case the sponsoring agency is the City Government of Bacolod, the payback service required shall be in accordance with the City's Scholarship Program.

**Section 8. Civil Service Eligibility**

An accredited BHW may qualify for the grant of a second grade civil service (sub-professional) eligibility if he/she possessed the qualifications and complied with the requirements provided under Republic Act 7883 and its Implementing Rules and Regulations.

**Section 8-A. Qualifications for Second Grade Civil Service Eligibility**

The accredited BHW applicant must:

- a) Have rendered at least five (5) years of continuous service as a BHW; and
- b) Have completed at least (2) years of college education.

**Section 8-B. Assistance in the Availment of Civil Service Eligibility**

The City Health Officer, in coordination with the Human Resource & Management Officer and/or local Civil Service Commission, shall assist the availing qualified accredited BHW in the filing of such application with the Regional Office of the Civil Service Commission, and completion of the documentary requirements set forth under R.A. 7883 and its Implementing Rules and Regulations.

**Section 9. Preference in the Hiring of Health Personnel.**

An accredited BHW who has been granted a second grade civil service eligibility shall be given preference in the hiring of health personnel by the City Government of Bacolod where he/she may seek employment provided that he/she possesses all of the qualifications and none of the disqualifications for the position applied for.

**Section 10. Computation of BHW Services in Retirement Benefits**

Should a Barangay Health Workers become a regular employee of the government, the total number of years served as Barangay Health Worker shall be credited to his/her service in computing retirement benefits.

**Section 11. Free Legal Assistance**

In addition to the free legal representation and consultation services offered by the Public Attorney's Office to the BHWs pursuant to the provisions of R.A. 7883 and its Implementing Rules & Regulations, the BHWs may also avail of the free legal services of the City Legal Office if the work and/or case load and availability of lawyers of said Office would so permit and there is no conflict of interests as far as said Office is concerned.

**Section 12. Preferential Access to Loans/Financial Assistance**

BHW Associations/Groups operating in the City of Bacolod, duly registered with the Securities & Exchange Commission or the Cooperative Authority of the Philippines, and accredited with the City Government of Bacolod shall have, subject to COA Rules & Regulations and/or the City Cooperative Livelihood Development Office guidelines, preferential access to loans or financial assistance from the City Government of Bacolod, in addition to the other sources provided under R.A. 7883 and its Implementing Rules & Regulations.

**Article VII. MONITORING**

**Section 1. The Local Health Board**

The Local Health Board shall review and approve every incentive and benefit for the BHW requiring the expenditure of local funds to ensure that only deserving BHWs get the same.

The Board, pursuant to R.A. 7883 and its Implementing Rules & Regulations, shall monitor provision of services by the registered or accredited BHWs, and for this purpose, may require, thru the City Health Officer, the submission of reports by the BHWs relative to their delivery of primary health care services. The Board shall likewise recommend policies and procedures to the City Mayor and the Sangguniang Panlungsod for the effective and efficient delivery by the BHWs of said health care services to the people.

**Section 2. The City Health Office**

The City Health Office, through the City Health Officer, shall prepare and maintain the local registry of BHWs and also ensure the participation of BHWs in health-related activities in their localities. It shall provide technical guidance to the BHWs in the delivery of primary health care services.



**Section 3. The Barangay**

The Punong Barangay shall exercise administrative supervision over the BHWs within his/her barangay, and shall maintain a health status profile of the barangay.

The Punong Barangay and/or the SB Committee on Health shall require and review reports of the BHWs prior to submission to the City Health Office.

**Article VIII. MISCELLANEOUS AND FINAL PROVISIONS**

**Section 1. Registration of Existing BHWs**

Registration for the year 2001 shall immediately start after the effectivity of this Ordinance.

Considering that R.A. 7883 was not properly or fully implemented in the previous years, the Local Health Board shall ensure that all Barangay Health Workers who have been rendering voluntary service for a number of years now, shall be duly registered and/or accredited, and issued Certificates of Registration and/or Accreditation, in accordance with this Ordinance and the provisions of R.A. 7883 and its Implementing Rules and Regulations. Provided however, that the number of BHWs so accredited for each shall not exceed (.01) percent of the population of such barangay and/or the total number of accredited BHWs shall not exceed four hundred thirty nine (439) representing (.01) percent of the total population of the City of Bacolod.

**Section 2. Initial Grant of Subsistence Allowance**

Upon the approval of this Ordinance, the City Government of Bacolod shall appropriate from its unexpended Fund and/or from any other available source of fund, such amounts for the payment of the monthly subsistence allowance to the duly accredited and qualified BHWs, the amount of which shall be determined by the Local Health Board and recommended to the City Mayor and the Sangguniang Panlungsod for approval. Provided however, that the Subsistence Allowance that may initially be granted shall not be less than Five Hundred Pesos (P500.00) or more than One Thousand Pesos (P1,000.00) per month; and Provided Further, that the number of the availing BHWs does not exceed the total number of BHWs specified in the preceding section.

**Section 3. Appropriation in the Annual Budget**

The payments for the monthly allowances that may henceforth be given under this Ordinance as recommended by the Local Health Board and approved by the City Mayor and the Sangguniang Panlungsod shall be sourced from the General Fund and/or any other available fund of the city and shall thereafter form part of the Annual Budget of the City of Bacolod.

**Section 4. Non Suspension/Revocation or Diminution of Benefits & Allowances Given to BHWs by the Barangays**

The availment of benefits and allowances under this Ordinance shall in no case diminish or be a cause for the suspension or revocation of the grant of allowances and benefits given at present or in the future, or any increase thereof, to the Barangay Health Workers from the Barangay Units in which they are rendering primary health care services.

**Section 5. Applicability of R.A. 7883 & its IRR In All Other Matters**

In all other matters relating to the Barangay Health Workers not specifically provided under this Ordinance, the provisions of Republic Act 7883 and its Implementing Rules & Regulations shall apply.

**Section 6. Separability Clause**

If for any reason, any part or provision of this Ordinance is declared invalid, the other parts or provisions hereof not affected thereby shall continue to be in full force and effect.

**Section 7. Date of Effectivity**

This ordinance shall take effect immediately upon passage and/or approval hereof.

**CARRIED BY THE VOTE OF:**

**Affirmative:**

**Councilors:** Archie S. Baribar, Juanito S. Amihan, Jr., Lorendo K. Dilag, Ramiro L. Garcia, Jr., Ana Marie V. Palermo, Jose Max S. Ortiz, Celia Matea R. Flor, Roberto M. Rojas, Elmer T. Sy, Pepito T. Malapitan, Christine Angelie M. Espinosa.

**Negative :** N o n e.

**Official Leave :** Councilor Ricardo L. Tan.

**Absent :** Vice Mayor Luzviminda S. Valdez and Councilor Al Victor A. Espino.

**Author :** Councilor Ana Marie V. Palermo..

**Co-Authors :** Councilors Archie S. Baribar, Lorendo K. Dilag, Juanito S. Amihan, Jr., Elmer T. Sy, Roberto M. Rojas, Ramiro L. Garcia, Jr., Christine Angelie M. Espinosa, Al Victor A. Espino, Celia Matea R. Flor, Jose Max S. Ortiz and Pepito T. Malapitan.

**Passed :** March 8, 2001 (130th Regular Session).

**Comments :** P a s s e d .  
Councilor Alex A. Paglumotan was out of the session hall when this ordinance was passed.

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**ARCHIE S. BARIBAR**  
Acting Presiding Officer

ATTESTED:

**ATTY. NILO T. ALEJANDRINO**  
Secretary to the Sanggunian

By:

  
**HELEN P. LEGASPI**  
Board Secretary IV

APPROVED: March, 2001

**OSCAR R. VERDEFLO**  
City Mayor

10 DAYS LAPSED  
AS OF 3/26/2001

NTAHPL /jbx