



Republic of the Philippines
PROVINCE OF OCCIDENTAL MINDORO
Municipality of Paluan

OFFICE OF THE SANGGUNIANG BAYAN

APPROVED BY:

HON. MICHAEL D. DIAZ
Municipal Mayor

Certified Correct and Duly Enacted:

HON. JASMIN T. FERNANDEZ
Municipal Vice Mayor/Presiding Officer

SB Members:

Absent

HON. ROCKY C. MASANGKAY

HON. MARRIAN M. IBAÑEZ

HON. ROCHE D. BAUTISTA

HON. CLEOFÉ CABABAY- FERDONIA

Leave

HON. MARI MAE TAGUMPAY- MARTINEZ

HON. RONALDO I. TORRELIZA

HON. JONELL G. TRIA

HON. ELORDE A. MARASIGAN

Ex-Officio SB Members :

HON. ROMELITO D. TALENTO
LnB President

HON. VIC ANTHONY M. VELANDRIA, III
SKF President

HON. RYAN L. PARISAN
IPMR

Attested:

(As to the authenticity of signatures and documents)

JEFFREY V. HUERTAS
Secretary to the Sanggunian

Ordinance No. 2024-11

Series of 2024

PROVIDING BENEFITS AND INCENTIVES FOR BARANGAY HEALTH WORKERS (BHWs) AND BARANGAY NUTRITION SCHOLARS (BNSs).

Authored by: **HON. ROCHE D. BAUTISTA**
Sponsored by: **HON. CLEOFÉ CABABAY-FERDONIA**
Co-sponsored by: **HON. ROCHE D. BAUTISTA**

WHEREAS, the policy of the municipality to protect and promote the right to health of the people and instill health consciousness among them;

WHEREAS, Barangay Health Workers (BHWs) and Barangay Nutrition Scholars (BNS) play a vital role in the delivery of basic health services at the grassroots level;

WHEREAS, it is the duty of the Barangay to provide adequate benefits and incentives to BHWs and BNS to recognize their invaluable contribution to public health, safety and nutrition;

NOW, THEREFORE BE IT ORDAINED THAT;

SECTION 1. TITLE. – This Ordinance shall be known as the **“Barangay Health Worker’s and Barangay Nutrition Scholar’s Benefits and Incentives Ordinance “**.

SEC. 2. STATEMENT OF POLICY. – the state shall protect and promote the right to health and nutrition to provide conditions for health empowerment, where each individual has access to information and services that will bring about health and well-being. The primary health care approach is recognized as the major strategy towards health empowerment, emphasizing the need to provide accessible and acceptable health and nutrition services through participatory strategies such as health education, training of Barangay Health Workers and Barangay Nutrition scholars, community building and organizing.

Towards this end, this ordinance shall provide incentives to communities and act as frontliners in the Primary Health Care approach. The government and all its instrumentalities shall also recognize the rights of Barangay Health workers and Barangay Nutrition Scholars to organize themselves; to strengthen and systematize their services for their community; and make a new venue for sharing their experiences and for recommending policies and guidelines for the promotion, maintenance and advancement of their activities and services.

SEC. 3. DEFINITION OF TERMS.

BARANGAY HEALTH WORKER (BHW) – refers to the person who has undergone training programs under any accredited government and non-government organization and who voluntarily renders primary health care services in the community after having been accredited



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to function as such by the Local Health Board in accordance with the guidelines promulgated by the Department of Health (DOH).

BARANGAY NUTRITION SCHOLAR (BNS) – refers to a Barangay-based worker appointed by the Punong Barangay and registered to the provincial office through the Municipal Health Office, has undergone trainings and seminars in accordance with the law and regulations, and responsible for the delivery of nutrition and related services particularly to target the beneficiaries.

MANDATORY AGE OF SERVICE – refers to the age which upon reaching, a Barangay Health Worker and Barangay Nutrition Scholar may optional to end rendering health services and for purposes of this ordinance is established at sixty (60) years old.

OPTIONAL AGE OF RETIREMENT – refers to the age which upon reaching, a BHW or BNS is compelled to end rendering health services and for purpose of this ordinance is established at sixty (60) years old.

SECTION 4. REGISTRATION – In order for the Barangay Health workers and Barangay Nutrition scholars to be entitled to the benefits and incentives provided under this ordinance, they shall register with the Local Health Board in the Municipality in which they render services. The local Health Board, through the Provincial Health Board, shall furnish a copy of such registry to the DOH, which is hereby mandated to maintain a National registry of Barangay Health Workers and Barangay Nutrition Scholars. The accredited Barangay Health Workers and Barangay Nutrition Scholars shall be given appropriate proof of the said accreditation.

SECTION 5. NUMBER OF BARANGAY HEALTH WORKERS AND BARANGAY NUTRITION SCHOLARS – There shall be provided at least one (1) BNS in every Barangay, at least one (1) BHW in every thirty (30) households of each Barangay depending on the ideal ration and funds of every Barangay, in accordance with the Punong Barangay's.

SECTION 6. INCENTIVES AND BENEFITS - In recognition of their services, all accredited Barangay Health Workers and Barangay Nutrition Scholars who are actively and regularly performing their duties shall be intitled to the following incentives and benefits:

- a. **Monthly allowance** - the BHW and BNS shall intitled to monthly allowance of P 600.00 subject to increase and review every after three years depending upon the availability of funds.
- b. **Subsistence allowance**- the BHW and BNS 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



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circumstances as determined by the Local government unit concerned.

c. **Training, education and career enrichment programs-** the MHO, in coordination with the Department of Health and other concerned government agencies and non-government organizations, shall provide opportunities for the following:

- 1.) Continuing education, study and exposure tours , training, grants, field immersion, scholarship etc.;
- 2.) Preferential access to scholarship benefits in the form of education assistance to be granted to one child of every Barangay Health Worker and Barangay Nutrition Scholars from any available scholarship program of the government; and
- 3.) Special training programs such as those on traditional medicines, disaster preparedness and other programs that address emergent community health problems and issues.

d. **Civil Service Eligibility-** a second-grade eligibility shall be granted to the barangay health worker who have rendered five (5) years continuous service as such: Provided, that should the Barangay Health Workers become a regular employee of the government, the total number of years served as a barangay Health Worker shall be credited to his/her service in computing retirement benefits.

e. **Free Legal Services.** Legal representation and consultation services for Barangay Health Workers and Barangay Nutrition Scholars shall be immediately provided by the public Attorney's Office in case of Coercion, interference, and in other civil case and criminal cases filed by or against barangay Health Worker and barangay Nutrition Scholars arising out of or connection with the performance of their duties.

f. **Gratuity Pay.** Recognition of the vital role of BHW and BNS in the municipality, they shall be entitled to a retirement benefits who in the performance of their duties upon reaching either the optional or mandatory age for end of service in accordance to the number of years he/she served as such as follows;

LENGTH OF SERVICE

BENEFITS

- | | |
|-----------------------|------------------------------------|
| 1. 10 to 15 years | 500.00 for every year of service |
| 2. 16 to 20 years | 1,000.00 for every year of service |
| 3. 21 to 25 years | 1,250.00 for every year of service |
| 4. 26 years and above | 1,500.00 for every year of service |



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g. BURIAL ASSISTANCE

A one-time burial assistance payment of 10,000 pesos shall be provided to the family or designated representative of an employee in the event of the employee's death. This benefit aims to assist with the financial costs associated with burial arrangements and provides support during a difficult time of loss.

h. Loyalty award- all accredited Barangay Health Worker and Barangay Nutrition Scholars who have rendered at least five years of continuous and satisfactory government service shall receive cash award of three hundred pesos (P 300.00) for every year of service for the first five years and additional one thousand five hundred pesos (P1,500.00) for every five years of continuous and satisfactory service beyond five years of service.

SECTION 7. REVIEW BY THE LOCAL HEALTH BOARD – Every incentive or benefit for Barangay Health Worker and Barangay Nutrition Scholars requiring the expenditures of the Local funds shall be reviewed and approved by the Local Health Board to ensure that only the deserving Barangay Health worker and barangay Nutrition Scholars get the same.

SECTION 8. FUNDING The office of the Municipal Mayor shall allot appropriate funds for the incentives and benefits of BHWs and BNSs and for the implementation of this ordinance.

SECTION 9. Rules and Regulations- the Local Health Board shall issue the necessary rules and regulations sixty (60) days after the approval of this ordinance to implement the same.

SECTION 10. Separability Clause – if any provision of this ordinance is declared invalid, the remainder or any provision hereof not affected thereby shall remain in force and effect.

SECTION 11. Repealing Clause- all laws, decrees, executive orders and other presidential issuances, which are inconsistent with this ordinance are hereby repealed, amended or modified accordingly.

SECTION 12. Effectivity. This ordinance shall take effect fifteen (15) days after its publication.

ENACTED this 2ND day of **September, 2024** at the Sangguniang Bayan Session Hall, Paluan, Occidental Mindoro



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