



Republic of the Philippines
PROVINCE OF LEYTE
 Provincial Capitol
 Tacloban City

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Item No.: 23

Date: 05 2025 AUG

Province of Leyte
 Provincial Capitol
 Tacloban City
 Date: 7.2.25

PROVINCIAL LEGAL OFFICE

Sangguniang Panlalawigan
 Province of Leyte

2nd INDORSEMENT
 June 30, 2025

RECEIVED
 Date: JUL 03 2025
 By: _____

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through the SP Secretary, the attached Ordinance No. 7, s. 2025 of the Sangguniang Bayan of Abuyog, Leyte.

Issues/concerns for review/recommendation/legal opinion is/are as follows:

- Ordinance No. 7, s. 2025: **"Barangay Health Workers Benefits and Incentives Ordinance of Abuyog, Leyte."**

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance with its power under Section 447(a)(1)(viii)¹ of the Local Government Code of 1991 (R.A 7160) in consonance with RA 7883², subject to the availability of funds and to normal and regular accounting and auditing procedures. Hence, we recommend for the declaration of its validity.

We hope to have assisted you with this request. Please note that the opinion rendered by this Office are based on the facts available and may vary or change when additional facts and documents are presented or changed. This opinion is likewise without prejudice to the opinions rendered by higher and competent authorities and/or the courts.

ATTY. JOSE RAYMUND A. ACOL
Provincial Legal Officer

¹(viii) Determine the positions and salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from municipal funds and provide for expenditures necessary for the proper conduct of programs, projects, services, and activities of the municipal government;

² "Barangay Health Workers' Benefits and Incentives Act of 1995."

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
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OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
27 June 2025



The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Ordinance No. 07, series of 2025 of the Municipality of Abuyog, Leyte**, entitled: **An Ordinance strengthening the implementation of Republic Act No. 7883, otherwise known as the "Barangay Health Workers Benefits and Incentives Act of 1995" and providing funds for this purpose.**

A handwritten signature in black ink, appearing to read "F. Uyvico".

FLORINDA JILL S. UYVICO
Secretary to the Sanggunian



Republic of the Philippines
MUNICIPALITY OF ABUYOG
Province of Leyte



Office of the Sangguniang Bayan Secretary

June 20, 2025

FLORINDA JILL S. UYVICO
Secretary to the Sanggunian
Sangguniang Panlalawigan of Leyte
Legislative Building
Capitol Grounds
Tacloban City



Ma'am:

Respectfully transmitting herewith as attached Ordinances of the Sangguniang Bayan of Abuyog, Leyte for the review of the Honorable Sangguniang Panlalawigan, Province of Leyte, to wit:

1. ORDINANCE NO. 01, s. 2025
"An Ordinance Adopting Republic Act 11361 or the "Anti-Obstruction of Power Lines Act" and Further Strengthening its Implementation in the Municipality of Abuyog, Leyte"
2. ORDINANCE NO. 02, s. 2025
"An Ordinance Authorizing the Local Chief Executive of the Municipality of Abuyog, Leyte to Grant Incentives to Board Passers, Topnotchers, and Course Review Team Members of the Teachers Education Program in Pursuance to Abuyog Community College (ACC) Board of Trustees Resolution No. 39, Series 2024 and its Implementing Rules and Regulations (IRR) "
3. ORDINANCE NO. 06, s. 2025
"An Ordinance Providing for A Community-Based Mental Health Program and Delivery System in the Municipality of Abuyog, Leyte Establishing Mechanisms and Guidelines for its Implementation, and Appropriating Necessary Funds Therefor"
4. ORDINANCE NO. 07, SERIES 2025
"An Ordinance Strengthening the Implementation of Republic Act No. 7883, Otherwise Known as the "Barangay Health Workers Benefits and Incentives Act of 1995" and Providing Funds for this Purpose"

Thank you and more power.

Very respectfully yours,

ARSENIO T. VILLOTE
Sangguniang Bayan Secretary



Republic of the Philippines
MUNICIPALITY OF ABUYOG
Province of Leyte



Office of the Sangguniang Bayan

EXCERPT FROM THE MINUTES OF THE 7TH REGULAR SESSION OF THE 19TH HONORABLE SANGGUNIANG BAYAN OF ABUYOG, LEYTE HELD AT ITS SESSION HALL, LEGISLATIVE BUILDING, MUNICIPAL COMPOUND, ABUYOG, LEYTE ON FEBRUARY 25, 2025.

PRESENT:

- | | |
|-------------------------------|--------------------------------------|
| Hon. James L. Bohol | Municipal Vice-Mayor, Prsdg. Officer |
| Hon. Jeannette A. Valida | SB Member, Prsdg. Pro-tempore |
| Hon. Antonio C. Almendra, Jr. | SB Member |
| Hon. Arnold R. Allera | SB Member |
| Hon. Patrocinio A. Risos, Jr. | SB Member |
| Hon. Editha C. Deloy | SB Member |
| Hon. Francisco B. Landia | SB Member, Floor Leader |
| Hon. Erwin V. Belleza | SB Member |
| Hon. Dario P. Lleve | SB Member, ABC President |
| Hon. Melliza Jane C. Traya | SB Member, SK Ped. Pres. |

ABSENT:

- | | |
|----------------------|------------------|
| Hon. Edmundo P. Saño | SB Member – O.B. |
|----------------------|------------------|



ORDINANCE NO. 07, SERIES 2025
Sponsor: *Honorable Jeannette A. Valida*
Chairman, Committee on Public Health

AN ORDINANCE STRENGTHENING THE IMPLEMENTATION OF REPUBLIC ACT NO. 7883, OTHERWISE KNOWN AS THE "BARANGAY HEALTH WORKERS BENEFITS AND INCENTIVES ACT OF 1995" AND PROVIDING FUNDS FOR THIS PURPOSE

BE IT ENACTED by the Sangguniang Bayan of Abuyog, Leyte in session assembled duly called for; that:

SECTION 1. SHORT TITLE. This Ordinance shall likewise be known as the **"BARANGAY HEALTH WORKERS BENEFITS AND INCENTIVES ORDINANCE OF ABUYOG, LEYTE"**.

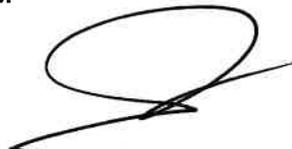
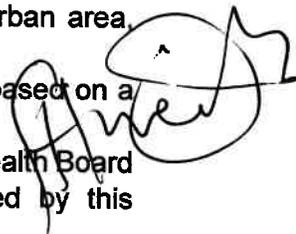
SECTION 2. STATEMENT OF POLICY.

- a) It is national policy, as well as that of the municipality of Abuyog, Leyte, that the right to health shall be protected and promoted and that conditions for health shall be provided, where each individual has access to information and services that will bring about health and well-being.
- b) The municipality of Abuyog, Leyte 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 municipality, in general.

- c) The Barangay Health Workers of the municipality, 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. No. 7883, and more, being the front liners 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 the municipality of Abuyog, Leyte.

SECTION 3. DEFINITION OF TERMS

- 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 Municipal 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 (NGO) who's basic BHW training program has been accredited by the DOH.
- c) Accredited BHW Training Program refers to any DOH-accredited training course designated 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 local 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 center 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 acknowledgement of the Local Health Board of the merits of a BHW in meeting the standards prescribed by this Ordinance.
- 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 this Ordinance.
- 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 Organization (POs) and NGOs.



- I) 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.

Section 4. ENLISTMENT OF BARANGAY HEALTH WORKERS

1. Determination, Recommendation & Approval of 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 Local Health Board as to any increase, after the enactment of this Ordinance, in number of BHWs to be accredited shall be approved by the Municipal Mayor and concurred by the Sangguniang Bayan.

2. LIMITATIONS

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

Section 5. REGISTRATION/ACCREDITATION

I. PURPOSE

In order for Barangay Health Workers (BHWs) to be entitled to benefits and Incentives provided under R.A. No. 7883 and this Ordinance, they shall register and/or accredit with the Local Health Board at the municipality of Abuyog, Leyte, subject to the qualifications, requirements and guidelines set forth in R. A. No. 7883 and its Implementing Rules & Regulations.

II. CERTIFICATE OF REGISTRATION

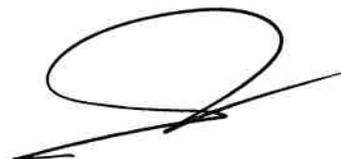
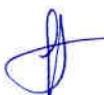
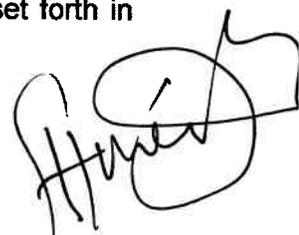
A qualified BHW shall apply for registration with the Local Health Board, who in turn shall evaluate, approve and issue a Certificate of Registration in accordance with the procedures, requirements and guidelines set forth in R.A. No. 7883 and its Implementing Rules & Regulations.

a. QUALIFICATIONS FOR REGISTRATION

To qualify for registration, a BHW must:

1. Have completed the DOH basic training course for BHWs conducted by an accredited government agency or NGO;
2. Be at least (18) years of age as of the date of the filing of the application for registration;
3. Must be a resident of the barangay where he/she is rendering voluntary primary health care service for at least one (1) year prior to registration;
4. 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:

- The Rural Health Midwife (RHM) assigned to his/her barangay; and/or
- 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



- The Punong Barangay or in his absence, the SB Chairman of the Committee on Health, of the Committee on Health, of the barangay where the BHW is voluntarily rendering primary health care services.
- 5. Must be a High School Graduate; and
- 6. Be physically and mentally fit.

III. 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 R.A. 7883 and its Implementing Rules and Regulations.

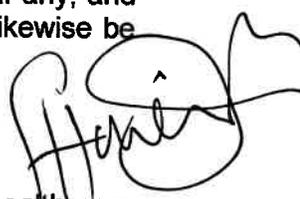
a. QUALIFICATIONS FOR ACCREDITATION

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

1. Be a duly Registered BHW, and
2. 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.

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 thereat from the concerned Barangay shall likewise be submitted to the Local Health Board.



IV. 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 Local Health Board pursuant to and in accordance with the provisions of R.A. 7883 and its Implementing Rules and Regulation.

a. 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 the municipality of Abuyog, Leyte, the functions and composition of which shall be in accordance with the provisions of R.A. 7883 and Its Implementing Rules & Regulation. The Municipal Health Officer shall act as Chairman of the BHW-RAC.



b. ISSUANCE OF BHW REGISTRATION IDs

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



V. SUBMISSION OF REGISTRY/ACCREDITATION REPORTS

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

VI. 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.

Section 6. INCENTIVES AND BENEFITS

I. ENTITLEMENT OF INCENTIVES & BENEFITS

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.) Subsistence Allowance
- b.) Training Education and Career Enhancement Programs (TECEPs)
- c.) Second Grade Civil Service Eligibility
- d.) Preference in the Hiring of Health Personnel
- e.) Preference as Beneficiary of the local Scholarship Programs Section

II. HAZARD ALLOWANCE

A volunteer Barangay Health Worker of a barangay, exposed to situations, conditions or factors in the work environment or place where foreseeable, but unavoidable danger of risks exist which adversely endanger his/her health of 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 the amount to be determined by the Local Health Board and Local Peace and Order Council and approved by the Municipal Mayor and the Sangguniang Bayan of Abuyog, Leyte.

III. 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.

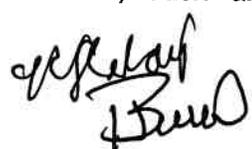
IV. SUBSISTENCE ALLOWANCE



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 Municipal Mayor and the Sangguniang Bayan.

V. GRANT OF SUBSISTENCE ALLOWANCE

Upon approval of this Ordinance, the Municipal Government of Abuyog, Leyte shall appropriate from its unexpended fund and/ or from any other available source of fund, such amount for the payment of monthly



subsistence allowance to the duly accredited and qualified BHWs, the amount of Five Hundred Pesos (P 500.00) per month each BHWs.

VI. 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.

VII. TRAINING, EDUCATION & CAREER ENRICHMENT PROGRAMS (TECEPs)

Certain formal and non-formal courses and training on health sciences education, as prescribed under R.A. No. 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.

VIII. ASSISTANCE IN THE AVAILMENT OF TECEPs

The Municipal Health Officer 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.

IX. PREFERENCE AND BENEFICIARY IN THE MUNICIPAL'S SCHOLARSHIP PROGRAMS

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

X. CIVIL SERVICE ELIGIBILITY

An accredited BHW may qualify for the grant of a second-grade civil services (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.



XI. QUALIFICATIONS FOR SECOND GRADE CIVIL SERVICE ELIGIBILITY

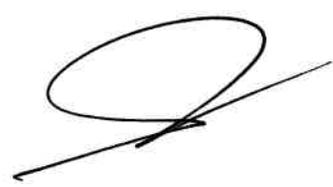
The accredited BHW applicant must:

- 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.



XII. ASSISTANCE IN THE AVAILMENT OF CIVIL SERVICE ELIGIBILITY

The Municipal Health Officer, in coordination with the Human Resource & Management Officer, 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. No. 7883 and the Implementing Rules and Regulations.



XIII. 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 Municipal Government of Abuyog 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.

XIV. 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 Workers shall be credited to his/her service in computing retirement benefits.

Section 7. MONITORING

I. 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 Local Health 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 Municipal 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 Municipal Mayor and the Sangguniang Bayan for the effective and efficient delivery by the BHWs of said health care services to the people.

II. THE MUNICIPAL HEALTH OFFICE

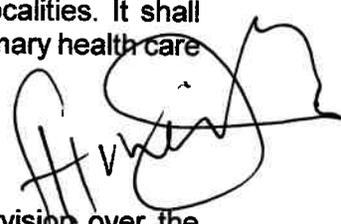
The Municipal Health Office, through the Municipal Health Officer, shall prepare and maintain the local registry of BHWs and also to ensure the participation of BHWs in health-related activities in their localities. It shall provide technical guidance to the BHWs in the delivery of primary health care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

III. 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 Chairman, Committee on Health shall require and review reports of the BHWs prior to submission to the Municipal Health Office



Section 8. MISCELLANEOUS AND FINAL PROVISIONS

I. REGISTRATION OF EXISTING BHWs

The registration for the year 2025 shall immediately start after the effectivity of this Ordinance.

Considering that R. A. No. 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 shall be issued



Certificates of Registration and/or Accreditation, in accordance with this Ordinance and the provisions of R. A. No. 7883 and its Implementing Rules and Regulations. For purposes of accreditation, the barangay of this municipality shall determine the number of BHWs.

II. INITIAL GRANT OF SUBSISTENCE ALLOWANCE

Upon the approval of this Ordinance, the Municipal Government of Abuyog, Leyte shall appropriate from its unexpended Fund and/or from any other available source of fund, such amount 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 Municipal Mayor and the Sangguniang Bayan for approval. The monthly Subsistence Allowance granted to BHWs shall depend on the availability of funds subject to usual accounting and auditing procedure.

III. APPROPRIATION IN THE ANNUAL BUDGET

The payment for the monthly subsistence allowances to the BHWs that may henceforth be given under this Ordinance, as recommended by the Local Health Board and approved by the Municipal Mayor and the Sangguniang Bayan shall be taken from the General Fund and/or any other available fund of the municipal government, and shall thereafter form part of the Annual Budget of the municipality of Abuyog, Leyte.

IV. NON-SUSPENSION/REVOCAION OR REDUCTION 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.

V. APPLICABILITY OF R. A. NO. 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 No. 7883 and its Implementing Rules & regulations shall apply.

Section 9. SEPARABILITY CLAUSE. If any provision of this Ordinance is declared invalid or unconstitutional, the remaining provision not affected thereby, shall continue to be in full force & effect.

Section 10. REPEALING CLAUSE. All ordinances or resolutions, local issuances or rules inconsistent with the provisions of this ordinance are hereby repealed or modified accordingly.

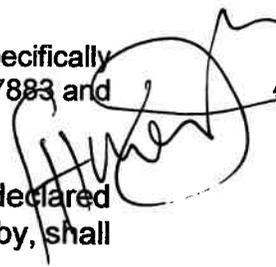
Section 11. EFFECTIVITY CLAUSE. This ordinance shall take effect immediately upon review & approval of the Honorable Sangguniang Panlalawigan of Leyte.

ENACTED: This 25th day of February, 2025

I HEREBY CERTIFY to the correctness of the foregoing ordinance.



ARSENIO Y. SILLOTE
Sangguniang Bayan Secretary



ATTESTED:

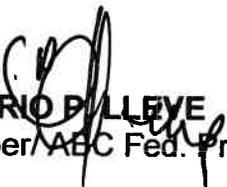

HON. JAMES L. BOHOL
Municipal Vice Mayor, Prsdg. Officer


HON. JEANNETTE A. VALIDA
SB Member, Prsdg. Pro-Tempore


HON. ARNOLD R. ALLERA
SB Member


HON. EDITHA C. DELOY
SB Member


HON. FRANCISCO B. LANDIA
SB Member, Floor Leader


HON. DARIO PALLEVE
SB Member/ABC Fed. President

APPROVED:


HON. LEMUEL GIN K. TRAYA
Municipal Mayor


HON. ANTONIO C. ALMENDRA, JR.
SB Member

HON. PATROCINIO A. RISOS, JR.
SB Member

HON. EDMUNDO P. SAÑO
SB Member - O.B.


HON. ERWIN V. BELLEZA
SB Member


HON. MELLIZA JANE C. TRAYA
SB Member/SK Ped. Pres.