



Republic of the Philippines
PROVINCE OF LEYTE
Provincial Capitol
Tacloban City

-oOo-

PROVINCIAL LEGAL OFFICE

2nd INDORSEMENT

July 8, 2026

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

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

- Ordinance No.7 entitled: **“An Ordinance institutionalizing Barangay Health workers etc.”**

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance to its power under Sections 447(a)¹ of the Local Government Code of 1991 (R.A 7160) pursuant to RA 7883², subject to availability of funds and to usual 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;(a) The sangguniang bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the municipality as provided for under Section 22 of this Code,

² Barangay Health Workers' Benefits and Incentives Act of 1995,

Item No.: 14

Date: 08 2026 SEP

PROVINCE OF LEYTE
LEGAL OFFICE

RELEASED

By: [Signature]
Date: 9.7.26 Time: 9m

Sangguniang Panlalawigan
Province of Leyte

RECEIVED

Date: AUG 25 2026
By: [Signature]

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
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PROVINCE OF LEYTE
OFFICE
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By: 
Date: 7.8.26 Time: 2:20

OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
07 July 2026

The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 07, series of 2026** of the **Municipality of Tunga, Leyte**, entitled: **An Ordinance institutionalizing Barangay Health Workers in the Municipality of Tunga, defining their roles and providing benefits and incentives, and appropriating funds thereof.**



FLORINDA JILL S. UYVICO
Secretary to the Sanggunian



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA

OFFICE OF THE SANGGUNIANG BAYAN

July 3, 2026



HON. LEONARDO JAVIER JR.
Vice-Governor/Presiding Officer
Sangguniang Panlalawigan
Province of Leyte

Thru: THE SECRETARY TO THE SANGGUNIAN

Sir:

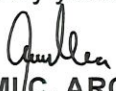
Respectfully submitting herewith fifteen (15) copies of the following municipal ordinances, together with their supporting documents for review and approval:

1. **Municipal Ordinance No. 07, Series of 2026** – AN ORDINANCE INSTITUTIONALIZING BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF TUNGA, DEFINING THEIR ROLES AND PROVIDING BENEFITS AND INCENTIVES, AND APPROPRIATING FUNDS THEREOF.
2. **Municipal Ordinance No 08, Series of 2026** – AN ORDINANCE CREATING VARIOUS PLANTILLA POSITIONS IN THE MUNICIPALITY OF TUNGA, LEYTE, AND DEFINING THEIR QUALIFICATIONS, DUTIES AND RESPONSIBILITIES, AND APPROPRIATING FUNDS THEREFOR.

Please acknowledge receipt hereof.

Thank you.

Very truly yours,


NAOMI C. ARCALLANA
Secretary to the Sanggunian



REPUBLIC OF THE PHILIPPINES
Province of Leyte
MUNICIPALITY OF TUNGA
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 48TH REGULAR SESSION OF THE SANGGUNIANG BAYAN, TUNGA, LEYTE HELD ON JUNE 22, 2026 AT THE SB SESSION HALL.

PRESENT:

Hon. Lemuel G. Ponferrada	- Municipal Vice-Mayor/Presiding Officer
Hon. Martiniano F. Requeiz	- SB Member
Hon. Herman A. Ayuste	- SB Member
Hon. Marietta A. Catalo	- SB Member
Hon. Cielito O. Esquibel	- SB Member
Hon. Jose Capoporo A. Uribe	- SB Member
Hon. Joselito L. Arintoc	- SB Member
Hon. Rex S. Ergina	- SB Member
Hon. Juanito G. Fallorina, Jr.	- SB Member
Hon. Florentina A. Obsequio	- Ex-Officio Member/Liga President
Hon. Leo Van C. Delgado	- Ex-Officio Member/SK Fed. President

Sangguniang Panlalawigan
Province of Leyte
RECEIVED
JUL 03 2026
Date: _____
By: *[Signature]*

ABSENT:

None

MUNICIPAL ORDINANCE NO. 07 Series of 2026

AN ORDINANCE INSTITUTIONALIZING BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF TUNGA, DEFINING THEIR ROLES AND PROVIDING BENEFITS AND INCENTIVES, AND APPROPRIATING FUNDS THEREOF

*Sponsors: Hon. Cielito O. Esquibel
Hon. Marietta A. Catalo
Hon. Juanito G. Fallorina Jr.*

BE IT ORDAINED by the Sangguniang Bayan that:

SECTION 1. TITLE – This Ordinance shall be known as ***“An Ordinance Institutionalizing Barangay Health Workers in the Municipality of Tunga, Defining Their Roles and Providing Benefits and Incentives, and Appropriating Funds Thereof”***.

SECTION 2. DECLARATION OF POLICY – The Local Government Unit of Tunga recognizes that Barangay Health Workers (BHWs) are vital frontline healthcare providers who play a significant role in delivering essential health services to the municipality. It is the policy of the LGU to empower BHWs through improved training, adequate resources, and increased recognition that will enhance their ability to address public health concerns effectively.

SECTION 3. SCOPE – This Ordinance shall cover all registered and accredited Barangay Health Workers in the Municipality of Tunga, Leyte.

SECTION 4. DEFINITION OF TERMS – The following terms are conceptually defined in this Ordinance:

- a. **Barangay Health Worker (BHW)** – shall refer to a person who has undergone training program 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 BHW Registration and Accreditation (BHW-RAC) in accordance with the guidelines promulgated by the Department of Health (DOH);
- b. **Registered BHW** – shall refer to an individual who has qualified to be a BHW, whose application for registration as BHW has been duly processed and evaluated by the BHW-RAC and who shall render at least one (1) year of service in the barangay in fulfillment of the requirement for registration;
- c. **Accredited BHW** – shall refer to a registered BHW who has been issued with a certificate of accreditation by the BHW-RAC after having rendered at least three (3) years of service in the barangay, who voluntarily renders primary health services in the community, and who shall be entitled to the benefits and incentives under the Magna Carta for Barangay Health Workers and be issued a BHW privilege card;
- d. **Registration** – shall refer to a systematic process of enlisting a BHW based on a set of criteria promulgated by the Department of Health (DOH);
- e. **BHW Accreditation** – shall refer to an official acknowledgement by the BHW-RAC of the merits of a BHW in meeting the standards prescribed by the IRR of R.A. 7883;
- f. **BHW Registration and Accreditation Committee (BHW-RAC)** – refers to the local body established under R.A. 7883 which facilitates the registration and accreditation of Barangay Health Workers;
- g. **R.A. 7883** – shall refer to Barangay Health Workers' Benefits and Incentives Act of 1995;
- h. **LHB (Local Health Board)** – shall refer to a body created by virtue of Section 102, Title V, Book I of the Local Government Code of 1991 serving as the primary advisory, planning, and oversight body for local health systems, acting as the immediate governing authority for Barangay Health Workers (BHWs) in their respective localities;
- i. **Universal Health Care Act** – an act containing comprehensive and progressive reforms that will ensure every Filipino is healthy, protected from health hazards and risks, and has access to affordable, quality, and readily available health services that is suitable to their needs;
- j. **R.A. 7305** – shall refer to the Magna Carta of Public Health Workers.

SECTION 5. BHW REGISTRATION AND ACCREDITATION – In order for the Barangay Health Workers to be entitled to the benefits and incentives provided under this ordinance, they must be registered to, and accredited by the BHW-RAC. The registration and

accreditation of BHWs shall be facilitated by the BHW Registration and Accreditation Committee (BHW-RAC) in accordance with the implementing Rules and Regulations of Republic Act No. 7883, which is composed of the following:

- a. Municipal Health Officer
- b. Municipal BHW Coordinator
- c. President of the Tunga, Leyte BHW Humanitarian Volunteers, Inc.
- d. Sangguniang Bayan Member, Chairperson Committee on Health and Sanitation
- e. LIGA President
- f. Municipal Budget Officer
- g. Municipal Treasurer
- h. DOH Representative to the LHB
- i. CSO Representative

The Local Health Board may, however, expand the membership of BHW-RAC depending on its need for a more efficient system of registration and accreditation.

SECTION 6. QUALIFICATION STANDARDS

6.1 REGISTRATION – To qualify for registration, a barangay health worker in the Municipality of Tunga, Leyte must:

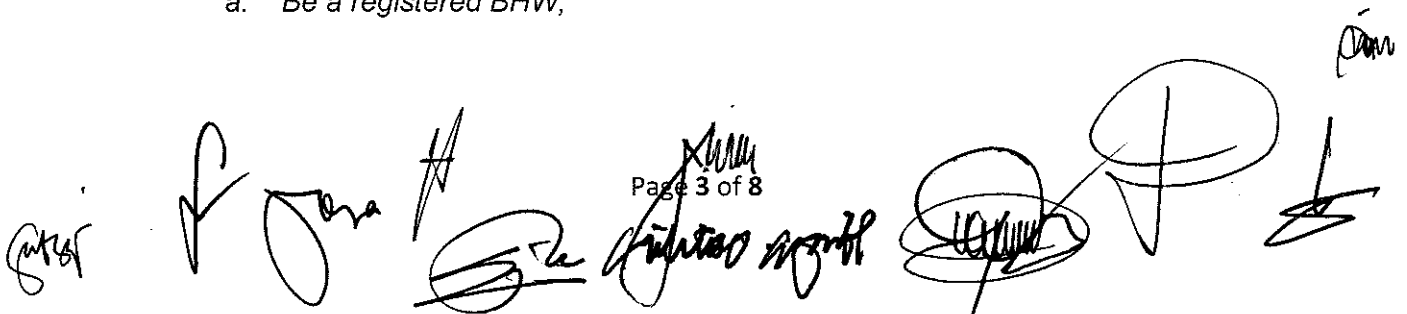
- a. *Have rendered basic community health care services continuously and satisfactorily for at least one (1) year immediately preceding the date of the filing of application for registration in the barangay as certified by the Rural Health Midwife or public health nurse assigned to the barangay and by the President of the Tunga, Leyte BHW Humanitarian Volunteers, Inc.*
- b. *Have completed the basic orientation and training for BHWs as prescribed by the DOH and conducted by an accredited government agency, or DOH-recognized academic institution and non-governmental organization (NGO);*
- c. *Be at least eighteen (18) years of age at the date of filing of the application for registration; and*
- d. *Be physically and mentally fit.*

It shall be the duty of the Municipal Health Office, in coordination with the Provincial Health Office and DOH, to provide the BHW applicants for registration with basic orientation and training within six (6) months from the date of approval of their application.

6.2 ACCREDITATION – To further professionalize the health services rendered by the BHWs and ensure the health and welfare of the community, a duly registered BHW must be accredited by the BHW-RAC and must meet the following:

- a. *Be a registered BHW;*

Page 3 of 8



- b. *Have completed in the locality at least three (3) years of continuous and satisfactory service immediately prior to the filing of application for accreditation; and*
- c. *Have completed a regular training program on health care service and community-based health program that would upgrade and develop the skills and competency of BHWs to perform their roles.*

6.3 RETIREMENT – The voluntary retirement age for BHWs shall be sixty (60) years old. Extensions may be granted, as deemed necessary, provided the BHW remains accredited, active, and capable of performing their duties, and submits a medical certificate confirming physical fitness. Provided further, said extension of service shall be subject to the approval of BHW-RAC.

It shall be the duty of the LGU, in coordination with the Provincial Government and the DOH, to provide the BHW applicant for registration the necessary support and opportunities for accreditation. A BHW must complete the regular training on health care service and community-based health program within five (5) years from registration.

SECTION 7. DUTIES AND FUNCTIONS – BHWs are required to perform tasks as stated in the IRR of R.A. 7883 and are expected to provide services that are effective, empowering, appropriate, acceptable and accessible. These services must be part of activities that are carried out in order to accomplish pre-determined program objectives that will provide benefits to Tunga, Leyte residents.

As one of the key partners in a reformed healthcare delivery system, the LGU together with the DOH shall support the roles of BHWs as:

- a. **ADVOCATE** – to support, promote and champion current health programs, projects, and activities to improve access to quality health services towards the improved health status of the community;
- b. **EDUCATOR** – to guide and advice the community on the current DOH and health priorities of the LGU such as importance of birth plan and facility-based delivery in reducing maternal and infant deaths; newborn screening for the early detection of congenital metabolic disorders which may lead to mental retardation and even death, among others;
- c. **DISSEMINATOR** – to maintain regular communication with local professional health workers events and updates and concerns relevant to the community and inform the same to the community for appropriate action, if necessary;
- d. **COORDINATOR** – to facilitate access to any group or association of the community with a relevant network of or specific health and non-health service providers;
- e. **DATA MANAGER** - to establish and maintain updated databank in the barangay ensuring that health data is accurate, up-to-date, and accessible for local health planning.
- f. **RECORD KEEPER** – to maintain records of health data, health activities and events in the community;

- g. **HEALTH CARE SERVICE PROVIDER** – to assist and provide basic healthcare services as may be needed in the community in any health event.

A BHW shall not be required to engage in any partisan political activity and shall perform other relevant functions such as, but not limited to;

- *Barangay Health Workers shall be a member of the Barangay Gender and Development Focal Point System as they play a critical role in gender-responsive healthcare, community nutrition and addressing women's health needs within the GAD planning.*
- *Barangay Health Workers will be included as members of the Barangay Registry of Barangay Inhabitants and Migrants System Task Force (BRIMSTF) who will be responsible in the conduct of house to house data gathering for baseline data and updating of the barangay database thereafter;*
- *Barangay Health Workers can simultaneously act as Barangay Nutrition Scholars and Barangay Service Point Officers as needed to deliver primary health care, nutrition, and population management services in their respective barangays.*

SECTION 8. BENEFITS AND INCENTIVES – The benefits and incentives granted under this ordinance shall be treated as local benefits and incentives under R.A. 7883, **subject to the availability of local funds and in accordance with the existing laws, rules, and issuances.** These local benefits and incentives include, but not limited to the following:

- a. Monthly Incentive
- b. Mandatory Insurance Coverage and PhilHealth Membership
- c. One-time retirement Cash Incentive – an ACCREDITED BHW who has continuously and satisfactorily served for at least fifteen (15) years shall be entitled to one-time retirement cash incentives of not less than five thousand Pesos (₱5,000.00) in recognition of their loyalty and dedication, which shall be borne by the municipality concerned.
- d. Cash gift – all ACCREDITED BHWs are entitled to a cash gift not less than the minimum monthly incentive to be given every December from the general fund of the barangay or from such other funds appropriated by the national government for the purpose;
- e. Disability Benefits – an ACCREDITED BHW who sustains an injury or falls ill in the course of the performance of their duties shall be entitled to One Thousand Pesos (₱1,000.00) for every year of service.
- f. Training, Education and Career Enrichment Programs – The DOH, in coordination with the Department of Education, Commission on Higher Education (CHED), Technical Education and Skills Development Authority (TESDA), DOH-recognized academic institutions, other concerned agencies and non-government organizations, shall provide information on and opportunities for education and career enrichment for accredited BHWs;
- g. Civil Service Eligibility – a Second Grade Civil Service (Sub-Professional) eligibility shall be granted to accredited BHWs who have rendered at least five (5) years continuous service and have completed at least two (2) years of college education (subject to CSC's approval);
- h. One-Child Scholarship – Only one child of an accredited BHW is entitled to admission in any of the State Colleges and Universities, provided that the BHW and/or sponsoring agency will pay for the miscellaneous fees, books and other expenses related to the scholarship and provided further, that the

BHW has not yet availed of the program enumerated in Section 16 (c {1&2} of RA 7883;

SECTION 9. TRAINING, EDUCATION and CAREER ENRICHMENT PROGRAMS (TECEPs) – The Municipal Health Office in collaboration with DOH and other concerned government agencies, including LGUs, NGOs, POs, private agencies and institutions, shall provide information and opportunities for training, education and career enrichment programs (TECEPs) for ACCREDITED BHWs.

9.1 Available Courses – and ACCREDITED BHW may avail of one or more of the following TECEPs offered in the Philippines or in other countries:

- a. *Formal Health Sciences education with certificate or diploma, graduate and/ post graduate courses, offered by institutions accredited/recognized by the Commission on Higher Education (CHED), including the step-ladder curriculum of health sciences;*
- b. *Formal vocational course in health offered by institutions accredited/recognized by the CHED;*
- c. *Trainings and other short-term courses on health, with or without certificate, offered by the institutions whose programs have been accredited/recognized by the DOH; and*
- d. *Other non-formal education courses as may be prescribed by the DOH and the Bureau of Non-Formal Education of the Department of Education*

9.2 Qualifications for BHW Scholarship – in order to avail to the formal health science education scholarship, an accredited BHW must:

- a. *Have rendered at least five (5) years of active and continuous service as BHW;*
- b. *Be a High School Graduate;*
- c. *Be nominated by at least 60-70% of the household heads of the community being served;*
- d. *Have demonstrated exemplary community and work performance, with a strong commitment to serve the community;*
- e. *Be physically and mentally fit to undertake the program;*
- f. *Have passed the requirements of the concerned educational institutions as deemed necessary.*

SECTION 10. DISCIPLINARY MEASURES AND TERMINATION OF SERVICE

10.1 Grounds for Disciplinary Action or Removal. Disciplinary measures are essential in institutionalizing Barangay Health Workers (BHWs) to enforce professional accountability, standardize performance in public health delivery, and protect workers from arbitrary, politically motivated dismissals. As recommended by the Municipal Health Office, a Barangay Health Worker may be subject to disciplinary action, suspension, or removal on any of the following grounds:

- a. Gross neglect of duty
 - *Failure to perform assigned tasks such as reporting, household visits, or participation in health programs without valid reason*
- b. Frequent unjustified absences or non-participation
 - *Repeated failure to attend meetings, trainings, or program activities*
- c. Dishonesty or falsification of records
 - *Submission of inaccurate, or fabricated reports or data*

- d. Misconduct or unethical behavior
 - Acts that compromise the integrity of the health service, including abuse of authority or inappropriate conduct
- e. Breach of confidentiality
 - Unauthorized disclosure of patient or community health information
- f. Insubordination
 - Willful refusal to follow lawful instructions from authorized supervisors
- g. Engagement in activities prejudicial to public service
 - Actions that negatively affect the credibility of the Barangay Health Worker program
- h. Physical or mental incapacity
 - Inability to safely and effectively perform assigned functions

10.2 Disciplinary Measures. Depending on the gravity and frequency of the offense, the following sanctions may be imposed:

- a. Verbal Warning
- b. Written Warning
- c. Suspension from incentives or honorarium for a defined period
- d. Temporary suspension from duties
- e. Termination of engagement as Barangay Health Worker

10.3 Due Process. No Barangay Health Worker shall be removed or suspended without due process. The following minimum procedures shall be observed:

- a. Written Notice stating the specific acts or omissions complained of;
- b. Opportunity to explain in writing within a reasonable period;
- c. Evaluation by the Municipal Health Office and/or designated committee;
- d. Decision in Writing stating the findings and corresponding action.

10.4 Authority to Impose Disciplinary Actions

- a. The Municipal Health Officer (or Officer-in-Charge) shall recommend appropriate action
- b. Final approval shall be issued by the Local Chief Executive or duly authorized representative, or as may be provided by local policy.

10.5 Reinstatement. A dismissed Barangay Health Worker may be reconsidered for reinstatement upon submission of a written request and subject to evaluation based on current needs, performance history, and availability of slots.

10.6 Non-Establishment of Employer-Employee Relationship. Nothing in this Ordinance shall be construed as creating an employer-employee relationship between the Local Government Unit of Tunga and Barangay Health Workers. Engagement remains voluntary in nature, with provision of incentives and support in accordance with existing laws and local policies.

SECTION 11. BHW HOUSEHOLD RATIO – There shall be an appointment of at least one (1) BHW in every barangay for every twenty (20) households who shall be under the supervision and control of the DOH. The BHW appointed must be a resident of the barangay and shall coordinate closely with the municipal health officer in the implementation of health programs in the locality.

SECTION 12. FUNDING – The Barangays are hereby authorized to allocate necessary funds to grant the said benefits and incentives for their Barangay-paid Health Workers. Funds necessary for the grant of additional benefits and incentives for qualified BHWs shall

be included in the annual budget of the Municipal Health Office subject to the availability of funds.

SECTION 13. SEPARABILITY CLAUSE – If for any reason, any portion or provision of this Ordinance is declared unconstitutional or invalid, the same shall not affect the validity and effectivity of the other provisions hereof.

SECTION 14. REPEALING CLAUSE – Pertinent provisions of all other ordinances contrary to or inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

SECTION 15. EFFECTIVITY CLAUSE – This ordinance shall take effect upon its approval.

ENACTED by the Sangguniang Bayan, in session assembled this 22nd day of June 2026 at Tunga, Leyte.

I HEREBY CERTIFY to the correctness of the foregoing Municipal Ordinance.


NAOMI C. ARCALLANA
Secretary to the Sanggunian

ATTESTED:


LEMUEL G. PONFERRADA
Municipal Vice Mayor/Presiding Officer


MARTINIANO F. REQUEZ
SB Member

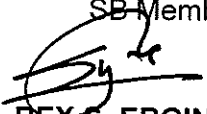

HERMAN A. AYUSTE
SB Member


MARIETTA A. CATALO
SB Member


CIELITO O. ESQUIBEL
SB Member


JOSE CAPOPORO A. URIBE
SB Member


JOSELITO L. ARINTOC
SB Member


REX S. ERGINA
SB Member


JUANITO G. HALLORINA, JR.
SB Member


FLORENTINA A. OBSEQUIO
Ex-Officio Member/Liga President


LEO VAN C. DELGADO
Ex-Officio Member/SK Fed. President

APPROVED:


REINBERT C. COSTELO
Municipal Mayor
Date: 7 - 2 - 2026



Republic of the Philippines
Province of Leyte
MUNICIPALITY OF TUNGA

OFFICE OF THE SANGGUNIANG BAYAN

CERTIFICATE OF POSTING

TO WHOM THIS MAY CONCERN:

THIS IS TO CERTIFY that *Municipal Ordinance No. 07, S. 2026* entitled: ***“AN ORDINANCE INSTITUTIONALIZING BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF TUNGA, DEFINING THEIR ROLES AND PROVIDING BENEFITS AND INCENTIVES, AND APPROPRIATING FUNDS THEREOF”***, has been posted in three (3) conspicuous places within the municipality and shall remain posted for three (3) consecutive weeks.

Issued this 2nd day of July 2026 at Tunga, Leyte.


NAOMI C. ARCALLANA
Secretary to the Sanggunian