

- (c) **Recognized Barangay Health Worker** - refers to a person who has not yet complied with or completed the required DOH basic training course for BHWs and/or is not registered and accredited by the Local Health Board but nonetheless renders voluntary primary health care services in his/her community and acknowledged as such by the city through the Local Health Board.
- (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 supply of safe water; 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; prevention of oral-dental diseases and promotion of dental health; provision and proper use of essential drugs and herbal medicines; and access and utilization of hospital care as centers of wellness.

SECTION 4. Limited Security of Tenure - The services of the Accredited Barangay Health Workers shall be co-terminos with the appointing authority and he shall not be terminated except for cause provided by law and after due process. Provided, that copy of the termination paper shall be provided the Local Health Board. The City, through the Mayor, shall continue to retain the terminated ABHW whose services it finds necessary in the implementation of its programs.

SECTION 5. Honorarium. In addition to the current monthly honorarium of One Thousand Pesos (Php1,000.00), the sum of Two Hundred Fifty Pesos (Php250.00) per month is hereby accorded all Barangay Health Workers, without prejudice to further increasing the same in the future after a thorough review of their works and should the city budget so permits. All Barangay Health Workers shall likewise be entitled to a year-end bonus or financial assistance equivalent to their monthly honorarium.

SECTION 6. Guidelines in Computing Honorarium. Accredited Barangay Health Workers shall receive the full amount appropriated in their favor. However, in the case of Recognized Barangay Health Workers, in determining the amount of honorarium that each should receive from the City, the following shall be taken into consideration, to wit:

(a) The rate of RBHW shall be no more than 90% of the rate of ABHW. The exact rate shall be determined by the total number of DOH/CHO-sanctioned training hours completed, length of service, and performance evaluation by the City Health Office, all of which shall be in points.

(b) The honorarium rate shall be equal to the total points earned expressed in percentage multiplied by the honorarium rate of accredited BHW.

(c) The points for each of the criteria shall be:

1. Training points:

No. of Training Hours	Points
0	0
1-5	5
6-10	10
11-15	15
16-20	20
21 and beyond	25

2. Length of service

Length of Service	Points
Less than one year	5
1 year or more but less than 2 years	10
2 years or more but less than 3 years	20
3 years or more	30

3. Performance rating

Performance Rating	Points
Poor	0
Passing but below ave	10
Average	25
Above average	35

(d) The reckoning date for determining the points shall be at the end of every quarter.

Example:

A Recognized BHW has completed 17 hours of DOH/CHO sanctioned training, been working as such for 2 years, and is given a performance rating by the CHO of average performance, earns the following points and is entitled to an equivalent honoraria from the city:

Criteria		Points
<i>Training hours</i>	<i>17 hours</i>	<i>20</i>
<i>Length of service</i>	<i>2 years</i>	<i>20</i>
<i>Performance rating</i>	<i>Above Average</i>	<i>35</i>
Total Points		75%
City Honoraria of Accredited BHW		P1,250.00
City Honoraria of this BHW		P 937.50

SECTION 7. Number of BHW per Barangay. Each zone or purok in every barangay shall only have one (1) BHW except for Dinaga which shall have one (1) BHW only for the entire barangay. Provided, that the current number of BHWs for all barangays shall be retained. Provided further, that any further increase in the number of BHW shall be subject to the prior approval of the Local Health Board.

SECTION 8. Requirements for Availment of Honorarium. Payment shall be computed and necessary papers prepared by the City Health Office. Before actual payment of honorarium is made it must be shown that:

- (a) The BHW has rendered voluntary primary health care services in his/her community; and
- (b) The BHW has complied with other requirements set by CHO.

SECTION 9. Assistance in the Availment of Incentives and Benefits . - The City Government of Naga through the offices herein stated shall provide necessary assistance unto each and every Barangay Health Worker in the availment of any of the Incentives and Benefits provided under Republic Act No. 7883, otherwise known as the "Barangay Health Workers' Benefits and Incentives Act of 1995", as follows:

- (a) The Scholarship Office of the Education Scholarship and Sports Office - for Scholarship Benefits in state colleges;
- (b) The City Human Resource and Management Office - in the case of Second Grade Civil Service Eligibility for those who have rendered at least five years continuous service; and
- (c) The City Legal Office - for Free Legal Services.

SECTION 10. Special Financial Assistance. Upon reaching the age of sixty (60) years or at later years if further allowed to serve by the Punong Barangay and thereafter opts to end his/her voluntary service, the concerned Accredited Barangay Health Worker who has rendered at least ten (10) years of service shall be entitled to a special financial assistance computed at least at one-half month honorarium for every year of service.

SECTION 11. Funding. The amount of x which is not so considered in the 2012 Budget is hereby herein appropriated to cover the additional honorarium of Two Hundred Fifty Pesos (Php250.00) per month chargeable against the current budget for Special Purpose Appropriation for Programs and Projects for Essential Community Services. Henceforth, the necessary amount including that for special financial assistance shall be integrated in the yearly budgetary allocation for Special Purpose Appropriation for Programs and Projects for Essential Community Services.

SECTION 12. Retroactivity. The honoraria provided in this ordinance for both accredited and recognized BHWs shall apply retroactively to the month of January 2012.

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SECTION 13. Repealing Clause. Any provision of ordinance, rules and regulations and/or parts thereof inconsistent with the provisions of this ordinance are hereby repealed and/or modified accordingly.

Section 15. Separability Clause. Should any portion or provisions of this ordinance be declared unconstitutional or invalid, the other parts or provisions thereof which are not affected thereby shall continue to be in full force and effect.

Section 16. Effectivity. This Ordinance shall take effect immediately upon its approval and publication.

ENACTED: March 20, 2012

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WE HEREBY CERTIFY to the correctness of the foregoing ordinance.

GIL A. DE LA TORRE
Secretary to the
Sangguniang Panlungsod

GABRIEL H. BORDADO, JR.
City Vice Mayor &
Presiding Officer

APPROVED:

JOHN G. BONGAT
City Mayor