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ORDINANCE NO.

AN ORDINANCE INSTITUTING A SELECTION, RETENTION AND PERFORMANCE MANAGEMENT SYSTEM FOR BARANGAY HEALTH WORKERS IN THE CITY OF NAGA, APPROPRIATING FUNDS THEREOF, AND FOR OTHER PURPOSES: -

Sponsors: Hon. Francisco M. Mendoza
Hon. Gilda Gayle R. Abonal-Gomez
Hon. David Casper Nathan A. Sergio

Be it ordained by the Sangguniang Panlungsod of the City of Naga, that:

SECTION 1. Short Title -This Ordinance shall be known as the "**Naga City Barangay Health Workers' Ordinance of 2024**".

SECTION 2. Declaration of Policy - Consistent with the national policy declared under Section 2 of Republic Act No. 7883, otherwise known as the Barangay Health Workers' Benefits and Incentives Act of 1995, it is the policy of the State to protect and promote the right to health of the people and to provide conditions of health empowerment, where each individual has access to information and services that will bring about health and wellbeing. The Primary Health Care Approach is recognized as the major strategy towards health empowerment, emphasizing the need to provide accessible and acceptable health services through the participatory strategies such as health education, training of barangay health workers, community building and organizing. Toward this end, this Ordinance shall provide for a selection, retention and performance management system to barangay health workers who are front liners in the Primary Health Care approach.

SECTION 3. Definition of Barangay Health Worker. The term "***Barangay Health Worker***" refers to a person who has undergone training programs under any accredited government and non-government organization and who voluntarily renders primarily health care services in the community after having been accredited to function as such by the local health board in accordance with the guidelines promulgated by the Department of Health (DOH).

SECTION 4. Qualifications for Registration/Accreditation of Barangay Health Worker – In order to qualify for registration a Barangay Health Workers should possesses the following qualifications, to wit:

a. Must have completed the DOH basic training course for BHWs conducted by an accredited government agency or NGO;
b. Must be at least eighteen (18) years of age on the date of the filing of the application for registration;
c. Must have rendered voluntary primary health care services for at least one (1) year immediately preceding the date of the filing of application for registration his/her barangay as certified by the Rural Health Midwife (RHM) assigned to his/her barangay, or by duly authorized representative, and by the head of his/her Barangay Health Worker Association;
d. Must be physically, mentally fit and able to read and write.

e. Must be acknowledged and recognized by the Punong Barangay as Barangay Health Worker in the barangay.

Notwithstanding the provision in the preceding paragraph, the following additional qualifications shall be observed in the selection of barangay health workers:

a. At least a High School Level at the time of appointment
b. Must be willing to voluntarily render primary health care services in the community
c. Must be willing to voluntarily perform other health-related functions as may be mandated by higher authorities
d. To give equal opportunity to gender-based issue a male volunteer is encouraged.

In no instance shall any political or religious issues be made a qualification for registration and/or accreditation of barangay health workers.

Accreditation of barangay health workers, on the other hand, shall be granted if the following minimum qualifications, are met-as follows:

a. Meet all the above-mentioned primary requirements
b. Must have actively rendered voluntary primary health care services in his/her barangay for at least (3) years immediately prior to the filing of application for accreditation as certified by the BHW Coordinator.

SECTION 5. Registration -In order for barangay health workers to be entitled to benefits and incentives provided under this Ordinance, they shall register with the City Health Office, shall furnish a copy of such registry to the Department of Health, which is hereby mandated to maintain a national registry of barangay health workers. Once the City Health Office evaluated and validated the list of the Barangay Health Workers, the BHW Coordinator under the City Health Office must endorse the list to the Local Health Board for confirmation and recognition. The accredited barangay health workers shall be given appropriate proof of said accreditation and assignment of BHW Accreditation Number. Only Local Health Board (LHB) registered and accredited BHWs shall be given priority designation and appointment by the Barangay Captain.

Furthermore, the City Health Office is hereby mandated to establish, update and maintain a data registry of all accredited barangay health workers in the City of Naga.

SECTION 6. Tenure of Office - The BHW must register annually with the City Health Office and for the said office to endorse the list to the Local Health Board for reconfirmation and reaccreditation of the Barangay Health Workers. All registered and/or accredited barangay health workers shall retain such registration and/or accreditation unless it is (a) voluntarily withdrawn, (b) incapacitated to work, (c) involved in a crime of moral turpitude, or (d) rescinded for just and actionable cause, decision based on the recommendation of the Barangay Health Worker-Registration and Accreditation Committee (BHW-RAC) to the Local Health Board.

The Punong Barangay must not be biased with his/her decision to reappoint the BHW in his/her barangay due to political affiliation. In no instance shall political affiliation be a ground for withdrawal of registration and/or accreditation of a barangay health worker.

Notwithstanding the provision of the preceding paragraph, barangay health workers shall automatically be temporarily placed on leave in the following instances:

a. For winning an electoral seat in any barangay, local or national elections, the leave shall be for a duration equivalent to the term of office plus one year.
b. For candidacy in any electoral position during barangay, local or national elections, the leave shall be for a duration equivalent to one year reckoned from the day of the elections.
c. If not a candidate for any position, no BHW shall be allowed to join in any election campaign activity whatsoever.
d. On study leave, Rehabilitation Leave and/or temporarily incapacitated to work due to health condition.

SECTION 7. Roles and Responsibilities - Barangay Health Workers shall discharge his/her duties and responsibilities as a community organizer, educator and a primary health care services provider enumerated hereunder.

a. **As a Community Organizer**, he/she shall participate in organizing and mobilizing the community towards self-reliance by:
   i. Maintaining regular communication with community leaders and professional health workers;
   ii. Providing linkage between the community and local health agencies;
   iii. Assisting the community to develop a health plan and to take action to promote their health and well-being
   iv. Facilitating the community members to identify and respond to their community health problems;
   v. Keeping records of the activities on health; and
   vi. Developing appropriate knowledge and skills among community members to promote their participation in local health initiatives.

b. **As an Educator,** he/she shall provide knowledge and skills to community members in the prevention and management of simple illnesses by:
   i. Conducting health classes and/or household teachings;
   ii. Updating knowledge of communities on relevant health issues; and
   iii. Distributing appropriate information, education and communication materials.

c. **As a Health Care Service Provider**, he/she shall render primary health care services to the members of the community by:
   i. Providing primary health care services for which he/she is trained;
   ii. Referring patients with complication and those suspected to have communicable disease to the appropriate health center or hospital;
   iii. Monitoring the health status of the household members under his/her area of service coverage;
   iv. Keeping records of health activities in the community and the health station; and
   v. Ensuring the proper maintenance of the health station and the safe custody of its equipment, medical supplies and health records

SECTION 8. Performance Management System - In order to be accredited, to maintain accreditation, and to receive benefits, Section 7 hereof should have been performed by a barangay health worker in the preceding semester. The schedule in Annex A hereof shall be utilized by the City Health Officer in the assessment of performance of barangay health

workers, which schedule shall be updated every three years by the City Health Officer in consultation with a representative from the barangay health workers.

SECTION 9. Benefits and Incentives - In recognition of their services, only registered and accredited barangay health workers who are actively and regularly performing their duties shall be entitled to any incentives and benefits:

a. Subsistence allowance – All accredited and registered barangay health workers shall receive a monthly subsistence allowance based on the amount the City Government of Naga is capable of providing. The amount of allowance may be increased every two years, subject to the recommendation of the City Health Officer and approval by the Sangguniang Panlungsod.
b. Education and training – The City Health Officer, in coordination with the Department of Health and other agencies and institutions, shall provide continuing education for the barangay health workers, at least on an annual basis, to ensure that they remain current in their knowledge of health care. The City Health Officer may also initiate special trainings such as, but not limited to, personality development, values formation education, livelihood, and other similar activities that shall enhance the overall performance and functions of barangay health workers. Scholarship benefits in the form of tuition fees at the City College of Naga to push through her continuing education in the courses offered by the said school. Special training programs, such as those on traditional medicine, disaster preparedness and other programs that address emergent community health problems and issues.
c. Free legal services – legal representation and consultation services for barangay health workers shall be immediately provided by the City Legal Office and Public Attorney's Office in cases of coercion, interference, and in other civil and criminal cases filed by or against barangay health workers arising out of or in connection with the performance of their duties as such.
d. Civil Service Eligibility – The City Health Office, the City Human Resource and Management Office and the concerned punong barangay shall actively assist a barangay health workers who has rendered five (5) years continuous service as such in securing a second grade eligibility: Provided, that should the barangay health worker become a regular employee of the city government, the total number of years served as barangay health worker shall be credited to his/her service in computing retirement benefits.
e. Free medical and laboratory check-up. Granting a free basic medical and laboratory check-up once a year during their birth month at the Naga City General Hospital.

Every incentive or benefit for barangay health workers requiring the expenditure of local funds shall be reviewed and approved by the local health board to ensure that only the deserving barangay health workers get the same.

SECTION 10. Appropriations – Such amount as may be necessary for the implementation of this Ordinance shall be included in the annual budget of the City Health Office and, where applicable, in the annual budget of the Special Health Fund.

SECTION 11. Separability Clause - In the event any provision of this Ordinance or the application of such provisions to any person or circumstances is declared invalid, the remainder of this Ordinance or the application of said provisions to other persons or circumstances shall not be affected by such declaration.

SECTION 12. Repealing Clause - All local ordinances, resolutions, executive orders, and administrative rules and regulations or parts thereof which are inconsistent with the provisions of this Ordinance are hereby amended, modified, or repealed accordingly.

SECTION 13. Effectivity. This Ordinance shall take effect upon its approval.