



MEMORANDUM ORDER NO. 2024-16

SCRAP-AND-BUILD, CREATION, RETITLING, AND RECLASSIFICATION OF CERTAIN POSITIONS IN THE PHILIPPINE HEALTH INSURANCE CORPORATION (PHILHEALTH)

WHEREAS, the Governance Commission for Government-Owned or -Controlled Corporations (GCG), pursuant to Republic Act (R.A.) No. 10149, is mandated to “evaluate the performance and determine the relevance of the [government-owned or -controlled corporation] GOCC, to ascertain whether such GOCC should be reorganized, merged, streamlined, abolished or privatized, ...[and] implement the reorganization, merger or streamlining unless otherwise directed by the President”;

WHEREAS, the PhilHealth Board of Directors, through Board Resolution No. 1847, s. 2013, Board Resolution No. 1614, s. 2012, and during the 16 November 2023 Regular Board Meeting as evidenced by Corporate Secretary's Certificate dated 29 November 2023, approved the positions for the Treasury Department and the Information Management Sector;

WHEREAS, the Department of Budget and Management (DBM) transmitted to the GCG its Resolution dated 24 October 2023 on the question of re-allocation of positions for Medical Officer and Specialist positions, holding that consistent with Executive Order No. 811, s. 2009 and Congress Joint Resolution No. 4, s. 2009, “PhilHealth may implement the re-allocation of [salary grades] of its Medical Officer/Specialist positions based on the provisions of DBM [National Budget Circular] No. 521, [Budget Circular] No. 2018-4, and the succeeding issuances on [Index of Occupational Services, Occupational Groups, Classes and Salary Grades], only after the issuance of the Governance Commission for GOCCs (GCG) authorization [to adopt the Compensation Framework under Executive Order No. 36] in 2017... subject to the approval of the GCG...”;

WHEREAS, the PhilHealth Board of Directors during the 20 November 2023 Regular Board Meeting as evidenced by Corporate Secretary's Certificate dated 04 December 2023, approved the implementation of the reclassification of the Medical Positions in PhilHealth;

WHEREAS, the GCG issued to PhilHealth the authorization to adopt the Compensation Framework under Executive Order (E.O.) No. 36, s. 2017 from 01 January 2017;

WHEREAS, the Governance Commission issued to PhilHealth the authorization to implement the Compensation and Position Classification System (CPCS) pursuant to E.O. No. 150, s. 2021 with a corresponding adjustment of salary

steps from 05 October 2021 for regular employees and from 27 May 2022 for casual employees;

WHEREAS, the GCG has determined that it is in the best interest of the State and the public to authorize the scrap-and-build, creation, retitling, and reclassification of positions in PhilHealth to promote better, effective, and efficient services to the public;

NOW, Be it –

RESOLVED, that the request for reclassification of positions within the Treasury Department is hereby **APPROVED WITH MODIFICATION** such that three (3) positions shall be scrapped to create the needed two (2) regular positions:

| SCRAP | | | | BUILD | | | |
|----------------------------|-------------------|-----------|------------|-----------------------------|------------------------------|-----------|------------|
| No. OF POSITIONS | POSITION TITLE | CPCS | | No. OF POSITIONS | POSITION TITLE | CPCS | |
| | | JOB GRADE | STEP RANGE | | | JOB GRADE | STEP RANGE |
| Treasury Department | | | | | | | |
| Cash Division | | | | Investments Division | | | |
| 2 | Fiscal Examiner A | 9 | 1 to 4 | 1 | Senior Investment Specialist | 11 | 1 to 2 |
| 1 | Fiscal Clerk | 6 | 1 to 8 | 1 | Investment Specialist | 10 | 1 to 3 |
| 3 | TOTAL | | | 2 | TOTAL | | |

RESOLVED FURTHER, that the request for creation of four (4) regular positions under the Information Management Sector is hereby **APPROVED**:

| No. OF POSITIONS | POSITION TITLE | CPCS | |
|--|-------------------------------------|-----------|------------|
| | | JOB GRADE | STEP RANGE |
| Information Management Sector | | | |
| Office of the Senior Vice President | | | |
| 1 | Executive Assistant IV | 12 | 1 to 3 |
| 1 | Administration Services Assistant B | 7 | 1 to 8 |
| 1 | Clerk III | 5 | 5 to 8 |
| 1 | Chauffeur II | 5 | 5 to 8 |
| 4 | TOTAL | | |

RESOLVED FURTHER, that the request for reclassification of Medical Officer VII is hereby **APPROVED WITH MODIFICATION** such that all such positions within PhilHealth shall be retitled retroactive to 01 January 2017:

| FROM | | TO | |
|------------------|---------------------|------------------|-------------------|
| No. OF POSITIONS | POSITION TITLE | No. OF POSITIONS | POSITION TITLE |
| 28 | Medical Officer VII | 28 | Medical Officer V |

RESOLVED FURTHER, that the request for reclassification of all Medical Specialist positions within PhilHealth is hereby **APPROVED**:

| NO. OF POSITIONS | POSITION TITLE | SALARY GRADE* | | CPCS** | | | |
|------------------|------------------------|---------------|----|-----------|------------|-----------|------------|
| | | FROM | TO | FROM | | TO | |
| | | | | JOB GRADE | STEP RANGE | JOB GRADE | STEP RANGE |
| 37 | Medical Specialist IV | 24 | 25 | 12 | 7 to 8 | 13 | 1 to 8 |
| 51 | Medical Specialist III | 23 | 24 | 12 | 4 to 6 | 12 | 7 to 8 |
| 40 | Medical Specialist I | 21 | 22 | 11 | 7 to 8 | 12 | 1 to 3 |
| 128 | TOTAL | | | | | | |

* Effective 01 January 2017 to 04 October 2021

** Effective 05 October 2021 onwards

RESOLVED FINALLY, the foregoing is **SUBJECT TO THE FOLLOWING CONDITIONS**:

1. Funds for the purpose shall be taken fully from the corporate funds of the PhilHealth, as approved by its Governing Board, and no budgetary support will be provided by the National Government for personnel services;
2. The pertinent budgetary, accounting, auditing, civil service and other applicable laws, rules and regulations shall be complied with;
3. Any further modification/s on the PhilHealth's Organizational Structure and Staffing Pattern is/are prohibited unless otherwise approved by the GCG; and
4. If any provision of this Order is declared invalid or unconstitutional, the other provisions not affected thereby shall remain valid and subsisting.

DONE, in the City of Makati, this 12 day of AUG 2024.


ATTY. MARIUS P. CORPUS
Chairperson




ATTY. BRIAN KEITH F. HOSAKA
Commissioner


ATTY. GERALDINE MARIE B. BERBERABE-MARTINEZ
Commissioner