



Republic of the Philippines  
Province of Sorsogon  
OFFICE OF THE PROVINCIAL GOVERNOR  
Sorsogon Capitol Compound



**EXECUTIVE ORDER NO. 28 - 2023**

**CONDUCT OF ANNUAL MEDICAL-PHYSICAL CHECKUPS AND LABORATORY EXAMINATIONS FOR ALL THE EMPLOYEES OF PROVINCIAL GOVERNMENT OF SORSOGON AND FOR OTHER PURPOSES**

**WHEREAS**, Section 15, Article II of the 1987 Philippine Constitution provides that: "The State shall protect and promote the right to health of the people and instill health consciousness among them";

**WHEREAS**, Civil Service Memorandum Circular No. 33, s. 1997 which promulgates a Policy on Working Conditions at the Workplace which includes health program for government employees;

**WHEREAS**, Administrative Order No. 402, s. 1998 dated June 2, 1998, "Establishment of a Medical Check-up Program for Government Personnel," Section 1 thereof, states that an annual medical check-up for government officials and employees is authorized to be established starting 1998, in the meantime that this benefit is not yet integrated under the National Health Insurance Program being administered by the Philippine Health Insurance Corporation (PHIC);

**WHEREAS**, Provincial Ordinance No. 1 – 2020, otherwise known as the "Annual Health Care Benefits of Sorsogon Provincial Government Employees";

**WHEREAS**, it is deemed indispensable for 40 years old and above to have an annual medical-physical checkup and laboratory examinations due to being vulnerable to health issues;

**WHEREAS**, it is an obligation of the Provincial Government of Sorsogon to ensure that the employees are in good health, and within the safe working condition environment;

**NOW, THEREFORE, I, EDWIN “BOBOY” B. HAMOR**, Governor of the Province of Sorsogon, by virtue of the power vested in me by law, do hereby order the following:

**Section 1.1.** Annual Medical-Physical Checkups and Laboratory Examinations of employees for age 40 and above. The following are the benefits, but shall not be limited to:

- a. Physical Examination
- b. Chest X-Ray
- c. Complete Blood Count
- d. Urinalysis
- e. Stool Examination
- f. Electro Cardiogram
- g. Blood Sugar Test

**Section 1.2.** Annual Medical-Physical Checkups and Laboratory Examinations of employees for age 39 and below. The following benefits shall be provided but shall not be limited to:

- a. Physical examination
- b. Chest X-Ray
- c. Complete Blood Count
- d. Urinalysis
- e. Stool Examination

**Section 2. Schedule of medical check-up.** – The PHRMO, PHO and SPH shall be responsible for the scheduling of the medical-physical check-up and laboratory examination per department or office and such will be done after office hours so as not to disrupt or alter the delivery of health service to its constituents and stakeholders.

**Section 3. Functions and Responsibilities.** – The PHRMO, PHO and SPH shall perform the following functions:

1. PHRMO shall:
  - a. Provide the PHO the list of the offices and the number of permanent/co-term employees in each functional area;
  - b. Coordinate with the PHO and SPH on the conduct of the medical check-up regarding the schedule per office;
  - c. Disseminate the schedule to all offices;
  - d. Monitor the execution of the said activity; and



- e. Report to the Office of the Governor on updates of the said activity.
2. PHO and SPH shall:
- a. Coordinate with the Office of the Governor and PHRMO on any and all matters pertaining to the medical check-up;
  - b. Provide medical advice and guidance based on the results of the checkups; and
  - c. Submit report and statistics on the numbers of medical check-up conducted.

**Section 4. Beneficiaries.** – All provincial government employees whether permanent or coterminous shall be eligible for the annual medical-physical check-up and laboratory examinations. The following guidelines shall apply:

- A. Medical, physical and laboratory examination shall be optional for employees below 39 years of age
- B. It shall be mandatory for employees age 40 years and above

**Section 5. Funding.** – The necessary funding to effectively carry out the provisions of this Executive Order shall be allocated from available appropriations in the Provincial Budget.

**Section 6. Confidentiality.** – All data and result of the said medical check-up shall be dealt with confidentiality and in accordance to R.A. No. 10173 or the Data Privacy Act of 2012.


**Section 7. Incorporation Clause.** – All laws, legal order, rules and regulations that have been issued and/or will be issued by the duly constituted authorities of the Republic of the Philippines are hereby incorporated herein and made an integral part hereof. In case of conflict, such laws, legal order, rules and regulations shall have precedence over provisions of this Executive Order.

**Section 8. Repealing Clause.** – Any Administrative Order or Executive Order previously issued that is inconsistent with the provisions of this Executive Order shall be considered repealed, amended, or modified accordingly.

**Section 9. Effectivity.** – This Executive Order shall take effect immediately upon its issuance as stated hereunder.

**DONE**, this **15<sup>th</sup>** day of **June, 2023** in the City of Sorsogon, Province of Sorsogon.



  
**EDWIN "BOBOY" B. HAMOR**  
Governor