



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

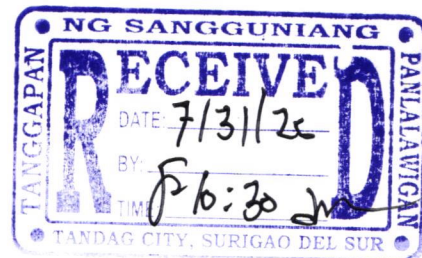
OFFICE OF THE SECRETARY TO THE SANGGUNIANG BAYAN

July 31, 2026

THE HONORABLE VICE-GOVERNOR

AND

THE HONORABLE SANGGUNIANG PANLALAWIGAN MEMBERS



THRU: **THE SECRETARY TO THE SANGGUNIANG PANLALAWIGAN**
Tanggapan Ng Sangguniang Panlalawigan,
Capitol Hills, Tandag City,
Surigao del Sur

Sirs/ Mesdames:

Respectfully submitting to your level, **ORDINANCE NO. 76, Series of 2026** entitled "**AN ORDINANCE AMENDING SECTION 10 OF ORDINANCE NO. 03, SERIES OF 2016 ENTITLED *AN ORDINANCE CONFERRING UPON THE MUNICIPAL BARANGAY HEALTH WORKERS THE LIMITED RIGHT TO SECURITY OF TENURE, INCREASING THEIR HONORARIA, APPROPRIATING FUNDS AND FOR OTHER PURPOSES* TO INCREASE THE AGE LIMIT OF THE SERVICE OF BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF CARMEN, SURIGAO DEL SUR**" dated July 28, 2026.

Attached herewith are the following:

- 1) Ordinance No. 03, Series of 2016
- 2) Certificate of Posting

For your review and favorable action.

Thank you and more power.

Very truly yours,


MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

POSTED:
DATE: 07-30-2026
By: **MD. JULINA B. JUTILO**
SB SECRETARY

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 52ND REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON JULY 28, 2026

PRESENT:

Hon. Jane V. Plaza Municipal Vice- Mayor/
Presiding Officer

REGULAR SANGGUNIANG BAYAN MEMBERS:

Hon. Carlos S. Estrada	.....	SB Member
Hon. Harvey S. Manawatao	.....	SB Member
Hon. Tanie A. Quillano	.....	SB Member
Hon. Daniel A. Tejol	.....	SB Member
Hon. Elvie U. Ohao	.....	SB Member
Hon. Rencio P. Valeroso	.....	SB Member

EX-OFFICIO MEMBERS:

Hon. Blandena V. Sugian	.....	ABC President
Hon. Jeff Anthony D. Beloria	.....	SK Federation President

ON OFFICIAL BUSINESS:

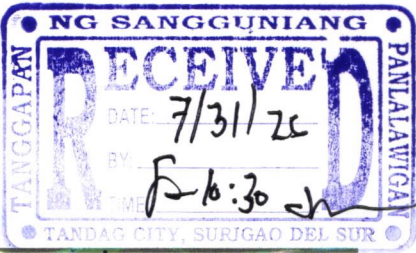
REGULAR SANGGUNIANG BAYAN MEMBER:

Hon. Nilo S. Bigno SB Member

ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER:

Hon. Michael C. Escuyos SB Member



ORDINANCE NO. 76
Series of 2026

“AN ORDINANCE AMENDING SECTION 10 OF ORDINANCE NO. 03, SERIES OF 2016 ENTITLED *AN ORDINANCE CONFERRING UPON THE MUNICIPAL BARANGAY HEALTH WORKERS THE LIMITED RIGHT TO SECURITY OF TENURE, INCREASING THEIR HONORARIA, APPROPRIATING FUNDS AND FOR OTHER PURPOSES* TO INCREASE THE AGE LIMIT OF THE SERVICE OF BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF CARMEN, SURIGAO DEL SUR”

Author: Hon. Elvie U. Ohao

Enacted: All Members Present

EXPLANATORY NOTE

Barangay Health Workers (BHWs) play a vital role in delivering basic health services and supporting community health program. To ensure the continued delivering of quality services while recognizing the experience and dedication of long serving BHW’s, they may continue to render services up to the age of sixty-

[Handwritten signatures]

PROVINCE OF SURIGAO DEL SUR
Office of the Secretary to the Sangguniang Panlalawigan
Tel. No.: 086-2115832
Email: ossp@surigaoelSUR.gov.ph
OSSP-26-06136

five (65) years, provided they remain physically able to perform the duties and responsibilities as a Barangay Health Worker (BHW).

BE IT ORDAINED, by the Sangguniang Bayan of Carmen, Surigao del Sur in a session assembled:

SECTION 1. Amendment- Section 10 of Ordinance No. 03, Series of 2026 shall now read as follows:

Tenure, Annual Capacity Assessment, Compulsory Retirement and Retirement Financial Assistance- A Barangay Health Worker (BHW) shall be allowed to continue rendering voluntary service upon reaching the age of sixty (60), subject to an annual physical, mental and performance capacity assessment to determine his or her fitness to effectively perform the duties and responsibilities of a Barangay Health Worker. The continuation of service shall likewise be subject to the approval of the Punong Barangay upon the recommendation of the Barangay Health Committee and/or the Municipal Health Officer.

A Barangay Health Worker (BHW) who is found physically and mentally fit through the annual assessment may continue to serve until reaching the age of sixty-five (65). Upon reaching sixty-five (65) years of age, the Barangay Health Worker shall compulsorily retire from active service.

Any Barangay Health Worker (BHW) who retires upon reaching sixty (60) years of age or thereafter, and who has rendered at least ten (10) years of continuous and satisfactory service as an accredited Barangay Health Worker, shall be entitled to a retirement financial assistance equivalent to one-half (1/2) month honorarium for every year of service, subject to the availability of funds and existing budgeting, accounting, and auditing laws, rules and regulations.

SECTION 2. Separability Clause- If any section or provision of this Ordinance is declared invalid or unconstitutional, the remaining provisions shall continue in full force and effect.

SECTION 3. Repealing Clause- All Ordinances, Resolutions, Executive Orders or Rules and Regulations inconsistent with or contrary to the provisions of this Ordinance are hereby repealed, modified or amended accordingly.

SECTION 4. Effectivity- This Ordinance shall take effect immediately upon its approval.

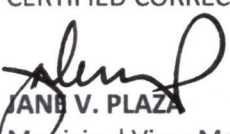
BE IT ORDAINED, by the Sangguniang Bayan of Carmen, Surigao del Sur in a session assembled:

ENACTED this 28th day of July 2026 at Carmen, Surigao del Sur.

I HEREBY ATTEST to the correctness of the foregoing ordinance.


MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

CERTIFIED CORRECT:


JANE V. PLAZA
Municipal Vice- Mayor/
Presiding Officer

APPROVED:


NESTOR S. VALEROSO
Municipal Mayor
07/30/2026



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

**EXCERPTS FROM MINUTES OF THE 13TH REGULAR SESSION OF THE 11TH SANGGUNIANG
 BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE MUNICIPAL SESSION HALL ON
 OCTOBER 17, 2016**

PRESENT:

Hon. Teofila G. Cabatuan	.....	Municipal Vice Mayor/ Presiding Officer
Hon. Vicente E. Bantugan	.....	SB Member
Hon. Daniel A. Tejol	.....	SB Member
Hon. Felixberto A. Ansing	.....	SB Member
Hon. Algerico G. Guiral	.....	SB Member
Hon. Araceli A. Abueva	.....	SB Member
Hon. Rodito M. Dueñas	.....	SB Member
Hon. Michael C. Escuyos	.....	SB Member
Hon. Generoso C. Banguis	.....	Liga President

ON OFFICIAL BUSINESS:

Hon. Ronie S. Iligan	.....	SB Member
Hon. Tanie A. Quillano	.....	IP Representative

ABSENT: None



ORDINANCE NO. 03
 Series of 2016

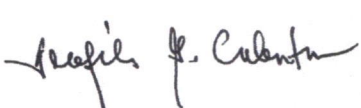
**"AN ORDINANCE CONFERRING UPON THE MUNICIPAL BARANGAY HEALTH WORKERS THE LIMITED
 RIGHT TO THE SECURITY OF TENURE, INCREASING THEIR HONORARIA, APPROPRIATING FUNDS AND
 FOR OTHER PURPOSES"**

Author : Hon Michael C. Escuyos
 Enacted : All Members Present

EXPLANATORY NOTE

The Barangay Health Workers are rendering health care services in the community and as such are exposed to extreme health risk and hazards. Despite the heavy task they are undertaking and the constant increase in the cost of living, they remain true and committed in the performance of their duties and responsibilities.

And given the fact that Barangay Health Workers now value so much and largely rely on meager sum they are paid in the form of Honorarium as a source of their livelihood, conferring upon the right to security of tenure through limited and increasing their honorarium becomes imperative.

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Hence, this legislative measure.

Section 1. Title. This local Legislation shall be known as the "Carmen's Barangay Health Workers Ordinance"

Section 2. The Municipality's Policy. The Municipality adheres to the declared policy of the State as provided in Section 2 of R.A. No. 7883, otherwise known as the "Barangay Health Workers Benefits and Incentives Act of 1995".

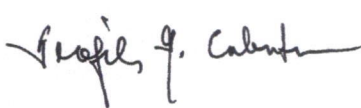
The Municipality likewise recognizes the work of the Barangay Health Workers as a property right within the contemplation of the 1987 Philippine Constitution which therefore necessitates its care and protection.

Section 3. Definition of Terms. For purposes of this ordinance, the following terms shall mean:

- a) **Barangay Health Workers** – refers to a person who has undergone the DOH basic training course for BHW conducted by an accredited government agency or NGO, who voluntary renders primary health care services in the community.
- b) **Accredited Barangay Health Worker** – refers to a person who has undergone the DOH basic training course for BHWs conducted by an accredited government agency or NGO; have rendered voluntary primary health care services in his/her community for atleast three (3) years; registered in the Municipal Local Health Board and accredited as such by the Board.
- c) **Recognized Barangay Health Worker** – refer to a person who has not yet complied with or completed the required DOH basic training course for BHW 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 acknowledge as such by the Municipality 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 medicine; 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-terminus 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 Municipality, through the Mayor, shall continue to retain the terminated ABHW whose services it finds necessary in the implementation of its program.

Section 5. Honorarium. In addition to the current monthly honorarium of Five Hundred Pesos (Php 500.00), the sum of Three Hundred Pesos (Php 300.00) per month is hereby accorded all Barangay Health Workers, without prejudices to further increasing the same in the future after a thorough review of their works and should the Municipality budget so permits. All Barangay Health Workers shall likewise be entitled to a one year-end bonus or financial assistance equivalent to their monthly honorarium.

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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 Municipality, the following shall be taken into consideration, to wit:

- a) The rate of RBHW shall be no more than 90% of the rate ABHW. The exact rate shall be determined by the total number of DOH/RHU – sanctioned in training hours completed, length of services, and performance evaluation by the Rural Health Unit Office, all of which shall be in points.
- b) The honorarium rate should 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	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
One year and 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 average	10
Average	25
Above Average	35

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Joseph F. Cabata *General*

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/RHU suctioned training, been working as such for 2 years, and is given a performance, earns the following points and is entitled to an equivalent honoraria from the municipality.

Criteria		Points
Training hours	17 hours	20
Length of service	2 years	20
Performance Rating	Above Average	35
Total Points		75%
Municipality Honoraria of Accredited BHW		800.00
Municipality Honoraria of the recognized BHW		600.00

Section 7. Number of BHW per barangay. Each Purok in every barangay shall only have one (1) BHW. Provided, that the current number of BHWs for all barangays shall be retained. Provided further, that prior approval of the Local Health Board is needed.

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

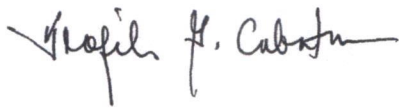
- a) The BHW has rendered voluntarily primary health care services in his/her community; and
- b) The BHW has complied with other requirements set by RHU.

Section 9. Assistance in the Availment of Incentives and Benefits. The Local Government of Carmen, Surigao del Sur through the office 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 R.A. 7883 otherwise known as the "Barangay Health Workers Benefits and Incentives Act of 1995, as follows:

- a) **The Scholarship Office of the Mayor** – for scholarship Benefits in the state college in SDSSU Cantilan Surigao del Sur.
- b) **The LGU – Carmen Human Resource and Management Office** – in the care of Second Grade Civil Service Eligibility for those who have rendered at least five (5) years continuous service; and

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 Workers who has rendered at least ten (10) years of services 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 which is not considered in the 2016 Budget is hereby appropriated to cover the additional honorarium of Three Hundred Pesos (Php 300.00) per month

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chargeable against the 2017 Budget for any special purposes 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.

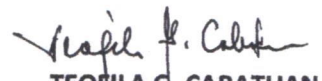
Section 12. Repealing Clause. Any provision of ordinance, rules and regulations and/or parts thereof inconsistent with the provisions of this ordinance are hereby repealed and/or modified accordingly.

Section 13. Separability of 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 14. Effectivity. This ordinance shall take effective for 2017 Annual Budget upon its approval and publication.

ADOPTED this 17th day of October, 2016 at Carmen, Surigao del Sur.

I HEREBY CERTIFY to the correctness of the foregoing ordinance.


TEOFILA G. CABATUAN
Municipal Vice Mayor/
Presiding Officer

ATTESTED:


MA. JULINA T. BORDA- JUTILO
Secretary to the Sangguniang Bayan

APPROVED:


JANE V. PLAZA
Municipal Mayor



Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

CERTIFICATE OF POSTING

In compliance to Section 59 of RA 7160, Article 113, IRR of ra 7160, the hereunder approved ordinance is hereby posted:

ORDINANCE NO. 76, SERIES OF 2026 entitled **"AN ORDINANCE AMENDING SECTION 10 OF ORDINANCE NO. 03, SERIES OF 2016 ENTITLED *AN ORDINANCE CONFERRING UPON THE MUNICIPAL BARANGAY HEALTH WORKERS THE LIMITED RIGHT TO SECURITY OF TENURE, INCREASING THEIR HONORARIA, APPROPRIATING FUNDS AND FOR OTHER PURPOSES* TO INCREASE THE AGE LIMIT OF THE SERVICE OF BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF CARMEN, SURIGAO DEL SUR"**

Date Enacted : July 28, 2026
Date Approved : July 30, 2026
Date Posted : July 30, 2026
Place Posted : Carmen Public Market, Carmen, Surigao del Sur


MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan



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POSTED:
DATE: 07-30-2026
By: **MA. JULINA T. BORDA-JUTILO**
SB SECRETARY

Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 52ND REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON JULY 28, 2026

PRESENT:

Hon. Jane V. Plaza	Municipal Vice-Mayor/ Presiding Officer
REGULAR SANGGUNIANG BAYAN MEMBERS:	
Hon. Carlos S. Estrada	SB Member
Hon. Harvey S. Manawatao	SB Member
Hon. Tanie A. Quillano	SB Member
Hon. Daniel A. Tejol	SB Member
Hon. Elvie U. Ohao	SB Member
Hon. Rencio P. Valeroso	SB Member
EX-OFFICIO MEMBERS:	
Hon. Blandina V. Saglan	ABC President
Hon. Jeff Anthony D. Beloria	SK Federation President

ON OFFICIAL BUSINESS:

REGULAR SANGGUNIANG BAYAN MEMBER: Hon. Nilo S. Bigno	SB Member
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ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER: Hon. Michael C. Escuyos	SB Member
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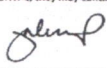
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Series of 2026

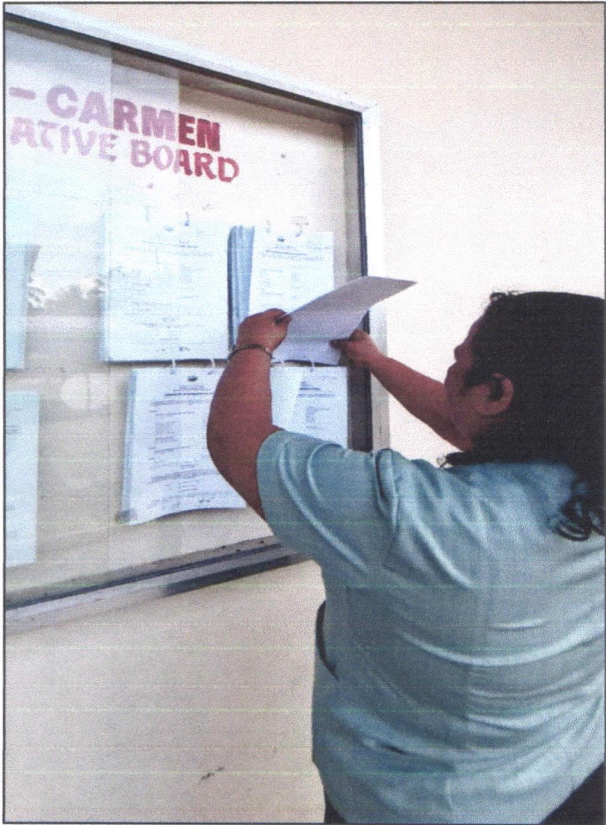
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Author: Hon. Elvie U. Ohao
Enacted: All Members Present

EXPLANATORY NOTE

Barangay Health Workers (BHWs) play a vital role in delivering basic health services and supporting community health program. To ensure the continued delivering of quality services while recognizing the experience and dedication of long serving BHWs, they may continue to render services up to the age of sixty-







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Date Enacted : July 28, 2026

Date Approved : July 30, 2026

Date Posted : July 30, 2026

Place Posted : Carmen Public Terminal, Carmen, Surigao del Sur

MA. JULINA T. BORDA- JUTILO, LLB., J.D.
Secretary to the Sangguniang Bayan

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POSTED:
DATE: 07-30-2026
By: MA. JULINA B. JUTILO
SB SECRETARY

Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARMEN

TANGGAPAN NG SANGGUNIANG BAYAN

EXCERPTS FROM THE MINUTES OF THE 52ND REGULAR SESSION OF THE 14TH SANGGUNIANG BAYAN OF CARMEN, SURIGAO DEL SUR HELD AT THE SB SESSION HALL, LEGISLATIVE BUILDING ON JULY 28, 2026

PRESENT:

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Hon. Nilo S. Bigno	SB Member

ON LEAVE:

REGULAR SANGGUNIANG BAYAN MEMBER:	
Hon. Michael C. Escuyos	SB Member

ORDINANCE NO. 76
Series of 2026

"AN ORDINANCE AMENDING SECTION 10 OF ORDINANCE NO. 03, SERIES OF 2016 ENTITLED *AN ORDINANCE CONFERRING UPON THE MUNICIPAL BARANGAY HEALTH WORKERS THE LIMITED RIGHT TO SECURITY OF TENURE, INCREASING THEIR HONORARIA, APPROPRIATING FUNDS AND FOR OTHER PURPOSES* TO INCREASE THE AGE LIMIT OF THE SERVICE OF BARANGAY HEALTH WORKERS IN THE MUNICIPALITY OF CARMEN, SURIGAO DEL SUR"

Author: Hon. Elvie U. Ohao
Enacted: All Members Present

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