



REPUBLIC OF THE PHILIPPINES  
City of San Juan  
METRO MANILA

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FIA S. PADELA  
Secretary of the City Council

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OFFICE OF THE SANGGUNIANG PANLUNGSOD

CITY ORDINANCE NO. 4  
Series of 2023

AN ORDINANCE ESTABLISHING THE SAN JUAN MEDICAL CENTER (SJMC) REWARDS SYSTEM FOR ITS EMPLOYEES WHO EXEMPLIFY SERVICE EXCELLENCE IN PERFORMING ITS MANDATE AND DUTY AND APPROPRIATING FUNDS FOR THE PURPOSE THEREOF.

Sponsored by: Councilors Rolando M. Bernardo, Raissa H. Laurel-Subijano, Bea D. De Guzman-Cabatbat, John Ervic M. Vijandre, Herbert O. Chua, Angelo "AAA" Agcaoili, Don C. Allado, Paul Anthony D. Artadi, Ryan G. Llanos Dee, Ismael R. Mathay IV, Kit R. Peralta, Lorenzo A. Tañada-Yam, James Carlos A. Yap and Ariel I. Atad

**WHEREAS**, Section 16 of the Republic Act No. 7160 (Local Government Code of 1991) provided that "Every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare ...";

**WHEREAS**, the San Juan Medical Center is a public hospital constructed and operated by the City Government of San Juan with the primary aim or objective to provide health care and medical services to all its constituents especially the poor and the underprivileged residents of the city;

**WHEREAS**, the administrative system of the San Juan Medical Center is composed of the medical practitioners and employees working in different departments and sections within the hospital;

**WHEREAS**, the San Juan Medical Center adheres to the principle of providing incentives and awards based on performance, innovative ideas and exemplary behavior;

**WHEREAS**, the hospital distinguishes the valuable role of all medical practitioners and employees in its continuous progress and growth, and hereby recognizes, appreciates, and rewards their hard work and good governance.

**NOW THEREFORE BE IT ORDAINED AS IT IS HEREBY ORDAINED**, by the Sangguniang Panlungsod of the City of San Juan, Metro Manila, in a session assembled, that:

**Section 1. TITLE-** This Ordinance shall be known as the "SJMC Service Excellence Reward System"

**Section 2. PURPOSE-** The purpose of this Ordinance shall be designed to encourage all employees to embody the public service values and promote creativity, innovativeness and efficiency in government service by recognizing and rewarding employees, individually with their accomplishments in government operations.

**Section 3. SCOPE-** This Ordinance shall be applicable to all medical practitioners and employees, and staff of the San Juan Medical Center regardless of the status of employment, and those contracted under Job Order Service/Contract Service.

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**SECTION 4. IMPLEMENTING AUTHORITY** – The Office of the City Mayor through the City Human Resource and Development Office is hereby authorized in the implementation of this Ordinance.

**SECTION 5. AWARDS AND REWARDS-** All Medical Section Chiefs shall nominate an employee under their jurisdiction whom they believe is deserving of the merit. The nomination should be accompanied by a letter of recommendation stating the reasons why the employee is deserving of the award.

5.1. **Employee of the Month-** This shall be awarded to an employee of San Juan Medical Center regardless of employment status who has been outstanding employee of the month. This award recognizes the meritorious achievement and contribution to the department earning the outstanding employee of the month. The employee shall be awarded a cash reward of Ten Thousand Pesos (P10,000.00) and a certificate. The employee of the month shall be awarded every second Monday of the following month.

5.2. **Employee of the Year-** This person shall be selected among the SJMC employees who has been awarded an Employee of the Month. This award recognizes the meritorious achievement and contribution to the department earning for the outstanding employee of the year. The employee shall be awarded a cash reward of Fifty Thousand Pesos (P50,000.00) and a plaque of recognition to be given during the annual Araw ng San Juan Celebration.

**SECTION 6. CRITERIA FOR SELECTION** - The criteria for selection are as follows:

◦ DEMONSTRATE P.I.E.S. CORE VALUES (Patriotism, Integrity, Excellence & Spirituality)	50%
◦ ABILITY TO WORK WITH OTHERS	25%
◦ OVERALL CONTRIBUTION TO THE UPLIFTMENT OF THE GENERAL WELFARE OF THE PEOPLE OF SAN JUAN	<u>25%</u> 100%

**SECTION 7. FUNDING-** The City Budget Officer is hereby authorized to set aside Two Hundred Thousand Pesos (P200,000.00) as initial appropriation for the implementation of this Ordinance. For the succeeding year, the Finance committee shall determine appropriation for the implementation of this Ordinance, but the amount shall be in no case be more than Four Hundred Thousand Pesos (P400,000.00)

**SECTION 8.** The authority, issuance, and approval hereof is subject to compliance with existing laws and COA rules and regulations on appropriations, expenditures and procurement.

**SECTION 9. REPEALING CLAUSE-** The provisions of existing ordinances, executive orders and other issuances or portion thereof which are inconsistent herewith are hereby repealed, modified and amended.

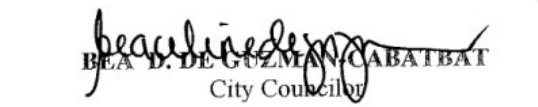
**SECTION 10. SEPARABILITY CLAUSE-** If any part or provisions of this Ordinance be held unconstitutional or invalid, other parts of provisions hereof, which are not affected thereby shall continue in full force and effect.

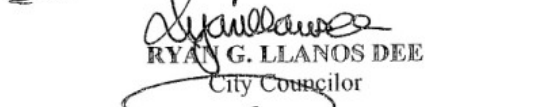
**SECTION 11. EFFECTIVITY** – This Ordinance shall take effect immediately upon approval.

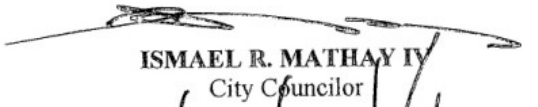
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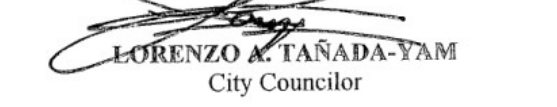
  
**ARIEL TATAD**  
City Councilor  
**PAUL ANTHONY D. ARTADI**  
City Councilor

  
**HERBERT G. CHUA**  
City Councilor  
**ROLANDO M. BERNARDO**  
City Councilor

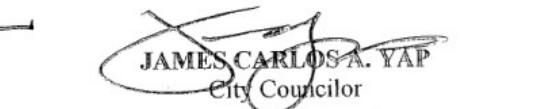
  
**BEA D. DE GUZMAN CABATBAT**  
City Councilor

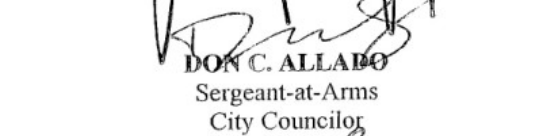
  
**RYAN G. LLANOS DEE**  
City Councilor

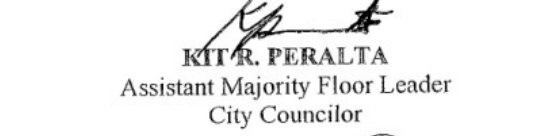
  
**ISMAEL R. MATHAY IV**  
City Councilor

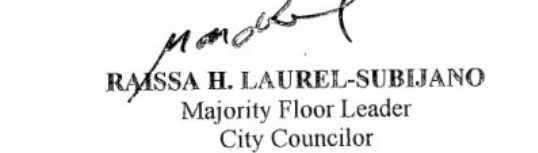
  
**LORENZO A. TAÑADA-YAM**  
City Councilor

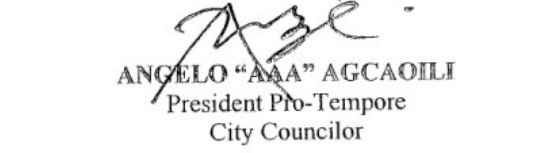
  
**JOHN ERVIC M. VIJANDRE**  
City Councilor

  
**JAMES CARLOS A. YAP**  
City Councilor

  
**DON C. ALLADO**  
Sergeant-at-Arms  
City Councilor

  
**KIT R. PERALTA**  
Assistant Majority Floor Leader  
City Councilor


  
**RAISSA H. LAUREL-SUBIJANO**  
Majority Floor Leader  
City Councilor

  
**ANGELO "AAA" AGCAOILI**  
President Pro-Tempore  
City Councilor


I HEREBY CERTIFY THAT THIS ORDINANCE  
HAS BEEN DULY APPROVED BY THE  
SANGGUNIANG PANLUNGSOD ON **FEBRUARY 6, 2023.**

  
**RIA P. ESTRELLA-PADILLA**  
City Government Department Head II  
Secretary, Sangguniang Panlungsod

ATTESTED:

  
**JOSE WARREN P. VILLA**  
Presiding Officer  
City Vice-Mayor

APPROVED:

  
**FRANCISCO JAVIER M. ZAMORA**  
City Mayor