

ADOPTION OF THE REVISED DOH CODE OF CONDUCT

DOH ADMINISTRATIVE ORDER NO. 2009-0004, March 04, 2009

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I. BACKGROUND

The Code of conduct is an essential component in ensuring efficiency, transparency and accountability in the government service. Its primary objective is to establish the Agency's own standards of behavior in the exercise of official functions. It also clarifies and reinforces legal stipulations on unethical behavior and corrupt practices, hence is helpful in managing the fight against corruption.

The development and implementation of the Code of Conduct is part of the Integrity Development Action Plan (IDAP) a major initiative of the Presidential Anti-Graft Commission (PAGC) in partnership with national government agencies (including the Department of Health), bureaus and regional offices. Formulation and adoption of an Agency-specific Code of Conduct is part of the ten (10) IDAP deliverables.

Although DOH officials and employees abide by the provisions of the Civil Service Commission (CSC) Law and Rules and other applicable laws on personnel/administrative issues, it was only in the late 2006 and onwards that the management began drafting the DOH customized Code of Conduct not only as compliance with PAGC directives but also to craft a tool or mechanism in fighting corruption and strengthen the culture of integrity among its' workforce.

Several policies were formulated and implemented through the issuance of Administrative Orders (AOs), Department Orders (DOs), Department Memorandums (DMs), etc. A Project Team was created to review and consolidate these issuances into one (1) DOH customized Code of Conduct and to harmonize the provisions in accordance with existing CSC Law and Rules and other related laws.

II. OBJECTIVES

1. To set the guidelines and parameters for the DOH officials and employees in the conduct of their functions as civil servants.
2. To serve as deterrent against corruption and other malpractices in the government service.
3. To specify the applicable administrative penalty for any violation of the DOH Code of Conduct.
4. To establish a system of incentives and rewards for exemplary conduct and/or practices.

III. APPLICABILITY

The DOH Code of conduct[*] shall apply to all DOH permanent and contractual officials and employees in the Central Office, Centers for Health Development, Specialty and Retained Hospitals, attached Offices/Units and Bureaus. It also includes non-plantilla contractual employees and consultants who report within the DOH's regular working hours.

IV. POLICIES AND GUIDELINES

The specific policies and guidelines are contained in the Handbook accompanying this Administrative Order and is made an integral part hereof.

V. RESPONSIBILITY

It is the responsibility of the Head of Agency or his/her authorized official to regularly review and update the provisions of this Code of Conduct and to ensure compliance of all officials and employees.

It is the responsibility of the Head of Health Human Resource Development Bureau particularly the Training Division to orient the workforce especially newly-hired employees. Each employee shall be furnished a copy of this Code for their guidance.

VI. REPEALING CLAUSE

All DOH issuances relative to the Code of Conduct and other related issuances including those herein included/incorporated and not consistent with this Administrative Order are hereby repealed, amended and modified accordingly.

VII. EFFECTIVITY

This Administrative Order shall take effect within fifteen (15) days after posting in the DOH Intranet website.

Adopted: 4 March 2009

(SGD.) FRANCISCO T. DUQUE III, MD, MSc
Secretary of Health

[*] Text Available at Office of the National Administrative Register, U. P. Law Complex, Diliman, Quezon City.

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