ADOPTION OF THE REVISED DOH CODE OF CONDUCT

Read online (full-text search, related cases, audio case brief): https://batas.org/library/d8c0488d2591/

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.

Turn this case into an audio lecture - facts, issues, ruling and doctrine - at batas.org

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.

Bar review courses, mock exams and a study planner that keeps you on pace - batas.org

ABOUT BATAS.ORG

Study smarter at BATAS.org

The Philippine bar review and law-school companion built around how your brain actually remembers.

The complete Philippine law library - free for everyone.

More than 100,000 Supreme Court decisions, Republic Acts, and executive issuances - full-text searchable, browsable by category and year, and always free. No paywall, no login. This PDF came from it.

Audio case-brief lectures.

Any decision becomes a podcast-style lecture - facts, issues, ruling, and doctrine - with read-along highlighting and a hands-free presentation mode. Study while commuting, working out, or resting your eyes.

Bar review built on the science of memory.

Complete, sequenced courses for all eight bar subjects, narrated like podcasts and reinforced with retrieval practice and spaced review - the study techniques with the strongest evidence behind them.

The full law-school curriculum.

One subscription unlocks the entire J.D. curriculum - every subject, every lesson, with your progress tracked down to the paragraph so you can pick up exactly where you left off, on any device.

Mock exams that tell you where you stand.

Timed multiple-choice exams graded instantly, with per-subject score breakdowns and focus suggestions that point you at your weakest topics first.

A study planner that keeps you on pace.

Set your schedule and BATAS tells you every day whether you are on track for bar day - and exactly which lesson to take next.

Start free at https://batas.org

The law library is free forever - and your first lesson is one click away.

The text of this document is an official public record and remains in the public domain. Formatting, presentation, and compilation © 2026 batas.org.

Downloaded free from the batas.org Law Library. Share it freely - the library is free for every law student, bar reviewee, and practitioner.