

SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

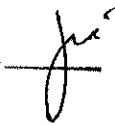


Senate
Office of the Secretary

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SENATE

S.B. No. **695**

RECEIVED BY: 

Introduced by Senator LOREN LEGARDA

EXPLANATORY NOTE

The Philippines is internationally known as a source of competitive, highly qualified, and skilled health workers, otherwise known as Human Resources for Health (HRH). Filipino doctors and nurses are deployed in various parts of the world. However, in recent years, the trend among doctors is to train in nursing while students of medicine are shifting to nursing. Undeniably, being a nurse in such countries as the United States and Canada is much more financially rewarding than being a doctor in the Philippines. The reduction in the number of doctors and the migration abroad of Filipino nurses and other health workers *en masse* are threatening the adequate delivery of health services in the country.

The Philippine Constitution mandates that "The State shall undertake appropriate health manpower development and research, responsive to the country's health needs and problems." Several government agencies have undertaken this mandate but because they are uncoordinated, programs and policies are fragmented, inconsistent and incongruent.

To address this problem, the Department of Health and the World Health Organization developed in 2005 the Human Resources for Health Master Plan (HRHMP) to serve as a framework that will support HRH development in the country. According to the plan, a network of different organizations relevant to HRH will be created. The network will facilitate the implementation of programs and activities needing multi-sectoral coordination. To better implement plan, the DOH spearheaded in 2006 the creation of the Human Resources for Health Network (HRHN), which is composed of government agencies and non-government organizations with the common aim of solving and responding to HRH issues and problems.


In view of the foregoing, the immediate passage of this bill is sought.


LOREN LEGARDA
Senator

13 JUL -9 A9 50

SENATE

S.B. No. 695

RECEIVED BY: 

Introduced by Senator Loren Legarda

AN ACT
INSTITUTIONALIZING THE HUMAN RESOURCES FOR HEALTH NETWORK
AS A STRUCTURE TO SUPPORT HUMAN RESOURCES FOR
HEALTH DEVELOPMENT IN THE PHILIPPINES

*Be it enacted by the Senate and the House of Representatives of the Philippines in
Congress assembled:*

1 SECTION 1. *Short Title.* This Act shall be known as the "Human Resources
2 for Health Network Act of 2013."
3

4 SECTION 2. *Declaration of Policy.* It is hereby declared a policy of the State
5 that health manpower development must be responsive to the Philippine Constitution
6 of 1987 declares that the State shall "undertake health manpower development that
7 will be responsive to the health needs of the population." Towards this end, the
8 State shall encourage an institutionalized network of health workers that shall
9 efficiently undertake activities for the growth of the HRH sector.
10

11 SECTION 3. *Definition of Terms and Abbreviations.* The terms and
12 abbreviations used in this Act are as follows:
13

- 14 a. Health Manpower Development- same term as human resources for health
15 (HRH) development. It concerns three aspects particularly planning,
16 production and management of HRH.
17 b. Human Resources for Health (HRH) - a universal term for health care
18 workers. Health care workers as defined by the World Health Organization
19 are "people whose job it is to protect and improve the health of their
20 communities."
21 c. Human Resources for Health Network (HRHN) - a multi-sectoral
22 organization composed of different government agencies as well as non-

1 government organizations with an aim of supporting HRH development in
2 the Philippines.

- 3 d. Human Resources for Health Master Plan (HRHMP) – a 25-year plan with a
4 goal of providing the Philippine health care system with an adequate number
5 of competent HRH that are equitably distributed all over the country.
6

7 **SECTION 4. *Recognition of the Human Resources for Health Network***
8 **(HRHN).** The Human Resources for Health Network shall be recognized as the
9 structure or organization responsible for HRH development in the Philippines.
10

11 **SECTION 5. *Objectives of the HRHN.*** The HRHN shall have the following
12 objectives:
13

- 14 1. Facilitate implementation of programs of the Human Resources for Health
15 Master Plan (HRHMP);
16 2. Provide policy directions and develop programs that would address and
17 respond to HRH issues and problems;
18 3. Harmonize existing policies and programs pertaining to HRH among
19 different government agencies and non-government organizations;
20 4. Develop and maintain an integrated database containing pertinent
21 information of HRH from production, distribution, utilization up to
22 retirement and migration;
23 5. Advocate human resource development and management in the health
24 sector;
25 6. Perform workforce planning at the national level; and
26 7. Monitor and evaluate sectoral HRH policies and programs.
27

28 **SECTION 6. *Membership.*** The Department of Health shall be the lead agency
29 of the HRHN. All other government agencies with mandates on HRH development
30 such as the Department of Foreign Affairs, Department of Interior and Local
31 Government, Department of Labor and Employment, Philippine Overseas
32 Employment Administration, Overseas Workers Welfare Administration, Technical
33 Education and Skills Development Authority, National Economic and Development
34 Authority, Commission on Filipinos Overseas, Commission on Higher Education,
35 Professional Regulations Commission and Civil Service Commission, shall be
36 members of the HRHN.

1
2 Likewise, non-government organizations and the academe, which are
3 recognized as partners in supporting HRH development, are hereby encouraged to
4 be members of the HRHN.
5

6 **SECTION 7. *Organizational Structure.*** The HRHN shall be composed of
7 three (3) Technical Working Groups (TWG) and one (1) Oversight Committee. The
8 three TWG shall be composed of the: 1) TWG on Entry; 2) TWG on Workforce; and
9 3) TWG on Exit. Each TWG shall address HRH problems and issues pertinent to
10 their TWG with the TWG on Entry on matters concerning planning, education and
11 recruitment; TWG on Workforce on issues involving supervision, compensation,
12 systems support and lifelong learning and the TWG on Exit on career choice, health
13 and safety, migration and retirement. The main function of the TWG shall involve
14 prioritization of HRH issues and problems as well as drafting policy
15 recommendations and/or development of programs suitable to the prioritized HRH
16 issues.
17

18 The TWG shall recommend its draft policies and programs to the Oversight
19 Committee, which in turn shall be composed of the heads of different member
20 organizations. The Oversight Committee shall function as the decision-making body
21 of the HRHN. It shall review and act upon all recommendations of the different
22 TWGs. The Department of Health, having spearheaded the creation of the HRHN,
23 shall act as the Chair of the Oversight Committee.
24

25 In order to facilitate coordination among members of the HRHN, the
26 Department of Health as the lead agency shall provide the Secretariat. The
27 Secretariat shall act as the coordinating body of the HRHN and shall provide the
28 following functions such as, but not limited to, setting of meetings, managing of
29 important logistics and circulation of information and documents among members.
30

31 **SECTION 8. *Composition of the Oversight Committee, TWG and***
32 ***Secretariat.*** The Oversight Committee shall be composed of the heads of the
33 government agencies and the non-government organizations or their duly
34 appointed representative authorized to act on his/her behalf. The TWGs, on the
35 other hand, shall be composed of a permanent and an alternate member
36 representing each member organization. The TWG member shall be at the level of a

1 director, division chief, or holder of equivalent position of the concerned
2 bureau/agency/organization. A representative of the Health Human Resource
3 Development Bureau of the Department of Health shall serve as the secretariat for
4 each TWG and the Oversight Committee,
5

6 **SECTION 9. *Development and Maintenance of an Integrated HRH Database.***

7 As part of its declared objective as stated in paragraph 4, Section 2 hereof, the
8 HRHN shall develop and maintain an integrated database containing relevant HRH
9 information that can be used for evidence based planning and policy making. As
10 such, all abovementioned government agencies shall share the necessary HRH
11 information in their database to the HRHN integrated database and update these
12 data on a periodic basis.
13

14 **SECTION 10. *Budget Appropriation.*** The Department of Health as the lead
15 agency shall appropriate seed/initial funds for the sustainability of the HRHN. The
16 network shall maximize the member agencies' resources for the network projects.
17 All other government agencies shall contribute a portion of their budget for the
18 development, implementation as well as monitoring and evaluation of all policies,
19 programs, projects and activities of the HRHN. Likewise, non-government
20 organizations and private sector organizations are encouraged to contribute a part of
21 their budget and other resources deemed necessary for all the undertakings of the
22 HRHN.
23

24 **SECTION 11. *Implementing Rules and Regulations.*** The Department of
25 Health shall spearhead the drafting of the implementing rules and regulations of
26 this Act within a year after the effectivity of this Act.
27

28 **SECTION 12. *Separability Clause.*** If any part of this Act should hereafter be
29 declared unconstitutional or invalid, such other parts hereof not otherwise affected
30 thereby shall continue in full force and effect.
31

32 **SECTION 13. *Repealing Clause.*** Any law, presidential decree or issuance,
33 executive order, letter of instruction, administrative order, rule or regulation
34 contrary to or inconsistent with the provisions of this Act is hereby repealed,
35 modified or amended accordingly.
36

1 **SECTION 14. *Effectivity Clause.*** This Act shall take effect fifteen (15) days
2 after its publication in at least two (2) newspapers of general circulation.

3

4 Approved,