
CODE OF CONDUCT OF PUBLIC HEALTH WORKERS

I Introduction

The nature and scope of the duties and responsibilities of the Public Health Worker go beyond the usual place and hours of work. In attending to the health needs of the people, the public health worker is bound to certain moral imperatives and ethical requirements governing his/her conduct of relating to the sick and injured members of the human community.

Toward this end, and pursuant to the provision of Section 14 of Republic Act No. 7305, otherwise known as the Magna Carta of Public Health Workers which was approved on March 26, 1992 and which took effect on April 17, 1992 and in conformity with Section 42 thereof, a Code of Conduct is hereby formulated and promulgated to carry out said provision of the Magna Carta. This Code of Conduct shall also be in conformity with the Rules Implementing the Code of Conduct and Ethical Standards for Public Officials and Employees pursuant to Republic Act No. 67133 as prescribed by the Civil Service Commission on April 21, 1989.

II Coverage

The Code of Conduct shall cover all public health workers as defined in Item No. 3 of the Code.

III

Definition of Public Health Workers

For purposes of this Code, the term “public health workers” (PHW) shall mean all persons who are engaged in health and health-related work employed in all hospitals, sanitariums, health infirmaries, health centers, rural health units, barangay health stations, clinics and other health and health-related establishments owned and operated by the government or its political subdivisions. The term also refers to the professional and non-professional technical and support service personnel.

IV

General Principles

1. The primary essence of the practice of public health is service to mankind, irrespective of race, sex, creed or political affiliation. In practice, financial gain is of secondary consideration.
2. It is the obligation of the public health worker to uphold standards in the practice of health and medical profession. He/She takes pride in his/her calling and practices his profession according to ethical standards.
3. In relating to his clients, the public health worker applies appropriate technical knowledge to best serve his/her client(s).
4. In relating to the state and to the community, the public health worker performs his/her civic duties as a law-abiding citizen and cooperates with government authorized in the practice of his/her profession.
5. The public health work continually seeks to improve and develop himself by upgrading his/her knowledge and skills for a more effective delivery of his/her services.
6. The public health workers gives his/her full cooperation and operates as a member team in the total and integrated delivery of health services.

7. The public health worker safeguards the legitimate interests, reputation and dignity of his/her colleagues.
8. The public health worker looks upon the Department of Health as the lead government agency responsible for maintaining the health of the Filipino people by providing for effective and responsive strategies and policies governing the delivery of health and medical services.

V

Values to Be Adopted by Public Health Workers

The delivery of public health service seeks to improve the quality of life of the Filipino people to protect and preserve individual lives. Aware of this commitment, the public health worker adopts the following values:

1. The public health worker shall be humane.
 - a. He/She shall accord his/her every client with respect befitting a human being who is unique and made in the image of his/her Divine Creator.
 - b. He/She shall serve anybody to the best of his/her physical and intellectual capacity.
 - c. He/She shall provide clients his/her services with compassion and responsive to his/her client's needs, including those beyond health matters.
 - d. He/She shall provide clients with the necessary information to enable them to decide on the manner and form of medical care and assistance.
 - e. He/She shall at all times, uphold the sanctity of human life.
 - f. He/She shall under no circumstances directly or indirectly participate in acts curtailing human life;

2. The public health worker shall uphold his/her personal integrity and that of his/her profession.

- a. He/She shall continually seek to improve on his/her professional skills, knowledge and expertise with other members of his/her profession and encourage their professional development.
- b. He/She shall practice his/her profession always to the best of his/her ability and strives to render quality services.
- c. He/She shall not claim authority or expertise over matters beyond his/her position or capability.
- d. He/She shall not use his/her position to obtain personal favors.
- e. He/She shall endeavor to be a role model for a respectable and healthful lifestyle.
- f. He/She shall take pride in being health servant and not allow anyone to degrade him/her or his/her profession. He/She shall promote a favorable public image of the public health worker.
- g. He/She shall faithfully abide by the Code of Conduct of his/her profession.

3. The public health worker shall be just.

- a. He/She shall treat persons equally without bias to race, social class, education, sex, age, physical or mental capabilities, political and religious affiliation.
- b. He/She shall make professional, administrative or technical Judgments in favor of the common good and the less privileged, taking into consideration overall cost to the government.

- 4 The public health worker shall be generous in spirit and deed.
 - a. He/She shall actively seek opportunities to be of service to the state, the public and to his/her colleagues.
 - b. He/She shall prepare to respond to the call of duty during emergencies and situations demanding additional manpower or hours of work.
 - c. He/She shall volunteer to provide his/her services where and when they are most needed, even if he/she is not required to do by his/her superior.
 - d. He/She shall coordinate and work with other office, government agencies, and private organizations or entities for the furtherance of the public health service.
5. The public health worker shall exercise courage to protect the interest of public health.
 - a. He/She shall assert his rights and privileges as a public health worker at all times.
 - b. He/She shall readily take risk necessary to perform his/her duties and functions in public health service.
 - c. He/She shall practice and protect known and accepted ideals in public health delivery systems, and enforce rules, regulations, and standards as promulgated by the duly constituted authority without fear or favor.

VI Duties and Obligations

The public health worker is bound to the following duties and obligations, in addition to those embodied under Rule VI, Sections 1 to 8 of the Code of Conduct and Ethical Standards for Public Officials and Employees:

To his/her Clientele:

1. The public health worker shall attend to his/her clients faithfully and conscientiously. He/She shall strive to provide them with all possible benefits from his/her knowledge and skills.
2. The public health worker shall serve at anytime all people in his/her area of jurisdiction without discrimination.
3. The public health worker shall exercise good faith and strict honesty in the discharge of his/her duties and responsibilities especially in disseminating information to clients and their families.
4. The public health worker shall guard as sacred trust anything confidential or private in nature that is discovered or relayed to him/her by the clients. He/She shall not divulge confidential information that may reflect on the clients, except, when required by law, in the interest of public health and safety, or upon the client's consent.
5. The public health worker shall provide his/her clients with the best quality service at least cost.
6. The public health worker shall serve the needs of his/her clients throughout the duration of the client's treatment or make the necessary referral until the treatment is complete. (This includes all required follow-up treatment).
7. The public health worker shall act and respond to any call for his/her services at any time.
8. The public health worker shall at all times maintain quality and prompt delivery of health services without discrimination.

9. The public health worker shall maintain a cordial professional relationship with his/her clients at all times.

To the Community:

1. The public health worker shall fully cooperate with local authorities in the performance of his/her duties and responsibilities.
2. The public health worker shall assist in the administration of justice when called upon to provide expert opinion on health public safety and medico-legal cases.
3. The public health worker shall provide correct and accurate information on the risk and injury to health and to life existing in the community.
4. The public health worker shall take the initiative to organize the community to become self-reliant for their health and medical needs to maintain their health facilities and to mobilize resources for health.
5. The public health worker shall make himself/herself available to the community anytime his/her services are needed especially emergencies and calamities.

To Co-Workers:

1. The public health worker shall maintain a harmonious relationship with his/her co-worker and shall avoid destructive competition with them.
2. The public health worker shall seek assistance through consultations with his/her colleagues whenever necessary, for the benefit of the client and the community.

To the Government:

1. The public health worker shall ensure that services are delivered to the intended population.
2. The public health worker shall help improve and maintain a healthy population which contributes to socio-economic development of the country.
3. The public health worker shall pay all taxes due the government.
4. The public health worker shall wisely and efficiently use all equipment and facilities provided to him/her for an effective delivery of health services.
5. The public health worker shall strive as much as he/she can about the programs of the government especially those related to health, such that he/she is able to discuss them intelligently at any given time.
6. The public health worker shall strive for excellence in the performance of his/her duties and responsibilities as a public servant.

VII Penal Provision

Any person who shall willfully interfere with, restrain, or coerce any public health worker in the exercise of his rights or shall commit any act violating any of the provisions in the Revised Implementing Rules and Regulations of the Magna Carta of Public Health Workers, shall be punished, upon conviction, with a fine of not less than Twenty Thousand Pesos (P20,000.00) but not more than Forty Thousand Pesos (P40,000.00); or imprisonment of not more than one (1) year, or both at the discretion of the court.

If the offender is a public official, the court may impose the penalty of disqualification from office, in addition to the penalties provided in the preceding paragraph.

EFFECTIVITY

This code shall take effect fifteen (15) days after publication in two(2) national newspapers of general circulation.

(SGD.)

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Secretary of Health

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