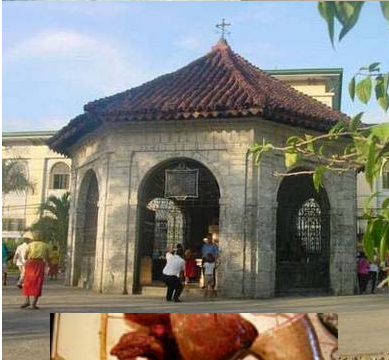


Positive Practice Environment

Eularito “Larry” A. Tagalog, R.N.,COHN
National President
The Occupational Health Nurses
Association of the Philippines (OHNAP),
Inc.





“Be sure to secure your own oxygen mask first before helping another.”



International Council of Nurses
Consejo Internacional de Enfermeras
Conseil International des Infirmières



PHILIPPINE NURSES ASSOCIATION, INC.

Member: International Council of Nurses

Most outstanding accredited professional organization for 2003

Settings that ensure the health, safety and personal well-being of staff, support the provision of quality patient care and improve the motivation, productivity and performance of individuals and organizations



Positive Practice Environments for Health Care Professionals: Quality Workplaces for Quality Care – the campaign is making headway. Key international organizations in the health sector have formally supported this initiative, putting PPE on the political agenda and creating synergies with other health human resources (HHR) development initiatives.



What is the PPE Campaign?

The Positive Practice Environments (PPE) Campaign aims to improve the quality of health services by raising awareness, identifying good practice and developing tools for managers and health professionals in the field, as well as carrying out concrete national and local demonstration projects to improve practice environments. The multiyear, multi-stakeholder campaign promotes safe, cost-effective and healthy workplaces, thereby strengthening health systems and improving patient safety.



PPE Global Campaign Objectives

1. Raise the awareness, understanding and support of all relevant stakeholders on PPE to:
 - Retention of health professionals
 - Patients outcomes
 - Health care delivery system



2. Apply the principles of PPE in workplace design and management practices and implement it in the health sector.



3. Offer a global platform to share information, good practices and lessons learned in relation to:
- Healthy and supportive workplaces
 - Retention incentives



PPE Components

- Professional recognition
- Management practices
- Support statures
- Education
- Occupational Health and Safety



What do we have in
the Philippines?



PRESIDENTIAL DECREE NO. 442, AS AMENDED

**A DECREE INSTITUTING A LABOR CODE
THEREBY REVISING AND CONSOLIDATING
LABOR AND SOCIAL LAWS TO AFFORD
PROTECTION TO LABOR, PROMOTE
EMPLOYMENT AND HUMAN RESOURCES
DEVELOPMENT AND INSURE INDUSTRIAL
PEACE BASED ON SOCIAL JUSTICE**



Declaration of basic policy.

The State shall afford protection to labor, promote full employment, ensure equal work opportunities regardless of sex, race or creed and regulate the relations between workers and employers. The State shall assure the rights of workers to self-organization, collective bargaining, security of tenure, and just and humane conditions of work.



- **Art. 6. Applicability.** All rights and benefits granted to workers under this Code shall, except as may otherwise be provided herein, **apply** alike **to all workers**, whether agricultural or non-agricultural. (As amended by Presidential Decree No. 570-A, November 1, 1974)



Labor Code of the Philippines

- **BOOK FOUR**

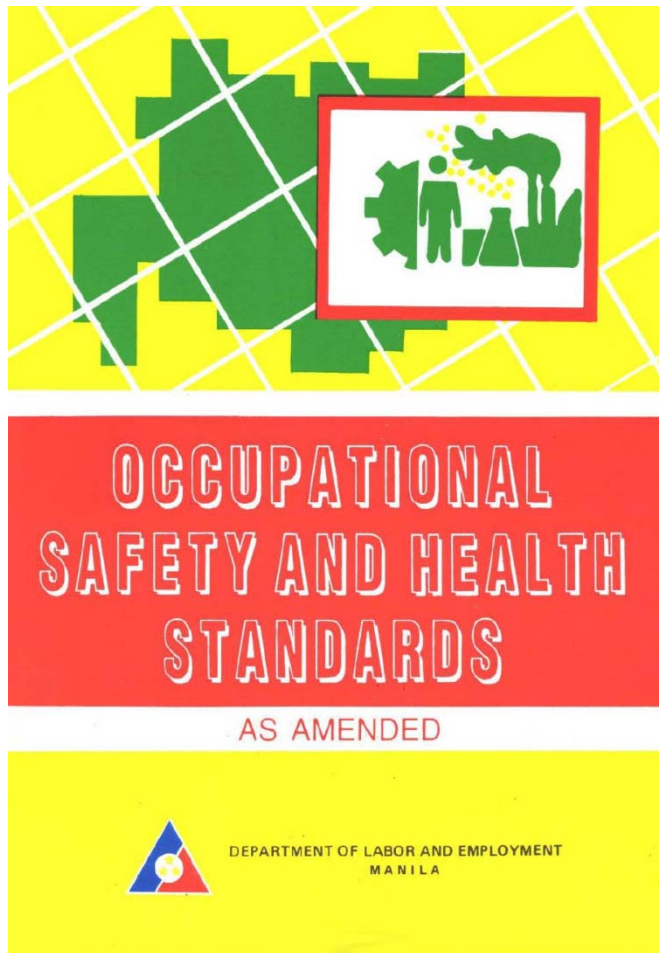
- **HEALTH, SAFETY AND SOCIAL WELFARE
BENEFITS**

Title I

**MEDICAL, DENTAL AND OCCUPATIONAL
SAFETY**

Chapter I

MEDICAL AND DENTAL SERVICES**



The objective of this Standard is to protect every workingman against the dangers of injury, sickness or death through safe and healthful working conditions, thereby assuring the conservation of valuable manpower resources and the prevention of loss or damage to lives and properties, consistent with national development goals and with the State's commitment for the total development of every worker as a complete human being. This Standards shall apply to all places of employment except otherwise provided in this Standard.



Republic Act No. 9173
October 21, 2002

**AN ACT PROVIDING FOR A MORE RESPONSIVE
NURSING PROFESSION, REPEALING FOR THE
PURPOSE REPUBLIC ACT NO. 7164, OTHERWISE
KNOWN AS "THE PHILIPPINE NURSING ACT OF
1991" AND FOR OTHER PURPOSES**



ARTICLE II

Declaration of Policy

- **Section 2. Declaration of Policy.** – It is hereby declared the policy of the State to assume responsibility for the protection and improvement of the nursing profession by instituting measures that will result in relevant nursing education, **humane working conditions**, better career prospects and a **dignified existence for our nurses**.
- The State hereby guarantees the delivery of quality basic health services through an adequate nursing personnel system throughout the country.



Employees' Compensation Commission

The ECC is a government corporation. It is attached to the [Department of Labor and Employment](#) for policy coordination and guidance.

It is a quasi-judicial corporate entity created to implement the [Employees' Compensation Program \(ECP\)](#). The ECP provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death.

As implementor of the Employees Compensation Program, ECC is mandated by law to provide meaningful and appropriate compensation to workers. Its main functions are:

To formulate policies and guidelines for the improvement of the employees' compensation program;

To review and decide on appeal all EC claims disapproved by the Systems; and

To initiate policies and programs toward adequate occupational health and safety and accident prevention in the working environment



Legal Mandate

The ECC was created in November 1, 1974 by virtue of PD 442 or the Labor Code of the Philippines. It, however, become fully operational with the issuance of PD 626 which took effect January 1, 1975.



Powers and Functions

Under Article 177 of P.D. 626 as amended, the ECC has the following powers and duties:

- To assess and fix a rate of contributions from all employers;
- To determine the rate of contribution payable by an employer whose records show a high frequency of work accidents or occupational disease due to failure by the said employer to observe adequate measures;



- . To approve rules and regulations governing the processing of claims and the settlement of disputes arising there from as prescribed by the System;
 - To initiate policies and programs toward adequate occupational health and safety and accident prevention in the working environment, rehabilitation other than those provided for under Article 190 hereof, and other related programs and activities, and to appropriate funds there for. (As amended by Sec. 3, P.D. 1368).



- To make the necessary actuarial studies and calculations concerning the grant of constant help and income benefits for permanent disability and death, and the rationalization of the benefits for permanent disability and death under the Title with benefits payable by the System for similar contingencies; **Provided**; That the Commission may upgrade benefits and add new ones subject to approval of the President; and **Provided, Further**, That the actuarial stability of the State Insurance Fund shall be guaranteed; **Provided, Finally**, that such increases in benefits shall not require any increases in contribution, except as provided for in paragraph (b) hereof. (As amended by Sec. 3, P.D. 1641).



- Work – related accident/illness
- Medical expenses reimbursement
- Rehabilitation services
- Appliances
- Livelihood programs



Drug Prevention & Control Program in the Workplace

In accordance with Article V of Republic Act No. 9165, otherwise known as the Comprehensive Dangerous Drugs Act of 2002, and its Implementing Rules and Regulations and in consultation with the Tripartite Task Force created under DOLE Department Order No. 37-03, s

It shall be mandatory for all private establishments employing ten (10) or more workers to formulate and implement drug abuse prevention and control programs in the workplace, including the formulation and adoption of company policies against dangerous drug use. Establishments with less than ten (10) workers are also encouraged to formulate and adopt drug-free policies and programs in the workplace.002 (Tripartite Task Force),



Sexual Harassment Act

REPUBLIC ACT NO. 7877 AN ACT DECLARING
SEXUAL HARASSMENT UNLAWFUL IN
THE EMPLOYMENT, EDUCATION OR TRAINING
ENVIRONMENT, AND FOR OTHER PURPOSES.

Declaration of Policy. - The State shall **value the dignity of every individual**, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, students or those undergoing training, instruction or education. Towards this end, all forms of sexual harassment in the employment, education or training environment are hereby declared unlawful.



REPUBLIC ACT NO. 8504

AN ACT PROMULGATING POLICIES AND PRESCRIBING MEASURES FOR THE PREVENTION AND CONTROL OF HIV/AIDS IN THE PHILIPPINES, INSTITUTING A NATIONWIDE HIV/AIDS INFORMATION AND EDUCATIONAL PROGRAM, ESTABLISHING A COMPREHENSIVE HIV/AIDS MONITORING SYSTEM, STRENGTHENING THE PHILIPPINE NATIONAL AIDS COUNCIL, AND FOR OTHER PURPOSES.



REPUBLIC ACT 10028 "EXPANDED BREASTFEEDING PROMOTION ACT 2009"

“The state shall likewise protect working women by providing safe and healthful working conditions, taking into account their maternal functions....”

- **Establishments of Lactation Stations.**-*It is hereby mandated that all health and non health facilities. Establishments or institutions shall establish lactation stations...”*
- **Lactation Periods.** – *Nursing employee shall be granted break intervals in addition to the regular time-off for meals to breastfeed or express breast milk....”*
-



Solo Parent act of 2000

Republic Act 8972

- The law provides comprehensive program of services for solo parents and their children to be carried out by the Department of Social Welfare and Development (DSWD), the Department of Health (DOH), the Department of Education (DepEd), the Department of the Interior and Local Government (DILG), the Commission on Higher Education (CHED), the Technical Education and Skills Development Authority (TESDA), the National Housing Authority (NHA), the Department of Labor and Employment (DOLE) and other related government and non-government agencies. (Sec.2, RA 8972)



PhilHealth



House Bill 14225 and Senate Bill 01738 which became "The National Health Insurance Act of 1995" or Republic Act 7875, signed by President Fidel V. Ramos on February 14, 1995. The law paved the way for the creation of the Philippine Health Insurance Corporation (PhilHealth), mandated to provide social health insurance coverage to all Filipinos



Social Security System

"It is the policy of the State to establish, develop, promote and perfect a sound and viable tax-exempt social security system suitable to the needs of the people throughout the Philippines which shall promote social justice and provide meaningful protection to members and their families against the hazards of disability, sickness, maternity, old age, death and other contingencies resulting in loss of income or financial burden. Toward this end, the State shall endeavour to extend social security protection to workers and their beneficiaries."
(Section 2, RA 8282)



Government Service Insurance System

- The GSIS is a social insurance institution created under Commonwealth Act Number 186 that was passed on November 14, 1936. To secure the future of all employees of the Philippine government, it provides and administers a pension fund that has the following social security benefits: compulsory life insurance, optional life insurance, retirement benefits, and disability benefits for work-related accidents and death benefits.
- Likewise, the GSIS manages the General Insurance Fund as mandated by Republic Act 696 or the Property Insurance Law. It provides comprehensive protection to government insurable interests.

In summary....

As nurses it is our responsibility to be aware of all our rights as Filipinos. We need Positive Practice Environment in order for us to be productive to deliver quality & safe nursing care.

Daghang salamata
sa inyong tanan..