



Health and Welfare Programs of PhilHealth Employees

PhilHealth believes that the quality of well-being of employees affects their level of engagement with the Corporation. Engaged employees are more likely to stay in their jobs and are more productive. Hence, it has established policies, programs and activities to ensure that the employees' broad range of concerns relative to health (mental and physical) and safety, learning and development opportunities and work-life balance are addressed.

PhilHealth continues to foster a genuinely caring atmosphere that focuses on employees' health and welfare through the following programs and activities:

1. PhilHealthy Movement

As an essential component of work-life balance as well as health and safety programs and services in the Corporation and in consonance with the CSC rules and regulations on health, wellness, sports, recreation and the "Great Filipino Workout", the Corporation adopts the "PhilHealthy Movement" as a human resource program with the aim of promoting physical, mental, emotional and spiritual well-being of officials/employees.

Pursuant to CSC MC No. 8, s-2011¹, officials/employees are allowed to conduct wellness or fitness programs twenty (20 minutes per day or a total of one (1) hour and forty (40) minutes a week. Various interest groups such as badminton, basketball, table tennis and Zumba were formed by the employees.

They are also allowed to avail of one (1) hour a week to attend health awareness programs such as seminars, fora, etc.

Budget is allocated yearly for the cost to be incurred in the conduct of PhilHealthy activities such as payment for fitness trainers, sports venue for the competition, sports items and other related items.

Most PhilHealth Offices have likewise established gyms in their respective offices while some are in the various stages of procurement. Appropriate budget was given for the purchase of gym equipment.

In addition, reasonable time for physical fitness exercises is included in seminars, training programs and similar occasions that are done as part of "ice breaker" games.

2. Corporate activities

Corporate activities such as PhilHealthy Team Day, PhilHealth Family Day, One PhilHealth Team Day and other team building activities were conducted by the Corporation to provide all employees with work-life balance and a temporary respite from work pressures through activities that will boost morale, camaraderie and teamwork among employees.

¹ Reiteration of the Physical Fitness Program, "Great Filipino Workout)



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3. Medical Programs

Dedicated staff (doctor and nurses) and facilities are provided by the Corporation to cater to the immediate health concerns of the employees.

Part of the preventive medical approach of the Corporation is to subject all employees (regular and casual) to Annual Periodic Health Examination in which they undergo health diagnostic examination/procedures. The Clinic Physician assesses the results, provides medical advice and monitors the health conditions of employees.

In addition, pursuant to CSC Memorandum Circular No. 13, s-2017², all employees, including those for hiring, are subjected to mandatory drug testing annually. Employees who are found to be positive after a confirmatory test are referred to a drug rehabilitation center for proper management.

Also, the Corporation offers free HIV testing to employees who would like to avail of the test. Employees who test positive are managed accordingly.

4. Conduct of Various Health Fora

The Corporation, through the HRD Clinic, regularly conducts various fora on health awareness, disease prevention and treatment and other health issues. The HRD Clinic studies the health profile of the employees and determines the relevant forum to be conducted to address common health issues. Reputable speakers from medical field are invited to lecture on given topics.

5. Disaster and Emergency Preparedness Program

In line with the Disaster and Emergency Preparedness Program of the Corporation, several orientations are being conducted for all employees to provide them timely and relevant information on different natural and man-made calamities with the end in view of being adequately prepared and be able to appropriately respond with speed, efficiency and effectiveness. Likewise, emergency kit, helmet and information materials were provided for employees' use.

The Corporation has also created a pool of Psychological First Aiders. This is composed of trained employees who will provide appropriate psychological interventions for employees who were affected by traumatic events.

² Guidelines for a Drug-Free Workplace in the Bureaucracy





6. Conduct of Learning and Development Programs

To achieve the vision, mission and goals of the Corporation and to ensure that the Corporation pursues the development of human resource, optimize personnel development and upgrade individual competencies, training activities (external and internal), seminars, workshops and orientations are regularly provided to the employees.

A Learning and Development Plan is prepared annually, based on the Learning Needs Analysis being conducted by the heads of offices to address the competency and performance gaps of their respective staff. The plan also includes trainings/seminars for character development, mental health and financial literacy.

All officers and supervisors are likewise capacitated to conduct coaching and mentoring to their respective staff.

Newly-hired employees undergo “onboarding” which is the process of acclimating and welcoming new employees by providing them with the tools, resources and knowledge to become successful and productive. On the other hand, employees who are about to retire attend Pre-retirement program. Resource speakers are invited to discuss various retirement benefits, livelihood programs, investment options and preparation for life as a retiree.