



Republic of the Philippines  
**PROVINCE OF ISABELA**  
City of Ilagan

## *Office of the Governor*

### EXECUTIVE ORDER NO. 28

Series of 2023

#### AN ORDER INSTITUTIONALIZING A HARMONIZED AND COMPETENCY-BASED HUMAN RESOURCE FOR HEALTH MANAGEMENT AND DEVELOPMENT, AND PERFORMANCE ASSESSMENT SYSTEMS IN THE PROVINCE OF ISABELA

**WHEREAS**, *Section 15, Article II of the 1987 Constitution* declared that “The State shall protect and promote the right to health of the people and instill health consciousness among them”;

**WHEREAS**, *Section 18 of the Republic Act (RA) No. 7160, Local Government Code of 1991*, states that every local government unit (LGU) shall have the power and authority to establish an organization that shall be responsible for the efficient and effective implementation of their development plans, program objectives, and priorities. As such, *Section 76* states that every LGU shall design and implement its own organizational structure and staffing pattern taking into consideration its service requirements and financial capability, subject to the minimum standards and guidelines prescribed by the Civil Service Commission (CSC). Moreover, *Section 77* states that the local chief executive (LCE) of every LGU shall be responsible for human resources and development in his unit and shall take all personnel actions in accordance with the Constitutional provisions on civil service, pertinent laws, and rules and regulations thereon, including such policies, guidelines and standards as the CSC may establish. Further, *Section 78* states that all matters pertinent to human resources and development in LGUs shall be governed by the civil service law and such rules and regulations and other issuances promulgated pursuant thereto, unless otherwise specified in the LGU Code;

**WHEREAS**, *Section 23 of the RA No. 11223, Universal Health Care (UHC) Act*, recognizes Human Resources for Health (HRH) as one of the significant components of the health system; and the Department of Health (DOH), together with stakeholders, shall ensure the implementation of the National Human Resources for Health Master Plan (NHRHMP) for the appropriate generation, recruitment, retraining, regulation, retention, and reassessment of health workforce based on population health needs;

**WHEREAS**, *Section V of the DOH Administrator Order (DO) No. 2014-044, Guidelines for the Installation of Human Resources for Health Management and Development Systems for Health and Allied Health Professionals Employed Within a Service Delivery Network (SDN), Including the Assessment and Monitoring of Clinical Competencies, Baseline Competencies and Standards*, states that all health facilities functioning within an SDN, identified as province-wide and city-wide health systems in the UHC Act, shall adopt policies to promote / ensure the rationalized recruitment, retention, and continuing professional development of their employed health and allied health professionals;

**WHEREAS**, the Provincial Government of Isabela is firmly committed to improving the overall management and development of its local health system, in coordination with civil societies, government and non-government agencies, and other stakeholders towards ensuring access to quality and affordable health care and financial risk protection of its people; guaranteeing decent predictable income, career advancement opportunities, job security and satisfaction, and compliance to quality and performance standards of all its HRH;

Nagkaisa para sa Isabela

**WHEREAS**, the Provincial Government of Isabela and its component LGUs commit to invest, operationalize, and fully implement progressively all local health systems reforms endeavored in the UHC Act, particularly those in relation to the development of adequate, competent, committed, and sustainable health workforce that can contribute significantly to the attainment of UHC for Filipinos;

**NOW, THEREFORE, I, RODOLFO T. ALBANO III**, Governor of the Province of Isabela, by virtue of the powers vested in me by law, hereby decree the following:

**SECTION 1. General Provision.** This Order shall be known as the *“Institutionalization of Harmonized and Competency-Based Human Resource for Health Management and Development, and Performance Assessment Systems in the Province of Isabela”*.

1. The Province of Isabela recognizes the importance of adequate, competent, committed, and motivated HRH to ensure promotion of health and well-being of every Filipino, as well as to improve health outcomes. To sustain the reforms initiated by the Province of Isabela under the UHC Act and as guided by the NHRHMP and AO No. 2014-044 in establishing and institutionalizing harmonized and competency-based HRH management and development, and performance assessment systems, this Executive Order is hereby enacted.
2. It shall provide basis for the installation, full implementation, and sustenance of harmonized and competency-based HRH management and development, and performance assessment systems within the Provincial Government of Isabela and its component LGUs.
3. This Order and the harmonized and competency-based HRH management and development, and performance assessment systems that shall be institutionalized within Isabela are applicable to the following:
  - 3.1 Health facilities and offices within the province-wide health system of the Provincial Government of Isabela and its component LGUs; and,
  - 3.2 HRH or medical and allied health professionals working in health facilities and offices within the province-wide health system to provide health services including, but not limited to, preventive, curative, rehabilitative, and palliative care services.

**SECTION 2. Installation of a Harmonized Competency-Based Human Resource for Health Management and Development System, and Performance Assessment System**

1. The Provincial Government of Isabela, in collaboration and cooperation with its component LGUs, shall maintain a province-wide healthcare-oriented health system composed of health facilities (Primary Care Facilities and Hospitals) implementing harmonized and competency-based HRH management and development, and performance assessment systems.
2. The implementation of harmonized and competency-based HRH management and development, and performance assessment systems, all health facilities within the province-wide health system shall comply with the statutory requirements stipulated in the following:
  - 2.1 Executive Order No. 292 entitled “The Revised Administrative Code of 1987”;
  - 2.2 Labor Code of the Philippines, Presidential Decree No. 442 OF 1974, As Amended and Renumbered, *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*;

- 2.3 Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) managed by CSC. As per information provided by CSC Provincial Office, all Local Government Units in the province were declared to have an approved and functional Strategic Performance and Management System (SPMS) in accordance with CSC Memorandum Circular No. 6 s. 2012. Further, 16 LGUs are adopting the PRIME-HRM, while the rest are implementing the Individual Performance Commitment Review (IPCR) Form and Office Performance Commitment Review (OPCR) Form in their regular performance review and evaluation.
3. In implementing harmonized and competency-based HRH management and development, and performance assessment systems, all health facilities within the province-wide health system shall adopt, at the minimum, the five (5) **Human Resources for Health Management and Development (HRHMD) Systems** indicated in the DOH AO 2014-0044. These systems include the following:
    - 3.1 **HRH Planning.** The system of determining HRH requirements and competencies each employee should possess and demonstrate anchored to the facility's Vision, Mission, Goals, and mandates.
    - 3.2 **Job-Related Recruitment and Selection.** A system that uses a competency-based approach to recruit and select human resources for health within the SDN. It ensures that: job requirements and competencies are defined in the organization; that hired human resources for health possess the required competencies needed to perform their functions; and, that immediate investments in learning and development are minimal in the first year of employment.
    - 3.3 **Learning and Development Needs Assessment.** A system of determining baseline competencies of employees; and, evaluating learning and development needs based on a set of competency standards that are appropriate to the job position held. It ensures that all interventions for HRH learning and development (formal education, on-the-job training, developmental assignments/rotations, etc.) are based on competency development needs and aligned with the organization's objectives.
    - 3.4 **Career Development and Management.** The conscious effort to plan and organize the potential career path of human resources for health, and includes the necessary steps taken to realize the plans developed.
    - 3.5 **Performance Management System.** The process of monitoring, evaluating, and discussing the performances of employed human resources for health. This is conducted twice yearly; results of which are used as a basis for promotion and/or the provision of other performance-based incentives.
  4. This HRHMD Systems shall support the human resource in the organization and ensure that the employee's career is properly managed from the time of his/her entry up to his/her exit or retirement. The following are the seven (7) key result areas of HRHMD system:
    - 4.1 HRH assessment, gaps analysis, and identification of corresponding investment needs through the HFSAR that shall be indicated in the LIPH and AOPs.
    - 4.2 Presence of P/CWHS Human Resources for Health (HRH) strategies in the LIPH and/or AOPs.
    - 4.3 Updated National Health Workforce Registry (NWHR).

- 4.4 Presence of Harmonized HRHMD System and HRH Performance Assessment System.
  - 4.5 Presence of DOH-PRC Certified Primary Care Health Workers.
  - 4.6 Creation of Permanent Plantilla Positions for HRH.
  - 4.7 Monitoring of P/CWHS Performance on HRHMD Systems.
5. All evidence of HRHMD system functionality, such as but not limited to: workforce plan, CSC recruitment and selection reports, accomplished career path tools, learning and development needs analysis and plan, and records of performance evaluation shall be kept for future monitoring.


**SECTION 3. Formulation of the Implementing Rules and Regulations.** To sustain the implementation of the local health systems integration reforms as embodied under the Universal Health Care Act of 2019, the formulation and/or updates of the implementing rules and regulations, policies, technical, and operational guidelines/manuals shall be directed to the Local Chief Executive, through the Provincial Health Office (PHO).

**SECTION 4. Separability Clause.** If any provision or section of this Order or the application thereof to any person or circumstance is held invalid, the other provisions or sections of this Executive Order and the application of such circumstance shall not be affected thereby.

**SECTION 5. Repealing Clause.** All prior Ordinances, Resolutions, Administrative Orders, Executive Orders, Rules and Regulations, or parts thereof that are inconsistent with the provision of this Executive Order are hereby repealed or modified accordingly.

**SECTION 6. Effectivity Clause.** This Order shall take effect immediately upon its approval.

Done in the Province of Isabela, this 20th day of October, 2023.

  
RODOLFO T. ALBANO III  
Governor 