

**[ DOH ADMINISTRATIVE ORDER NO. 2009-0004,  
March 04, 2009 ]**

**ADOPTION OF THE REVISED DOH CODE OF CONDUCT**

**I. BACKGROUND**

The Code of conduct is an essential component in ensuring efficiency, transparency and accountability in the government service. Its primary objective is to establish the Agency's own standards of behavior in the exercise of official functions. It also clarifies and reinforces legal stipulations on unethical behavior and corrupt practices, hence is helpful in managing the fight against corruption.

The development and implementation of the Code of Conduct is part of the Integrity Development Action Plan (IDAP) a major initiative of the Presidential Anti-Graft Commission (PAGC) in partnership with national government agencies (including the Department of Health), bureaus and regional offices. Formulation and adoption of an Agency-specific Code of Conduct is part of the ten (10) IDAP deliverables.

Although DOH officials and employees abide by the provisions of the Civil Service Commission (CSC) Law and Rules and other applicable laws on personnel/administrative issues, it was only in the late 2006 and onwards that the management began drafting the DOH customized Code of Conduct not only as compliance with PAGC directives but also to craft a tool or mechanism in fighting corruption and strengthen the culture of integrity among its' workforce.

Several policies were formulated and implemented through the issuance of Administrative Orders (AOs), Department Orders (DOs), Department Memorandums (DMs), etc. A Project Team was created to review and consolidate these issuances into one (1) DOH customized Code of Conduct and to harmonize the provisions in accordance with existing CSC Law and Rules and other related laws.

**II. OBJECTIVES**

1. To set the guidelines and parameters for the DOH officials and employees in the conduct of their functions as civil servants.
2. To serve as deterrent against corruption and other malpractices in the government service.
3. To specify the applicable administrative penalty for any violation of the DOH Code of Conduct.
4. To establish a system of incentives and rewards for exemplary conduct and/or practices.

**III. APPLICABILITY**