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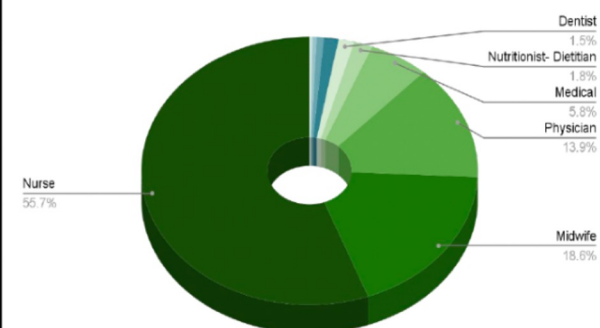
TRANSFORMING NURSING: Philippines Strategies in Education, Practice and Policy for Health System Reform



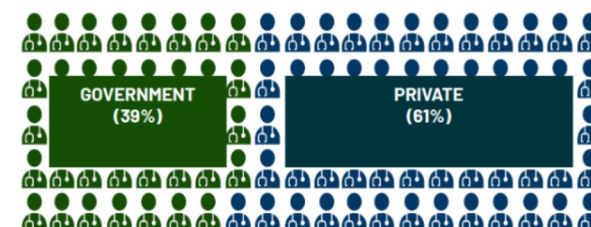
Sheila Bonito, RN, DrPH
University of the Philippines Manila
College of Nursing

Philippines

Population	111,572,254	(2022)
UHC Service Coverage Index <i>WHO UHC Coverage Index</i>	58	(2021)
Life expectancy <i>Civil Registration and Vital Statistics</i>	70 years for Males	(2020)
	76 years for Females	(2020)
Current health expenditure (% of GDP) <i>Philippine National Health Accounts</i>	44.7	(2022)
Current health expenditure per capita <i>Philippine National Health Accounts</i>	PhP 10,059.49	(2022)
Nursing stock and density	526,331 (with valid licenses) 47.17 RNs per 10,000 population	(2022)
	178,629 (practicing in health facilities) 16.0 RNs per 10,000 population	(2022)
Share of nurses within the health workforce	56% among 13 health professions	(2022)
Chief Nursing Officer position	<i>Designated to the director of Health Human Resource in the DOH</i>	(2022)

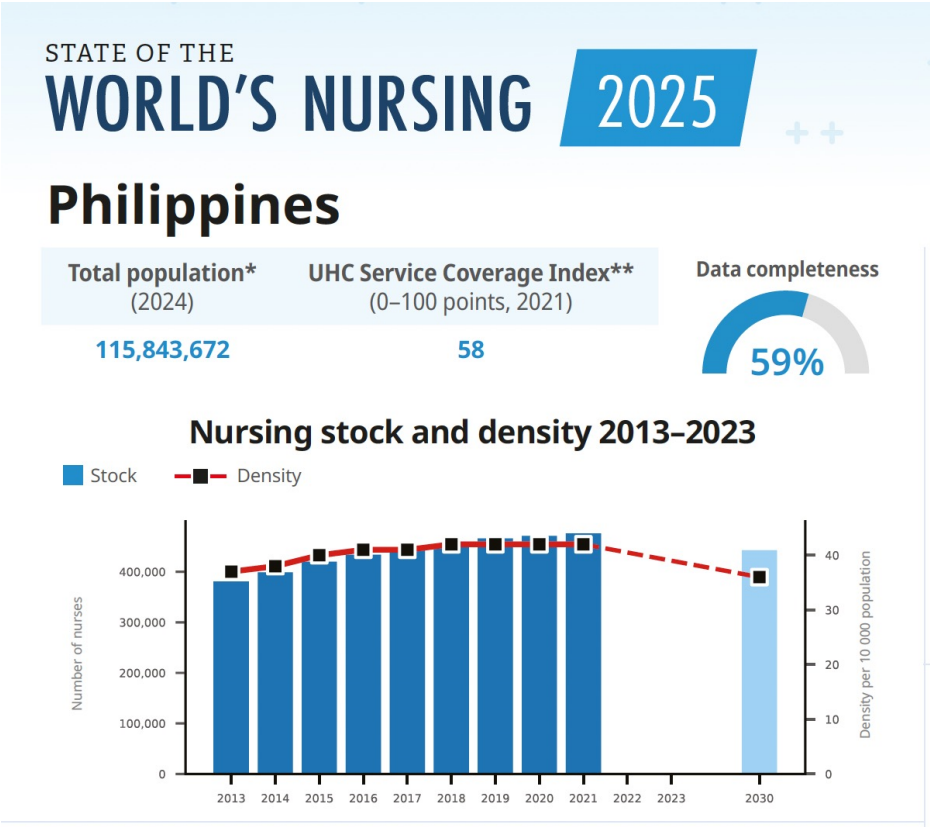


More than half of the health professionals practicing in health facilities are nurses and most of them are working in private institutions

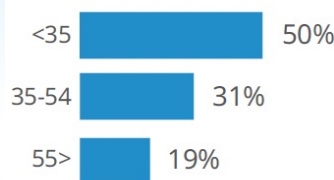


Regional Nursing and Midwifery Forum in the Western Pacific
To Optimize Nurses' and Midwives' Contributions to Achieving UHC

SoWN 2025 Report (Philippines)



Age distribution

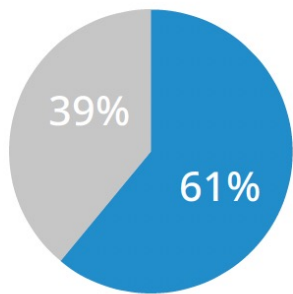


Sex distribution



Facility ownership

■ Public ■ Private



Nurse mobility

NR

Foreign trained

NR

Foreign born

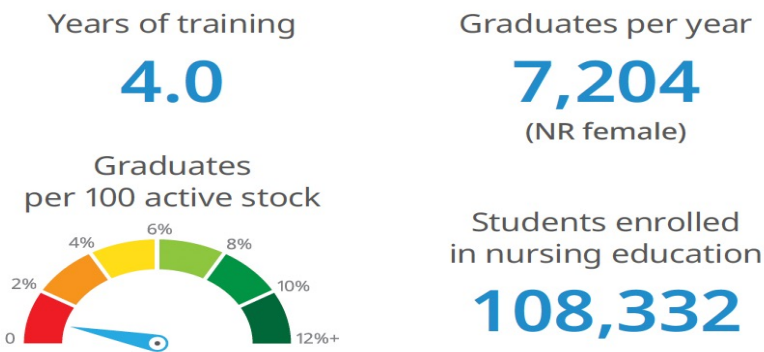
Entry wages

446

US dollars
per month

SoWN 2025 Report (Philippines)

Education

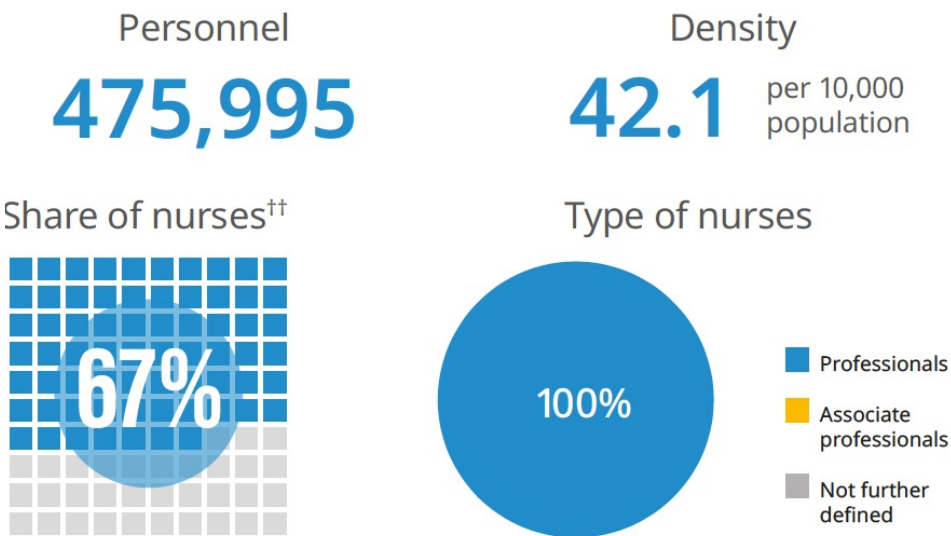


Education regulation

✓ Yes ✖ Partial ✖ No NR Not reported

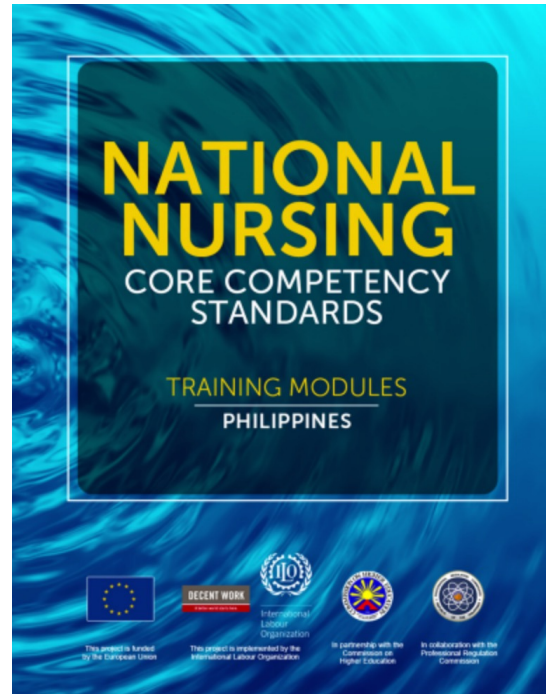
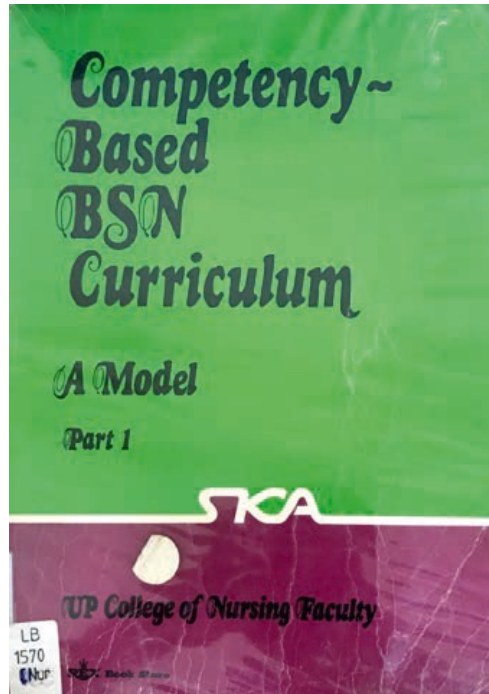
Accreditation mechanism for education institutions	✓
Standards for social accountability	NR
Standards for determinants of health	NR
Standards for interprofessional education	NR
Cooperation between education institutions and regulators	NR
Standards for faculty qualification†	NR

Nursing stock



Nursing Curriculum

- Competency-based BSN Program (1981/ 1994)
- Outcome-Based BSN Program (2018)

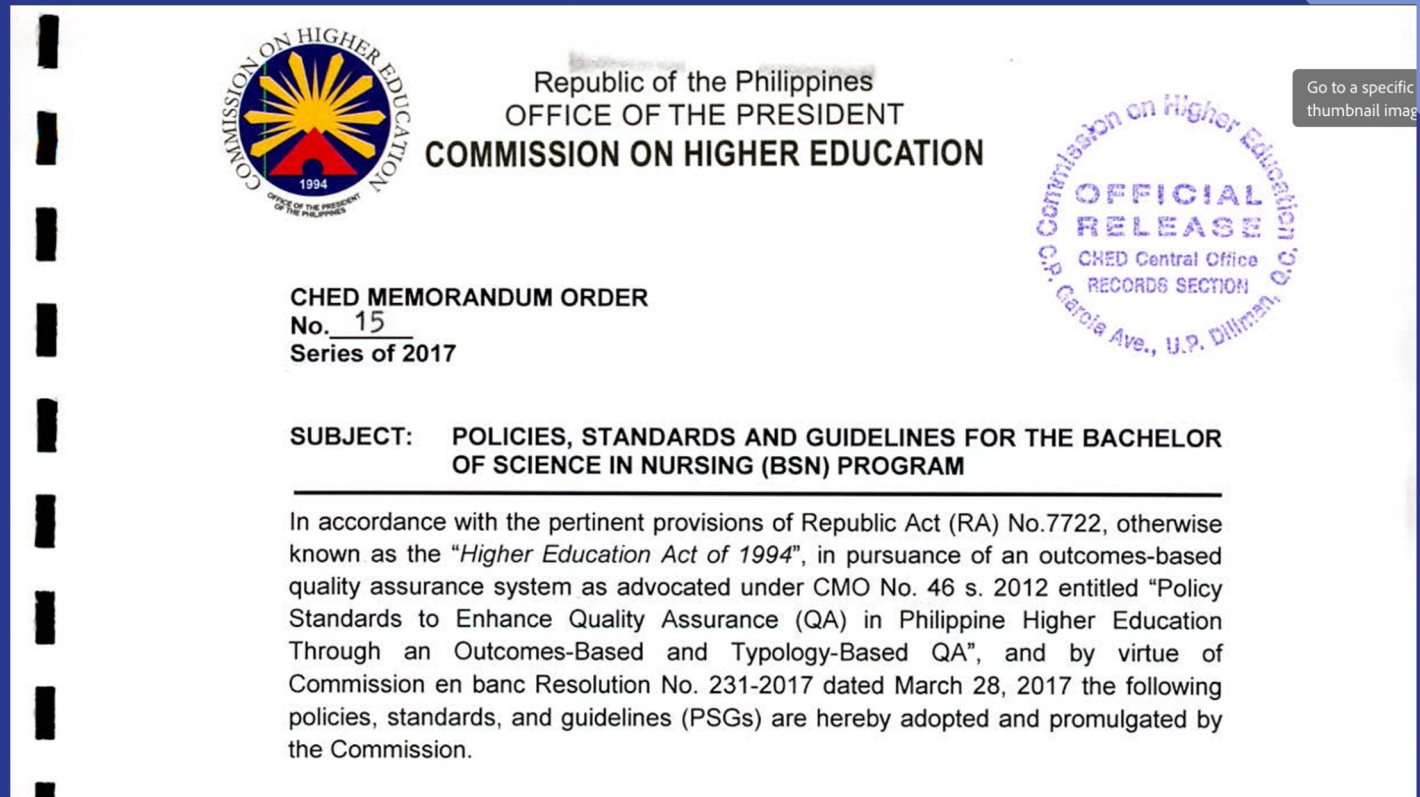


Public health nurses helped in preventing typhoid fever, cholera, and other communicable diseases in communities through health education and vaccination (1922-1940)

Policies and Standards for Outcome-Based BS Nursing Program

Domains

1. Community Involvement
2. Faculty
3. Instruction
4. Library
5. Laboratories
6. Physical Plant
7. Student Services
8. Administration



Thumbnail image of a CHED Memorandum Order document. The document is titled "Policies, Standards and Guidelines for the Bachelor of Science in Nursing (BSN) Program". It is a CHED Memorandum Order No. 15, Series of 2017. The document is signed by the Commission on Higher Education (CHED) and is dated March 28, 2017. The document is a PDF file located at <https://ched.gov.ph/wp-content/uploads/2017/10/CMO-15-s-2017.pdf>.

Republic of the Philippines
OFFICE OF THE PRESIDENT
COMMISSION ON HIGHER EDUCATION

CHED MEMORANDUM ORDER
No. 15
Series of 2017

SUBJECT: POLICIES, STANDARDS AND GUIDELINES FOR THE BACHELOR OF SCIENCE IN NURSING (BSN) PROGRAM

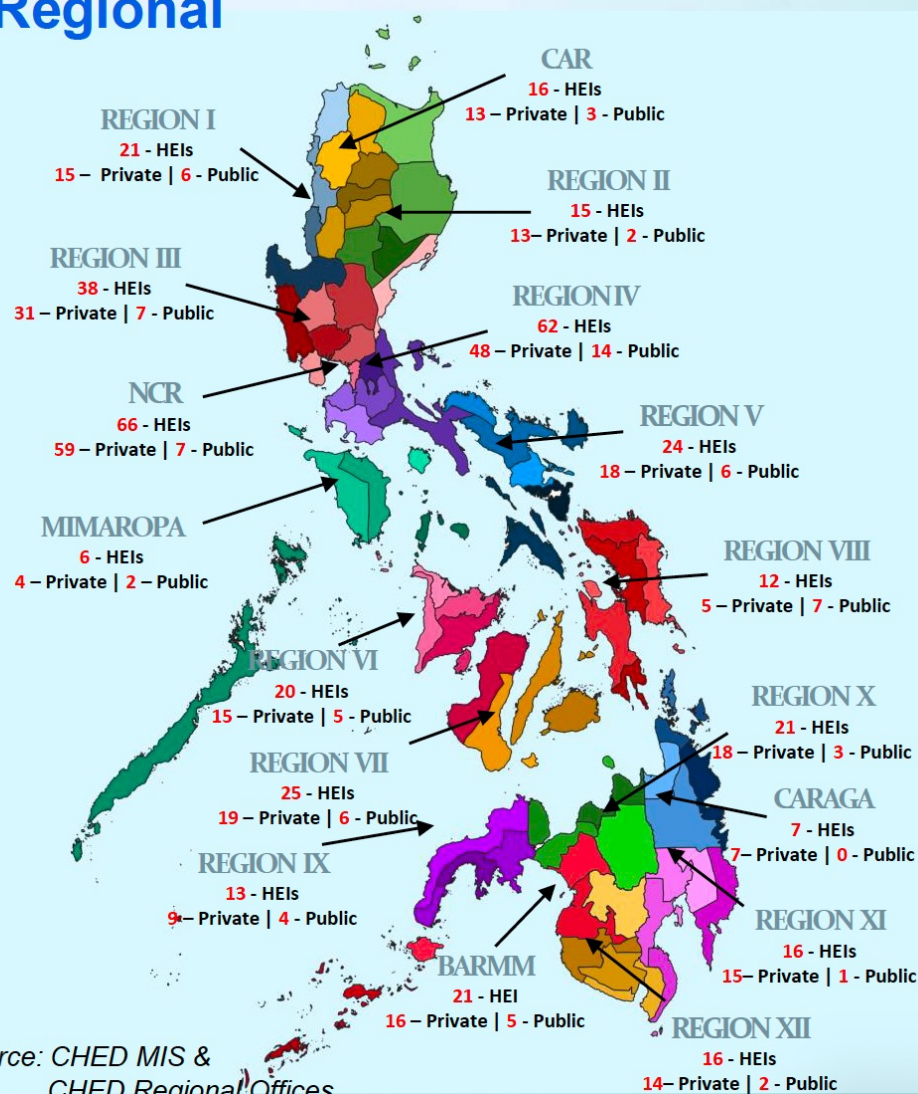
In accordance with the pertinent provisions of Republic Act (RA) No. 7722, otherwise known as the "Higher Education Act of 1994", in pursuance of an outcomes-based quality assurance system as advocated under CMO No. 46 s. 2012 entitled "Policy Standards to Enhance Quality Assurance (QA) in Philippine Higher Education Through an Outcomes-Based and Typology-Based QA", and by virtue of Commission en banc Resolution No. 231-2017 dated March 28, 2017 the following policies, standards, and guidelines (PSGs) are hereby adopted and promulgated by the Commission.

OFFICIAL RELEASE
CHED Central Office
RECORDS SECTION
C.P. Garcia Ave., U.P. Diliman, Q.C.

<https://ched.gov.ph/wp-content/uploads/2017/10/CMO-15-s-2017.pdf>

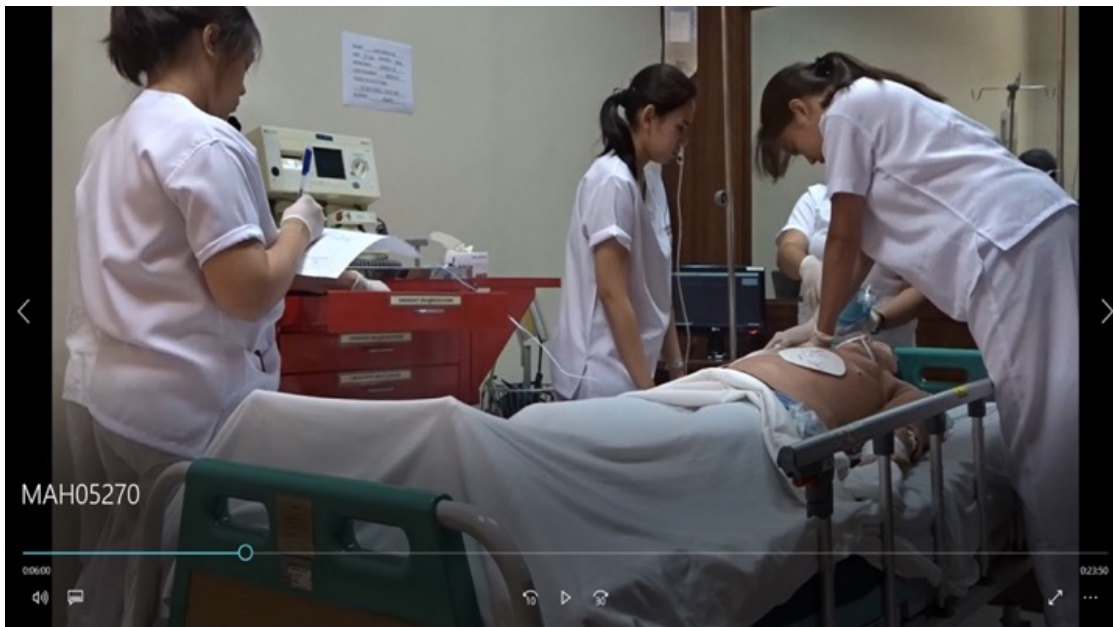
HEIs offering BS Nursing programs: Regional Distribution

Nursing HEIs Distribution				
REGION	PRIVATE	SUC	LUC	Total
I	15	5	1	21
II	13	2	0	15
III	32	6	1	39
IV	49	10	4	63
MIMAROPA	4	2	0	6
V	18	6	0	24
VI	15	5	0	20
VII	23	6	0	29
VIII	6	8	0	14
IX	9	5	0	14
X	18	3	0	21
XI	15	1	0	16
XII	14	2	0	16
NCR	59	1	6	66
CAR	13	3	0	16
CARAGA	7	0	0	7
BARMM	16	5	0	21
TOTAL	326	70	12	408



Digital Transformation in Learning

- Flexible learning modalities
- Simulation-based education



The Universal Health Care Act 2019

- The Universal Health Care (UHC) Act of 2019 mandates the strengthening of primary health care and the development of a cadre of health professionals competent to deliver primary care services.
1. Reorient health care professional and health care worker curricula towards **primary health care**, with emphasis on public health and primary care
 2. Determine recommended **areas of study in public health** to be incorporated in the curriculum of all health sciences education
 3. Incorporate **educational outcomes focusing on primary care** in the education programs, the scope of licensure examinations, and continuing professional development

The Universal Health Care Act 2019





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COMMISSION ON HIGHER EDUCATION

The Primary Care Competencies (PCCs) published by the Department of Health are as follows:

Category	Primary Care Worker Competencies	Definition
Individual-based	PROVIDING FIRST CONTACT CARE (PC-FCC)	Ability to provide necessary health services within a time frame appropriate to the urgency of the health problem
	PROVIDING PRIMARY COMPREHENSIVE CARE (PC-COM)	Ability to provide a wide range of health services that meet common needs across all life stages
	PROVIDING CONTINUING CARE (PC-CON)	Ability to provide a sustained partnership with the patient in the management of his/her condition
	COORDINATING CARE (PC-COO)	Ability to transfer and share responsibility across disciplines and levels of care
	MANAGING PATIENT RECORDS (PC-MPR)	Ability to ensure coordination of care through accurate and timely integration of medical records in the healthcare provider network
Population-based	PROMOTING HEALTH (PC-PH)	Ability to identify, describe, and implement programs, policies, and other health promotion interventions that are empowering, participatory, holistic, inter-sectoral, equitable, sustainable, and multi-strategic in nature
	IMPLEMENTING PUBLIC HEALTH FUNCTIONS (PC-IPH)	Ability to implement public health/ population health services as mandated by the Department of Health

Reorientation of BSN Curriculum to Primary Health Care

1. **Reassessment of the learning outcomes** at the program and course levels to ensure that the performance indicators are operationalized in the target courses to develop the expected primary care competencies.
2. Determination of whether the **minimum content standards for primary health care** provided by both the DOH and the CHED TP/TC are sufficiently covered in their current curriculum.
3. Ensure constructive **alignment of teaching-learning strategies and assessments** with defined learning outcomes and content standards.



Reorientation to Primary Health Care



Inclusion of PHC in the Learning Outcomes



Conduct of Faculty Development Programs



Inclusion of Primary Care Competencies in Student Internship Programs



Inclusion of UHC and PHC in student orientations, Immersion Programs in Primary Care facilities



Inclusion of PHC areas of study in the Table of Specifications of the Licensure Exams



Return service obligations shall be served in priority primary care facilities for government scholars

Contributions to Universal Health Care

- Nurses as primary care gatekeepers
- Emphasis on prevention and health promotion
- Bridging care in GIDAs
- Role in mobile health initiatives
- Ensuring service continuity



Nurse-Led Models of Care

- Advanced Practice Nursing
- Nurse-managed health clinics
- Role expansion in primary care
- Innovations using technology

STRENGTHENING CAPACITIES FOR UNIVERSAL HEALTH CARE

LEADERSHIP DEVELOPMENT COURSE FOR PUBLIC HEALTH NURSES





University of the Philippines College of Nursing
Philippine General Hospital Nursing Services

NURSING RESEARCH FORUM 2024:

INNOVATIONS IN PRACTICE
AND POLICY TOWARDS
BETTER HEALTH OUTCOMES

DATE AND TIME
Thursday April 11, 2024
8:00am to 12:00nn

150 SLOTS AVAILABLE
Free Registration

VENUE
UPCN Auditorium, Sotejo Hall
College of Nursing,
University of the Philippines Manila,
Pedro Gil St., Ermita, Manila
1000 Philippines

for more info, contact us at
upm-cn-research-list@up.edu.ph
Tel: +63 2 8523 1494

SCAN TO REGISTER
https://bit.ly/UPCN_RF24





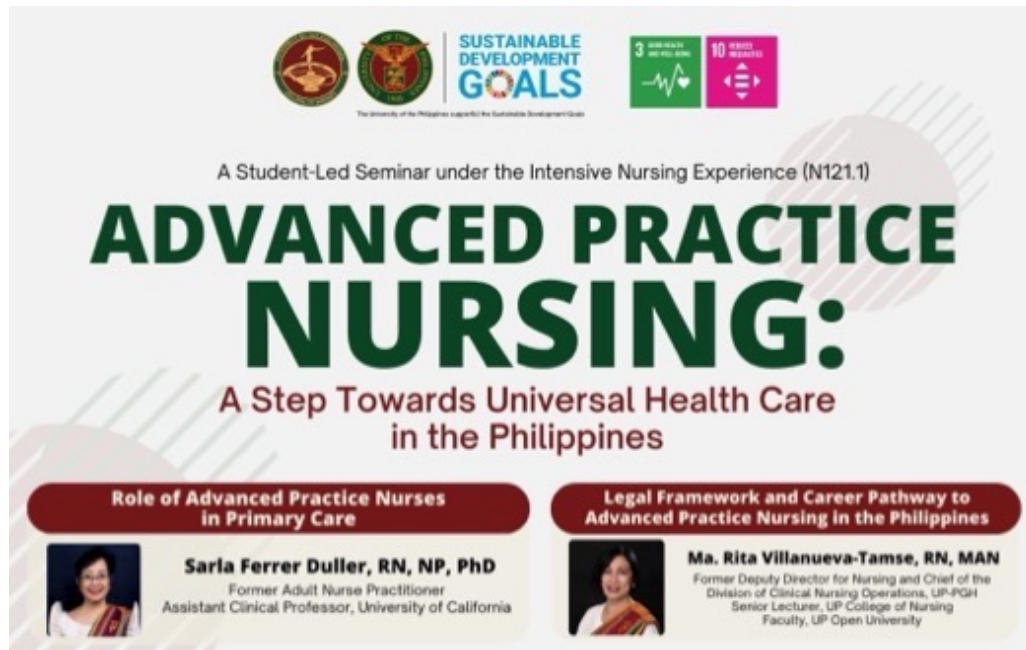
Interprofessional Collaboration

- Team-based care in rural units
- Task-sharing innovations

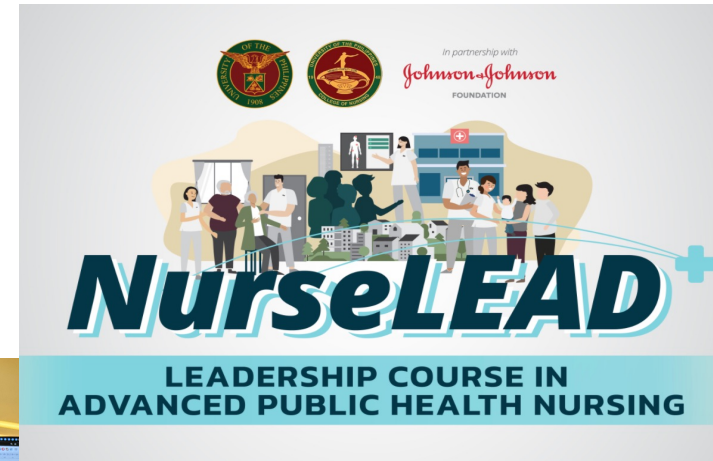


Workforce Development & Retention

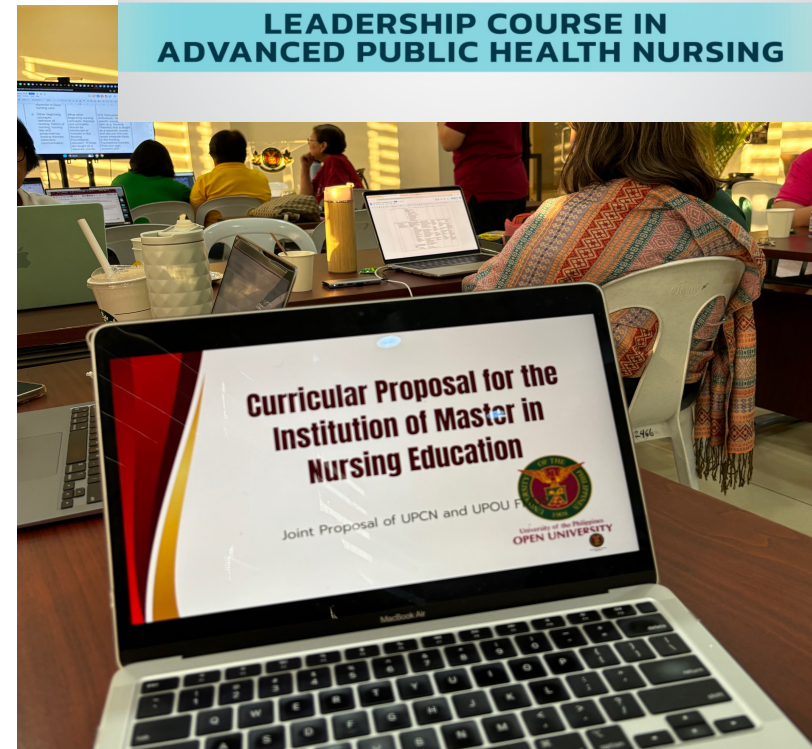
- Magna Carta for Public Health Workers
- Incentive schemes
- Return-service agreements
- Career progression and specialization



The poster features logos for the University of the Philippines, Sustainable Development Goals, and a graphic of three people. The text reads: "A Student-Led Seminar under the Intensive Nursing Experience (N121.1)", "ADVANCED PRACTICE NURSING:", "A Step Towards Universal Health Care in the Philippines". It lists two speakers: "Sarla Ferrer Duller, RN, NP, PhD" (Former Adult Nurse Practitioner, Assistant Clinical Professor, University of California) and "Ma. Rita Villanueva-Tamse, RN, MAN" (Former Deputy Director for Nursing and Chief of the Division of Clinical Nursing Operations, UP-PGH, Senior Lecturer, UP College of Nursing Faculty, UP Open University).








The banner includes logos for the University of the Philippines, a medical symbol, and the Johnson & Johnson Foundation. It features an illustration of healthcare workers and the text: "NurseLEAD+", "LEADERSHIP COURSE IN ADVANCED PUBLIC HEALTH NURSING".



Global-Local Balance in Policy

- Ethical migration practices
- Balancing global demand with local retention

Country	Project
New Zealand 	Comparative Analysis of New Zealand and the Philippines' Bachelor's Degrees including BS Nursing
Germany 	Triple Win Project - Sustainable recruitment of nurses from Partner Countries (Philippines) for employment in Germany This is an inter-agency collaboration between headed by DOLE together with PRC, DOH, DFA and CHED
United Kingdom 	Exploratory Meetings with British Council and Dundee University in the possible partnership on the Development of New Nursing Programs between the 2 countries
ASEAN 	ASEAN Mutual Recognition Arrangement on Nursing Services
Canada 	Conducted various high-level meetings here in the Philippines and Canada regarding partnerships in helping Filipino Nurses already in Canada in terms of accepting their credentials by the NNAS and comparative analysis of the Nursing curriculum of both countries.

Lessons Learned and Future Directions

Nurses as critical agents of reform:

- Strong leadership and partnerships
- Political support and continuous training
- Enhance faculty qualification and improve teaching-learning
- Push for advanced practice nursing
- Strengthen nurse-led research and innovation
- Align education, practice and policy

