



PHILIPPINE CHILDREN'S MEDICAL CENTER
Annual Report 2023



Transformed & Arising

Inspiring People, Igniting Passion, United in Advancing Services

About the Cover



Pictures on the cover show how the organization and its people have transformed as they work together to overcome challenges and achieve success.

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Transformed & Arising

Inspiring People, Igniting Passion, United in Advancing Services

Table of Contents

3	<i>Vision and Mission</i>	32	<i>Service Delivery</i>
4	<i>Director's Message</i>	45	<i>Surgical Services</i>
6	<i>Our History</i>	50	<i>Allied Medical Services</i>
8	<i>Organizational Structure</i>	54	<i>Nursing Services</i>
12	<i>Client-centered Initiatives</i>	57	<i>Ancillary Services</i>
20	<i>Hospital Financial Report</i>	60	<i>43rd Anniversary Events</i>
24	<i>Training and Research</i>	72	<i>Awards & Recognition</i>



Vision

PCMC is the premier institution in Pediatric Research, Training and Service.

Mission

We conduct collaborative research and train our people to deliver the most responsive service for vulnerable children and high-risk pregnant women.

Core Values

*P*rofessionalism
*C*itizen-focused
*M*alasakit
*C*reativity

Director's Message

The year 2023 marks the 43rd anniversary of the Philippine Children's Medical Center (PCMC) with the theme ***"PCMC: Transformed and Arising – Inspiring People, Igniting Passion, United in Advancing Services"*** coinciding with the official lifting by President Ferdinand R. Marcos, Jr. of the COVID-19 pandemic as state of public health emergency.

Armed with the lessons learned during the pandemic, embracing agility and being transformed not only to survive but also to live meaningfully with a spirit of hope and gratitude, PCMC continues to position itself as the National Reference Center for advanced pediatric specialty care.

Our journey from a traditional care model to one that anticipates future healthcare needs and challenges through breakthroughs in medical services demonstrates this transformation. This has been affirmed by achieving the Institute for Solidarity in Asia's (ISA) Performance Governance System (PGS) Institutionalization Stage with a Gold Trailblazer Award.

We maintain our collaboration with St. Jude Global Alliance (based in the US) for cancer care and survival and with Singapore's National University Hospital Renal Center Program. Our research networking is not far behind. We liaise with national agencies and local government units and health facilities.

While PCMC spreads its wings, we continue to revitalize our training programs for medical, nursing, , and ancillary services, reaching out to other areas of the country needing specialized pediatric care and producing graduates who shall be the prime doctors and health workers of the next generation. Unit heads are being equipped with leadership trainings. The up skilling and training of employees for

readiness, and systems-wide digital enhancement shall be giant undertakings needing everyone's cooperation and engagement.

The Nursing Service faces the perennial challenge of nurses seeking employment abroad. With the opening of recruitment from other countries post pandemic we see a doubling of resignation of nurses from 15 in 2022 to 30 this year. Increasing the salary grade (SG) to 15 from 11 is simply not comparable to what they can receive elsewhere, despite an atmosphere conducive to nursing service, training, and research at PCMC. Meantime, we can only recruit more and hire again and be assured of our reliable competent and dedicated team of trainers.

The patient census has shown significant rise in admissions, outpatient services and ER visits. The growth presents a great opportunity to enhance our infrastructure and facilities. While we are currently undergoing renovations, which temporarily affect our services, these improvement will ultimately benefit both our external and internal clients. Moreover, this development will support an increase in potential clinical trials through our Research Office. We are excited to announce the addition of a 20-storey legacy tower dedicated to quaternary medical services, making a significant milestone in our commitment to providing advanced healthcare solutions.

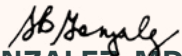
The Hospital Support Services through the Finance Services Department was steadfast in handling our P2.4 billion budget for 2023. All the other HSS units remain vigilant concerning patient assistance, the Philhealth, our MAIP – the source for medical assistance, our infrastructure development and procurement of equipment and supplies.

Envisioning our move toward a 500-bed capacity and servicing referrals from the Universal Health Care framework, PCMC is into the following: First is the Internal Restructuring Program for increase in human resource not only in number but specialized training never before included in plantilla items from the DBM; and second is the IT infrastructure assessment by a consultant whose report shall be the basis for our updated 3-year Information Systems Strategic Plan (ISSP) for submission to Department of Information and Communications Technology (DICT) for possible funding.

The well being as health workers is highly prioritized by this present Management. The Transformation Program that has been institutionalized continues to be active, holistically looking after everyone in the following aspects: Physical, Intellectual, Emotional/Mental/Social, Spiritual, and Financial. This is supported as well by the Personal Scorecard handled by the Office for Strategy Management (OSM). The Administrative Services Department and Human Resource Management Division (HRMD) are completing the Memorandum of Agreement for us to avail health services in our neighboring hospitals.

I enjoin all of you for your positive proactive response in all these endeavors. As with our relationship with the Almighty, each and every employee has a dynamic relationship with PCMC. It is not static and one-way where one dictates and the other simply follows. Rather, it is with active participation where both management and the staff share the labor, intimate relationship, and respect growing together and building the PCMC as an institution... truly institutionalized.

Lastly, we move and align with the new leadership of the Department of Health. Secretary Teodoro J. Herbosa pushes for the 8-point action agenda, which centers on achieving better health outcomes, stronger health systems, and access to all levels of care. With the whole-of-society approach to governance, let us be one in declaring "***Sa Bagong Pilipinas, Bawat Buhay Mahalaga.***"



SONIA B. GONZALEZ, MD, MScHSM, MPM
Executive Director



Our History

The theme of the International Year of the Child in 1979, "Mankind owes to the child the best it has to give" inspired the concept and the impetus to provide to children a tertiary institution for expert health care. By August 10, 1979, P.D. 1631 created the hospital known as Lungsod ng Kabataan. This was inaugurated on April 29, 1980, graced by the presence of the late Princess Margaret, Countess of Snowdon. On June 23, 1980, under then the Minister of Human Settlements, First Lady Imelda R. Marcos, the hospital first opened its doors to commence delivering expert healthcare to children.

Lungsod ng Kabataan is described as a "Wonderland for Children". Thus, inside the hospital, the child is greeted by colorful, educational, cultural and historical murals that line its corridors. The rooms have various fancy beds designed as jeepneys, fire wagons, speedboats, and slippers or "bakya." This aims to make the child's hospital stay a soothing and comfortable experience, as well as informative, educational and enjoyable. The decorative rooms also distract children from their ills and pain, making their environment conducive to healing.

On November 12, 1986, Malacañang issued Memorandum Order No. 48, renaming the hospital as the Philippine Children's Medical Center. PCMC began with 47 active medical staff composed of recognized pediatricians and pediatric surgeons



who pioneered the 4 clinical services initially offered, to wit: Ambulatory, In-Patient Care, Surgery, and Critical Care. At about the same time, the Department of Laboratories and the Physical Rehabilitation Unit were also established and became fully operational.

From 1983 to 1985, PCMC expanded its activities in patient care services, Residency and Fellowship training, and in continuing medical education. Improvement in physical infrastructure and the creation of more service components became the focus toward the late 1980s.

Pediatric subspecialties such as Neonatology, Pulmonology, Nephrology, Cardiology, Hematology, and Allergology under the Department of Pediatric Medicine, as well as Anesthesia under the Department of Pediatric Surgery were subsequently established.

In line with the PCMC vision to be the premier Pediatric Center of the country, the Child Neuroscience Department, the Center for Developmental Intervention, Perinatology Department and Research Department were likewise created. With its goal of strengthening the tertiary care facilities of the institution, Pediatric Dentistry, and Child Psychiatry were formed in 1989.

Throughout the 1990s, PCMC continued its task of setting standards of excellence in service, training, and research. Various innovative activities under the Committee of Primary Preventive and Promotive Programs were organized. Institutional highlights during the turn of the century introduced new Fellowship Training Programs such as Pediatric Radiology and Pediatric Gynecology.

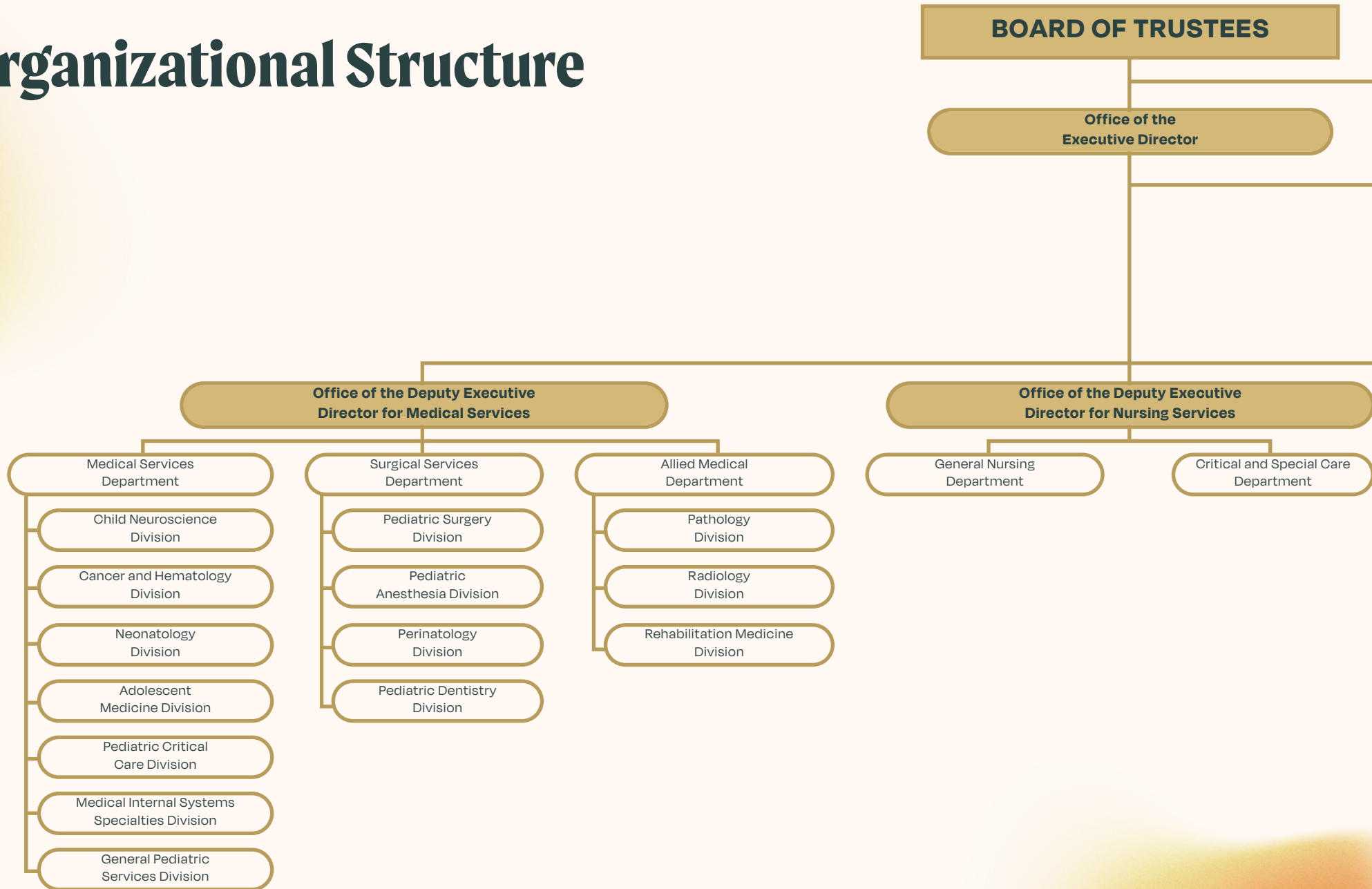
Today, PCMC's expert service and infrastructure capabilities showcase the largest ICU for children in the country. It has the biggest neonatal intensive care unit (NICU) that is integral to the Perinatal Care and Neonatology Center. Its Child Neurology and Neurosurgery Service



Program, inclusive of a neurodevelopment center, is fully equipped with up-to-date services. It also has the most comprehensive pediatric rehabilitation facility and the most extensive pediatric multi-specialty for inpatients, as well as for clinic services to out-patients and referrals. Among these are the Cancer and Hematology Center; Adolescent Center (Teen Republic); Pediatric Lung, Heart, Kidney and Liver Center; Pediatric Critical Care Center; Perinatal, Neonatal and Pediatric Gynecology Center; Center for Child Neurosciences; the Clinical Centers for General Pediatric Services and Surgical & Allied Medical Services; Pediatric Hemodialysis Unit and the Heart Institute equipped with a Cardiac Catheterization Laboratory.

In 2017, the hospital began its construction of its 8-storey building to better serve patients from all over the country. It will expand our institution to a state-of-the art, 500-bed capacity hospital.

Organizational Structure



**Internal Audit
Services Division**

**Management
Services Department**

Corporate
Planning Division

Management Information
Systems Division

**Office of the Deputy Executive
Director for Education, Training & Research Services**

Clinical Research
Department

Medical Records and
Library Division

Clinical Trial and
Research Division

Education and Training
Department

Medical Education and Training
Division

Nursing Education and
Training Division

Personnel Development
Division

**Office of the Deputy Executive
Director for Hospital Support Services**

Finance Services
Department

Accounting
Division

Budget
Division

Treasury
Division

Billing and
Claims Division

Administrative
Services Department

Human Resource Management
Division

General
Services Division

Procurement
Division

Materials Management
Division

Ancillary Services
Department

Nutrition and
Dietetics Division

Patients Assistance and Support
Services Division

Pharmacy
Division

Management Committee



From left to right: Deputy Executive Director for Education, Training and Research Services, Dr. Mary Ann C. Bunyi, Deputy Executive Director for Nursing Services, Dr. Amelinda S. Magno, Executive Director, Dr. Sonia B. Gonzalez, Deputy Executive Director for Hospital Support Services, Cecilia O. Gan, and Deputy Executive Director for Medical Services, Dr. Ma. Eva I. Jopson.

PCMC Key Officials as of February 01, 2023

OFFICE	OFFICIAL	DESIGNATION
OFFICE OF THE EXECUTIVE DIRECTOR		
Executive Director	Sonia B. Gonzalez, MD, MSchSM, MPM	Executive Director
Management Services Department	Maria Eva I. Jopson, MD, MPM	Concurrent Head
Corporate Planning Division	Anthony Emmanuel T. Garcia, RN, MPM	Division Head
Management Information Systems Division	Anthony Emmanuel T. Garcia, RN, MPM	Concurrent Officer-In-Charge
OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR FOR MEDICAL SERVICES	Maria Eva I. Jopson, MD, MPM	Deputy Executive Director
Medical Services Department	Ermenilda L. Avendano, M.D.	Officer-In-Charge
Child Neuroscience Division	Ma. Amparo C. Agrava, M.D.	Officer-In-Charge
Cancer and Hematology Division	Marilou A. Abiera, M.D.	Division Head
Neonatology Division	Charito D. Corpuz, M.D.	Division Head
Adolescent Medicine Division	Erlinda Susana S. Cuisia-Cruz, M.D.	Division Head
Pediatric Critical Care Division	Meadina G. Cruz, M.D.	Division Head
Medical Internal Systems Specialties Division	Ma Norma V. Zamora, M.D.	Officer-In-Charge
General Pediatric Services Division	Soraya A. Alvarado, M.D.	Division Head
Surgical Services Department	Marichu D. Battad, M.D.	Department Manager
Pediatric Surgery Division	Alvin B. Caballes, M.D.	Division Head
Pediatric Anesthesia Division	Catherine S. Memoracion, M.D.	Division Head
Perinatology Division	Ma. Socorro C. Bernardino, M.D.	Division Head
Pediatric Dentistry Division	Kristine O. Medel, DMD, MDS	Division Head
Allied Medical Department	Randy P. Urtula, MD.	Officer-In-Charge
Pathology Division	Elia P. Cabrera, M.D.	Division Head
Radiology Division	Michael Salvador D. Cabato, MD.	Division Head
Rehabilitation Medicine Division	Teresita Joy P. Evangelista, M.D.	Division Head
OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR FOR NURSING SERVICES	Amelinda S. Magno, R.N., MAN, MSchSM, PhD	Deputy Executive Director
General Nursing Department	Francis S. Dela Cuesta, RN, MAN	Department Manager
Critical and Special Care Department	Remedios O. Salonga, RN, MPM	Department Manager

OFFICE	OFFICIAL	DESIGNATION
OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR FOR EDUCATION, TRAINING AND RESEARCH SERVICES	Mary Ann C. Bunyi, MD, MPM, FPPS, FPIDSP	Deputy Executive Director
Clinical Research Department	Caridad M. Santos, M.D.	Department Manager
Medical Records and Library Division	Charito L. Maiquez	Officer-In-Charge
Clinical Trial and Research Division	Ma. Lucila M. Perez, M.D.	Division Head
Education and Training Department	Mary Ann C. Bunyi, MD, MPM, FPPS, FPIDSP	Concurrent Officer-In-Charge
Medical Education and Training Division	Moses C. De Guzman III, M.D.	Division Head
Nursing Education and Training Division	Christopher Michael D. Parrilla, RN, MAN, PhD	Division Head
Personnel Development Division	Mary Ann C. Bunyi, MD, MPM, FPPS, FPIDSP	Concurrent Officer-In-Charge
OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR FOR HOSPITAL SUPPORT SERVICES	Cecilia O. Gan, MD, MPM, MNSA	Deputy Executive Director
Finance Services Department	Odeth A. Villegas, CPA, MBA	Department Manager
Accounting Division	Lourdes B. Delos Reyes, CPA	Officer-In-Charge
Budget Division	Mary Ann Glofelina O. Lagayan, CPA	Officer-In-Charge
Treasury Division	Veronica R. Rodriguez	Officer-In-Charge
Billing and Claims Division	Cornelio R. Esmade	Officer-In-Charge
Administrative Services Department	Emma A. Mariano, CPA, MGM-ESP	Department Manager
Human Resource Management Division	Mary Grace E. Morales, RPh, MPA	Division Head
General Service Division	Zenaida V. Talagtag, MGM-ESP	Division Head
Procurement Division	Violeta F. Guzman	Officer-In-Charge
Materials Management Division	Ester L. Reinoso, MHSA	Division Head
Ancillary Services Department	Atty. John D. Ayson, CPA	Department Manager
Nutrition and Dietetics Division	Juvy C. Martillos-Sy, MHA, RND, RON	Division Head
Patients Assistance & Support Services Division	Julie Ann B. Nery, RSW, LPT, MSW	Officer-In-Charge
Pharmacy Division	Jennifer L. Campo, RPh	Division Head

Client-centered Initiatives

Performance Governance System-Institutionalized

The Philippine Children's Medical Center (PCMC) made another history as it passed the last stage of the Performance Governance System (PGS) and bagged the Gold Trailblazer Award, receiving the highest PGS recognition from the Institute for Solidarity in Asia (ISA) on November 17, 2023 held in the Asian Institute of Management in Makati City.

The "institutionalized" status was finally conferred on PCMC after several years of diligence and hard work. During the Institutionalization Public Governance Forum Revalida, Dr. Gonzalez showcased PCMC's breakthroughs in the PGS pathway, providing a closer view on how the different units of the hospital worked together to achieve the institution's target of positioning itself as the National Reference Center for Advanced Pediatric Specialty Care by 2025.

The majority of the targets relative to the Impact Indicator: Improved Health Outcomes of Children and High-Risk Women, majority of the priority disease conditions were achieved during the year 2023. The 92% survival rate of Congenital Heart Diseases can be attributed to those with more complex lesions of antenatally diagnosed neonates and the technical difficulties in neonatal cardiac surgery with consideration to age, weight, pre-op medical condition, co-morbidities, and expected complications. The survival rate of 67% for children with Acute Lymphocytic Leukemia (ALL) falls within the estimated range of

survival rates in low and middle-income countries in Asia, which varies from 34.3% to 73.1% over a period of 5 years. This survival rate is in line with the Global Initiative's goal to achieve a minimum survival rate of 60% and to reduce the suffering of all children by 2030.



ISA
INSTITUTE FOR SOLIDARITY IN ASIA

**NATIONAL
COMPETITIVENESS
COUNCIL | PHILIPPINES**

PGS

PERFORMANCE GOVERNANCE SYSTEM

*The Institute for Solidarity in Asia
and the National Competitiveness Council recognize*

THE PHILIPPINE CHILDREN'S MEDICAL CENTER
*for its tireless pursuit of governance and long-term development
in the service of the Philippines and the Filipino.*



JUNE 2017

Initiated



JUNE 2018

Compliant



NOVEMBER 2021

Proficient



Francisco E. Del Rosario
FRANCISCO E. DEL ROSARIO
*Institute for Solidarity in Asia
Makati, Philippines*

Guillermo M. Luz
GUILLEMO M. LUZ
*National Competitiveness Council
Makati, Philippines*

Strategy Map



VISION
PCMC is the premier institution in Pediatric Research, Training, and Service

STRATEGY MAP 2025
Philippine Children's Medical Center

Impact

Improved Health Outcomes for Children & High-Risk Pregnant Women

Position

Position PCMC as the National Reference Center for Advanced Pediatric Specialty Care

Core

- Provide access to Tertiary and Quaternary Pediatric Care expected of a National Reference Center
- Provide advanced pediatric specialty training to spread PCMC expertise across the country
- Engage in investigational diagnostic, curative and preventive research to influence national health policy
- Replicate PCMC expertise in all designated regional Perinatal & Neonatal centers in the country

Support

- Standardize HR systems to develop a strategy-focused & workforce-centered organization
- Live a culture of quality and safety to meet international standards
- Build a globally benchmarked, child-centered health complex for Filipinos
- Implement fully integrated and accessible IT platforms in the delivery of services

Extend equitable financing for advanced specialty care to low-income families

MISSION
We conduct collaborative research and train our people to deliver the most responsive service for vulnerable children and high-risk pregnant women

CORE VALUES
Professionalism | Citizen-Focused | Malasakit | Creativity

ISO Certifications for Integrated Management Systems-Maintained with zero NC

The PCMC maintained its ISO Certification for Integrated Management System (IMS) with zero non-conformity in the recently concluded surveillance audit on May 17–19, 2023. The IMS is a combination of different management systems. For PCMC, it is a combination of quality (ISO 9001:2015), environmental (ISO 14001:2015), and occupational health and safety (ISO 45001:2018).

The 2nd Surveillance Audit on Quality Management Systems, Environmental Management Systems, and the 1st Surveillance Audit for Occupational Health and Safety Management Systems was conducted by TUV Rheinland, the PCMC's certifying body and ISO partner for eleven straight years.



Public Health and Surveillance Unit

As part of delivering the best service to the clients and in compliance with **Department of Health Memorandum No. 2019-0083**,

"Reiterating Administrative Orders 2000-120, Integration of Public Health and Hospital Services in support of the National Objectives for Health and the Creation of Public Health Unit in all DOH Hospitals, Medical Centers, and **AO 2018-0023**, "Guidelines in Strengthening the Capacity of the Public Health Units of DOH Hospitals and All Level Three Hospitals,"

the PCMC-Public Health and Surveillance Unit (PCMC-PHSU) was



created in January 2023 and started its operation in June 2023.

The PCMC-PHSU is a unit under the Management Services Department (MSD), which is directly under the Executive Director's Office. The unit is composed of three major components, which provide the following essential services: Service Delivery Network (SDN), Health Promotion and Disease Prevention Programs/ services and Hospital Surveillance.

It is open 24 hours a day, Monday through Sunday, including holidays.



Our Scorecard

Strategic Goals and Objectives (a)	Success Indicators and Target (b)	Alloted Budget (c)	Division/Unit Accountable (d)	Actual Accomplishment (e)			
				Raw Data (if applicable)	Actual Accomplishment		
Strategic Functions							
Ensure equitable access to quality health services and facilities	1. 70% Functionality of Public Health and Surveillance Unit (PHSU) in the hospital		Public Health and Surveillance Unit (PHSU)	N:	18%	100%	
				D:	18%		
	2. 100% of Capital formation to achieve priority development targets						
	a) 70% Infrastructure		General Services Division	N	N/A	65.16%	
				D:	N/A		
	b) 30% Equipment		Equipment Committee	N:	2	Procured	
			D:	2			
3. 45% of hospital areas that regularly process paperless EMR		Management Information Systems Division / Finance Services Division	N:	13	118.18%		
			D:	11			
Core Functions							
Improve financial accessibility to quality health services through the provision of monetary support to reduce or eliminate out-of-pocket spending of patients	4. 98% of patients in basic accommodation with zero co-payment		Patient Assistance and Support Services Division	N	N/A	99.39%	
				D:	N/A		
	5. Not >8% Returned-to -Hospital (RTH) of Philhealth Claims		Billing and Claims Division	N:	17	0.24%	
				D:	6,890		

Strategic Goals and Objectives (a)	Success Indicators and Target (b)	Alloted Budget (c)	Division/Unit Accountable (d)	Actual Accomplishment (e)		
				Raw Data (if applicable)		Actual Accomplishment
Deliver excellent results in key clinical indicators	6. Not more than 5% Mortality Rate		Medical Services Department	N:	324	2.48%
				D:	13,072	
	7. Not less than 95% Treatment Success Rate		Medical Services Department	N:	11,978	97.15%
				D:	12,330	
	8. Not less than 75% of ER Patient/s with <4 hours Turnaround Time		Medical Services Department	N:	7,613	100.00%
				D:	7,613	
9. Not less than 75% of patients with <4 hours Discharge Process Turnaround Time		Medical Services Department	N:	5,639	82.26%	
			D:	6,855		
10. >90% of inpatient laboratory test results with <5 hours of turn-around-time		Pathology Division	N:	3,188	97.67%	
			D:	3,264		
11. <5% Hospital Acquired Infection Rate		Infection Prevention Control Committee (IPCC)	N:	221	3.28%	
			D:	6,729		
Health facilities and services are safe and of quality	12. Maintain the IMS Certification a) ISO 9001:2015 (Quality) b) ISO 14001:2015 (Environmental) c) ISO 45001:2018 (Occupational Health and Safety)		Quality Management Office (QMO)	N:	N/A	Maintained
				D:	N/A	
	13. Performance Governance System (PGS) Accreditation - Institutionalization Stage		Corporate Planning Division/Office for Strategy Management	N:	N/A	Achieved the PGS Stage 4 (Institutionalized)
				D:	N/A	
	14. 60% of Client Experience Survey Score with Outstanding Ratings		All	N:	4,967	93.26%
				D:	5,326	
Increase the number of collaborative research and clinical trials for societal impact	15. 80% of completed medical research presented and published		Clinical Research Department	N:	54	100.00%
				D:	54	

Strategic Goals and Objectives (a)	Success Indicators and Target (b)	Alloted Budget (c)	Division/Unit Accountable (d)	Actual Accomplishment (e)		
				Raw Data (if applicable)	Actual Accomplishment	
Ensure the highest quality of healthcare to the public	16. 60% of Trainees who completed the program and passed certifying board exams		Medical Education and Training Division	N:	40	93.20%
				D:	42	
Support Functions						
Ensure efficient utilization rate	Budget Utilization Rate		Finance Services Department			
	17. 80% Obligation Utilization Rate			N:	2,054,059,389.66	83.81%
				D:	2,450,747,000.00	
	18. 60% Disbursement Utilization Rate			N:	1,459,829,089.91	71.07%
		D:	2,054,059,389.66			
Increase capacity of personnel in order to improve workplace performance	19. 60% of all internal staff (plantilla) provided with Learning and Development Interventions (LDIs) and/ or updates based on the Training Plan		Education, Training and Research Services	N:	1,263	97.53%
				D:	1,295	
Ensure compliance with cross-cutting requirements based on standard procedures and timelines in accordance to ARTA and other relevant laws	% of other cross-cutting requirements complied within the prescribed timeline					
	20. 100% of complaints closed		Committee on Anti-Red Tape (CART)	N:	40	100%
				D:	40	
	21. >30% compliance to COA Audit Observation Memorandum (AOM)		Finance Services Department	N:	7	58.33%
			D:	12		
Ensure the delivery of quality service through the provision of an adequate human resource based on the approved hospital standard staffing pattern	22. 100% of shortlists of vacant positions as a result of resignation, retirement and other modes of separation endorsed to the Appointing Authority within three (3) months after posting/publication a) For Administrative positions b) For Nursing, Allied, and Medical positions		Human Resource Management Division	N:	150	80.64%
				D:	186	

Hospital Financial Report

EXECUTIVE SUMMARY

PCMC's Corporate Operating Budget for FY 2023 was approved per BOT Resolution No. 2023-02-13-04R amounting to Two Billion Four Hundred Eighty-Six Million Seventy-Eight Thousand Pesos (**P2,486,078,000.00**) composed of government subsidy (**P2,086,078,000.00**) and corporate income (**P400,000,000.00**).

PCMC achieved its corporate income of **P577.28 Million** and received **P2,069.50 Million** from government subsidy. It incurred total expenditures of **P1, 075.69 Million** for Personnel Services, **P772.05 Million** for Maintenance and Other Operating Expenses and **P468.53 Million** for Capital Outlay/MITHI.

PCMC maintained its good financial standing showing its availability of current assets to pay current liabilities or current ratio of **2.54:1** and a debt ratio of **0.20:1**.

Commission on Audit (COA) expressed a qualified opinion on the fairness of the presentation of the financial statement of PCMC. Of the sixteen (16) audit recommendations contained in the prior year's Annual Audit Report (AAR), eleven (11) were fully implemented, five (5) were partially implemented and none was not implemented.





2023 CORPORATE OPERATING BUDGET

(In Million Pesos)

SOURCES OF FUNDS	COB	ACTUAL	%
Corporate Income	400.00	577.28	144%
Subsidy from National Government	2,086.08	2,069.50	99%
TOTAL	2,486.08	2,646.78	106%

USES OF FUNDS	COB	ACTUAL	%
Personnel Services (PS)	1,148.32	1,075.69	94%
Maintenance and Other Operating Expenses (MOOE)	803.70	772.05	96%
Capital Outlay/MITHI	498.73	468.53	94%
TOTAL	2,450.75	2,316.27	95%

2023 PCMC EQUITY

(In Million Pesos)

Total Assets	6,713.69
Total Liabilities	1,375.56
Equity	5,338.13

STATEMENTS OF FINANCIAL POSITION

As at December 31, 2023 and 2022

(In Philippine Peso)

	2023	2022 (As restated)
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	2,842,046,501	2,115,118,911
Receivables - net	324,191,791	373,863,428
Inventories	169,199,893	149,255,656
Other current assets	158,784,748	159,341,110
Total Current Assets	3,494,222,933	2,797,579,105
NON-CURRENT ASSETS		
Property, plant and equipment - net	3,216,008,300	2,802,318,275
Intangible assets - net	3,462,489	3,462,489
Total Non-Current Assets	3,219,470,789	2,805,780,764
TOTAL ASSETS	6,713,693,722	5,603,359,869
LIABILITIES		
CURRENT LIABILITIES		
Financial liabilities	664,965,697	589,721,964
Inter-agency payables	422,070,355	398,174,348
Trust liabilities	94,317,253	121,015,131
Other payables	193,989,741	145,600,170
Total Current Liabilities	1,375,343,046	1,254,511,613
NON-CURRENT LIABILITIES		
Deferred credits/unearned income	219,791	-
Total Non-Current Liabilities	219,791	-
TOTAL LIABILITIES	1,375,562,837	1,254,511,613
NET ASSETS	5,338,130,885	4,348,848,256
NET ASSETS/EQUITY		
Accumulated surplus/(deficit)	5,328,130,885	4,338,848,256
Government equity	10,000,000	10,000,000
TOTAL NET ASSETS/EQUITY	5,338,130,885	4,348,848,256

STATEMENTS OF FINANCIAL PERFORMANCE

For the Years Ended December 31, 2023 and 2022

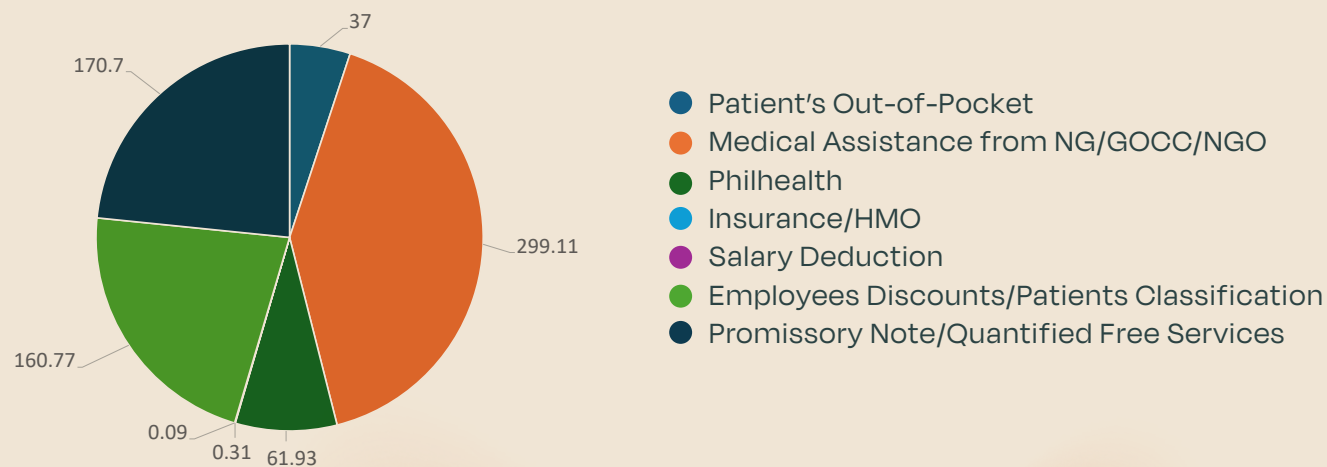
(In Philippine Peso)

	2023	2022 (As restated)
Revenue		
Business income		
Hospital fees	1,173,122,480	965,451,075
Less: Hospital discounts, allowances and free services	779,744,549	541,923,174
Net hospital fees	393,377,911	423,527,901
Less: Cost of sales - Pharmacy RF	215,461,012	156,349,257
Net Revenue from Hospital Fees	177,916,899	267,178,644
Other business income	27,900,993	15,993,672
Shares, grants and donations	156,002,684	99,991,920
Total Revenue	361,820,576	383,164,236
Current Operating Expenses		
Personnel services	1,075,687,244	1,042,507,265
Maintenance and other operating expenses	339,472,333	305,348,222
Financial expenses	384,745	242,010
Direct costs	216,726,824	228,206,620
Non-cash expenses	148,130,922	147,213,889
Total Current Operating Expenses	1,780,402,068	1,723,518,006
SURPLUS/(DEFICIT) FROM CURRENT OPERATIONS	(1,418,581,492)	(1,340,353,770)
Add/(Deduct) Non-Operating Income/Loss		
Non-operating income	186,880	720,131
Non-operating loss	(265,263)	(4,772,357)
Other Non-Operating Income	608,073	-
Total Non-Operating Income/Loss	529,690	(4,052,226)
SURPLUS/(DEFICIT) BEFORE ASSISTANCE/SUBSIDY	(1,418,051,802)	(1,344,405,996)
ADD: SUBSIDY FROM NATIONAL GOVERNMENT	2,407,334,431	1,943,943,673
NET SURPLUS FOR THE PERIOD	989,282,629	599,537,677

STATEMENTS OF FINANCIAL POSITION

(In Million Pesos)

BREAKDOWN OF HOSPITAL BILLS	PAY	SERVICE	TOTAL	% Over Total
Total Amount of Bills Issued	82.25	647.66	729.91	
Payment:				
Patients' Out-of-Pocket	34.50	2.50	37.00	5%
Medical Assistance from NG/GOCC/NGO	29.89	269.22	299.11	41%
PhilHealth	12.03	49.90	61.93	8%
Insurance/HMO	0.31	0.00	0.31	0%
Salary Deduction	0.90	0.00	0.90	0%
Total Payments	76.83	321.62	398.45	51%
Employees Discounts / Patients Classification	5.17	155.60	160.70	22%
Promissory Note / Quantified Free Services	0.25	170.45	170.70	23%



Training and Research

Education and Training Department

Medical Education and Training Division

A total of 53 doctors graduated from various medical training programs. Of these, 20 were graduates of the PCMC General Pediatric Residency Training Program, three (3) were graduates of the Anatomic and Clinical Pathology Residency Training Program, and 30 were graduates of the Clinical Fellowship Training Program of various pediatric subspecialties.



Residency Training Program

The PCMC Pediatric Residency Program was granted Level IV Accreditation status, valid from January 2021 to December 31, 2025. The Certification of Accreditation was awarded on May 14, 2023.



Clinical Fellowship Programs

In 2023, the Philippine Pediatric Society awarded certificates of recognition to the following PCMC Clinical Fellowship Training Programs, having been accredited by their respective subspecialty societies: Child Neurology, Newborn Medicine, Pediatric Critical Care, Pediatric Gastroenterology, and Pediatric Endocrinology.

The Pediatric Emergency Medicine Fellowship Training Program was initially given probationary accreditation by the Philippine Society of Pediatric Emergency Medicine (PSPSEM) in 2022 and was subsequently granted accreditation in 2023.

The PCMC EEG-Epilepsy Training Program had its first accreditation by the Philippine Neurological Society EEG-Epilepsy Subspecialty Board and was granted accreditation valid from May 18, 2022, until May 17, 2025.



Workshops for Effective Communication and Diagnostic Skills Development

The Medical Education and Training Division provides opportunities for residents to develop their skills and competencies through an interactive Communication Skills Workshop. Conducted annually, this has equipped medical trainees with strategies to engage effectively with patients and families, and healthcare professionals from different disciplinary fields. A hands-on Point-of-Care Ultrasound (POCUS) workshop designed to enable trainees become proficient in performing and interpreting bedside ultrasound procedures is continuously being conducted annually.



Continuing Medical Education

In our commitment to continuous learning and nurturing professional development, the Education and Training Department successfully organized its 30th post-graduate course on September 12-13, 2023. The course featured stimulating lectures covering pediatric ambulatory, critical care, and emergency medicine. Additionally, the Medical Education and Training Division hosted its 28th Comprehensive Review for graduates of our pediatric residency program and those from other institutions. This review aimed to equip participants for the specialty certifying examinations of the Philippine Pediatric Society. Twelve (12) pediatric residents and nine (9) clinical fellows successfully passed the PPS certifying examinations, granting them the status of new diplomates.



Clinical Research Department

The Clinical Research Department spearheads efforts to promote the development of research as an integral part of PCMC's service and training functions. It performs this function through the Clinical Trials and Research Division (CTRD) and the Health Information Management Division (HIMD).

In 2023, the CTRD reviewed 261 research proposals, provided 241 statistical consultations, and evaluated 54 research manuscripts for presentation in the annual research forum. The two institutional research from the Adolescent Medicine and Emergency Medicine/Critical Care Divisions were presented in the Annual Research Forum. The CTRD also organized four (4) research workshops attended by over 207 employees.

The CTRD continued its push to disseminate PCMC studies. The two 2023 electronic issues of The PCMC Journal were made accessible to a wider audience through HERDIN Plus and Western Pacific Region Index Medicus (WPRIM) Websites. In 2023, 74 new abstracts were broadcasted over HERDIN Plus, and 15 new publications via the WPRIM. Ninety-six (96) of PCMC's research works from 2017-2013 are now

broadcasted over the PCMC Journal Website. Utilization monitoring was enhanced by HERDIN-Plus usage analytics. In 2023, there was a three-fold increase in utilization rate of PCMC studies compared to 2022. Dissemination of PCMC studies through publication and presentations of research papers continued with three (3) studies published in international journals and, 36 presented in international and local conferences/fora.

The Healthcare Library Section focused its efforts into expanding its electronic referencing. Electronic databases, namely UpToDate and ClinicalKey, have 1722 and 349 registered users, respectively. Acquisition of the WHO and Lexicomp electronic databases, offered a wider option for obtaining digital information. Thus, the healthcare library was able to assist a total of 3,637 library users for printed or digital references.

The Health Information Management Division (HIMD) processed 5920 medical records and issued 1566 health certificates. Aside from the successfully launched Biliary Atresia Disease Registry, two more disease registries are in the works. A data dictionary was also published, expediting the creation of future registries of PCMC.



PCMC Institutional Review- Ethics Committee (IR-EC)

The PCMC IR-EC is a Level 3 Research Ethics Committee accredited by the Philippine Health Research Ethics Board (PHREB). In achieving the highest level of accreditation, the PCMC IR-EC has become part of the Ethics Review Committees of the Philippine FDA, with the

authority to review clinical trials on investigational drugs or devices. The PCMC IR-EC is compliant with the International Conference on Good Harmonization Good Clinical Practice (ICH-GCP).

Personnel Development Division

The Personnel Development Division is responsible for providing the necessary learning opportunities and interventions to ensure the continuous professional development of PCMC's administrative support personnel.

For the year 2023, the Division was able to conduct a total of **24** learning activities utilizing the use of face-to-face modality or methodologies in delivering its in-house training activities. Further, the Division employed a comprehensive and tailored approach in the administration of its L&D activities for PCMC administrative support personnel to maximize learning. As such, the PDD purposively targeted the following core areas:

1. Leadership, fostering effective guidance and decision-making;
2. Soft-Skills, refining interpersonal and communication abilities;
3. Technical Skills, honing specialized expertise; and
4. Personal Development, nurturing the individual growth and well-being of the personnel.

On **Leadership**, a total of **145** participants participated in the following L&D interventions:

1. Echo Session on Coaching for Excellence;
2. Course on Policy Design and Development; and
3. Echo Session on Developmental Conversation for Leaders.



For **Soft-Skills** L&D activities, a total of **165** participants took part in the following trainings:

1. Training on Customer Service: The Extra Mile Way;
2. Training on Completed Staff Work (2 batches); and
3. Training on Effective Communication and Presentation Skills.

A total of **415** personnel participated in the following **Technical** L&D interventions:

1. Echo Session on Preparation of PPMP and APP;

2. Echo Session on Executive Order No. 77;
3. Echo Session on Results-Based Management;
4. Training for L&D Trainers (Training the Trainers Program); and
5. New Employees Orientation (asynchronously all throughout the year)

Lastly, **48** personnel participated in the **Personal Development**-related training activity. Seminar on Excellence and Stewardship at Work (June 2, 2023).

Overall, **773** PCMC personnel benefited from the learning activities conducted by the PDD, who rated the Division with an overall **Outstanding Rating of 85.17%** in the Training Satisfaction Evaluation. This underscores the Division's unwavering commitment to elevating the skills and capabilities of the PCMC's administrative support personnel.

On another note, the PDD stepped up its performance in other major core functions. The Division processed a total of **704** Medical Center Orders for training requests, an increase of **100.57%** from the previous year. Subsequently, an increase of **40.71%** in the collection of post-training reports have also been achieved.

It is also worth mentioning that in 2023, **97.53%** of the PCMC employees were provided with at least one (1) L&D interventions. Lastly, the PDD likewise received an overall **Client Satisfaction Rating of 81.88% (Outstanding)** from 674 respondents in 2023 for the services it provided to clients and other stakeholders, an **increase of 12.77%** from the preceding year.

Other notable accomplishments:

Aside from the data presented above, the PDD has likewise accomplished the following:

1. Development of a Training Monitoring Dashboard for L&D requests;
2. Development of an integrated PCMC Calendar of Training Activities which has been uploaded in the PCMC Intranet;
3. Accomplishment of the evidence requirements for the L&D PRIME-HRM Level II;
4. Development of a standard 'Terms of Reference' template for the procurement of services of Learning Service Provider;
5. Updating of the Training Assessment Report template for conducted in-house activities; and
6. Creation of an electronic version of the Training Effectiveness Evaluation form

In summary, the PDD stands as a beacon, unabatedly advocating for the professional growth of all its stakeholders. The Division will continually strive to improve its performance in the succeeding years and ultimately contribute to an improved quality of work across the institution.



Nursing Education and Training Division

2023 was another year of breakthroughs and successes for the Nursing Education and Training Division (NETD). These achievements allowed NETD to realize its mandate of developing evidence-based L&D interventions that are responsive to the needs of nursing service personnel and to contribute to the attainment of the organizational goals and objectives of PCMC.

One landmark accomplishment of NETD is the enhancement and implementation of the Competency Development Program in Nursing Subspecialties that was attended by 83 nurses from different hospitals and medical centers across the country (400% higher than the average number since its inception in 2015). Additionally, PCMC earned a total of P1.16 million from this L&D, a remarkable feat that is the first for the division.

Some other noteworthy accomplishments of the division include the following:

- 11% increase in the number of NS personnel who were given at least one L&D intervention (from 91.71% in 2022 to 97.51% in 2023).
- 49% increase in the overall "excellent" satisfaction of clients (from 82.12% in 2022 to 93.38% in 2023) due to the L&Ds developed and offered by the division.
- 33% increase in the number of L&D programs with CPD units (from 6 in 2022 to 14 in 2023).
- 28% increase in the number of total units awarded by the PRC-CPD Council of Nursing to accredited L&D programs (from 43 units in 2022 to 286.50 units in 2023).
- Availability of a finalized contract of affiliation of three schools and



universities with PCMC for the Related Learning Experience rotation of nursing students.

All of these accomplishments were made possible by the close coordination of NETD with its partner office, the Training and Research Implementation Office of the Nursing Services (NSTRIO).

For 2024, the focus of the division is the development of a program for occupational and workplace safety and the development of more programs that will enhance the competencies of pediatric nurses in OR nursing, ER nursing, Cardiology nursing, and CNS nursing. Furthermore, the initiation of the establishment of the Nursing Simulation Room, the second administration of the NS personnel training needs assessment form, and the completion of institutional research were identified as targets of the division.



Service Delivery

Total Patient Consultations

95,007

87,392 from **Outpatient Department**
7,615 from **Emergency Department**

Total Patient Admissions

6,758

1,335 **Pay**
5,423 **Service**

Total Occupancy Rate

85.79%

10-11 days **Average Length of Stay**

Mortality Rate

4.10%

Hospital Infection Rate

3.28%

Admission by Division (2023)

Division	Pay	Service	Total
Child Neuroscience	107	437	544
General Pediatrics Services	49	1,213	1,262
Hematology-Oncology	455	1,222	1,677
ICU	75	366	441
Surgery	172	311	483
MISSD			
Gastroenterology	35	211	246
Pulmonology	19	64	83
Nephrology	19	227	246
Cardiology	3	50	53
Neonatology	47	925	972
Perinatology	190	353	543
Total			6,550

Note: Includes transfer of patients from the division to the other

TOP 10 Morbidity

	2023	2022	2021
1	Acute Lymphoblastic Leukemia	Acute Lymphocytic Leukemia	Acute Lymphoblastic Leukemia
2	Pneumonia	Pneumonia	Osteosarcoma
3	Osteosarcoma	Dengue	Acute Myelogenous Leukemia
4	Preterm	Osteosarcoma	Thalassemia
5	Acute Myelogenous Leukemia	Preterm	Seizure Breakthrough
6	Epilepsy	Acute Myelogenous Leukemia	Rhabdomyosarcoma
7	Dengue	Rhabdomysosarcoma	Dengue w/ Warning Signs
8	Imperforate Anus	Thalassemia	Prematurity
9	Congenital Heart Disease	Congenital Heart Disease	Pediatric Community Acquired Pneumonia D
10	Glomerulonephritis	Imperforate Anus	Retinoblastoma

TOP 10 Mortality

	2023	2022	2021
1	Pneumonia	Acute Lymphocytic Leukemia	Acute Lymphoblastic Leukemia
2	Preterm	Pneumonia	Osteosarcoma
3	Tuberculosis	Dengue	Acute Myelogenous Leukemia
4	Acute Lymphoblastic Leukemia	Osteosarcoma	Thalassemia
5	Congenital Heart Disease	Preterm	Seizure Breakthrough
6	Acute Myelogenous Leukemia	Acute Myelogenous Leukemia	Rhabdomyosarcoma
7	Congenital Malformation of Musculoskeletal System	Rhabdomysosarcoma	Dengue w/ Warning Signs
8	Acute Respiratory Distress Syndrome	Thalassemia	Prematurity
9	Rheumatic Heart Disease	Congenital Heart Disease	Pediatric Community Acquired Pneumonia D
10	Lymphoma	Imperforate Anus	Retinoblastoma

Medical Services



Adolescent Medicine Division

The Adolescent Medicine Division is the subspecialty that caters to the needs and concerns of the adolescent patients of PCMC, providing them with medical and psychosocial care. Since the pandemic, the division has operated using both telemedicine and face-to-face OPD platforms for consultations. Flagship programs include Adolescent Wellness, Transition Clinic, Teen Pregnancy Prevention/Teen Parent Program, Preventive Health Maintenance, and the Teen Republic Occupation Promotion Activity (T.R.O.P.A.) Center.

This division is composed of dedicated and passionate experts in the field of Adolescent Medicine, Fellows-in-training, and a team of Clinical Psychologists who work hand in hand to achieve the mission and vision of PCMC.

One of the major activities of the division is the HEADSSSS workshop which is offered to health providers to improve their knowledge, skills and attitudes in adolescent health care. In 2023, on its 9th year run; the workshop was entitled "Teen HEADSSSS Home: Showing Love, Setting





Limits" which was attended by PCMC employees and participants outside of PCMC. There were a total of 110 attendees.

As part of the Wellness Program of the Division the OPLAN BTS 2.0 (Back to School) Program was extended to West Fairview High School in October 2023, wherein a total of 195 students were seen every Wednesday and Friday afternoons for wellness checkups. It will be conducted for two years based on a Memorandum of Agreement.

As part of the T.R.I.P. Clinics (Teen Republic Inga Pagtawid) which caters to chronically-ill adolescents for transition, the division created the Peer Counseling program, wherein it aims to train volunteer adolescents to provide peer support and to be advocates for their other peers. Four modules were created to train



adolescent peer counselors, namely: Psychological First Aid Parts 1 and 2, Depression, and Teen Relationships. Guidelines for the recruitment of counselors were also created. Six peer counselors completed the four modules given by AMD consultants via online and all were able to attend their graduation via Zoom on September 29, 2023. Since then, they are involved in activities like film showing to adolescents undergoing dialysis in HD Unit.

The Teen Pregnancy and Teen Pregnancy Prevention program is being implemented in Rosario Maclang Bautista General Hospital as the division's partner hospital in its effort to share its expertise in the setting up of an Adolescent Friendly Health Facility.

Cancer and Hematology Division

The Cancer and Hematology Division (CHD) serves as the national end-referral center for pediatric patients with blood diseases and childhood cancer. The division's various programs include: Leukemia/Lymphoma, Solid Tumors, Thalassemia, Hemophilia, Bone Marrow Failure, Vascular Tumor/Malformation, and others. Relevant supportive programs are the following: Child Life Program, Palliative/ Hospice Care, Survivor and Transition Programs.

The division has been able to maintain its mortality rate below 5% and generally decreased for the last 7 years. This was due to, but not limited to effective treatment stratification and the implementation of palliative care.



Part 3 of the Hemophilia Summit on September 22, 2023, was entitled "It's the Joint that Matters: A Multidisciplinary Approach to Hemophilia Joint Health." Lectures from the Hemophilia team (Orthopedic Surgery, Radiology, and Rehabilitation Medicine) were conducted. The topics discussed were: Hemophilia Arthropathy: Acute and Chronic: An Orthopedic Surgeon's Perspective by Dr. Vicente R. Gomez; Musculoskeletal Assessment in Hemophilia by Ms. Rajawen Africa; X-ray and MRI as Imaging Modalities for Assessment of Hemophilic Arthropathy by Dr. Vyron Atienza; and Role of Point-of-Care Ultrasound for Routine Joint Evaluation and Management in Hemophilia by Dr. Jan Cabrera.

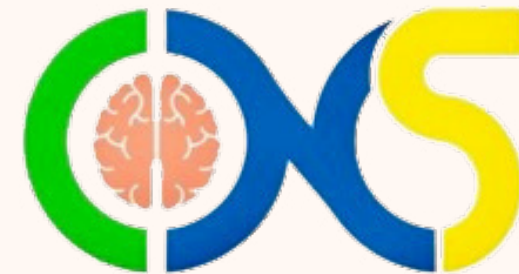


Child Neuroscience Division

The Child Neuroscience (CNS) Division is the largest and most comprehensive neuroscience facility in the country for children. It has the following units: Child Neurology, Neurodevelopmental Pediatrics, Child and Adolescent Psychiatry, Neuropsychology, and Neurodiagnostic Laboratory.

All sections (Child Neurology, Neurodevelopmental Pediatrics, and Child Psychiatry) reported an increase in the overall census, averaging a 55.6% increase when compared to the 2022 census. Combined with the census of the Neurodiagnostic Center and the two surgical sections, there was a 97.8% increase in the total census.

The construction of the Pediatric Brain Center building is currently 92% complete. Coordination with the contractor and engineering is being done, and we are awaiting the full instillation of the water line and electricity.



Critical Care Division

The Pediatric Critical Care Division is committed to provide quaternary care and quality health care to acutely and critically ill pediatric patients. It is composed of two sections: the Pediatric Intensive Care Unit (PICU) and Emergency Medicine. Both sections are in close collaboration with the other sub-specialties.

The PICU takes pride in being one of the largest pediatric intensive care unit in the Philippines. It serves as a referral center for patients from all over the country. It provides Advanced Airway Management, therapeutic plasma exchange, post-operative care of complicated surgeries, and hemoperfusion. It is also an accredited American Heart Association (AHA) International Training Centers (ITC) for BLS, PALS, ACLS and Heartsaver in the country.



PCMC PICU has been re-accredited and re-classified as a Level 4 Pediatric ICU Training Institution from 2023-2025. A significant effort was made for the successful procurement of state-of-the-art medical equipment for the newly established PICU located on the 2nd floor of the 8-storey building, awaiting full operation.

The section of Pediatric Emergency Medicine is open 24/7. It is the primary source of ward admission, as patients are assessed, managed and initially admitted at the Emergency Room while waiting for ward bed availability. The section currently have two fellows in training. The Pediatric Emergency Medicine Fellowship Program was accredited this year by the Philippine Society of Pediatric Emergency Medicine. This is the 2nd institution in the Philippines that offers this fellowship program.

General Pediatric Services Division

The General Pediatric Services Division (GPSD) continues to be committed in providing excellent outpatient and inpatient healthcare services, supporting the thrust of the PCMC to be a premier hospital for pediatric patients.

The Outpatient Department, in collaboration with the Management Information Systems Division (MISD), started to utilize automation (QMeup) in the queuing of patients on September 26, 2023. The system was able to help the patients' lines be orderly in the processing of their transactions.

GPSD continues to be committed to its partnership with Quezon City

Health Department, providing capacity-building and health services on child wellness, nutrition, and preventive healthcare. The Reach Out and Read (ROR) advocacy continues to support its mission of promoting early literacy among children. In 2023, the ROR Program was able to receive a total of 551 books from donors, 505 of which were distributed to patients.

On February 11, 2023, The Pediatric Endocrinology Fellowship Training Program was recognized by the Philippine Pediatric Society, Inc. and accredited by the Philippine Society of Pediatric Metabolism and Endocrinology.



Neonatology Division

The Division of Neonatology boasts of an accredited Level III Fellowship Training Program of the Philippine Society of Newborn Medicine under the Philippine Pediatric Society. With the supervision of expert consultants, highly-skilled trainees and state-of-the-art facilities, the division is equipped to provide the best care for vulnerable neonates, serving as the referral center for high-risk deliveries.

The Division strives for continuous learning for its doctors and staff through hosting the quarterly Neonatal Resuscitation Program, semiannual Lactation Seminar, semiannual Care for Small Babies workshop and annual STABLE workshop.

Through the efforts of the division, PCMC was accredited by the DOH as a Mother Baby Friendly Health Facility and Mother-Baby Friendly

Workplace in June 2023. The division also received recognition from DOH Center for Health Development in October 2023 for the efforts and commitment in the implementation of the Newborn Screening Program.

The Division of Neonatology will continue to be a force consistent in its pursuit of excellence and exemplary care for the Filipino newborn, fully cognizant of its role as the DOH designated National Referral Center for Neonatal Care.



Medical Internal Systems Specialties Division

The Medical Internal Systems Specialties Division (MISSD) is composed of four sections: Cardiology, Nephrology, Gastroenterology, and Pulmonology.

Section of Cardiology

The Section of Cardiology is under the Medical Internal Systems Specialties of the Medical Services. It caters to pediatric patients from fetal age up to less than nineteen years old. It attends to patients with congenital heart disease, acquired heart disease and systemic diseases with cardiac complications. It provides several services to diagnose, treat, palliate, and rehabilitate children with heart disease as well as to prevent cardiovascular disease.

While cardiovascular procedures slowed down in 2023, the section was able to deliver in the area of education and training services. The first Cardiology Hour in the hospital conference calendar kicked off in February, and the first collaborative webinar for MISSD was fired up in April. The first training modules of the Cardiac Critical Care for the nursing services commenced in October, and the introductory training workshop on Cardiac POCUS for residents and fellows was launched in November. In addition, the Pediatric Cardiology rotation of Adult Cardiology Fellows from the Makati Medical Center for grownup congenital heart disease and transitioning was established at the start of the year.

The section was able to perform the first temporary pacemaker insertion (interventional) on an antenatally diagnosed Congenital Complete Heart Block and the first successful permanent pacemaker insertion (surgical) on the same patient.

Notwithstanding the decreased number of cardiovascular procedures



brought about by several challenges and difficulties encountered this year, the financial performance of the section was still stronger than pre-pandemic and still fared more than the average of the past 6 years. Hence, the section remained a strong income-generating unit of the MISSD for the hospital.

The section also contributed significantly to the overall good performance of the institution in achieving ISO re-accreditation in May and the PGS institutionalization stage in November.

Section of Gastroenterology, Hepatology and Nutrition

The section caters to patients with digestive, hepatic, and nutritional disorders. Diagnostic and therapeutic procedures such as liver biopsy and upper and lower endoscopy are performed by competent, committed, and compassionate medical staff, comprising 14 certified Pediatric Gastroenterologist and 3 fellows-in-training. The section offers a 3-year fellowship program and has produced 12 graduates as of this year. The certificate of re-accreditation of the training program was awarded during the Philippine Pediatric Society Hospital Accreditation Board Summit on May 14, 2023, at PICC, Manila.

In collaboration with the Data Management Unit, the section launched in June 2023 the Biliary Atresia Disease Registry (BIDA Registry), the first disease registry created in the institution's history. This groundbreaking initiative marks a significant leap forward in combating biliary atresia, a complex liver disease that profoundly affects infants and young patients.

The first post-transplant patient under the DOH-PCMC-TMC Transplant Consortium (PAsLiT Program) who underwent a liver transplant in November 2020 is doing well and is being followed up in our outpatient department. The second candidate has completed her pre-LT workups and is scheduled on January 2024. There are two other patients enrolled in the PAsLiT program as of December 2023.



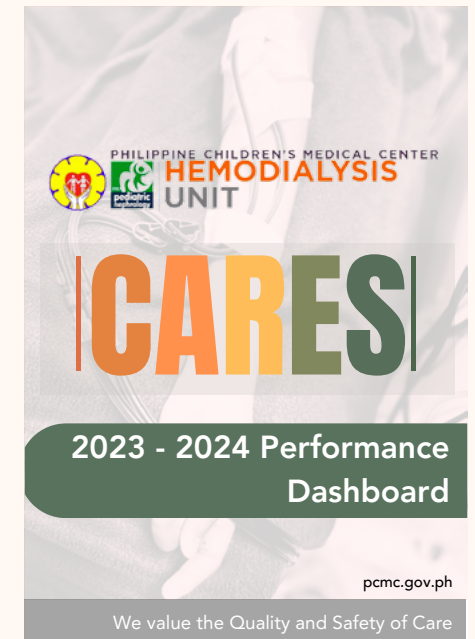
Section of Pediatric Nephrology

The Section of Pediatric Nephrology embarked on a significant endeavor of applying to the International Pediatric Nephrology Association's Sister Renal Center Program in 2023 with the objective of further improving patient outcomes for those receiving dialysis. The section got the much-awaited nod of the Association together with the Division of Pediatric Nephrology of UP-PGH as the emerging centers from the Philippines in a tri-center collaboration with the Khoo Teck Puat-National University Children's Medical Institute, National University Hospital, Singapore as the Supporting Center. This program will run for 2 years, starting in 2024, with the supporting center providing expertise in education and training to improve pediatric dialysis services in the Philippines.



In the same year, the Hemodialysis Unit's CARES (Care Anchored in Reliable and Effective Service) Dashboard was completed, showcasing the performance delivery of the unit in domains of patient safety, clinical outcomes, and infection prevention, showing each one's contribution in decreasing cross contamination/infection in the unit by maintaining good hand hygiene practices.

It is also with great pride that the Section continues to produce graduates who excel and take the top spot in the subspecialty boards of the Pediatric Nephrology Society of the Philippines with a 100% passing rate.



Section of Pediatric Pulmonology

The Section of Pediatric Pulmonology provides exemplary multidisciplinary in patient and outpatient services for infants and children with acute and chronic respiratory problems.

The number of referrals of the section increased by 39 % in 2023. However, the total number of admissions decreased by 14%. Out-patient face to face consults, on the other hand, increased by 40% compared to the previous year. This could be because of the lower restrictions with regards to Covid infection.

The programs of the section on Home Ventilation and Pulmonary Rehabilitation continue to enlist new patients for management. The other services such as Chronic Lung Disease clinic, Point of Care Ultrasound (POCUS) and Bronchoscopy, likewise receive referrals from general pediatrics and other subspecialties.



Surgical Services

Pediatric Surgery Division

Pediatric Surgery is one of the oldest and most established training programs in the institution. It is comprised of eight sections: General Pediatric Surgery, Ophthalmology, Otorhinolaryngology-Head and Neck Surgery, Neurosurgery, Plastic and Reconstructive Surgery, Thoracic and Cardiovascular, Urology and Orthopedics.

The first half of 2023 was still a continuation of the COVID pandemic, where the hospital attempted to resume operations in the presence of structural changes and renovations being done at the operating room and on the hospital wings and clinics. However, by July, due to

less stringent health protocols, OPD clinics had resumed face-to-face operations. Sections used the teleconsultation platforms merely to follow up on results and check clearances for surgeries. More referrals were received from other services, wherein the division emphasized the need for multidisciplinary discussions for a better patient outcome.

Sections of Pediatric Surgery and Pediatric Urology conducted the Tuli Mission on September 2, 2023, at the Multi-Purpose Hall for the benefit of the Tulay ng Kabataan Foundation, Inc., with 50 patients.



Anesthesia Division

Through years, the division has evolved for modernization in terms of service and training that is continuously expanding and offering new innovation in Anesthesia Management. The whole consultant staff are highly competitive Pediatric Anesthesia Specialists, Perinatal Anesthesiologists, Cardiac Anesthesia Specialist and Pediatric Pain Management Anesthesiologists. All four sections are involved in pre-anesthetic evaluation, post-operative care and management of acute and chronic pain.

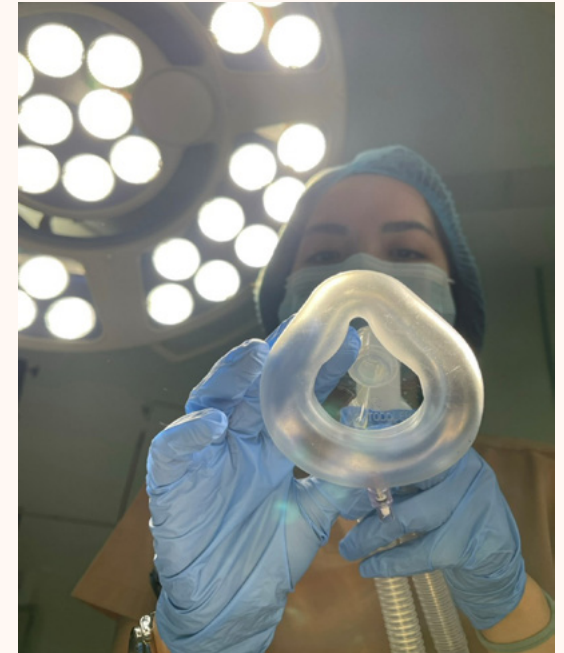
The Section of Pediatric Anesthesia manage children with different congenital anomalies in all body systems that need corrective surgical and medical intervention. They also provide Non-operating Room Anesthesia service to admitted and out-patient cases under the service of all Pediatric Subspecialties and ambulatory patients for a variety of procedures including CT/ MRI, LINAC, Section of Hematology and Cancer Center for Intrathecal Chemotherapy and Bone Marrow Aspiration Biopsy and Section of Pediatric Nephrology for Ultrasound Guided Renal Core Biopsy. Besides all of these, they are also being called for special procedures like the Ex-utero Intrapartum Treatment (EXIT procedure) and assisting the institution when called upon due to difficult to intubate pediatric patients needing respiratory assistance.

The Section of Pediatric Cardiovascular Anesthesia caters to children with Congenital Heart Disease needing open-heart surgeries and Cardiac Catheterization procedure.

The Section of Perinatal Anesthesia manages parturients classified as having high risk pregnancy and pregnant women with Cardiac Diseases.

The Section of Pediatric Pain Management is in active participation with the PCMC Palliative Care Champion for the cancer patients. They are involved in the management of Acute, Chronic and Transitional Pain Management of terminally-ill cancer patients with neuropathic pain, preoperative, post-operative pain, and difficult to manage pain in general.

The whole division is highly participating in the training and research of fellows, all for the benefit of vulnerable Filipino children and high-risk pregnant women.



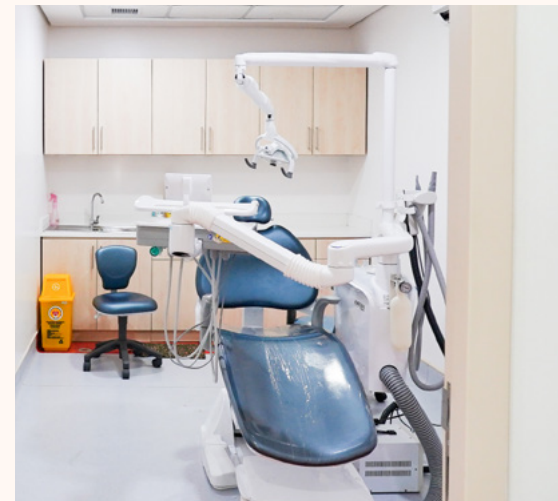


Pediatric Dentistry Division

The Pediatric Dentistry Division is the only government institution that offers pediatric dentistry training to general dental practitioners. Our goal is to provide quality dental care and to improve the oral health status of the Filipino children and those children with special needs.

For the year 2023, the division has seen and treated over 2800 patients, with 122% increase in patient census compared to 2022. The increase in patient census is also attributed to the dental health packages funded by Senator Imee Marcos.

The Pediatric Dentistry Division has started with renovations and has acquired state of the art equipment to help cope with the challenges brought about by the pandemic.



Perinatology Division

Section of Perinatology

The Section of Perinatology is a referral center committed to delivering quality and comprehensive prenatal care and evaluation for high-risk pregnant mothers and babies needing immediate neonatal care to ensure successful pregnancies.

Transfer to the new Antepartum Unit finally took place in March 2023, allowing full acceptance of the new registrants and follow-up care of

these patients. The ultrasound room is located across the Antepartum Unit, allowing privacy during the procedure.

The new Perinatal Center was blessed and inaugurated on June 30, 2023, followed by the launch of the new department logo during the celebration of the 35th anniversary of the Center.



Section of Pediatric and Adolescent Gynecology

The Section of Pediatric and Adolescent Gynecology is the first center in the Philippines and Asia to cater to the gynecologic needs of children and adolescents.

The key highlights for the year 2023 include the transfer to the new antepartum clinic located at the New Perinatal Center, as well as the 35th Foundation celebration of the Division of Perinatology, followed by Fellowship Night and Alumni Homecoming. Our visiting Pediatric Gynecologist, who is also a board certified OB-GYN Sonologist, started to accept referrals to do pelvic and transrectal ultrasounds for both

inpatients and outpatients. There is also an increase in the outpatient census of the section due to the decreasing COVID cases and easier access for appointments and consultations; however, a decrease in the in-patient service admissions is probably secondary to limited bed availability due to the on-going renovation of the OR and Ward and can also be attributed to earlier management or treatment of the patient's condition, thereby preventing the development of severe cases and, in turn, preventing admission. The section can also now admit patients aged 12 years and older at the new postpartum ward, both for pay and service.



Allied Medical Services

Pathology Division

The PCMC Pathology Division is a tertiary-level laboratory that performs diagnostic tests, ensures the accuracy and precision of laboratory examinations for accurate diagnosis, and provides quality blood banking services for Filipino children.

For the year 2023, the total number of tests done is 418,520, compared with 297,162 in 2022. There is a 40.84% increase in the number of laboratory tests performed due to the growing number of patients and the availability of additional laboratory tests offered.

Among the different sections of the laboratory, Clinical Chemistry has the highest number of tests done, with a total of 213,238, an increase of 38.20% for the whole year, followed by the Pediatric Blood Center and Hematology sections. In terms of percentage, Blood Bank has the highest increase of 73.6%.

The Pediatric Blood Center honored 77 blood donors, individuals, and organizations during the annual "Pagkilala at Pasasalamat" held on July 11, 2023, at the PCMC Multipurpose Hall.



COVID-19 Testing Laboratory

In 2023, 40,317 tests were performed, compared with 59,155 tests in 2022, indicating a 31.85% decrease in the number of laboratory tests, attributes to the decline in COVID cases.

The turnaround time for STAT testing for COVID-19 RT-PCR has improved to 2-4 hours from 6 hours, while the turnaround time for rapid antigen testing for COVID is 30 minutes to one hour.

With the declining cases of COVID-19 infection, the Covid laboratory is starting to diversify its function into a molecular laboratory to expand its services and support research.

The PCMC COVID-19 Testing Laboratory was recognized as a Hirang Awardee and Best Practices Exhibitor Award for Leadership and Governance by the Department of Health-National Laboratory Response Network Unit on December 2023.



Radiology Division

The Radiology Division has been providing state-of-the-art diagnostic imaging through top-of-the-line radiography, ultrasonography, CT Scan, Magnetic Resonance Imaging and fluoroscopy equipment. In 2023, a total of 29,582 radiological procedures were performed, compared to 20,443 in 2022 reflecting an increase of 44.7%.

Three accredited CPD programs were conducted on March 24, 2023; July 6–7, 2023; and October 25–27, 2023, with a total of 1,252 participants.

With the recurrent concerns related to the old CT scan and MRI machines and the increased demand for radiologic procedures the Division updated its equipment with acquisition of top-of-the-line CT scan and MRI machines which were awarded in November 2023. Phase 1 of the renovation of the Radiology Division started in the same month, which included the dismantling and decommissioning of the existing and old CT and MRI equipment.



Rehabilitation Medicine Division

The Rehabilitation Medicine Division offers evaluation and therapeutic management to children aged 18 and below. Our services include, but are not limited to, physical, occupational, speech therapy, and dysphagia, catering to various differently abled patients.

The patient census for 2023 has a notable increase of 34.11%, indicating a growing demand for RMD services. Top case referrals highlight the prevalence of conditions such as Autism Spectrum Disorder and Global Developmental Delay, among others.

The division has received a Certificate of Accreditation from the Commission on Higher Education National Capital Region for the



Physical Therapy Training Internship Program, effective December 11, 2023, to December 31, 2026. It created the Pediatric Rehabilitation Fellowship Program, while the rotation of Rehabilitation Medicine Residents of The Medical City (TMC) is being finalized.

To promote productivity and prevent injuries in the workplace through the use of ergonomics, the division conducted a lecture-workshop for PCMC employees entitled, "Aray Ko! Ergo! Workplace Ergonomics" to 70 participants on June 22, 2023.



Nursing Services

In 2023, Nursing Services continues to embark on strategic initiatives focused on succession planning, annual operational planning, replicating pediatric nursing care expertise among both internal and

external nurses, and elevating patient satisfaction. With a united workforce, we remain dedicated to delivering the best possible service to our patients.



Best Practice: "T.R.A.N.S.I.T. in Ward 2B: Transforming, Refining, and Nurturing Shift Integration Through a General Endorsement Logbook"

The implementation of the general endorsement logbook has proven to be a highly effective strategy, significantly enhancing the efficiency of nursing handovers. By reducing endorsement time, it allows nurses to dedicate more quality time to bedside care. Additionally, it improves communication by providing a clear and concise summary of important actions to be taken during shifts. The unanimous positive feedback from the nursing staff, coupled with statistically significant improvements in workflow, underscores the logbook's value and supports its continued use and potential adoption across all clinical wards.



BEST PRACTICE: NURSE-PATIENT EXPERIENCE SURVEY

We have launched an innovative Nurse-Patient Experience Survey to enhance patient experience and prevent unsatisfactory evaluations of nursing care. Conducted electronically by the Nurse Quality Assurance Administrator, this survey captures real-time feedback to promptly address patient and relative concerns. It focuses on three key dimensions: Knowledge (proficiency in ward procedures and informativeness), Skills (execution of procedures and adherence to doctors' orders), and Attitude (politeness and courtesy in interactions).



The program aims to ensure excellent service delivery, reduce complaints, and foster a positive nurse-patient experience. It emphasizes prompt handling of gaps in care, identifies areas for staff improvement, and offers targeted training and support. By promoting a culture of hospitality and recognizing outstanding nursing personnel, Nursing Services commits to contributing to the overall customer satisfaction survey target of 65% very satisfactory ratings. We aim to exceed patient expectations and prioritize quality care in all service aspects.

NURSING COMPETENCY DEVELOPMENT PROGRAMS:

- NEONATAL INTENSIVE CARE NURSING
- PEDIATRIC INTENSIVE CARE NURSING
- PEDIATRIC HEMODIALYSIS NURSING
- PEDIATRIC HEMATOLOGY AND ONCOLOGY NURSING CARE
- PERINATOLOGY NURSING CARE

The Nursing Services in collaboration with the Nursing Education, Training, and Research Division, continues to provide the Nursing Competency Development Program. Through the expertise of identified Nursing Training Officers, a total of 83 nurses across the country have been successfully trained in pediatric advanced specialty nursing. This effort aligns with the PCMC strategy map, aiming to replicate and expand pediatric care expertise nationwide.



Ancillary Services

Nutrition and Dietetics

The Nutrition and Dietetics Division (NDD) is a hospital unit that provides direct patient nutrition care services and wellness through diet, food, and nutrition education.

The division is headed by a USA and PRC-registered chief nutritionist-dietitian, and manned by a USA licensed clinical dietitian, and actively leads medical nutrition support for critical care units. The first in a government hospital headed by a USA Registered Dietitian.

Furthermore, to enhance the quality of the menu for pediatric patients, the homegrown Cook II has been certified by the Center for Culinary Arts (CCA). Another achievement of Clinical Dietetics Services is that it is the first government hospital with Chef CCA certification.



In August 2023, the NDD also became a CPD provider accredited by the PRC CPD Council. On October 27, 2023, the NDD-Education Training and Research together with the Medical Nutrition Services conducted its first webinar as PRC CPD provider entitled "Multidisciplinary Approach: Medical Nutrition Therapy in Pediatric Renal Diseases." The training was well attended by 172 participants who are registered nutritionists-dietitians from DOH and private hospitals nationwide.

A promotional poster for a webinar. At the top, it says 'PHILIPPINE CHILDREN'S MEDICAL CENTER Nutrition and Dietetics Division Education, Training, and Research Section'. The main title is 'MULTIDISCIPLINARY APPROACH: MEDICAL NUTRITION THERAPY IN PEDIATRIC RENAL DISEASES'. Below the title are five speakers with their names and titles: Gail Alyce Tan, MD (Pathophysiology and Treatment Modalities in Renal Management); Jerico Cabotaje, RND, MSFS (Medical Nutrition Therapy of Renal Patients on Dialysis); Julie Ann Nery, RSW, LPT, MSW (Nutritional Assistance of PASSD to Renal Patients); Simon Gabriel Cabo, RN (Nursing Challenges in Nutrient Delivery of Renal Patients on Dialysis); and Jennifer Layson Campo, RPH, MPA (Pharmacotherapy and Nutrient Drug Interaction in Patients on Dialysis). At the bottom, it provides the date and time '10.27.23 | 1PM' and '2.5 CPD Units', a registration fee of 'Php 250 Registration Fee', and a Zoom link. There are also QR codes for scanning to pay via GCash or MySApp, and a 'REGISTER NOW' button.

Patient Assistance and Support Services Division

The Patients Assistance and Support Services Division (PASSD) is the PCMC's arm in reaching out to the needs of financially incapable patients.

In 2023, there was a 92% increase in the total number of patients served compared to 2022. Most are outpatients, seeking medical assistance. The majority of patients served in 2023 are service or financially incapable, with an increase of 98% compared to 2022. Patients admitted without PhilHealth membership are enrolled in the Point of Service in compliance with the Universal Health Care (UHC) Law. A total of three hundred one (301) non-members were successfully enrolled in the Point of Service (POS) and immediately benefited from the health insurance during admission.

Pay or financially capable patients also increased by 27%. The increase

in the number of patients is also in compliance with and fulfillment of the UHC Law.

PCMC aims to decrease the out-of-pocket expenses of patients by ensuring that medical assistance is granted to eligible beneficiaries. For 2023, the patient's share or the out-of-pocket expenses of our patients were retained below 1% (0.61%). Hospital charges were funded through available funds from the Malasakit Center and the Subsidy Fund Health Packages.

Child Protection Cases increased by 65%, which resulted in a need for three additional social workers. These social workers were immediately trained in child protection to meet the unit's demand. Similar to last year, sexual abuse still has the highest case count.



Pharmacy

The Pharmacy Division provides healthcare services that improve medication therapy, promote health, and prevent disease.

There is a remarkable increase in the overall sales of pharmaceutical and medical supplies in 2023 as compared to 2022. Gross sales of PHP 275.68 million less the cost of goods sold yielded a gross income of PHP 60.21 million, with a net income of 30.98% higher than 2022 at PHP 38.77 million for 2023.

In 2023, the Pharmacy Division maintained its commitment to educate hospital pharmacists in the field of Sterile Compounding Training. The participating hospitals include: Bataan General Hospital and Medical Center (6 participants), Mariano Marcos Memorial Hospital and Medical Center (2 participants), Region 1 Medical Center (2 participants), Region 2 Trauma and Medical Center (2 participants), Tondo Medical Center (4 participants), and Philippine Children's Medical Center (9 participants). The virtual training took place from May 29 to May 31,

2023, followed by a practical training of two weeks for each institution, which occurred between June to August 2023.

The division has resumed offering Hospital Pharmacy Experiential Learning opportunities to pharmacy students from different colleges and universities. The program allowed 18 students to engage in a 300-hour on-the-job rotation at PCMC.

To combat antibiotic resistance in the Philippines, the Department of Health has required the implementation of an Antimicrobial Stewardship Program in all DOH institutions. In CY 2023, the Antimicrobial Stewardship Program was fully implemented and monitored in a total of fourteen (14) wards, with a patient count of 5,389. Due to the increasing number of patients, the division sought help from the Management Information System Division to develop a Computer Based Program for the Antimicrobial Requisition. Doctors and nurses underwent orientation in the same year.





43rd Anniversary Events

PCMC: Transformed & Arising

Inspiring People, Igniting Passion, United in Advancing Services

Feast of Sto Niño

January 16, 2023



Launching of Employees Dental Service

January 16, 2023

Chinese New Year

January 23, 2023



Valentines Day

February 14, 2023



National Women's Month

March 29, 2023



Fun Run

April 25, 2023

Timeless Treasure Coffee Table Book Launch

April 27, 2023



Battle of the Bands

April 28, 2023



Intentional & Balanced Leadership Program

May 12, 2023



Perinatal Center Anniversary and Ribbon Cutting

June 30, 2023

Diabetes Awareness Month

July 18, 2023



Nutrition Month

July 19, 2023



Bahay Alalay Groundbreaking Ceremony

August 07, 2023



Isuzu Deed of Donation Signing

August 07, 2023

34th Post Graduate Course

September 12, 2023



Halloween Party

October 23, 2023



Antimicrobial Awareness Week

November 23, 2023



Employees Program

December 22, 2023





Awards & Recognition

Green and Safe Health Facility Award

November 13, 2023





Performance Governance System (PGS) Institutionalization

November 17, 2023

FOI Awards

November 22, 2023



Dangal Awards Awardees

10 Years in Service

Name of Employee	Position	Area of Assignment
ABIERA, MARILOU A., M.D.	Medical Specialist IV	Cancer and Hematology Division
AFABLE, MARIELEISE V., M.D.	Medical Specialist II	Cancer and Hematology Division
DELA MERCED, ALMA M., M.D.	Medical Specialist III	Neonatology Division
ZAMORA, MA. NORMA V., M.D.	Medical Specialist III	MISSD (Nephrology)
BOHOL, KEYA P.	Medical Equipment Technician III	MISSD (Cardiology)
CUERDO, CRESALES M.	Administrative Assistant III	Medical Services
BERNARDINO, MA. SOCORRO C., M.D.	Medical Specialist IV	Perinatology Division
SANTIAGO, FARRAH KRISTINE F., M.D.	Medical Specialist III	Pathology Division
BLANCO, OFELIA G.	Medical Technologist III	Pathology Division
SORIANO, TRISTAN C.	Radiologic Technologist IV	Radiology Division
DELA CRUZ, JERICO S., M.D.	Medical Specialist II	Rehabilitation Division
PASCASIO, JEAN LOURDES M.	Occupational Therapist III	Rehabilitation Division
JUAN, ALVIN RAY A.	Nurse II	General Nursing Department
OLAYRES, JOWANA B.	Nurse II	General Nursing Department
LIM, DAVE BRYAN F.	Nurse III	General Nursing Department
TADAYCA, CHRISTIAN JOHN T.	Nurse II	General Nursing Department
LIM, MARC KONSTANTINE M.	Nurse III	Critical and Special Care Department
CABO, SIMON GABRIEL L.	Nurse III	Critical and Special Care Department
BARRAMEDA, RYAN F.	Nursing Attendant II	Nursing Services
DEL ROSARIO, ELJANE D.	Human Resource Management Officer II	Human Resource Management Division
BAYOYOS, ANNIE R.	Budgeting Assistant	Budget Division
AURELIO, RONNIE M.	Engineer III	GSD (Engineering, Maintenance & Motorpool)
MENDOZA, MARIA LIZA B.	Utility Worker II	Childneuroscience Division
ALGODON, LOVELY SHIRLEY M.	Administrative Assistant III (Storekeeper III)	Procurement Division
MIRANDA, MARY GRACE C.	Administrative Aide VI (Storekeeper II)	Materials Management Division
SY, MARISSA M.	Social Welfare Officer I	PASSD (Social Service)
MEDRANO, KARA MARIE VENICE P.	Pharmacist IV	Pharmacy Division

15 Years in Service

Name of Employee	Position	Area of Assignment
BAUTISTA, LYNNE MARCIA H., M.D.	Medical Specialist III	HRMD (Personnel's Clinic/Wellness)
SAN JUAN, ADOLFO C.	Information Technology Officer I	MISD (IT)
AGRAVA, MA. AMPARO C., M.D.	Medical Specialist III	Childneuroscience Division
CRUZ, MARIA CECILIA L., M.D.	Medical Specialist III	Cancer and Hematology Division
RIBAYA, MA. VICTORIA C., M.D.	Medical Specialist II	Pediatric Critical Care Division
BADE, BRIANNE KRISTIAN M.	Radiologic Technologist II	Radiology Division
LARAYA, JOANNAH JOY C.	Radiologic Technologist II	Radiology Division
SUMALDE, GERALD A.	Physical Therapist II	Rehabilitation Division
DELA CUESTA, FRANCIS S.	Department Manager III	General Nursing Department
TANGHAL, VIRGINIA V.	Clerk III	General Nursing Department
SARA, LEX STANLEY V.	Nurse III	Critical and Special Care Department
SEGRE, FEIHL G.	Nurse II	Critical and Special Care Department
DE JESUS, GLORIA C.	Nurse II	Critical and Special Care Department
BUGTO, ALLAN A.	Hospital Housekeeper	GSD (Housekeeping)

20 Years in Service

Name of Employee	Position	Area of Assignment
GARCIA, ANTHONY EMMANUEL T.	Planning Officer V	Corporate Planning Division
SAULOG, RYAN M.	Reproduction Machine Operator II	MISD (Educ Media)
CRUZ-CONDUCTO, CHRISTINE LEONOR MA., M., M.D.	Medical Specialist III	Childneuroscience Division
JIAO, ARNEL GERALD Q., M.D.	Medical Specialist II	MISSD (Pulmonology)
ANDRADA, MA. LOURDES T.	Nurse IV	General Nursing Department
EMPASIS, ROSALYN S.	Nurse III	General Nursing Department
VILLAREIZ, CESAR CLEOFAS III B.	Nurse II	General Nursing Department
SORIANO, MARIVIC S.	Nurse II	Critical and Special Care Department
NADADO, CHONIE F.	Midwife II	General Nursing Department
BAUTISTA, MARIA TERESA V.	Midwife II	General Nursing Department
CLEMENO, THERESA A.	Midwife II	General Nursing Department
TAGAPULOT, DOUGLAS JR E.	Nurse V	General Nursing Department
CENAL, MARIA LILIBETH T.	Nurse II	Critical and Special Care Department
VILLAMOR, MARIA ROSARIO F.	Nurse II	Critical and Special Care Department
DERDER, JEANNIE F.	Midwife II	Critical and Special Care Department
GAMMUAC, GEMMA D.	Midwife II	Critical and Special Care Department
ESPINAR, MARIBEL F.	Nursing Attendant II	Nursing Services
BARCOMA, MARICEL P.	Midwife II	Nutrition and Dietetics Division
BERGONIO, JOANNA A.	Nursing Attendant II	Nursing Services
GAN, CECILIA O., M.D.	Deputy Executive Director IV	HOSPITAL SUPPORT SERVICES
PEÑAS, IAN N.	Laundry Worker II	GSD (Engineering, Maintenance & Motorpool)
VENDIOLA, JOAN DM.	Administrative Officer III	Procurement Division
TIU, YASMIN V. (TRANSFER OF SERVICE)	Administrative Officer II	Procurement Division
SAMONTE, RONA A.	Clerk III	Pharmacy Division

25 Years in Service

Name of Employee	Position	Area of Assignment
AVENDAÑO, ERMENILDA L., M.D.	Department Manager III	Medical Services Department
PEÑA, JASMIN T.	Medical Equipment Technician II	Childneuroscience Division
JAZMIN, ANGILYN T.	Medical Equipment Technician II	Childneuroscience Division
DYGICO, RIGMOR R.	Respiratory Therapist III	MISSD (Pulmonology)
LACSI, TRICIA ANNE D.	Physical Therapist III	Rehabilitation Division
RIGOR, SUSANA L.	Administrative Assistant III	Nursing Services
TELAN, NOLI G.	Midwife II	General Nursing Department
VIRAY, MERCEDITA A.	Nurse I	Critical and Special Care Department
NUCUM, LUISA M.	Nurse IV	Critical and Special Care Department
CORNEJO, JENNIFER C.	Administrative Assistant III	ETRS
SEITON, CHERRY E.	Financial Analyst II	Accounting Division
MARCHADESCH, JAY JOHN L.	Cashier II	Treasury Division
ESCALERA, JESUS JR. A.	Administrative Officer II	Billing and Claims Division
LOPEZ, BENEDICTO S.	Financial Analyst I	Accounting Division
ROMERO, MARLITO E.	Food Server	Nutrition and Dietetics Division

30 Years in Service

Name of Employee	Position	Area of Assignment
SAGARINO, ROMEO A.	Internal Auditor III	Internal Audit Services Division
MAAS, JUN P.	Computer Operator III	Treasury Division
BACTOL, RICARDO P.	Audio-Visual Equipment Operator I	MISD (Educ Media)
OLID, NOEL G.	Radiologic Technologist IV	Radiology Division
LARION, GRACE G.	Midwife II	General Nursing Department
MARCELO, LEONORA P.	Nurse I	Critical and Special Care Department
LEGERIN, MARITNESS R.	Clerk IV	General Nursing Department
SAMSON, ROSARIO C.	Nurse IV	Critical and Special Care Department
QUINTOS, AURORA G.	Social Welfare Officer I	PASSD (Social Service)
CASTILLO, MIRIAM ALICE D.	Financial Analyst II	Accounting Division
CORRE, EDELBERTO A.	Administrative Aide III(Driver I)	GSD (Engineering, Maintenance & Motorpool)
BATALLONES, CHRISTINE D.	Administrative Assistant II	Procurement Division
SUACE, JUVELYN B.	Messenger	Procurement Division
CANONICATO, CYNTHIA MELCHIQUE C.	Nutritionist Dietitian IV	Nutrition and Dietetics Division
GUSTILO, MA. SOCORRO MICHELE B.	Food Service Supervisor III	Nutrition and Dietetics Division
ABALOS, SHALIMAR P.	Administrative Officer I	PASSD (PAU)

35 Years in Service

Name of Employee	Position	Area of Assignment
BANATO, WILMA I.	Clerk IV	Pediatric Critical Care Division
SAMSON, PERLA B.	Medical Equipment Technician IV	MISSD (Cardiology)
SORIANO, ROBERT E.	Clerk III	Pediatric Anesthesia Division
ANTONIO, TERESITA A.	Midwife II	General Nursing Department
CIPRIANO, IRENE R.	Nursing Attendant I	PASSD (Admitting Section)
MORALES, LETICIA J.	Midwife II	Critical and Special Care Department
CENTENO, REYNALDO G.	Nursing Attendant II	Nursing Services
DEMOCER, ROLANDO H.	Nursing Attendant II	Nursing Services
HERRERA, ROMMEL S.	Nursing Attendant II	Nursing Services
MALAY, SALVADOR JR. M.	Nursing Attendant II	Nursing Services
URBANO, ARTHUR B.	Nursing Attendant II	Nursing Services
CAYABYAB, CECILIA P.	Midwife II	Perinatology Division (Mlik Bank)
GARRATA, ROGENITO S.	Food Server	Nutrition and Dietetics Division

40 Years in Service

Name of Employee	Position	Area of Assignment
ESTERAS, JENNIFER A.	Computer Operator III	Billing and Claims Division
MORADOS, RODEL S.	Nursing Attendant II	Nursing Services
GAMBALA, VALERIANO I.	Food Server	Nutrition and Dietetics Division

43 Years in Service

AÑONUEVO, SUSAN M.
Budget Officer III



Compulsory Retirees

Name of Employee	Position	Area of Assignment
NUÑEZ, KATHRYN L., M.D.	Medical Specialist II	Pediatric Surgery Division
FAJARDO, ROSEMARIE D., M.D.	Medical Specialist II	Cancer and Hematology Division
GURANGO, MARIA PILITA ESTER M., M.D.	Medical Specialist II	Pediatric Surgery Division
ABIERA, MARILOU A., M.D.	Medical Specialist IV	Cancer and Hematology Division
ABAD, MERLY S.	Nurse V	Critical and Special Care Department
CABRERA, ELIA P., M.D.	Medical Specialist IV	Pathology Division
MORALES, JOSEPHINE B.	Midwife II	General Nursing Department
LUMBAGO, JUAN V.	Supply Officer II	Materials Management Division
ESTILLORE, ANSELMO S.	Administrative Aide VI (Electrician II)	GSD (Engineering, Maintenance & Motorpool)
TIMBOL, JOSEFINA E.	Clerk III	General Pediatric Services Division (OPD)
SANTOS, NOEMI FE T.	Nurse V	General Nursing Department
MORALES, LETICIA J.	Midwife II	Critical and Special Care Department
CORDOVA, WILFREDO JR. D.	Radiologic Technologist IV	Radiology Division
MACEDA, MYRA D.	Medical Technologist V	Pathology Division
AÑONUEVO, SUSAN M.	Budget Officer III	Budget Division

2023 Core Value Victors



Infrastructure

New Gate 3



Ward 2A

Nutrition and Dietetics Division



Milk Bank

Thank you
for your donations!



Landbank

Mabuhay
Shriners



Armcor Global
Defense, Inc.



Bangko Sentral ng Pilipinas - QC

Customers Relations & Services Division



Bangko Sentral ng Pilipinas

Ventem Services Incorporated





Office of the Ombudsman



PCMC, A Family With You

Your lovely eyes that we see
Your gentle hands that we touch
Reminds us of life and its mystery
Its treasures and its boundless beauty

The gifts that we have received
To you we joyfully give
A call for us to serve with all our love
To share ourselves and all that we have

We will care for you children of life
We will walk with you in the path of light
We desire a future, so noble, so true
PCMC, a family with you

*Words and Music by Father Joel Eslabra and
Jerome Eslabra*





Philippine Children's Medical Center

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