



THE PAMETlink



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New PAMET Charter Gets 100% Approval



by **Ronaldo E. Puno**


After three years of extensive review and consultation with chapter, regional and national officers which started in 2015, the 2017 Constitution and By-laws of the association was finally ratified on November 22, 2017, during the 53rd PAMET Annual Convention at Marriott Grand Ballroom, Newport City, Pasay City.

An overwhelming 100 percent approval was given by the qualified members who voted using the automated system adopted by PAMET. It took effect 30 days after ratification.

In compliance with the constitutional requirements, copies of the final version of said charter were distributed to the different Chapters and members prior to Mid-Convention in Iloilo City in May 2017, wherein initial ratification was held. It was also posted in PAMET website and social media accounts in order to disseminate it widely to the general membership.

The initiative to ratify new by-laws was brought about by some provisions in 2008 version that need updating and clarification. There were also additional parts introduced in order to address the needs of the times. Among them were the provisions on the creation of International Chapters and Institutional Units, allocation of 1 slot to those coming from the Chapters who want to run to be a member of the National Board and the creation of Northern and Mindanao Regions. Other salient parts are matters concerning membership, welfare and benefits and ethics.

The committee on Constitution and By-laws is chaired by PAMET Exec. Sec. Gina Noble while the committee on Election is chaired by Ms. Jacinta Cruz.



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PHILIPPINE ASSOCIATION OF MEDICAL TECHNOLOGISTS, INC.
 CONSTITUTION AND BY-LAWS

PREAMBLE

We, the Medical Technologists / Medical Laboratory Scientists of the Philippines, drawn together by the singleness of aims and purposes, with the desire to bring to the people of this country the benefits of high moral professional efficiency and effective public service, unite ourselves into one body to attain our common goal and aspirations in securing through democratic processes, the full recognition and enjoyment of rights and privileges to which we are justly entitled, do hereby ordain and promulgate these By-Laws.

PROFESSIONAL DEVELOPMENT PROGRAM focuses on ETHICS in the Workplace

“If you want to know someone’s mind, listen to their words. If you want to know their heart, watch their actions.”



by **Gamaliel A. Fulgueras**

It is in this context that the PAMET Professional Development Program focused on the theme “Ethics in the Workplace” which kicked off on October 1, 2017 at Crowne Plaza Manila Galleria in Ortigas Avenue, Quezon City.

Able handled and managed by the 5-woman team with MBA in Health in their names (they actually met at Ateneo Graduate School of Business), the workshop focused on the 5 approaches of Ethical Standards; The utilitarian approach, the rights approach, the fairness justice approach, the common good approach and the virtue approach. Aside from citing the code of ethics of Philippine Medical Association (PMA) and the Philippine Association of Medical Technologists (PAMET), Filipino values and traits were also discussed like “Bahala Na”, “Lakas ng Loob”, “Pakikibaka”, “Utangna Loob”, “Pakikisama”, “Pakiramdamam”. These traits somehow affect the ethical leadership in each and one of us. We must learn to spot intolerable behavior and exercise good judgment and decision. It is important to create a company culture that rewards ethical behavior. Leaders of the laboratory like chief medical technologist, laboratory manager and supervisor have a crucial role in setting the tone of ethical standards.

Some topics discussed were professionalism, quality awareness at work, sense of community, ethical dilemmas among people (medical technologists, colleagues, clinicians, patients). A workshop followed in the afternoon session with a

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PRES' ZONE



RONALDO E. PUNO, RMT, MBA-H

As we conclude 2017 with high notes, let us welcome 2018 with much hope and anticipation.

There is so much to be grateful about the year that passed. Though challenges abound, countless blessings surpassed them all. Looking at the impressive number in terms of Chapters formation and CPD programs, several collaborative partnerships, record-high attendance in seminars, conventions and conferences, more meaningful social responsibility activities, systems upgrade and enhanced information technology, and many more, it only shows that PAMET is committed to explore all possibilities to deliver the best service to its members.

Anchored on these humble achievements, PAMET is inspired to do better in 2018. Definitely, there's a lot to be done... new developments are on its way... more challenges are expected. With PAMET's vision of unity, commitment and empowerment, we are even more eager to bring the Filipino Medical Technologists at the forefront of healthcare services and the members at the center of it all.

As we start a new year, PAMET is focused on "Setting New Vision Beyond Borders"

LABNOTES



GAMALIEL A. FULGUERAS, RMT

And the award goes to...

Innovation, creativity and research define what a medical technologist he or she is today, one who looks to reinvent the profession.

This year's nominees for outstanding achievement in the field of medical technology in the Philippines represent something of a departure. Often the choice reflects institutional powers like Chapter Presidents, former officers and board of directors and Chief Medical Technologists. This year is an important reminder that the profession can also be transformed from the ground up. Does age matter? Or is it the quality education? Length of service?

It has been awhile when we featured medical technologist in our regular column "In Vitro". The editorial board has focused on the activities of the organization which filled the pages of our newsletter. But in this issue, the board decided to feature the candidates for top awards of our organization to inspire everyone on what undertakings the nominees have gone through to achieve the position for what and who they are now.

Finally, I want to salute them for sharing their expertise with fellow medical technologists. And of course, serving the community as well. You are truly the heroes of the association.

THE OFFICIAL PUBLICATION OF PAMET THE PAMETlink

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from page1 - Professional Development Program...

framework prepared by the team for discussing cases involving issues. This is the procedure on how to handle ethical dilemma:

1. Facts of the case
2. Central ethical problem
3. Practical questions
4. Definition of terms
5. Moral principles/ Virtues involved
6. Resolving conflicts
7. Recommendations

5 Approaches of Ethical Standards	
The utilitarian approach	Which option will produce the most good and do the least harm?
The rights approach	Which option best respects the rights of all stakeholders?
The fairness or justice approach	Which option treats people equally or proportionately?
The common good approach	Which option best serves the community as a whole, not just some members?
The virtue approach	Which option leads me to act as the sort of person I want to be?

To give insights on how to handle a situation, each group was given a case to resolve. The following is an example of the case presentation.

1. Facts of the case
 - Rose became a Medical Technologist through the support of her Aunt who used to be a Section Supervisor
 - The owner of the R.A.Y Inc is the best friend of her aunt
 - The clinic where Rose is working wanted to upgrade some diagnostic equipment. There were three supplier who were called for demonstration
 - Rose being the Section Supervisor in one of the persons to give the evaluation of the equipment to be purchased
 - Rose' aunt wanted her to give favorable evaluation in favor of R.A.Y. Inc even if the said company cannot meet the calibration requirements and the high cost of reagents.
2. Central Ethical Problem – Rose is torn between giving in to the request of her aunt and giving an objective evaluation
3. Practical questions
 - Is there a moral obligation on the

part of Rose to return the favor to her aunt by giving a favorable evaluation to R.A.Y. Inc?

- What will be compromised should Rose recommend R.A.Y. Inc?
 - Are the other two suppliers better than R.A.Y. Inc?
4. Moral Principles/Virtues Involved
 - *Utang na loob*
 - Personal interest versus common good
 - Conflict of interest
 - Independence/autonomy
 - Justice/fairness
 - Quality service
 5. Resolving conflicts

Utilitarian (based on utilitarian ethics Rose should not recommend R.A.Y. Inc
Pros: objective evaluation, quality service on timeliness and cost effectivity, more qualified supplier
Cons: possible strained relationship between Rose and her aunt

Kantian (if Rose chooses the favor being dictated by her aunt)
Pros: Strengthened relationship between Rose and her Aunt
Cons: Rose integrity will be compromised

Violation of code of ethics of medical technologists which uphold the dignity and respect of the profession

and conduct oneself with reputation of reliability, honesty and integrity

6. Recommendations:

- Make a criteria rubrics for objective evaluation
- Rose can delegate the task to another person to avoid conflict of interest
- Rose may inhibit in the evaluation since the owner/ supplier to be evaluated is the best friend of her aunt.

The objective of the program is to apply the concept of standards of personal and professional ethical programs in health care. It should develop a culture that creates and supports an environment that fosters teamwork, emphasizes quality, recognizes the customer and promotes learning.

The 5-woman team is composed of Dr. Lilibeth Tanchoco, Dean College of Medicine, Manila Central University, Dr. Cynthia Fabian-dela Rea, Diabetologist, Valenzuela City Emergency Hospital, Dr. Regina Sanchez-Ampil, Nephrologist, National Kidney and Transplant Institute, Dr. Trigidia de Vera-Alvega, Pediatrician, Valenzuela Citicare Hospital and Sis. Cecille Asuncion Cabahug, a BS Pharmacy graduate of University of Santo Tomas, Director Administrative Services of De La Salle University Medical Center.

The 30 delegation of this workshop came from various laboratories in hospitals and institutional units, deans and faculty members of Medical Technology schools.

The Professional Development Program, which started in 1992 with the support of Procter and Gamble Philippines, aims to produce better leaders, committed individuals and laboratory professionals par excellence.





It's a Strike!

The PAMET Bowling Tournament



by Gerrick Joseph C. Dolor

The Philippine Association of Medical Technologists hit the strike as they ended their

week-long celebration with a bowling tournament dubbed as "LABowlingan 2017" for their 45th MedTech Week held last September 16, 2017 at the Playdium Bowlings and Billiard Center, G. Araneta Ave., Quezon City.

Participants from different hospitals, laboratories and institutions take the day off and had a friendly competition vying for the championship title in the bowling tournament. The great turnout of players were from Quezon City General Hospital, Providence Hospital, Mary Johnston Hospital, University of Santo Tomas, EAMC-National Reference Laboratory, Trinity University of Asia, Justice Jose Abad Santos General Hospital, The Medical City, Philippine General Hospital, Sta. Ana Hospital, Veterans Memorial Medical Center, East Ave Medical Center, PAMET Lab Management Committee and PAMET Quezon Chapter who all formed 10 teams.

At the first set of game, the team of VMMC/UST/TUA with former PAMET President Romeo Joseph Ignacio led the score board with 999 points, followed by PAMET Quezon Chapter with 970 points, The Medical City with 919 points and on the fourth place with the score 892 was QCGH team.

On the second and final round, VMMC/UST/TUA team still led the board with 998 points, PAMET Quezon Chapter with 934, QCGH who was fourth place on the first round made a huge advance over The Medical City with 922 points and 877 points respectively.

At the end it was QCGH team who landed on the third place with a total of 1,814 points, second place was awarded to PAMET Quezon Chapter with 1,904 points and still the champion for the 2017 Labowlingan tournament was VMMC/UST/TUA team with 1,997 points.

Besides the best teams being recognized, male and female players were also awarded for their individual scores per category. The highest pinner for male was awarded to Mr. Romeo Joseph Ignacio of PAMET NCR with 351 points and the female highest pinner was Ms. Liza Jacinto of QCGH team scoring with 293 points. Mini-games and special prizes were also the highlight of the event

wherein players were given small tokens for their scores that matched with the lucky bowling points.

Although the competition was intense and all players were exhausted, still it was a very successful and fun filled event for all, where friendship, camaraderie and sportsmanship were forged and established amongst the participating Medical Technologist of the association.

Kudos to the energetic team of Mr. Gerrick Joseph Dolor who chaired for the first time the Committee on Sports. His members are young and vibrant medical technologists Rommel Banjo Pangan, Cyril Juster Barros and Ralph Joseph Cayetano.



ANNOUNCEMENT

54th PAMET

Annual Convention

Setting New Vision Beyond Borders

December 2, 2018

Pre-Convention Workshop

December 3-5, 2018

Convention Proper

PICC (Philippine International Convention Center, Pasay, MM)



ADVENTIST tops 36TH PAMET PASMETH Quiz Bee



by Gamaliel A. Fulgueras

Students of the Adventist University of the Philippines (AUP) emerged victorious in the 36th PAMET-PASMETH Quiz Show among medical technology and medical laboratory science students. It's

been more than ten years since AUP won the national quiz bee.

The team bested other students in the competition held at Crossroads Center, Quezon City on September 12, 2017. Forty schools of medical technology joined the competition despite the stormy weather.

The quiz bee was an inexplicably outrageous when students from Angeles University Foundation (AUF) made a perfect score in round 1 and 2 but failed to sustain the momentum during the third round thus losing to Far Eastern University-Nicanor Reyes Medical Foundation (FEU-NRMF) which placed second and to AUP, this year's champion.

The board of judges was composed of Mr. Robert Manaos, Ms. Ellen Garcia, Mr. Lito Atienza, Ms. Cynthia Rabadam and Ms. Jacinta Cruz who acted as the Chair of the board of judges.

The master of ceremonies was Ms. Heide Banan and Mr. Don Blasco was the Quiz Master. This year's Chair of the Committee on Quiz Show is Mr. Victor Lumboy.



Community Outreach in Pampanga

PAMET went to San Simon, Pampanga for another community outreach, as a yearly event, last December 3, 2017 together with PAMET Pres. Ronaldo Puno, Committee Chair Lito G. Atienza, PAMET Tarlac Chapter Pres Ms Sisa Agustin, Nueva Ecija Chapter Pres. Ms Grace Bacalzo, Ms Levylita Julian Olongapo-Zambales Chapter Immediate Past President, Mr Raymund Nava, Co-chair on Advocacy, Mr Ricky Martinez Chair on Advocacy, friends from PAMET USA and PAMET Secretariat.

These event was a collaborative effort of Mr Allen Vergara, a friend of Mr Martinez and PAMET for a yearly community outreach.

The group distributed hygiene kits with safeguard soaps provided by PAMET while the slippers were provided by Mr Ricky Martinez. Almost 200 beneficiaries benefitted on that event. That day was a fun-filled activity as PAMET shared their time in a commitment as part of corporate social responsibility to the community of the organization.



CALL FOR NOMINEES



WHAT

Nomination for Outstanding Professional in Medical Technology by Professional Regulation Commission

WHO

Registered Medical Technologist

WHEN

February 10, 2018 (deadline for submission)

For more information please contact PAMET Secretariat 0917 890 1118 and (02) 817 1487



The Medical Technologists *Par Excellence*



by Gamaliel A. Fulgueras

In this issue, we are featuring the nominees for various national awards of the Philippine Association of Medical Technologist for the year 2017. These medical technologists play a pivotal role, in one way or another, in nurturing fellow professionals for their professional growth. These are the medical technologists who have touched the lives of people, in and out of the organization. They are medical technologists par excellence.



RESEARCHERS OF THE YEAR



Juayang



Nuevo



Yabes



Estrella



Cruz

Alain Juayang is PAMET Visayas Regional Awardee for Crisanto Almario for 2017. He was cited for having contributed in the upliftment and advancement of Medical Technology profession particularly through research works. He authored a research study published in International Journal of Bacteriology, entitled "Review on the Antimicrobial Resistance of Pathogens from Tracheal and Endotracheal Aspirates of Patients with Clinical Manifestations of Pneumonia in Bacolod City in 2013."

Dr. Jurel Nuevo is a PASMETH Vice President who is into research and academe. He has a PhD Degree and additional 2 doctorate degrees in Environmental Science and Public Health (both on going). He has established additional 4 schools of Med Tech for his beloved institution Our Lady of Fatima University. He has over 10 published researches (authored and co-authored combined) and books published both here and abroad. He also received awards and the most recent is the Gawad Dr. Pio Valenzuela for Science and Technology last July 11, 2017.

Dr. Aileen Manglicmot-Yabes is a researcher of University of the Philippines - Manila. She has various researches even before she landed a job in UP. She was an envoy of the Philippines to Japan in the 90s to study the mercury poisoning that took place in Mindoro. She was a toxicology consultant for drug analysis prior to the enactment of RA 9165 mandating the establishment of NRL for Toxicology. She has been invited as the resource speaker for toxicology in PAMET and Chemistry conferences.

Dr. Luthgarda David Estrella is the recipient of the Crisanto Almario Memorial Award for Research in 2017 from PAMET North Luzon. Her research management is in the promotion of biological science through collaboration, inclusion and implementation of outcome-based education. Her study on the "Development and Validation of a Proposed Instructional Workbook for the Teaching of Cells, Proteins and Carbohydrates" for College of Biochemistry was recognized by Research Institute for Health Sciences of University of the East Ramon Magsaysay Memorial Medical Center, Inc., thus bringing an informed perspective and an abundance of knowledge to its work.

Merlyn Cruz is a faculty/researcher of Angeles University Foundation. A recipient of Philippine Council for Health Research and Development (PCHRD) Scholarship Award in 2005, her research includes but not limited to Anti-Breast Cancer Activity of Locally Grown *Annona muricata*, Anti-tubercular Activity of Selected Herbs and Spices, Plant Crude Extract with Potential Broad Spectrum Activity among others. She is appointed member of PAMET Team of Experts for Molecular Techniques. She is the PAMET North Luzon Regional Awardee for Crisanto Almario Award for Research in 2010.

MEDICAL TECHNOLOGISTS OF THE YEAR

Mr. Plebeian Medina is the Supervising Research Specialist at Research Institute for Tropical Medicine with over 10 but less 15 years of working experience. He has a masteral degree in Medical Technology and a sought after speaker about biosecurity and biosafety in the laboratory as well as topics in rabies. His research papers were published in 2 international journals. Energetic Plebeian has 2 international awards in Japan.

Dr. Supachai Basit is the 2017 Outstanding Professional in Medical Technology by the Professional Regulation Commission. He has received 2 Crisanto Almario Awards from PAMET National and PAMET South Luzon respectively. He is a resource speaker in Microbiology, a former National President of Philippine Society for Microbiology and a recipient of American Society of Microbiology award. He is currently the Dean, College of Medical Technology of Emilio Aguinaldo College in Dasmariñas Cavite.



Medina

Mr. Sherwin Galit is a Supervising Medical Technologist and Training Officer of the Department of Parasitology at the Research Institute for Tropical Medicine (RITM). He has been working in RITM for 18 years already and has been actively involved in the implementation of the core mandates of the institution. He is also a part-time faculty of the College of Medical technology of Perpetual Help, Molino. As instructor, he combines the experience and practical application he has gained while working in the NRL in his teaching strategy. He was awarded the Outstanding Employee of RITM on April 27, 2015.



Basit

Prof. Mark Nava is our PAMET scholar from TMER in 2015. Because of his training, Mr. Nava has managed to share the knowledge he learned from his trainings to our provincial chapters this year. He was a Chapter President of PAMET Socksargen. Young and vibrant, Mr. Nava is competent and proving himself that experience and age do not matter at all when expertise is the name of the game.



Galit

Ms. Zarlyn Banaña is the recipient of the Most Outstanding Medical Technologist of PAMET North Luzon 2017. She is the founder of PAMET Singapore, the first international chapter of PAMET outside the country. She has served PAMET in all levels of the organization; chapter, regional, national and Asean region. Back to the Philippines in 2015, Zarlyn is now a Med Tech V, a position of Chief Medical Technologist in her province.



Nava

Ms. Zenaida Banzon of Davao Chapter was awarded the PRC Outstanding Med Tech in the early 2000s. However, she has not won the PAMET Most Outstanding Med Tech yet, only in regional level in 2015. She's a recipient of Distinguished Service Award from PAMET National. As a Chief Medical Technologist, she is part in the decision making of her department or institution that's why she is considered a proponent of policy making at her workplace. Ms. Banzon served as Chapter President of PAMET Davao and PAMET Regional Director for Mindanao.



Banaña

Prof. Robert Manaois is the President of Scientific Biotech Specialties Inc. A graduate of Medical Technology from Far Eastern University, he is a faculty member of San Beda Graduate School of Business and Lyceum of the Philippines University. He graduated with Academic Award as Silver Medalist from Ateneo Graduate School of Business (AGSB), Master in Business Administration. He is a resource speaker on the topic of Management and Marketing from various professional organizations like PAMET.



Banzon



Manaois

DISTINGUISHED SERVICE



Sayo



Porto



Atienza



Isais

Michaela Sayo was adjudged as Distinguished Service Awardee for PAMET North Luzon 2017. She has a distinction of bagging the Chapter of the Year award for 4 consecutive years in the region and 3 years in the national level, respectively, under her presidency. With 20 years of working experience, Ms. Sayo is a PAMET Safeguard Scholar for her masteral degree in Medical Technology (on going). Her advocacy on the profession of medical technology is manifested through artworks and designs in the transport system in Bulacan (JEEPNEY AND TRICYCLE) thus visibility is powerful for the people to know about our noble profession.

John Fiehl Porto is PAMET Mindanao Regional Awardee for Most Outstanding Medical Technologist for 2017. However, he is nominated for Distinguished Service Award for his consistent and outstanding dedication to the uplifting of the profession by conducting training on integral Laboratory Diagnosis of Intestinal and Extra – intestinal Parasitic Diseases (Soil-Transmitted Helminthes, Food and Water- Borne Parasites) particularly on Malaria, Dengue and Filaria, his involvement in strengthening Malaria Microscopy Quality Assurance among Asian countries, and his untiring commitment to PAMET in sharing his expertise through lectures, consultations and workshop.

Lito Atienza is PAMET South Luzon Regional Awardee for Distinguished Service for 2017. He was cited for his dedicated involvement in the holistic rendition of providing leadership as National Board Director, Regional Director and Chapter President of Laguna which manifested his significant contributions to the association. His active participation in various community outreach programs, both local and national, is a symbol of selfless commitment and volunteerism. Mr. Atienza is the Chief Medical Technologist of Calamba Medical Center.

Maura S. Isais the Chief Medical Technologist of Bulacan Medical Center. She is well known and highly regarded not only for her responsiveness, keen knowledge of civil services rules and practices, thoroughness and accuracy, but also for her pleasant, kind, and calm demeanor. She was the recipient of PAMET North Luzon Regional Award for Distinguished Service in 2016. She also served PAMET as Chapter President of Bulacan and a National Director. She also held position as Chair of the Quiz Show Committee.

“The will to win, the desire to succeed, the urge to reach your full potential; these are the keys that will unlock the door to personal excellence”

- Confucius



The Med Tech Week Committee

ONE PAMET Medical Technology Week 2017



The PasikLABan winners



LABo LABo sa LAB Quiz



Marites Go
Chair, Med Tech
Week Committee



Gerrick Joseph Dolor
Chair, Sports & Fitness



Committee on Sports



The second phlebotomy training for trainers was held last November 23, 2017 at Marriott Hotel. The training was participated by Chapter presidents all over the country.

