



VISION:

WE ARE THE PREMIER ORGANIZATION OF SURGICAL PROFESSIONALS

MISSION STATEMENT:

WE SHALL FULFILL OUR VISION THROUGH QUALITY SURGERY FOR ALL



PCS Subs-Specialty Society



PCS Affiliate Society

2023 PCS BOARD OF REGENTS

Maria Concepcion C. Vesagas, MD

President

Vivencio Jose P. Villaflor III, MD

Vice President

Jose Rhoel C. De Leon, MD

Treasurer

Joselito M. Mendoza, MD

Secretary

REGENTS

Dexter S. Aison, MD

Maria Luisa D. Aquino, MD

Domingo S. Bongala, Jr., MD

Jose Joven V. Cruz, MD

Esperanza R. Lahoz, MD

Rex A. Madrigal, MD

Orlando O. Ocampo, MD

Alberto P. Paulino, Jr., MD

Manuel Francisco T. Roxas, MD

Josefino I. Sanchez, MD

Duress Fe E. Tagayuna, MD

Committee on Membership

Chair: Renato R. Montenegro, MD

Co- Chair: Jose Ravelo T. Bartolome, MD

Members: Paul Anthony L. Sunga, MD (PCSMMLC)

Anita C. Tarectecan, MD (PSGS)

Chris Ryan R. Cruz, MD (PAO)

Samuel Vincent G. Yrastorza, MD (PUA)

Peter S. Quiaoit, MD (POA)

Julyn A. Aguilar, MD (POA)

Ronald Allan D. Cruz, MD (AFN)

Racel Irene Luis C. Querol, MD (PATACSI)

Lora Mae A. De Guzman, MD (PAPRAS)

Carlo Angelo C. Cajucom, MD (PSCRS)

Darwin S. Salonga, MD

Rolando L. Canivel, MD

Regent-in-Charge: Joselito M. Mendoza, MD

TABLE OF CONTENTS

RIGHTS AND PRIVILEGES	5
BENEFITS OF PCS FELLOWSHIP	6
DUTIES AND RESPONSIBILITIES	7
PCS CODE OF ETHICS	9
PROCESS OF LEAVE OF ABSENCE	13
REINSTATEMENT	14
PCS COMMITTEES	15
FELLOWS ASSISTANCE PLAN	20
BENEFITS	21
CALENDAR OF ACTIVITIES	22
APPENDIX I	23
APPENDIX II	24
FAP	27
BE A FELLOW	29
FELLOWSHIP PLEDGE	32
PCS HYMN	33

RIGHTS AND PRIVILEGES

- A Fellow shall have the right to be called a Fellow of the Philippine College of Surgeons and shall be entitled to affix the letters F.P.C.S. after his name in publications, professional cards and directories.
- A Fellow shall have the right to vote and be voted upon, unless, disqualified by provisions of the By-Laws and the Administrative Manual.
- A Fellow shall have the right to attend regular and special business meetings of the College and participate in the official functions of the College.
- A Fellow shall have the right to participate in any of the scientific and social activities of the College.
- A Fellow shall have the right to enjoy the goodwill and use of the facilities of the organization.

BENEFITS OF PCS FELLOWSHIP

1. PCS Fellowship confers to the Fellows official recognition by the PMA as members of the only PMA-recognized specialty division in surgery being the “umbrella” organization of all the cutting specialties.
2. As a PCS Fellow, you are entitled to higher RUV rates as the PCS is the only surgical organization with whom the AHMOPI and PAHMOC engages with.
3. PCS Fellows have access to the data and information generated in the PCS Manpower study which may help them plan their surgical practice in terms of being informed of available specialists and facilities in specific localities.
4. The PCS Scholarship Programs are available for Fellows who may wish to pursue further training and/or research.
5. As a PCS Fellow, you are well-represented in the legal platforms of the Congress and Senate thru the ad hoc committee on the Medical Act which is actively involved in the revision of the Medical Act and is coordinating closely with the Health Committees in the House of Representatives and the Senate.
6. The Commission on Surgery in Underserved Regions and for Education (SURE) in coordination with the Committee on SURE has expanded to include surgical missions in all chapters with funding through efforts of the Commission. PCS Fellows are welcome to participate in and benefit from the outreach activities.
7. PCS Fellows are provided with free subscriptions of the Philippine Journal of Surgical Specialties and the newsletter, Incisions and are also invited to publish their works and research in the said journal and newsletter.
8. The beneficiary of a PCS Fellow is entitled to receive an assistance of Php50,000.00 upon his/ her death as part of the Fellows Assistance plan (FAP).
9. As a PCS Fellow, you can access the managed data base system of the College which you can use for research.
10. PCS Fellows can access the College’s Learning Management System for their Continuing Surgical Education and Professional development.

DUTIES AND RESPONSIBILITIES

PROFESSION

1. Maintain the highest standards of competence in the science and art of surgical practice specifically in field of specialization.
2. Maintain the highest standards of ethical surgical practice.
3. Maintain the highest standards of personal integrity, honesty, decorum and discipline worthy of the title FPCS and the noble tradition of the physician.
4. Continually upgrade knowledge and technical competence in field of specialization.
5. Abide by the Oath of Hippocrates.
6. Abide by the Code of Ethics of the Philippine Medical Association.
7. Abide by the Code of Ethics of the Philippine College of Surgeons.

COMMUNITY

1. Maintain the status of good standing with the Philippine Regulatory Commission.
2. Actively participate or assist in the health care delivery system of the country.
3. Perform civic duties as citizen of the Philippines.
4. Respect and obey the laws of the Philippines.

COLLEAGUES

1. Maintain a cordial relationship with colleagues based on mutual trust and respect.
2. Willingly assist colleagues in times of difficulty or complex cases when called upon without any reservations.

PHILIPPINE COLLEGE OF SURGEONS

1. Preserve and uphold the Articles of Incorporation and By Laws of the College.
2. Abide to implement the rules and regulations of the College.
3. Support the implementation of the policies and programs of the College.
4. Maintain status of good standing with the Philippine Medical Association to include payment of dues as a prerequisite to continuous membership with the College.

5. Maintain status of good standing with the Philippine College of Surgeons fulfilling all requirements expected thereof.
6. Pay dues, fees and other assessments with the College.
7. Attend the Annual Meeting and Midyear Convention of the College at least once every three years. This includes attendance in the Clinical Congress, Annual Business Meetings and Election.

PCS CODE OF ETHICS

PREAMBLE

The Fellows of the Philippine College of Surgeons, in order to maintain the highest ethical and professional standards in the practice of surgery, do hereby promulgate this Code of Ethics to guide the surgeon in the conduct of his profession.

DECLARATION OF PRINCIPLES

The fundamental principle in surgery of “primum non nocere” (first do no harm), shall be honored and upheld at all times.

The surgeon owes it to the profession to constantly and continuously update his surgical knowledge and share such knowledge with his fellow surgeons.

The surgeon shall continuously endeavor to follow the Golden Rule (“do unto others as you would have others do unto you”).

The conduct of the surgeon in private and in public shall always be in keeping with the noble tradition of the medical profession embodied in the Oath of Hippocrates and in keeping with the Code of Ethics of the Philippine Medical Association.

ARTICLE I Ethics in Patient Care

SECTION 1. The relationship between the surgeon and his patient is an implied contract of trust and confidence. The rule on privileged communication shall be inviolable, except when required by law or in the public interest.

SECTION 2. The surgeons shall always render surgical services to patients regardless of gender, race, color, religion or political affiliation; and regardless of financial or social status. He may decline to render surgical service because of reasons justifiable to his professional conscience only when other surgeons of the same expertise are available and the patient’s life is not in immediate danger. When rendering surgical service poses a serious threat to the surgeon’s life, he may likewise decline.

SECTION 3. The surgeon shall not subject a patient to any surgical procedure without informed consent, except in surgical emergencies where life is endangered and family members are not available.

SECTION 4. The surgeon shall attend to his patients with the best of his professional care and skill. In difficult or unusual cases however, the surgeon may seek consultation or assistance of other colleagues. The surgeon should refer patients to other specialists, if the circumstances so demand.

SECTION 5. The surgeon is encouraged to practice within the bounds of his training, expertise and surgical specialty.

SECTION 6. The surgeon shall treat his patients with utmost understanding and compassion. He shall respect his patients' right to privacy and uphold his patients' dignity at all times.

SECTION 7. The surgeon shall when appropriate, take into consideration the wishes of the patient and/or his family concerning the method of treatment to be administered, after informing them of all treatment options.

SECTION 8. The surgeon shall not engage in, encourage or tolerate the selling and purchase of human organs for transplant purposes. Organ donation from living-related donors shall be encouraged.

SECTION 9. The surgeon shall not engage in or tolerate unprofessional practices like unnecessary surgery, ghost surgery, itinerant surgery, solicitation of patients and improper financial dealings such as payment of rebates, kickbacks and fee splitting.

SECTION 10. The professional fees of the surgeon shall be commensurate with the services rendered and with due consideration to those who have less in life.

ARTICLE II Ethics in Group Practice

SECTION 1. The surgeon, where practicable, may join in group practice with other medical specialists. The ethical norms practiced by each specialty must be preserved at all times.

SECTION 2. Professional fees of doctors in group practice may either be individual bills or a group bill depending upon pre-arranged agreement with the patient, provided the patient knows the breakdown of the total bill and is aware of the amount received by each physician.

SECTION 3. Where the patient's choice of physicians is not possible because of the limited number of physicians enlisted in the group, the patient must be fully informed.

ARTICLE III Ethical Relationship with Colleagues

SECTION 1. The relationship between a surgeon and his colleagues in the medical profession shall be one of mutual respect and cooperation with the end in view of preserving the noble image of the profession.

SECTION 2. The surgeon shall not engage in disinformation, character assassination, gossips and falsehoods against fellow surgeons and other colleagues.

SECTION 3. The surgeon is encouraged to assist a colleague in the management of a patient when assistance is solicited in the interest of patient's safety.

ARTICLE IV Ethics in Community Relations

SECTION 1. The surgeon is strongly encouraged to assist in the administration of justice when called upon by judicial authorities in appropriate cases. In instances provided by law,

such as violation of the rule on privileged communication or when his testimony would violate the rights of others or pose a threat to his life, he may, however, decline.

SECTION 2. The surgeon may participate in civic actions and may perform mission surgery on charity patients, provided adequate pre-operative and post-operative care is assured.

SECTION 3. The surgeon shall not engage in improper advertisement, or solicitation of patients, or other propaganda schemes to entice patients.

ARTICLE V

Ethics in Surgical Education, Training & Research

SECTION 1. The surgeon must actively participate in surgical education.

SECTION 2. The surgeon may delegate part of the surgical management of patients' care to surgical residents and other physicians in training, provided the patients are so informed and the procedures done are under his supervision.

SECTION 3. The surgeon, when participating in residency training, must assume full responsibility for competent patient care rendered by resident physicians.

SECTION 4. The surgeon undertaking experimental and research surgery must be guided by approved protocols for such study. Where patients are involved, informed consent must be properly secured.

ARTICLE VI

Ethical Relationship with the Allied Medical Professions And the Pharmaceutical Industries

SECTION 1. The relationship between the surgeon and the allied professionals shall be that of mutual respect and cooperation.

SECTION 2. The surgeon shall not allow the use of his name directly for the promotion of drugs, surgical equipment, and other medical products for commercial purposes, except as an acknowledgement of intellectual creation, such as trademark, copyright, patent or part of research.

SECTION 3. The surgeon shall not receive monetary compensation or commissions from the allied professions, except for professional fee for actual services rendered.

SECTION 4. The surgeons should not openly solicit from pharmaceutical industries financial support for personal and self-serving ends.

SECTION 5. The surgeon shall not receive rebates or all other forms of inducements in exchange for patronizing diagnostic facilities, procedures, and medications.

SECTION 6. The surgeon shall not dispense medicines unless properly licensed. He shall not engage in the sale of food supplements, cosmetics, vitamins, chemotherapeutic agents without the proper business permit.

SECTION 7. The inappropriate removal, use and re-use of prosthetic devices should not be done without the knowledge or consent of the patient.

ARTICLE VII
Additional Provisions

1. This Code shall take effect upon approval by a majority of the members of the PCS Board of Regents.
2. The interpretation and implementation of the provisions of the Code shall be entrusted to the Committee on Ethics and Judicial Matters of the PCS. Detailed implementing guidelines may be promulgated by the Committee from time to time when needed.
3. Violation of this Code shall constitute unethical and unprofessional conduct of a Fellow of the PCS and shall be ground for reprimand, suspension or termination of fellowship by the Board of Regents upon the recommendation of the Committee on Ethics and Judicial Matters.

ARTICLE VIII

Amendments of this Code shall be proposed by the Board of Regents upon the recommendation of the Committee on Ethics and Judicial Matters.

PROCESS OF LEAVE OF ABSENCE

1. GUIDELINES/CRITERIA FOR ON-LEAVE STATUS

- a. Fellows will be considered on leave for the following reasons:
 - He/She is training/fellowship abroad
 - He/She is working abroad
 - He/She is temporarily disabled
 - He/She has no practice of surgery locally
 - He/She is on a sabbatical leave for whatever reason provided he/she doesn't practice surgery during that period
- b. Duration of on-leave status should not exceed 3 years and renewable for another 3 years.

2. REINSTATEMENT FOR ON-LEAVE STATUS

- They will be requested to report to the College that they already finished the 6-year term of being on leave.
 - They must pay the annual dues so they will receive the benefits and other privileges of the College.
 - They must pay the annual dues prior to the approval of their leave of absence.
- Failure to comply with the above requirements will make him/her a delinquent Fellow.

3. REQUIREMENTS FOR REINSTATEMENT FOR DELINQUENT FELLOWS

- Application letter
- Chapter endorsement
- Specialty endorsement
- Recommendation letter from two (2) Fellows
- Application fee
- Favorable response to letter of inquiries
- They will not be required to attend the induction during Annual Clinical Congress

4. CLASSIFICATION TO BE CONSIDERED GOOD STANDING

- Must pay their annual dues
- He/she must attend the Chapter activities/meeting once every year
- He/she must attend the PCS Annual Clinical Congress or its equivalent once every 3 years or during their specialty Convention

REINSTATEMENT

A Fellow who has been delinquent shall be reinstated by paying his current and back dues plus the 10% interest per annum including the annual membership dues of the College.

A member who has been reinstated shall be entitled to full death benefit after one year of reinstatement.

If the member dies within one year after being reinstated, he shall be entitled to the return of all payments he made for his reinstatement. In addition, he shall also be entitled to receive TEN THOUSAND PESOS (Php10,000.00) assistance, provided, he has been a member in good standing of the College for at least twenty consecutive (20) years.

PCS COMMITTEES

Committees of the Philippine College of Surgeons are extensions of the Board of Regents into specific areas of responsibilities. All Committee actions are direct responsibilities of the Board.

A Regent may be appointed to chair a committee or represent the Board in a committee with all the rights of a member.

The Chairman and members of the committees are appointed by the President with the approval of the Board. The Board of Regents shall determine the number of members of the committees.

Committee chairmen are authorized to create subcommittees to facilitate their committee work. Confirmation by the Board is necessary for budget preparations.

I. Standing Committees

The standing committees of the College are:

Ethics and Judicial Matters, Finance, Internal Audit, By-Laws and Amendments, Conventions, Nominations, Continuing Surgical Education, Accreditation, Surgical Research, Surgical Training, Membership, Social and Sports, Cancer, Trauma, Surgical Infections, External Affairs and Public Relations, Publications and Socioeconomic concerns.

1. Committee on Ethics and Judicial Matters

The committee shall initiate, receive, evaluate, investigate and report to the Board of Regents all matters pertaining to the ethical and professional conduct as provided in Article IV, Section 2-a of our New By-Laws. It shall establish the disciplinary procedures of the College, upon approval by the Board.

The committee shall be composed of the incumbent President and four (4) Past Presidents.

2. Committee on Finance

The committee shall prepare recommendations for the management of funds of the College thru long term financial planning and fiscal control. The committee shall prepare the annual budget of the College, in consultation with the various committees and the President. Projects involving fund outlay must be adequately evaluated and recommended by the Committee for Board action.

The Treasurer shall serve as representative of the Board without voting rights.

3. Committee on Internal Audit

The committee shall conduct an annual internal audit of all the funds and properties of the College. It is authorized to hire the services of experts to

accomplish its duties. It shall prepare auditing rules to be adopted by the Board, including those for annual external audit. Internal audit must be reported to the Board quarterly.

4. Committee on By-Laws and Amendments

The committee shall receive, evaluate and recommend action on all amendment proposals. Proposed amendments to the Constitution and By-laws will have to go by specified procedures:

5. Committee on Conventions

It shall organize and prepare a program for the Midyear and Annual Conventions in coordination with the respective standing committees.

6. Committee on Nominations

It shall seek and nominate Fellows best qualified to serve as Regents. It shall evaluate and nominate 20 candidates. It is composed of the Incumbent President of the College, the Chairman of the Board of Governors and four (4) immediate Past Presidents.

The committee shall appoint a search subcommittee to recommend at least twenty-five (25) nominees for Regents. The subcommittee is composed of five (5) Chapter Presidents and five (5) Specialty Society Presidents with its chairman appointed by the Nomination Committee.

7. Committee on Continuing Surgical Education

The committee shall prepare and arrange all scientific meetings, seminars, and postgraduate courses of the College. It shall also collaborate with Chapters and affiliate Societies in the preparation of their scientific meetings. The committee is authorized to form subcommittees when deemed necessary. With the approval of the Board, it is authorized to appoint any fellow to coordinate with existing agencies in the implementation of policies for continuing surgical education.

8. Committee on Membership

The committee shall consider and evaluate all applications for membership. It shall have the authority to request for more information about a candidate if necessary. The Board may reverse a favorable recommendation on the basis of ethics and professional conduct. Under no circumstances, shall the Board admit for fellowship, a candidate who is not favorably recommended by the Committee.

9. Committee on Socials and Sports

The committee shall initiate and implement all activities of the College related to Social Activities and Sports.

10. Committee on Cancer

The committee shall initiate, coordinate and implement all activities of the College related to cancer. It shall establish a National Cancer Program for the teaching, research, and surgery of Cancer. A national cancer education campaign shall be institutionalized by the College alone or in cooperation with other National Cancer agencies.

The committee shall help in the formulation of a national Cancer Registry, encourage the establishment of Tumor Boards in hospitals with accredited residency training program, promote surgical research studies in different surgical specialties, and organize cancer seminars in different regions. The committee may collaborate with local cancer societies for funding in cancer diagnosis and treatment.

11. Committee on Trauma

The committee shall initiate, coordinate and implement all activities of the College related to trauma. It shall establish a National Trauma Program for the teaching, research, and practice of the surgery of Trauma. It shall encourage the establishment of Trauma Centers nationwide for the management of all types of injuries including burns.

The committee shall hold trauma seminars and organize trauma teams in different areas of the country in cooperation with the civil defense organization of the government and the different PCS Chapters.

12. Committee on Surgical Infections

The committee shall initiate, coordinate and implement all activities of the College related to surgical infections. It shall establish a National Infection Control Program for the prevention, surveillance, and control of surgical infection in collaboration with national agencies.

13. Committee on External Affairs and Public Relations

The committee shall serve as the liaison organization to promote the interest and welfare of surgeons in the Philippines. It shall serve as the public relations arm of the College.

It shall address health bills and issues involving health care, physicians in general and surgeons in particular.

14. Committee on Publications

The committee shall manage all publications of the College, except the Philippine Journal of Surgical Specialties (PJSS) and promulgate rules and regulations pertaining thereto. These publications include the PCS Newsletter, Souvenir Programs and other publications during the annual and midyear conventions. The Secretary shall serve as member of the committee.

15. Philippine Journal of Surgical Specialties

The official scientific publication of the College shall be the Philippine Journal of Surgical Specialties (PJSS) published at least quarterly. The Editor shall appoint the Editorial Staff, subject to the approval of the Board.

Scientific papers accepted for publication shall become property of the College.

16. Committee on Fellows Assistance Plan (FAP)

The Committee shall supervise and implement the Fellows Assistance Plan. It shall determine, in cooperation with the Board, the membership obligations and benefits as the need arises.

17. Committee on Outreach Services and S.U.R.E.

The Committee shall undertake the following activities:

- a. It shall establish a National Program on Outreach Services to extend surgical care to the indigent population.
- b. It shall train non-PCS surgeons in underserved areas to upgrade their skills and handle common surgical problems in their locality.
- c. It shall formulate a curriculum for the training of non-PCS surgeons in these localities.

18. Committee on Hospital Standardization

The Board of Regents shall establish an office under the President to promote the standardization of hospital services separate from accreditation of hospitals for residency training.

19. Committee on Surgical Training

Its primary concern is the educational welfare of surgical residents in PCS accredited training programs. The Committee shall be involved in the formulation, implementation, evaluation and revision of the surgical curriculum, (evaluate new training programs and institution and assist in meeting the requirement for accreditation,) help determine surgical manpower needs in cooperation with national agencies, encourage and supervise remedial courses in Surgery in cooperation with the respective PCS Chapters.

20. Committee on RVS, PHIC and Health Maintenance Organization (HMO)

Its primary concern is to attend PHIC meetings and negotiate HMOs to safeguard the professional interest of surgeons. It is also tasked to update our PCS RVS to make it relevant to the present time.

II. The Board of Regents may create special committees to perform specific tasks as needed.**21. Ad-hoc Committee on Quality Assurance and Patient Safety****22. Ad-Hoc Committee on International Relations****23. Ad-Hoc Committee on Administrative Concerns**

FELLOWS ASSISTANCE PLAN

The Fellows Assistance Plan (FAP) was designed by the 1979 Board of Regents of the Philippines College of Surgeons and implemented in 1981. The Plan was envisioned to immediately transform mere words of condolences to something more substantial in case of the demise of a Fellow.

The rules and regulations to be followed in the processing of subscription application and payment of benefits due under the Plan are promulgated by the Committee of Fellows Assistance Plan subject to the approval of the PCS Board of Regents.

The Committee on Fellows Assistance Plan is composed of five (5) members appointed by the Board of Regents upon the recommendation of the PCS President.

MEMBERSHIP

Subscription to the FAP is **COMPULSORY** for all members of the College.

A member is a Fellow who pays the annual contribution to the FAP.

SENIOR members (65 years and above) of the College are *not exempted* from the annual contribution to be FAP.

CONTRIBUTIONS

The initial and annual contribution are determined by the Board of Regents upon the recommendation of the Committee of Fellows Assistance Plan and collected on or before December 31 of the year *preceding* the coverage period from January 1 to December 31 of the following year. A member who does not pay within 30 days after the due date of contributions shall be considered delinquent. Payments after the grace period shall be charged a penalty of 10% per annum. At present the annual contribution for a member is FIVE HUNDRED PESOS (Php500.00).

If a Fellow has been in **GOOD** Standing for twenty (20) consecutive years and becomes permanently or completely disabled or develops a catastrophic illness which disables the Fellow to derive income from his practice of Surgery, payment of the FAP dues will be waived upon due certification of his attending physician and upon unanimous decision of the FAP Committee and concurrence by the Board of Regents. Upon death, the Fellow will be entitled to the usual death benefits.

The waiver of the contribution shall commence only upon approval by the Committee and the Board of Regents. Any delinquency including penalties prior to the approval must be settled.

In the event that FAP Funds are depleted in the course of its administration, a certain amount as determined by the Committee on Fellows Assistance Plan shall be assessed from each subscribing member upon approval of the PCS Board of Regents.

BENEFITS

The beneficiary or beneficiaries of a subscribing member who dies after having religiously paid his or her annual contributions shall be entitled to immediate payment of FIFTY THOUSAND PESOS (Php50,000.00). It is a condition of payment that there are no outstanding obligations or arrears at the time of the death of the members. Payments of claims are recommended by the Committee and approved by the Board of Regents.

A Fellow who fully paid his/her annual contribution the year he dies shall be entitled to the FAP benefits payable to his/her designated beneficiary or beneficiaries. However, one who is unable to pay his/her annual contribution would still be eligible for full benefit, provided, his death occurs within twelve (12) months from the last day of his FAP coverage *and must have been a member of good standing of the Philippine College of Surgeons for twenty (20) consecutive years.*

A Fellow who is delinquent in the payment of his annual dues in FAP and who dies more than twelve (12) months from the last day of his FAP coverage will not be entitled to the full benefit of FIFTY THOUSAND PESOS (Php50,000.00) but may be entitled to TEN THOUSAND PESOS (Php10,000.00) assistance, provided, he is a member in good standing of the Philippine College of Surgeons for twenty (20) consecutive years.

The amount of benefits to be paid for a member who dies within 30 days of enrollment to the plan – a REFUND of membership dues to the FAP, after 30 days but within the first year – 25% of benefits; second year – 50% of benefit and on third year of enrollment – 100% of benefit.

In case of widespread calamities, declared or undeclared war or armed aggression during which a big number of members may die and the viability of the program may be endangered, the benefits under this program may be reduced, suspended or cancelled as determined by the Committee of Fellows Assistance Plan and approved by the Board of Regents.

CALENDAR OF ACTIVITIES

1. Midyear Convention – May of every year
2. PCS Foundation Day - September 12 (week-long celebration)
 - Blood-Letting
 - Surgical Mission
 - Lay Fora
3. Annual Convention - 1st week of December
4. Basic Emergency Skill in Trauma (BEST) – quarterly activity
5. Advanced Trauma Life Support (ATLS)– quarterly activity
6. Basic Evaluation and Training in Trauma and Emergency Response (BETTER) – as per request

APPENDIX

APPENDIX I GLOSSARY OF TERMS

ETHICS:

A system of moral standards of an individual or a group.

INFORMED CONSENT:

An affirmative written response to a full and complete explanation and disclosure concerning all relevant and pertinent information with respect to the proposed surgical procedure.

GHOST SURGERY:

Operations conducted in the name of a surgeon for any purpose, by another physician, surgeon, trainee or surgeon with the knowledge or consent of the former but without his physical presence, with or without fee-splitting giving the impression or appearance that the absent surgeon actually conducted the surgery.¹

ITINERANT SURGERY:

The performance of surgery in areas outside the normal place of practice of the surgeon without assuming responsibility for the pre-operative and post-operative care of the patient.

PRIVILEGED COMMUNICATION:

Any information which a physician may have acquired in attending to a patient in a professional capacity, which information is necessary to enable him to act in that capacity and which information would adversely affect the character of the patient if made public.

IMPROPER/INAPPROPRIATE SURGERY:

Surgery that does not address or resolve the surgical problem at hand.

UNNECESSARY SURGERY:

Surgery without medical indication

FEE-SPLITTING:

Sharing of the professional fee between the referring physician and the surgeon to whom the case is referred without the knowledge of the patient for the purpose of enticing the physician for more referrals.

CONFLICT OF INTEREST:

The doctor-patient relationship requires that the patient's interests supersede all other interests. A conflict of interest arises when other competing interests including the personal and financial interests and affairs of the surgeon, the corporate and financial interests of third party payors, and the corporate and financial interests of all vendors including pharmaceutical corporations and entities providing instruments, equipment, prosthetic devices, supplies, and services interfere with or affect the patient's ultimate interests.

REPRIMAND:

Formal written warning from the Board of Regents, upon recommendation of the Ethics Committee, entered into the record, that a Fellow has violated minor provisions of the Code of Ethics.

SUSPENSION:

Withdrawal of recognition by the Board of Regents for a definite indicated period of a member's fellowship status.

EXPULSION:

Permanent withdrawal of fellowship status by a vote of at least 2/3 of all the members of the Board of Regents for serious or repeated violations of the Code of Ethics.

¹The surgeon is personally responsible for the patient's welfare throughout the operation. The patient's attending surgeons should be physically present in the operating room or area or the immediate vicinity for the entire surgical procedure. There may be instances consistent with good patient care that are valid exceptions, principally in training situations. The surgeon may delegate part of the operation to associates or residents under his or her personal direction, because modern surgery is often a team effort. If a resident is to perform the operation and is to provide the continuing care of a patient under the general supervision of the attending

surgeon, the patient should be informed prior to the procedure. However, the surgeon's personal responsibility must not be delegated or evaded. It is proper to delegate the performance of part of a given operation to assistant, provided the surgeon is an active participant throughout the key components of the operation. The overriding goal is the assurance of patient safety.

APPENDIX II

A. Examples of unethical or unprofessional conduct:

1. Ghost Surgery
2. Free-splitting/alternate billing
3. Open solicitation
4. Unnecessary surgery

B. Unethical/Unprofessional Practice

When should PCS act?

After a notarized written complaint has been filed against a Fellow (preferably sworn).

C. Board of Regents' Course of Action

Following Chapter VIII – Disciplinary Provisions, 3 – Investigation Procedures of the PCS Administrative Manual, which states:

a. For offenses under Article IV, Section 2-a

- a.1 The Committee on Ethics & Judicial Matters shall investigate the offender. The Committee is authorized to retain a legal counsel during this investigation. Due process requires that a person being investigated be informed in writing and be given the opportunity to answer in writing within 15 days from receipt of the written complaint.

a.2 The Committee shall make decision of guilty or not guilty. A recommendation for punishment must be included in the confidential report to the Board of Regents.

a.3 The decision of the Committee on Ethics & Judicial Matters must be in writing explaining fully the reasons for its decision.

a.4 If guilty, the Board will review the findings and may impose the punishment.

a.5 The Board must ensure implementation of the disciplinary action.

Censure must include ratification and restoration measures, cessation of the offense and compensation for damages, if applicable. Suspension is discretionary upon the Board of Regents and should not exceed two (2) years in duration plus a definite time frame of recall of membership rights and privileges. Expulsion connotes dishonorable termination of membership. Legal precautions must be observed.

a.6 A motion for reconsideration of the adverse decision of the Committee on Ethics and Judicial Matters shall be filed within 15 days from receipt of the adverse decision.

Appeal shall be filed within 15 days from receipt of the denial of the motion for reconsideration to the Board of Regents. The decision of the Board of Regents shall be final and executory for expulsion from Fellowship, which will require 2/3 vote of the Board of Regents.

a.7 The Board reserves the right to increase the degree of disciplinary action in the case of non-compliance.

D. Committee on Ethics and Judicial Matters' Procedures

1. Receive from BOR all pertinent papers (complaint).
2. Conduct hearings, investigation always with legal support.
3. Submit findings
4. Submit recommendations

E. Penalties*

1. Reprimand – based on the letter of decision
 - a) Decision received by all parties
 - b) Warning
 - c) PCS Newsletter – no name
2. Suspension (6-12 months)
 - a) Voting/being voted
 - b) Attendance only as guest
 - c) Use of F.P.C.S. prohibited during suspension period

3. Expulsion

- a) Publish name, specialty & address of expelled Fellow in Newsletter
- b) Inform hospitals and other societies

*The Committee will decide whether to reprimand, suspend or expel a Fellow, by submitting its recommendation to the Board of Regents who votes on this by secret ballot.



Philippine College of Surgeons

F A P

FELLOWS
ASSISTANCE
PLAN

FELLOWS ASSISTANCE PLAN

The Fellows Assistance Plan (FAP) was conceptualized by the 1979 Board of Regents of the Philippine College of Surgeons (PCS) and implemented in 1980. In case of demise of a PCS Fellow, it was envisioned to immediately transform mere words of condolences to something more substantial. The FAP objective, therefore, shall be to provide financial assistance to the bereaved family of a PCS Fellow upon his/her death.

In furtherance of this, the PCS shall create a Committee on FAP (Committee) and a Fellows Assistance Fund (Fund).

The Committee shall be composed of five (5) PCS Fellows appointed by the Board of Regents upon the recommendation of the PCS President. The tasks of the Committee shall be to ensure the viability of the Fund and to promulgate Implementing Guidelines (IG) for the FAP subject to the approval of the PCS Board of Regents.

The Fund shall be sourced from the following: annual contributions of members, earnings from bank interest and other investments, and annual PCS subsidy as the Board of Regents may deem appropriate.

The IG shall include the processing of subscription application and payment of benefits due under the FAP.

IMPLEMENTING GUIDELINES

MEMBERSHIP

Subscription to FAP is **COMPULSORY** for all Fellows of PCS.

Classification based on number of years of consecutive contributions:

NEW MEMBER: one who has contributed for not more than 2 years;

REGULAR MEMBER: one who has contributed for 3 to 19 years;

SENIOR MEMBER: one who has contributed for 20 years or more; and

LIFE MEMBER: although no longer available, this refers to those who availed themselves of the one-time payment scheme offered in the 1980's.

CONTRIBUTIONS

The PCS Board of Regents, upon the recommendation of the Committee, shall determine the amount of the initial and annual contributions of members of FAP. The current annual contribution of a member is **FIVE HUNDRED PESOS (Php500.00)**.

Members shall remit their annual contributions to the Fund not later than December 31 of each year. The Coverage Period starts on January 1 and ends on December 31 of the following year.

SENIOR PCS Fellows (65 years and above) shall not be exempt from paying their annual contributions.

FAP LIFE MEMBERS are exempted from paying their annual contributions to the Fund.

DELINQUENCY

A **GRACE PERIOD** of 1 MONTH and 12 MONTHS beyond the deadline shall be granted to **REGULAR** and **SENIOR MEMBERS**, respectively, to pay their annual contributions without incurring any penalty. A member shall be considered **DELINQUENT** if no payment is made within the Grace Period.

REINSTATEMENT

The Committee may re-instate a **DELINQUENT** member provided that current and back contributions plus 10% interest per annum, including unpaid annual PCS membership dues, are settled.

WAIVER OF ANNUAL CONTRIBUTION

This privilege may be granted to **SENIOR MEMBERS** of the FAP who become incapacitated or disabled, in recognition of their loyalty and services rendered to PCS. To apply for this, the member shall:

1. Write to the Committee requesting for a Waiver of Annual Contribution stating that the member is totally disabled and that the disability renders the member incapable of deriving any income from the practice of surgery;
2. Present a Certification attesting to the member's condition duly signed by the attending physician and the local PCS Chapter of the member; and
3. Comply with the provision on Reinstatement, if **DELINQUENT**.

The Committee shall recommend any request for a Waiver of Annual Contribution to the PCS Board of Regents for final approval. This Waiver shall cease effectivity once the member is able to resume his professional activities and starts deriving income again from the practice of surgery.

BENEFITS

The Committee shall recommend any Payment of Claims to the PCS Board of Regents for final approval.

The Full Benefit shall be **FIFTY THOUSAND PESOS (Php50,000.00)**, which shall be granted immediately to the legal heir/s of a deceased member as provided for in this IG.

AMOUNT OF BENEFIT

The legal heir/s of a **NEW MEMBER** who dies within 30 days of enrollment in the FAP shall only be entitled to a refund of his/her contribution to the Fund;

The legal heir/s of a **NEW MEMBER** who dies after 30 days but within the first year of membership in the FAP shall only be entitled to 25% of the full benefit;

The legal heir/s of a **NEW MEMBER** who dies after the first year but within the second year of membership in the FAP shall only be entitled to 50% of the full benefit;

The legal heir/s of a **REGULAR MEMBER** who dies within the Coverage Period of one (1) year or within the Grace Period of one (1) month from his/her last day of coverage shall be entitled to the Full Benefit, while the legal heir/s of a **DELINQUENT** Regular member shall not be entitled to any benefit;

The legal heir/s of a **REINSTATED REGULAR MEMBER** who dies within the first year following reinstatement shall only be entitled to a refund of any payment made upon reinstatement; full benefit shall be granted if death occurs after one (1) year from date of reinstatement;

The legal heir/s of a **SENIOR MEMBER** who dies within the Coverage Period or within the grace period of 12 months from his/her last day of coverage shall be entitled to the Full Benefit;

The legal heir/s of a **LIFE MEMBER** who dies shall be entitled to the Full Benefit;

The legal heir/s of a **DELINQUENT SENIOR MEMBER** who dies shall only be entitled to **TEN THOUSAND PESOS (Php10,000.00)** assistance, in recognition of his/her loyalty and services rendered to the PCS; and

The legal heir/s of a **REINSTATED SENIOR MEMBER** who dies within the first year following reinstatement shall be entitled to a refund of any payment made upon reinstatement, plus **TEN THOUSAND PESOS (Php10,000.00)** assistance; full benefit shall be granted if death occurs after 1 year from date of reinstatement.

Members who develop **PERMANENT TOTAL DISABILITY** as defined by Republic Act No. 8282 or the Social Security Law, and renders them incapable of deriving any income from the practice of surgery shall be entitled to either claim their FAP benefit immediately at the time of disability or their heirs can claim the benefit upon the member's death.

The following disabilities shall be deemed **PERMANENT TOTAL**:

1. Complete loss of sight of both eyes;
2. Loss of two limbs at or above the ankle or wrists;
3. Permanent complete paralysis of two limbs;
4. Brain injury resulting to incurable imbecility or insanity; and
5. Such cases as determined and approved by the SSS.

To apply for the release of his/her benefit due to **PERMANENT TOTAL DISABILITY**, the member (or beneficiary, if the member is unable to do so) shall:

1. Write to the Committee requesting for the release of his/her FAP benefit stating that the member is permanently and totally disabled and that he/she is now incapable of deriving any income from the practice of surgery; and
2. Present a Certification attesting to his/her condition duly signed by his/her attending physician and his/her local PCS Chapter.

In case of widespread calamity, declared or undeclared war, armed aggression or even ordinary times during which a large number of members may die and the viability of the program may be endangered, the benefits provided for under the program may be reduced, suspended or cancelled as may be determined by the Committee and approved by the PCS Board of Regents.

BE A FELLOW

The PCS is the only organization of surgeons that is recognized as a Specialty Division of the PMA.

HAVE A STRONGER VOICE IN UPHOLDING YOUR RIGHTS & PRIVILEGES AS A SURGEON.

- The PCS has committees that push for legislation favorable to surgeons, attending hearings and drafting our own version of important bills.
- Coordinate with lawmakers to adopt the PCS version of these bills and also prevent passage of bills detrimental to patients and our profession.

The likelihood of being heard is better with a larger body like the PCS

AVAIL OF SCHOLARSHIP

- The PCS has a scholarship program open to deserving residents, fellows & even consultants in all surgical specialties.

ENJOY GENEROUS LIFE INSURANCE AT MINIMUM COST

- The PCS has a Fellows Assistance Plan with an annual contribution of only Php500.00.

ENJOY GREATER MEDIA EXPOSURE

- The PCS takes care of media exposure for the advocacies of its Fellows and public information.
 - Regular columns in print media
 - Regular television appearances
 - The PCS-owned radio program “Ang Galing Mo Dok” over DZRH

BE KNOWN IN THE WORLD-WIDE WEB

- The PCS official website is linked to many healthcare networks and professional organizations.

BE EMPOWERED TO DICTATE THE STANDARDS OF SURGICAL CARE IN HOSPITALS

- The PCS is one of the lead organizations tasked with accrediting surgical services in all hospitals in the country.

MAKE YOUR CLINICAL PRACTICE EVIDENCE-BASED

- The PCS has been formulating and continues to make Evidence-based Clinical Practice Guidelines involving different specialties.

IMPROVE AND UPDATE YOUR PROFESSIONAL KNOWLEDGE AND SKILLS

- The PCS regularly holds workshops for professional enhancement, career opportunities and improvement of skills for all surgical specialists.
- The PCS Annual Clinical Congress is considered by as the best in the region and one of the best in the world.

GET EXPERT ASSISTANCE IN MAKING RESEARCHES

- The PCS provides continuing seminar workshops on Research Methodology and Critical Appraisal of Literature.
 - Free full-text retrieval of journal articles
 - Free consultations on research designing
 - Assistance in biostatistics
 - Seminar-workshop on Research

PUBLISH YOUR RESEARCHES IN THE BEST LOCAL JOURNAL THAT SHALL SOON BE INDEXED IN MEDLINE

- The PJSS, official journal of the PCS, is considered as the most comprehensive, most valid journal, with international peer reviewers.

PARTICIPATE IN UPLIFTING THE INDIGENT

- The PCS has a program entitled “Surgery for Underserved Regions for Education” (SURE) program that conducts regular surgical missions throughout the country, in coordination with local government units.
- The PCS has a “Specialist to the Province” Program that assists surgeons to practice in remote areas.

GET THE BEST INFORMATION IN MANPOWER PLANNING

- The PCS has a National Manpower Study that contains valuable information that is not limited to certified surgeons performing surgery. It can be utilized for important decisions and planning. This will soon be expanded into a National Manpower Development program to address the distribution of surgical services in the country.

ENJOY HIGHER PHILHEALTH RATES

- The PCS regularly meets with PhilHealth in behalf of its Fellows
 - To increase the multiplier per RVS
 - To expand coverage to other surgical procedures

ENJOY HIGHER HMO RATES

- The PCS regularly meets with the AHMOPI in behalf of its Fellows
 - To increase professional fees
 - To minimize delay in the release of professional fees

- For conventions of specialty societies that are held within PCS-sponsored conventions and congresses, the PCS gives generous assistance:
 - Its efficient, experienced, professionally trained Secretariat
 - Sponsorships for foreign speakers and many members of specialty societies
 - Specialty shares

FELLOWSHIP PLEDGE

I pledge myself to abide by and uphold the principles and regulations of the
Philippine College of Surgeons;

I shall practice my profession with dignity and maintain the noble traditions of
medicine, placing the welfare of my patients above all else;

I shall endeavor to advance constantly in knowledge and willingly extend help
to my colleagues when asked to do so;

I shall consecrate myself to the service of human life and shall not use my
knowledge contrary to the laws of humanity;

I shall perform my civic duties as a citizen of the Republic of the Philippines;

These promises I freely make upon my honor, I shall keep.

SO HELP ME GOD.

PCS HYMN

We are Fellows of PCS
We've a pledge on which we stand

To give our talents, time and skill
To give a helping hand

We'll strive to serve without regard
Of color creed or station

We shall seek to broaden knowledge
Each discovery we'll share

As a tribute to dear life and
For the good of all mankind

Let us dedicate ourselves to life
As Surgeons of the land

(Repeat)