

Philippine Medical Association

ORGANIZATIONAL INNOVATION and CHANGE

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Mission

“ A dynamic , responsive and unified PMA committed to serve its members thru increased benefits , enhanced professional development, and the promotion and defense of the rights and privileges of the medical profession.

These efforts, in partnership with other organizations and the government, shall contribute to excellent healthcare delivery to its patients and the community at large.

PMA: In a dedicated , selfless and humane service of the medical profession for a healthy Philippines and for the glory of God”

VISION

“Our vision.... is to have a fellowship of physicians united in the common goal of acquiring the highest levels of medical knowledge and skills through continuing education and research, and to promote the healing ministrations of the physician in the delivery of health care ” --- ***Article II , PMA Constitution***

OBJECTIVES and MISSIONS

“The Association is established as a non-stock , non-profit, professional organization dedicated to the following objectives, in furtherance of the Articles of Incorporation”
... *Article III, PMA Constitution..*

To bring together and unite the entire medical profession of the Philippines;

To extend medical knowledge and advance medical science;

To elevate the standards of medical education and practice;

To ensure the enactment of just medical laws;

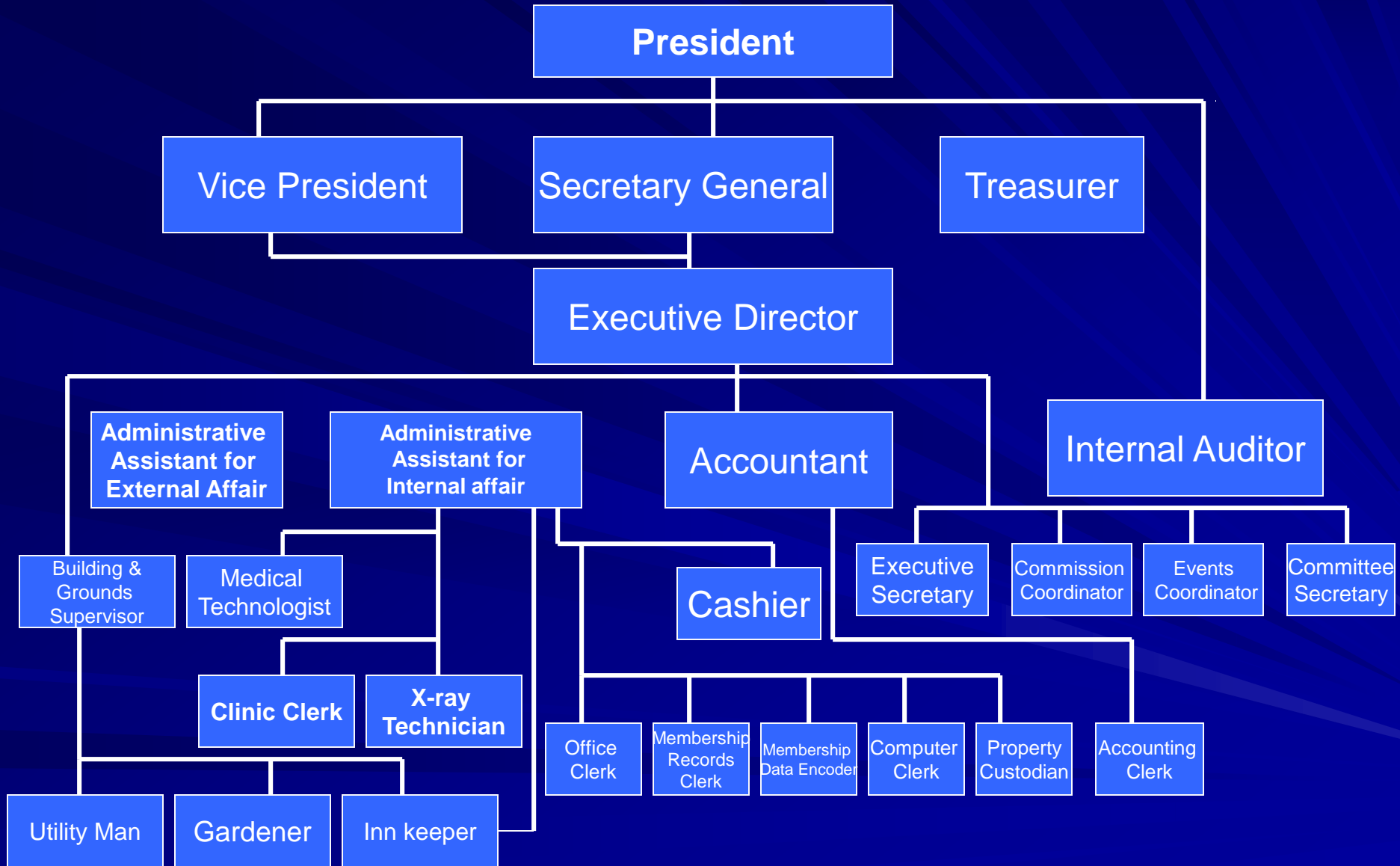
To promote fraternal relations among physicians and between physicians and allied professionals;

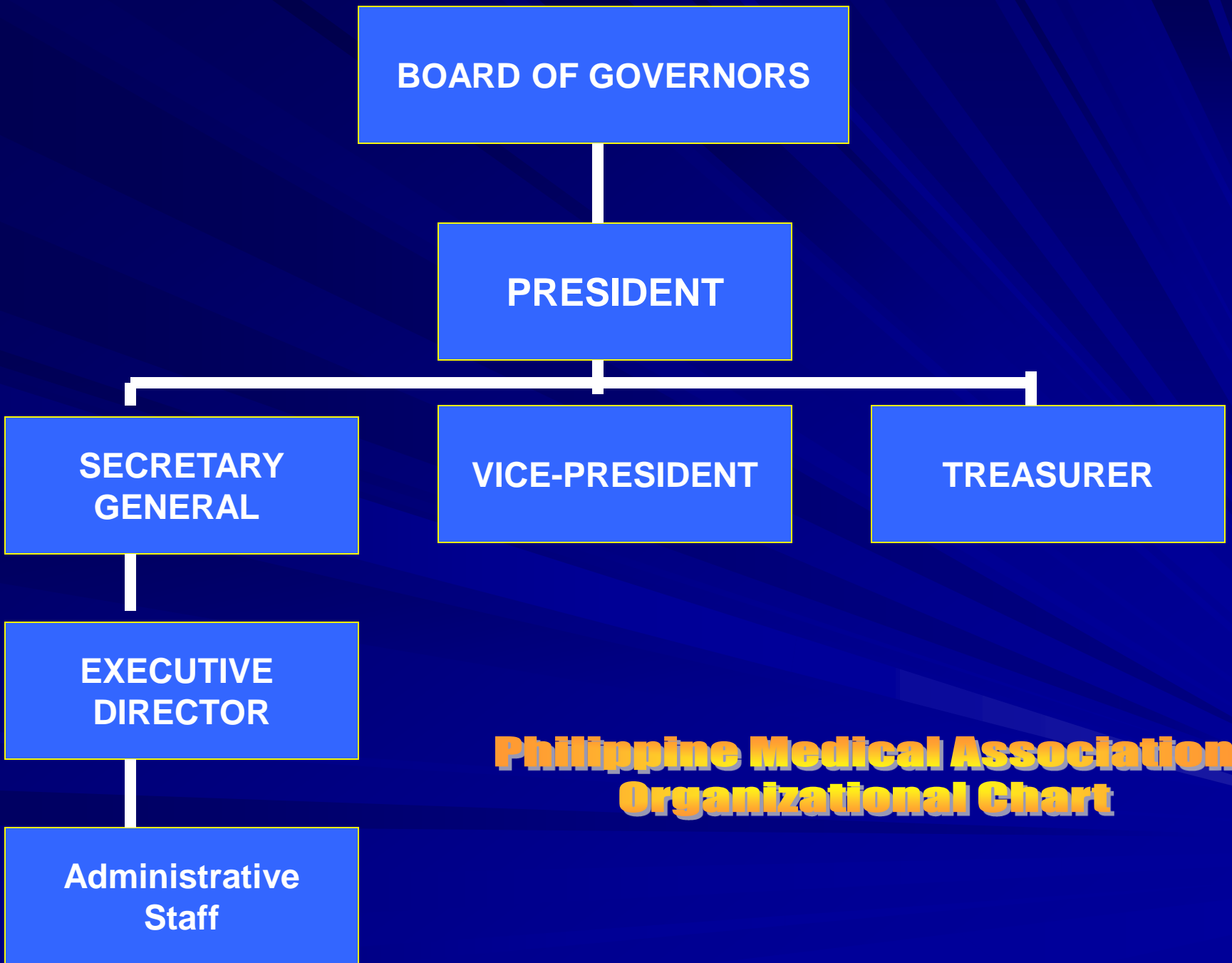
To protect the legitimate rights and prerogatives of physicians;

To serve as an authoritative source of information regarding health disease and medical practice and ...

To promote the practice of medicine in the context of Philippine life and culture.

Philippine Medical Association Executive / Administrative Organizational Chart





**Philippine Medical Association
Organizational Chart**

**BOARD OF GOVERNORS
and
NATIONAL OFFICERS**

COMMISSIONS

COMMITTEES

**COMPONENT
SOCIETIES**

**SPECIALTY
DIVISIONS**

**SPECIALTY
SOCIETIES**

**AFFILIATE
SOCIETIES**



**Philippine Medical Association
Organizational Chart**

ORGANIZATIONAL UNITS of the PMA

17	regional political divisions
118 → 119	component societies
8	specialty divisions
54 → 84	sub-specialty divisions
35 → 47	affiliate societies



Is there a need to revisit the PMA by-laws and subsequently redesign the PMA?

What are the compelling reasons why there is a need to redesign or reinvent the PMA?

When to Redesign an Organization

- When the organization is experiencing severe problems;
- There is a change in the environment that directly influences internal policies;
- When there is a need to infuse resources into new areas or programs or projects;
- Change in Leadership perspective.

Compelling Reasons to Redesign

- What are the “severe” problems experienced by the PMA?
- What changes in the environment are influencing internal policies of the PMA?
- What current or future needs of the PMA that would require infusion of resources in current or new programs and projects?
- Transformational leadership.

PMA ACTIVITIES

- **Induction of Officers all over the country;**
- **Leadership Seminars for component leaders;**
- **Board meetings, dialogues w/ stakeholders;**
- **Physician's Day and Medicine Week;**
- **Regional Assemblies;**
- **Hosting/attending Public Hearings ;**
- **Commission and Committee Meetings;**
- **PMA-APPA Meetings and Fellowship;**
- **Annual Convention**

Nagging problems faced by the PMA

- 1.) The PMA is already more than a century old, yet the unity of ALL physicians remain elusive as ever;
- 2.) The by-laws tend to favor or emphasize more on the those in the clinical / curative aspects of care leaving those in the promotional, preventive and rehabilitative aspects of care marginalized;
- 3.) Tendency to fractionalized medical care into various specialized category.

Current and Future Needs:

- 1.) Mexico principle and the partnership with allied organizations particularly pharmaceutical companies;
- 2.) Need to support programs and activities of the component societies of the PMA;
- 3.) Need to develop the infrastructure/s that make PMA more effective, efficient and self reliant.

Change in Leadership Perspective

- 1.) From “Transactional” to “Transformational” type of leadership.
- 2.) From allegiance to a party or group to allegiance to the profession ;
- 3.) From personal or individual responsibility to shared responsibility;
- 4.) ... or a collective change in attitudes values, skills and behaviors among members of the organization leading to total reinvention of what the PMA should be.

Parting Words

... If the PMA by-laws will be revisited and amended someday, it should be done in a manner that would allow the future generation of physicians to be able to analyze and evaluate current and existing ideas and practices to see their continued relevance to the needs of the changing times. Further, it should be borne in the minds of those who will be tasked to redesign our organization that the key to the unification of its members is in keeping faith in the belief and principle that every physician, regardless of his or her field of interest and specialization must have a place in practice of the medical profession...

ICB3MD



Thank You Very Much

The emergence of a changing healthcare is one of the compelling reasons why we, in the PMA, cannot remain static .