

Development Bank of the Philippines

**On Health & Welfare of Employees
CY 2017**

Cognizant of the importance of a healthy human resource in the attainment of its corporate objectives, the Bank created, maintains, and promotes a Health Care Plan whereby its officials/employees and their dependents may promptly avail of adequate health care services such as hospitalization, laboratory tests, dental, optical and other medical related services when the need for hospitalization/treatment arises.

The Health and Wellness Unit (H&W) of the Bank ensures the efficient management of the Health Care Plan and the operations of the Bank’s medical, optical and dental clinic. A lactation room was also provided for breastfeeding employees in compliance with RA 10028.

As the HWU oversees the health and wellness of employees and their qualified dependents, it actively implements two aspects of its function - the Curative (Table 1) and the Disease Prevention Measures (Table 2). These measures are being implemented throughout the year.

**Table 1. Curative Measures availed of by DBP Personnel & Dependents in 2017
(Medical/EENT/Surgical/Dental Consultations)**

Curative Measures	# of Availées
Consultations: Medical/Surgical (Bank personnel and dependents)	8,197
Admissions (Hospital confinement)	254
Referrals (Medical/Surgical)	702
EENT (Eye, ear, nose and throat) cases	2,001
Refractions (lens grade)	561
Dental (various oral-dental treatments / procedures)	2,006
Infirmity services (nebulization, wound dressing, minor surgeries, ECG, cauterization)	709
Dependents (EENT/Dental consultations)	EENT 199
	Dental 664

Table 2. Disease Prevention Measures for DBP Personnel & Dependents in 2017

Disease Prevention Measures	# of Availées
Regular Blood Pressure Readings	7,929
Blood Chemistry Monitoring (FBS, UA, Triglycerides)	298
Executive Check-up (Officers of the Bank)	277
Annual Physical Exam (Rank and file employees: 30 y/o and up)	410
Pre-Employment Medical Exam for New Hires (CXR, blood chemistries/drug tests/ urinalysis/physical examination)	203
Annual Oral Prophylaxis	912
Summer refractions for Dependents (April-June)	101
Flu Vaccinations (Bank personnel and dependents)	1,200
Pneumococcal vaccination (Bank personnel and dependents)	160
Lectures/Mini Forums Conducted	
• Diabetic Retinopathy and its complications and Treatment	65
• Liver Enzyme Determination and Liver Disorders	60

Further, the Bank's Integrated Physical Fitness Program aims to promote a healthy lifestyle among the employees as required by the Department of Health. The Bank annually hires the services of physical fitness instructors to undertake the physical fitness activities and maintains a gym for the employees.

Table 3. Number of participants in the Integrated Physical Fitness Program (IPFP) under the Wellness Program of the Bank in 2017

Physical Fitness Activity	# of Attendees
Morning Gym (6am -8am)	3,314
Afternoon Gym (5pm -6pm)	3,710
Cardio Kickboxing (5 pm up)	876
Dance Fusion (5pm up)	1,408
Boot Camp/Core Conditioning (5pm up)	486
Yoga (5pm up)	501

The HWU also conducted the following sports activities in 2017 where employees of DBP, its subsidiaries, and agency-hired contractuels participated.

- **DBP Pasiklaban:** Where different sporting events (Basketball, Volleyball, Table Tennis, and Bowling) were held in the 3rd Quarter of 2017and participated in by employees of the Bank.
- **DBP Employees Union Basketball Tournament** (done during the 2nd Quarter of 2017).