



Republic of the Philippines  
Department of Health  
**OFFICE OF THE SECRETARY**

JAN 26 2021

**ADMINISTRATIVE ORDER**  
No. 2021 - 0011

**SUBJECT: Implementing Guidelines of Section 35 of the Republic Act No. 11223, otherwise known as the "Universal Health Care Act", on Standards on Receipt, Assessment, and Management of Conflict of Interest**

**I. BACKGROUND AND RATIONALE**

Section 15, Article II of the 1987 Philippine Constitution provides that it is the policy of the State "to protect and promote the right to health of the people and instill health consciousness among them." To further this State Policy, in 2019, the Congress enacted R.A. 11223, or the Universal Health Care (UHC) Act, which is an extensive reform of the health care system in the country. It aims to progressively realize universal health care in the country through a systematic approach and clear delineation of roles of key agencies and stakeholders towards better performance in the health system. Also, it ensures that all Filipinos are guaranteed equitable access to quality and affordable health care goods and services and protected against financial risk.

Section 35 of the UHC Act mandates that the implementation of the law shall be strengthened by commitment of all stakeholders to abide by ethical principles in public health practice. This shall be achieved through (1) a Conflict of Interest (COI) declaration and management policy; (2) tracking of financial relationships between health and health-related commodity manufacturers, healthcare providers and health professionals; and (3) the constitution of a Public Health Ethics Committee.

Under the law's IRR, all stakeholders involved in policy-determining activities at all levels of policy-making are required to act in a manner that shall serve the public's best interest and thus are required to disclose and manage any real or perceived conflicts of interest. As such, Section 35.3 of the same directs the DOH to issue guidelines that specify standards for receipt, assessment, and management of declared COI.

Together with this Order, the following Orders are to be issued: (1) Creation of the Public Health Ethics Committee (PHEC), and Guidelines on the Public Health Ethics Review, and (2) Guidelines for the tracking of financial relationships between health and health-related commodity manufacturers, healthcare providers, and health professionals.

In order to strengthen the implementation of the existing issuances and standardize the procedures across the all implementing agencies of the UHC Act, this Order is hereby promulgated to provide the guidelines on the standards of disclosure, receipt, assessment and management of

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JAN 29 2021

*Corazon S. De la Cruz*  
**CORAZON S. DELA CRUZ**  
KMITS - RECORDS SECTION  
Department of Health

*Handwritten initials/signature*

COIs, which shall be applicable to all persons involved in the policy-determining activities of the said law.

## II. OBJECTIVE

To provide a clear, specific, and standard process in the declaration and management of COI of all persons involved in the policy-determining activities of the implementing agencies and advisory bodies/committees of the UHC Law in order to ensure integrity and impartiality in decisions, as well as to address potential graft and corruption practices.

## III. SCOPE OF APPLICATION

This Order shall apply to all decision makers, policymakers, employees, personnel under Contract of Service (COS), and consultants involved in the design, institutionalization, financing, implementation and evaluation of public health policies, plans and programs in all agencies and advisory bodies/committees implementing the UHC Act, such as, but not limited to, the Health Technology Assessment Council (HTAC), Price Negotiation Board (PNB), their secretariat, and resource persons.

## IV. DEFINITION OF TERMS

**A. Conflict of Interest** – refers to acts or omissions constituting a conflict of interest under existing laws and civil service rules, including international treaties where Philippines is a signatory. It is a situation created when persons or entities in the public and/or private sectors involved in conducting research, making recommendations and decisions have substantial interest – personal, financial or any other interest – that may influence their policy-determining activities at all levels.

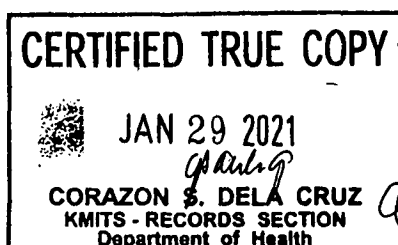
For the purpose of this Order, this shall mean either:

- a. Financial Interest, such as, but not limited to, employment, consultancy, and shares in a business that is being regulated by the DOH of persons covered under this Order or any of their relatives as defined herein; OR
- b. Affiliation/relationship/non-financial interest in a business or organization that can reasonably affect or perceived to impair a person's ability to be impartial and act in the best interests of the government.

**B. COI Management Plan** - refers to a document describing the methods for mitigating or eliminating identified actual or potential COI.

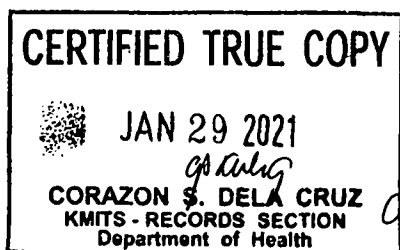
**C. Covered Individuals** – refers to the individuals as enumerated under Section III Scope and Coverage of this Order.

**D. Declaration of Conflict of Interest Form** - the standard form that will be used for persons covered under this Order to disclose any and all conflicts of interest. (Annex A)



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- E. **Financial Interest** - any monetary interests gained for the past 5 years; i.e. salary or other payments for services or equity interests such as stocks, stock options, intellectual property rights, among others.
- F. **Full Participation** - the extent of participation where a member will be allowed to actively take part in all activities and decision-making processes.
- G. **Intellectual Interest** - personal views or moral conviction on the importance of a particular area or topic that can influence the scientific opinions of other people.
- H. **Head of the Advisory Body** – refers to the head/chair of the independent advisory body created pursuant to the UHC Act, such as, but not limited to the HTAC and PNB.
- I. **Head of Agency** – refers to the Secretary of a Government Agency tasked to implement any of the provision of the UHC Act, such as, but not limited to the Department of Science and Technology (DOST), Department of Education (DepEd), and Professional Regulation Commission (PRC). It shall also refer to the head of a DOH-attached agency, hospital, or health facilities, such as, but not limited to the Food and Drug Administration (FDA), and PhilHealth.
- J. **Head of Office** – refers to the head of office in a Government Agency identified to implement any of the provision of the UHC Act.
- K. **Non-Financial Interest** - refers to any non-monetary interest, e.g., career or personal advancement that may be perceived as unduly influencing one’s judgment.
- L. **Originating Office** – refers to all agencies, bodies, or committees tasked to implement any of the provisions in the UHC Act.
- M. **Partial Participation** - the extent of participation where a member will be allowed to actively take part in only certain parts of activities and decision-making process subject to the approval of the members who have full participation.
- N. **Policy-determining Activities** – refers to actions taken in aid of public policy development leading to impartial decisions in adopting and implementing a policy option or policy recommendation using the best available evidence. These include drafting, reviewing, coordinating with stakeholders, documenting and other similar tasks that facilitate policy development.
- O. **Relatives** - those related within the fourth civil degree of consanguinity (relationship by blood) or affinity (relationship by marriage) as defined in *RA No. 6173*, otherwise known as the “*Code of Conduct and Ethical Standards for Public Officials and Employees.*”
- P. **Total Exclusion** - refers to a situation where the member will not be allowed to take part in the deliberation and decision-making processes.

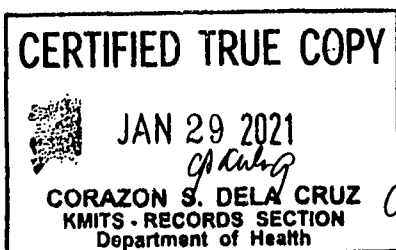


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- Q. 201 File** – refers to a set of documents containing a person’s comprehensive profile, which is in the custody of the Personnel and Administrative Division (PAD) or the Human Resource Office of the concerned Office.

## V. GENERAL GUIDELINES

- A. The covered agencies, offices, and advisory bodies/committees shall ensure the disclosure and management of COIs in all its policy-determining activities to safeguard professional integrity and preserve public trust while sustaining the collaboration with private stakeholders.
- B. Each covered agency, office, and advisory body/committee shall develop their guidelines in receiving, evaluating and managing declared COIs according to the standards set forth in this Order. They shall each create their own COI Management Plan for all identified actual or potential COI according to the format prescribed by the PHEC.
- C. All heads of covered offices shall ensure the disclosure and management of actual or potential COIs of persons under their supervision that are involved in any level of policy-making. They shall ensure that all covered persons under their offices shall fill-out a Declaration of Conflict of Interest Form (Declaration Form) under Annex A.
- D. The Heads of Agencies covered under this Order shall identify which offices in their respective agency is tasked to implement any of the provisions of the UHC Act.
- E. All persons covered under this Order shall accomplish a Declaration Form, and update such form as may be necessary. They shall report any financial, non-financial, or any other interests relevant to their function in which they have been asked to participate, as well as any interest that could be affected by the outcome of their function. A list of the reportable financial and non-financial is provided herein under Annex B. The list provided is not an exclusive list.
- F. The Head of Office/Agency/Advisory Body shall be responsible in (1) preparing the COI Management Plan of such office, (2) receiving the Declaration Form of all covered individuals in such office, (3) ensuring completeness of the Declaration Form prior to submission to the PHEC Secretariat, and (4) submission of COI documents to the PHEC Secretariat.
- G. Notwithstanding any declaration made, all individuals covered under this Order shall promptly disclose any circumstance that could result in potential COI related to their functions in which they will be engaged, and cooperate in the management of such.
- H. Any doubt as to whether there exists a conflict or not shall be brought to the PHEC for assessment.

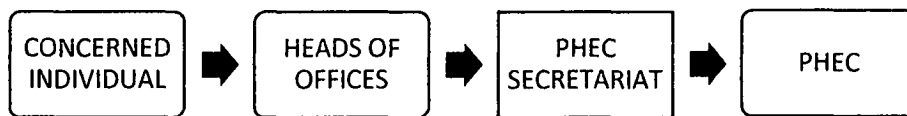


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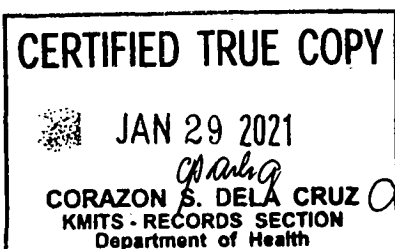
- I. The PHEC shall recommend the appropriate course of action based on their review of the Declaration Forms, the corresponding COI Management Plan, and other supporting documents.
- J. This Order shall be reviewed every after two (2) years following its effectivity to determine any need for revision.

## VI. SPECIFIC GUIDELINES/IMPLEMENTING MECHANISMS

### A. Declaration and Management of Conflict of Interest in the DOH



1. All covered individuals shall complete the Declaration Form where they must disclose any financial, non-financial, or any other interests relevant to their function in which they have been asked to participate, as well as any interest that could be affected by the outcome of their function. Non-completion and non-disclosure of all relevant information from the Declaration Form may be subject to administrative sanctions or a valid cause for pre-termination of contract, as the case may be.
2. They shall also declare, to best of their knowledge, substantial interests (financial, non-financial or any other interests) of their relatives up to the fourth (4<sup>th</sup>) civil degree of consanguinity or affinity as defined under this Order that may be perceived as unduly influencing their judgment.
3. The Declaration Form shall be accomplished in three (3) copies. It shall then be submitted to their respective Heads of Office within ten (10) days from effectivity of this Order, or from the date of the person's employment or engagement of his/her services.
4. The Head of Office shall collect all the Declaration Forms and Summary Reports of all the covered individuals in the respective office. He/She shall be responsible in transmitting the same to the PHEC Secretariat.
5. The Head of Office shall ensure completeness of the Declaration Forms prior to submission to the PHEC Secretariat.
6. The Head of Office shall also prepare a Summary Report in three (3) copies indicating any personnel/employee with declared conflict and an initial assessment as to whether such conflict is significant, generally permissible or not significant.
7. The Head of Office shall retain one (1) copy of the Declaration Forms and Summary Report in their records. He/She shall transmit one (1) copy of the same to the Personnel

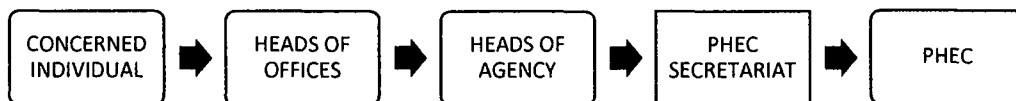


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Administrative Division (PAD, for inclusion in the 201 File of covered individuals, and one (1) copy to the PHEC Secretariat.

8. Should the Head of Office himself/herself have COI, he/she must immediately report the COI to the PHEC, through the PHEC Secretariat, for assessment and management of such conflict.
9. Covered individuals with declared COIs shall promptly inform the PHEC Secretariat, through the Head of Office, of any change of information prior to the course of carrying out their functions.

**B. Declaration and Management of Conflict of Interest in DOH Attached Agencies, Hospitals and Health Facilities, and Agencies Outside DOH**



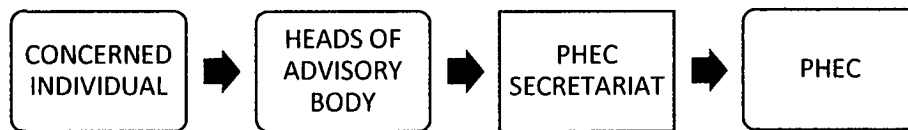
1. The Head of Agency, which is the over-all officer-in-charge, shall determine the covered offices within its Agency.
2. All covered individuals shall complete the Declaration Form where they must disclose any financial, non-financial, or any other interests relevant to their function in which they have been asked to participate, as well as any interest that could be affected by the outcome of their function. Non-completion and non-disclosure of all relevant information from the Declaration Form may be subject to administrative sanctions or a valid cause for pre-termination of contract, as the case may be.
3. All covered individuals shall also declare, to best of their knowledge, substantial interests (financial, non-financial or any other interests) of their relatives up to the fourth (4<sup>th</sup>) civil degree of consanguinity or affinity as defined under this Order that may be perceived as unduly influencing their judgment.
4. The Declaration Form shall be accomplished in three (3) copies. It shall then be submitted to their respective Heads of Office within ten (10) days from effectivity of this Order, or from the date of the person's employment or engagement of his/her services.
5. The Head of Office shall collect all the Declaration Forms and Summary Reports of all the covered individuals in the respective office. He/She shall be responsible in transmitting the same to the respective Head of Agency.
6. The Head of Office shall ensure completeness of the Declaration Forms prior to submission to the Head of Agency.

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*[Signature]*  
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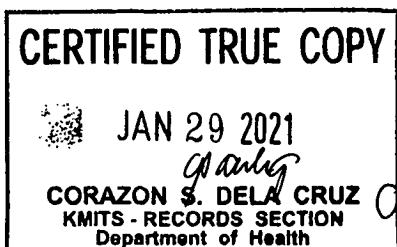
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7. The Head of Office shall also prepare a Summary Report in three (3) copies indicating any personnel/employee with declared conflict and an initial assessment as to whether such conflict is significant, generally permissible or not significant.
8. The Head of Office shall retain one (1) copy of the Declaration Forms and Summary Report in their records. He/She shall transmit one (1) copy of the same to the personnel division of the concerned office for inclusion in the 201 File of covered individuals, and one (1) copy to the Head of Agency, which shall then be submitted to the PHEC Secretariat.
9. The Head of Agency shall collect all the Declaration Forms and Summary Reports from the concerned Heads of Offices. He/she shall be responsible for the submission of the Agency's COI Summary Report and the attached Declaration Forms to the PHEC Secretariat.
10. The Head of Agency shall report to the PHEC Secretariat all identified COIs under the agency.
11. Should the Head of Office/Agency himself/herself have conflict of interest, he/she must be immediately report the COI to the PHEC, through the PHEC Secretariat, for assessment and management of such conflict.

**C. Declaration and Management of Conflict of Interest in the Independent Advisory Bodies**



1. All covered individuals shall complete the Declaration Form where they must disclose any financial, non-financial, or any other interests relevant to their function in which they have been asked to participate, as well as any interest that could be affected by the outcome of their function. Non-completion and non-disclosure of all relevant information from the Declaration Form may be subject to administrative sanctions or a valid cause for pre-termination of contract, as the case may be.
2. They shall also declare, to best of their knowledge, substantial interests (financial, non-financial or any other interests) of their relatives up to the fourth (4<sup>th</sup>) civil degree of consanguinity or affinity as defined under this Order may be perceived as unduly influencing their judgment.
3. The Declaration Form shall be accomplished in three (3) copies. It shall then be submitted to the Head of Advisory Body within ten (10) days from effectivity of this Order, or from the date of the person's employment or engagement of his/her services.



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4. The Head of Advisory Body shall collect all the Declaration Forms and Summary Reports of all the covered individuals in the respective office. He/She shall be responsible in transmitting the same to the PHEC Secretariat.
5. The Head of Advisory Body shall ensure completeness of the Declaration Forms prior to submission to the PHEC Secretariat.
6. The Head of Advisory Body shall also prepare a Summary Report in three (3) copies indicating any personnel/employee with declared conflict and an initial assessment as to whether such conflict is significant, generally permissible or not significant.
7. The Head of Advisory Body shall retain one (1) copy of the Declaration Forms and Summary Report in their records. It shall transmit one (1) copy of the same to the Personnel Division of such office for inclusion in the 201 File of covered individuals, and one (1) copy to the PHEC Secretariat.
8. Should the Head of Advisory Body have conflict of interest, he/she must immediately report the COI to the PHEC, through the PHEC Secretariat, for assessment and management of such conflict.
9. Covered individuals with declared COIs shall promptly inform the PHEC Secretariat, through the Head of Advisory Body, of any change of information prior to the course of carrying out their functions.

#### **D. Management of Conflict of Interest**

1. The management of COI shall apply to financial, non-financial, and all other interests of all individuals or institutions involved in the design, implementation and evaluation of public health policies and programs.
2. The deliberation or decision-making process shall follow the Public Health Ethics Review Process set forth in the PHEC Guidelines.
3. The covered individual's participation in a deliberation or decision-making process shall be categorized to: Full Participation, Partial Participation, or Total Exclusion.
4. The covered individual whose participation is categorized as full or partial participation shall proceed with the deliberation or decision-making process. Meanwhile, those which are categorized as total exclusion shall be prohibited to participate or be present in the deliberation process.
5. The covered individual with partial participation shall be allowed to be present during the deliberation proceedings. However, only members with full participation shall vote to make the final recommendations with respect to the issue/topic under deliberation.

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## VII. Roles and Responsibilities

### A. Head of Office or Advisory Body

1. Prepare a COI Management Plan for the respective Office;
2. Provide copies of the Declaration Forms to the covered individuals;
3. Collect the Declaration Forms;
4. Ensure completeness of the Declaration Forms submitted to them;
5. Prepare a Summary Report of all declared COIs;
6. Retain a copy of the Forms and Summary Report for safekeeping and future reference;
7. Transmit 1 copy to PAD, or Personnel Division of the office, as the case may be, for inclusion in the 201 File of covered individuals; and
8. Transmit 1 copy to the Head of Agency, in case of Agencies outside DOH, or the PHEC Secretariat, in case of DOH Offices and Independent Advisory Bodies/Committees outside DOH.

### B. Head of Agency

1. Identify the covered offices under the agency;
2. Prepare a Summary Report of all declared actual or potential COIs of the Agency;
3. Report to the PHEC Secretariat all identified COIs under the agency;
4. Submit to the PHEC Secretariat the following:
  - a. COI Management Plan of the covered offices;
  - b. Declaration Forms; and
  - c. Summary Report.

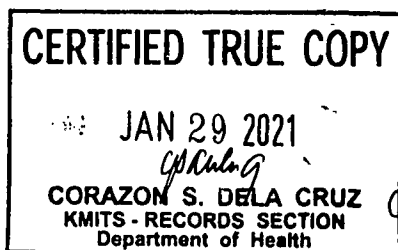
### C. PAD/ Personnel Division of the Office

The PAD or the Personnel Division/Unit of the Office concerned shall retain a copy of the Declaration Forms for inclusion in the 201 File of covered individuals.

## VII. PENALTY CLAUSE

The following acts/omissions may be sanctioned in accordance with any of the existing laws and rules, such as but not limited to:

1. Any falsification made in the Declaration Form and/or Summary Report punishable under the Revised Penal Code of the Philippines; and
2. Any of the acts/omissions punishable under Revised Rules on Administrative Cases in the Civil Service.



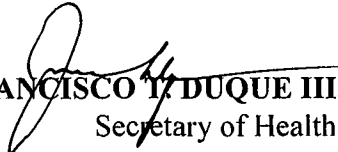
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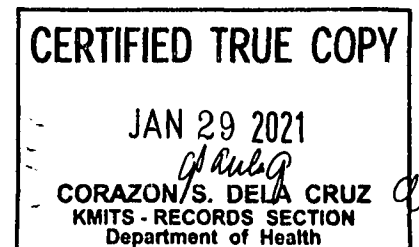
**VIII. REPEALING CLAUSE**

Department Order No. 2017-0332 titled: “Guidelines on the Disclosure and Management of Conflict of interest in Relation to the use of Pharmaceutical Products and Medical Devices” is hereby repealed by this Order. Meanwhile, all other issuances whose provisions are inconsistent with this Order are hereby repealed.

**IX. EFFECTIVITY**

This Administrative Order shall take effect after fifteen (15) days following the completion of its publication in a newspaper of general circulation, and its submission in the Office of the National Administrative Register (ONAR) of the UP Law Center.

  
**FRANCISCO T. DUQUE III, MD, MSc**  
Secretary of Health



**ANNEX A**

**DECLARATION OF CONFLICT OF INTEREST**

**1. CURRENT FINANCIAL INTERESTS**

To the best of your knowledge, do 1) you or any of your relative within the fourth (4<sup>th</sup>) civil degree, by affinity or consanguinity, 2) organization in which you serve as an officer, director, trustee, general partner, or employee and/or 3) entity with whom you are negotiating or have any arrangement concerning prospective employment have any current involvement or financial link with any policy determining activity of the office/agency/advisory body/committee:

a. **INVESTMENTS** (e.g. stocks, bonds, retirement plans, trust, partnerships, sector funds, etc.)  **NONE** (If "none", skip to Item b.)

ESTABLISHMENT	TYPE OF INVESTMENT	OWNER (self, spouse, etc.)	NUMBER OF SHARES	CURRENT VALUE	CHECK PERCENTAGE NET WORTH		
					LESS THAN 5%	5-15%	MORE THAN 15%

b. **EMPLOYMENT** (Full or Part Time) (Current or Under Negotiation)  **NONE** (If "none", skip to Item c.)

ESTABLISHMENT	RELATIONSHIP	POSITION IN FIRM	DATE EMPLOYMENT OR NEGOTIATIONS BEGAN

c. **CONSULTANT/ADVISOR** (Current or Under Negotiation)  **NONE** (If "none", skip to Item d.)

ESTABLISHMENT	TOPIC/ISSUE	AMOUNT RECEIVED	DATE FROM	DATE TO	RELATED TO LISTED PRODUCTS/INDICATIONS/ISSUES

d. **CONTRACTS/GRANTS** (Current or Under Negotiation)  **NONE** (If "none", skip to Item e.)

TYPE OF AGREEMENT (contract, grant)	PRODUCT UNDER STUDY AND INDICATIONS	AMOUNT OF REMUNERATION TO		TIME PERIOD	SPONSOR*	YOUR ROLE**	AWARDEE	RELATED TO LISTED PRODUCTS/INDICATIONS/ISSUES
		INSTITUTION	YOU					
								<input type="checkbox"/> YES <input type="checkbox"/> NO
								<input type="checkbox"/> YES <input type="checkbox"/> NO
								<input type="checkbox"/> YES <input type="checkbox"/> NO
								<input type="checkbox"/> YES <input type="checkbox"/> NO

\* Government, Establishment, Institution, Individual

\*\* Site Investigator, Principal Investigator, Co-Investigator, Employee, Partner, No Involvement, or Other

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**1. CURRENT FINANCIAL INTERESTS (Continued)**

**e. INTELLECTUAL PROPERTY (PATENTS/ROYALTIES/TRADEMARKS)**

NONE (If "none", skip to Item f.)

FOR	ESTABLISHMENT	RELATED TO LISTED PRODUCTS/ INDICATIONS/ ISSUES	IF "YES", EXPLAIN BELOW AND INDICATE INCOME RECEIVED
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
		<input type="checkbox"/> YES <input type="checkbox"/> NO	

**f. EXPERT WITNESS (Last 12 Months or under negotiation)**

NONE (If "none", skip to Item g.)

I appeared for or against the following listed establishment(s) and issue(s)

FIRM AND ISSUE	AMOUNT RECEIVED	RELATED TO LISTED PRODUCTS/ INDICATIONS/ ISSUES	IF "YES", EXPLAIN BELOW
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
		<input type="checkbox"/> YES <input type="checkbox"/> NO	
		<input type="checkbox"/> YES <input type="checkbox"/> NO	

**g. SPEAKING/WRITING (Last 12 Months or under negotiation)**

NONE (If "none", skip to Item g.)

FIRM	TOPIC/ISSUE	AMOUNT RECEIVED		DATES	RELATED TO LISTED PRODUCTS/ INDICATIONS/ ISSUES
		HONORARIUM	TRAVEL		
					<input type="checkbox"/> YES <input type="checkbox"/> NO
					<input type="checkbox"/> YES <input type="checkbox"/> NO
					<input type="checkbox"/> YES <input type="checkbox"/> NO

**2. PAST FINANCIAL INTERESTS**

a. To the best of your knowledge, do 1) you or any of your relative within the fourth (4<sup>th</sup>) civil degree, by affinity or consanguinity, 2) organization in which you serve as an officer, director, trustee, general partner, or employee have any past involvement with any policy determining activity of the office/agency/advisory body/committee:

YES                       NO                       NOT TO MY KNOWLEDGE

b. If "Yes," describe involvement.

FIRM/PRODUCT	FINANCIAL INVOLVEMENT (e.g. contract/consultant)	ROLE	DATES	RELATED TO LISTED PRODUCTS/ INDICATIONS/ ISSUES
				<input type="checkbox"/> YES <input type="checkbox"/> NO
				<input type="checkbox"/> YES <input type="checkbox"/> NO
				<input type="checkbox"/> YES <input type="checkbox"/> NO
				<input type="checkbox"/> YES <input type="checkbox"/> NO

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**3. OTHER INVOLVEMENTS (Other Kinds of Relationships)**  NONE (If "none", skip to Item 4.)  
 Using the list of products/firms/issues, identify anything that would give an "appearance" of a conflict which has not been disclosed above (e.g. involvement in a lawsuit, researcher initiated study, gift of research materials, etc.).

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**4. CERTIFICATION STATEMENT**  
 I, \_\_\_\_\_ designated as \_\_\_\_\_ of the \_\_\_\_\_  
(First Name, MI, Family Name) (Position/Designation, when applicable) (Name of Agency, Office, Bureau, Service, Hospital, or Unit)  
 do hereby declare on my honor that the above information is true and complete, to the best of my knowledge. If there are any changes, I will promptly notify you. This includes any change that occurs before or during the meeting or work itself and through the period up to the publication of the final results or completion of the activity concerned.

My response contains \_\_\_\_ pages.

<b>NAME AND SIGNATURE OF DECLARANT</b>	<b>DATE</b>
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**CONFIDENTIALITY STATEMENT**  
 The primary use of this information is for review of the Public Health Ethics Committee (PHEC) to determine compliance with applicable conflict of interest with laws and regulations.

This confidential report will not be disclosed to any requesting person, unless authorized by law.

Falsification of information or failure to file or report of information required to be reported is subject to disciplinary action by the DOH.

**FOR PHEC USE ONLY**

<b>NAME AND SIGNATURE OF REVIEWING OFFICIAL</b>	<b>DATE</b>
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**COMMENTS OF REVIEWING OFFICIAL**

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## ANNEX B

### Financial and Non-Financial Conflict of Interest

The following shall constitute as actual or potential conflict of interest that should be disclosed:

1. Financial interest irrespective of amount:
  - a. Employment and consulting of the investigator within twelve (12) months preceding the disclosure, such as being employed by a commercial sponsor of clinical research and/or engagement to paid speaking engagements, and holding position on marketing and medical advisory boards;
  - b. Employment and consulting of relatives up to the fourth (4<sup>th</sup>) civil degree of consanguinity or affinity;
  - c. Research support for the expert's own research and that of his or her unit, including supplies and equipment;
  - d. Financial interest in the form of bonuses or increase in payments after fulfillment of specified number of participants enrolled in clinical trials;
  - e. Financial interest such as ownership of stock and equity, other securities, business interests, receipt of honoraria;
  - f. Financial interest from intellectual property (e.g., patents, publications, licenses and royalty rights);
  - g. Travel and attendance to trainings and continuing education (e.g., CME, CPD) or other instructional sponsorships;
  - h. Financial agreements linked to the outcome of a clinical trial;
  - i. Any proprietary interest in the investigational product; and
  - j. Any other financial interests relevant to the declarant's function in which he/she has been asked to participate, as well as any interest that could be affected by the outcome of his/her function/s.

Significant financial interest exists if the value of any outstanding equity (e.g., stock, securities, or other ownership/business interest) or remuneration received in twelve (12) months preceding the disclosure, exceeds aggregate value of Two Hundred Fifty Thousand Pesos (Php 250,000.00).

2. Non-financial relationship that may be perceived as unduly influencing one's judgment, such as, but not limited to:
  - a. Personal and professional relationship that includes but not limited to:
    - i. Family relationships
    - ii. Friends or adversaries
    - iii. Volunteer commitments;
  - b. Conflict of commitment with other institutions and/or activities and programs;
  - c. Involvement in institutional decisions or consulting positions concerning the purchase or approval of medications or equipment, or the negotiation of

other contractual relationships over the investigational product or result of the study;

- d. Any proprietary interest in the investigational product.
3. Other forms of compensation/ incentives:
- a. Recruitment incentives i.e., referral system, finders' fee;
  - b. Financial or non-financial augmentation of salary;
  - c. Non-research travel and other gifts.