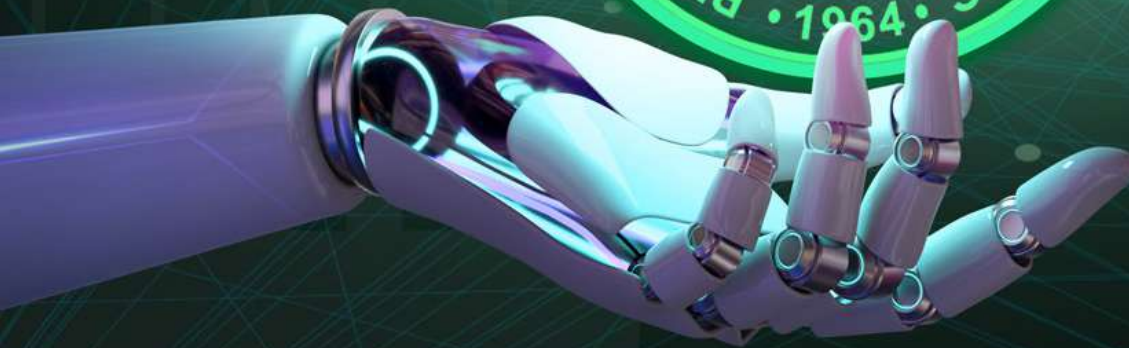
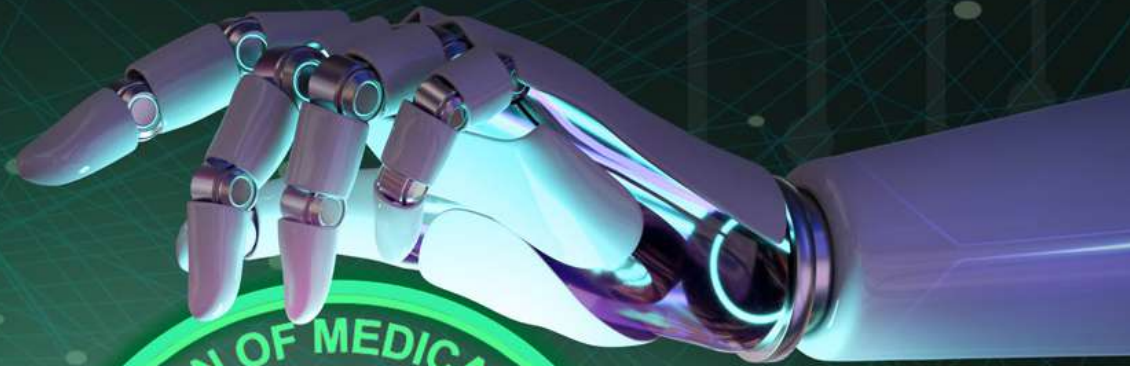


# 58<sup>TH</sup> PAMET ANNUAL CONVENTION



**FORGING** THE  
**FUTURE** OF  
*Medical Technology*

December 1, 2022  
Pre-Convention Workshops

December 2-3, 2022  
Convention Proper

PICC, Pasay City, Metro Manila



Wash hands.

Stay  safe





## ABOUT THE COVER

**“The power to affect your future lies within your own hands”**

This cover art presents medical technologists who, through the help of PAMET, have gained research and innovative skills useful in elevating the quality and sustainability services provided to the clients. The art reflects their communal passion and dreams for the future to become better and successful using thoughtful actions towards self-improvement and united efforts. Because of this, the profession has become a great contributing force with roles significant in building progressive nations.

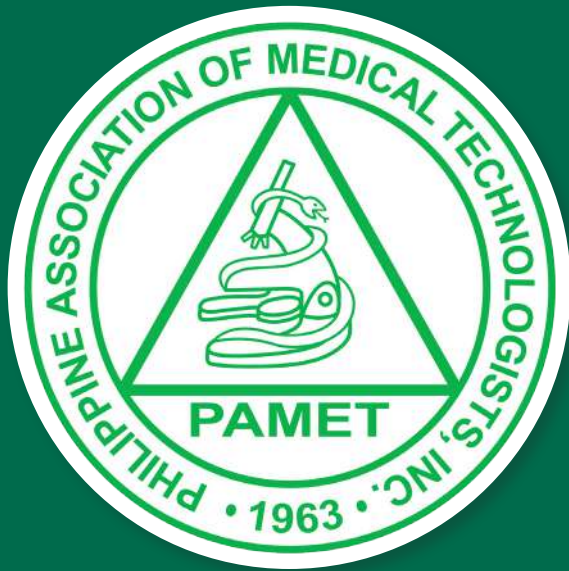
by **Knico Paulo A. Buhat, RMT**  
 Grand Prize Winner  
 7<sup>th</sup> PAMET Digital Design Contest

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**THE PHILIPPINE ASSOCIATION OF MEDICAL TECHNOLOGISTS, INC.**

Unit 1720, 17 Floor, Cityland 10 Tower 2, 6817 Ayala Ave., Makati City | Tel. No. (632) 8817 148  
 Fax: (632) 8812 6819 | Email: [pametphilippines@yahoo.com.ph](mailto:pametphilippines@yahoo.com.ph) | Website: <https://pametinc.ph>



**CIRCLE** symbolizes the continuous involvement where practice and education must always be integrated.

**TRIANGLE** is the trilogy of love, respect, and integrity.

**MICROSCOPE & SNAKE** symbolize the science of the Medical Technology profession.

**GREEN** is the color of health.

**1963** is the year of the first PAMET organizational meeting.

## **VISION**

PAMET shall be the constant prime mover in advancing the Medical Laboratory Science profession for the continuous growth and development of its members.

## **MISSION**

To realize its vision, PAMET shall be an association that will uphold professional core values; develop and sustain comprehensive programs to enhance competencies of the Medical Laboratory Science professionals; collaborate with the different stakeholders of health and make its services important to the beneficiaries of its services.

## **CORE VALUES**

**INTEGRITY** is the strict adherence to a moral code, reflected in transparent honesty, truthfulness, accuracy, accountability of one's actions, and complete harmony in what one thinks, says, and does.

**PROFESSIONALISM** refers to the positive traits and values, moral responsibility, social responsiveness, and behavioral outlook, which one makes highly respectable and credible.

**COMMITMENT** is the unconditional, unwavering, and selfless dedication that one builds-in into the practice of the profession, characterized by initiative, creativity, and resourcefulness to bring about quality healthcare and service to the public.

**EXCELLENCE** is the high quality performance by advocating and adhering to international standards, making services globally comparable.

**UNITY** is the necessary linkage, support, involvement, and sharing that will increase the success and advancement of every individual member and the association in general.





Republic of the Philippines  
OFFICE OF THE SENATE PRESIDENT



Greetings to the Philippine Association of Medical Technologists, Inc. (PAMET), and congratulations on your 58<sup>th</sup> Annual Convention!

I want to thank PAMET for over half a century of being at the forefront of our medical technology profession, providing continued growth to our medical technologists and ensuring that they remain abreast of the latest studies, developments, and technologies in the field. In particular, the group's efforts have been deeply felt throughout the pandemic, with our medical technologists providing an invaluable service in our country's fight against COVID, from detection to treatment. As your ally in the Senate, you can trust that I remain committed to developing and passing measures such as the Virology Science and Technology Institute of the Philippines Act, for the continued development of our medical profession, particularly our laboratory sciences, toward the protection of our people. Together, we will realize PAMET's theme of "Forging the Future of Medical Technology towards Digital Laboratory Medicine."

Maraming salamat, at mabuhay po kayo!

**Juan Miguel Fernandez Zubiri**  
*Senate President*





Republic of the Philippines  
PROFESSIONAL REGULATION COMMISSION  
Professional Regulatory Board of Medical Technology

Congratulations on the occasion of your 58<sup>th</sup> Annual Convention!

In clinical decision-making, medical laboratory science provides as much as 70% of information vital for the delivery of healthcare. In many disease conditions, accurate and timely results are critical, and this is where clinicians and patients recognize the value of digital innovations in laboratory medicine and the healthcare sector. The digitalization of clinical laboratories is a pathway that is undeniable because of its proven scientific advantages. The adoption of digital infrastructure, which includes the integration of automated systems, robots, and artificial intelligence to ensure that arduous repetitive functions are carried out without human participation enable real-time control of laboratory procedures and processes and speed up quality control.

The ultimate goal of this inescapable digital journey is high levels of accuracy, efficiency, and cost-effectiveness. It further improves workflow thereby accelerating diagnostic turnaround times. Progress is on-going where laboratory facilities are scaling-up connectivity, automation and digitalization. Moving into the digital realm leads to more efficient data exchanges, use of laboratory resources, reagents, consumables, laboratory supplies, and asset utilization. Digital initiatives and innovations will enable laboratory professionals to deliver trusted, timely information to the patient and members of the healthcare team to make clear and confident decisions.

Let us embrace the digital era!

**Marilyn Cabal-Barza, MD, FPSP**

*Chairperson, Professional Regulatory Board of Medical Technology*



Republic of the Philippines  
PROFESSIONAL REGULATION COMMISSION




My warmest felicitations to the Philippine Association of Medical Technologists, Inc. (PAMET) as you hold your 58<sup>th</sup> Annual Convention with the theme, “Forging the Future of Medical Technology Towards Digital Laboratory Medicine.”

With the Emergence of the COVID-19 pandemic and millions falling victim to the highly infectious virus, both the diagnosis and treatment of the disease have become every country’s top priority. The medical technologists or those who work tirelessly behind the scenes in laboratories are critical to the global response to the COVID-19 pandemic. The pandemic undoubtedly accelerated technological advancement and adoption in healthcare. Recent technological advances have revolutionized modern laboratory medicine, which is integral to maintaining public health and providing healthcare to give medical practitioners access to fast, accurate data that can help them with illness prevention, diagnosis, treatment, and monitoring, and added significant value and visibility to its role in healthcare and clinical decision-making.

Embracing technological advances has always been a great feature of the scientific field and ensures that accuracy is prioritized and errors are reduced. May this convention serve as an effective and valuable platform for creating and opening opportunities not only for meeting and interacting with experts in the same field but also to inquire into the broadening scope of academic and technological discourse through an insightful exchange of ideas and knowledge. Moreover, I intend to take that this event’s purpose and objectives are not only to support or give rise to the discussions around the experiences of professionals and the challenges in the present time but also to accentuate the significance of personal and professional development towards enhancing skills and competencies of your professionals.

Once again, I would like to congratulate the PAMET for their arduous effort and hard work in making this possible. The Commission wishes everyone an engaging and successful convention.

  
**Hon. Charito A. Zamora**  
*Chairperson, Professional Regulation Commission*







Philippine Association of Medical Technologists, Inc. (PAMET)

Greetings to all!!!

“Forging the future of medical technology towards digital laboratory medicine” is a timely theme of our 58<sup>th</sup> PAMET Annual convention. Where relevant and current issues will be discussed and uprooted to prepare us for the coming digital age.

Healthcare is one of the most awaited areas in the 4.0 revolution to accomplish great results. When it comes to Health 4.0, it refers to a variety of potential uses for Industry 4.0 technologies to enhance healthcare as it outlines a fresh and avant-garde vision for the industry. The goal is to improve the healthcare sector’s efficacy and efficiency while offering patients better, more valuable, and affordable healthcare services.

Are we prepared for the 4.0 healthcare industry? Can we adapt digital technology to our work? We need to ask over ourselves some of these questions. Perhaps because of these occurrences, we will get timely answers to these critical concerns that will guide the development of digital laboratory medicine in the future of medical technology. We all know that medical technology can prolong life, enhance health, and support affordable healthcare. The industry benefits patients, medical professionals, healthcare systems, and society through cutting-edge equipment and diagnostics. It is crucial to adopt a broad perspective of the discipline and outline the full range of activities and advantages Laboratory Medicine can offer to medical technologies and other laboratory decision-makers because economic and new technological pressures are forcefully and equally challenging the future role of the field. The true significance and influence of laboratory medicine can only be realized by giving laboratory tests more value, as demonstrated by their potency in impacting patient treatment and associated clinical outcomes. Digital technologies may aid the transition from unsustainable to sustainable healthcare systems. In addition, providing less expensive, quicker, and more effective illness treatments will help match the relationship between medical professionals and patients. As medical technologists, we are prepared and receptive to the development and changes in the healthcare industry. With the advent of digital technologies in laboratory medicine, we are ready to face the challenges and the benefits this healthcare industry 4.0 will offer because we are PAMET, we are ready, and we are united!

Mabuhay ang Filipino Medical Technologist! Mabuhay ang PAMET! Thank you very much!

A handwritten signature in black ink that reads 'Rommel F. Saceda'.

**Rommel F. Saceda, RMT, MBA**  
President, PAMET National

**December 1-3, 2022**  
**PICC, Pasay City, Metro Manila**



Philippine Blood Coordinating Council (PBCC)



Mabuhay!

As the Philippine Association of Medical Technologists (PAMET) celebrates its 58<sup>th</sup> Annual Convention with the theme, “Forging the Future of Medical Technology Towards Digital Laboratory Medicine,” allow me to extend my heartfelt greetings and wish everyone all the best for a successful and productive gathering. In this day and age of technological advancements, we, medical technologists, continue to proactively approach digital innovations and transformation beyond our current core laboratory expertise. With these applications, we can continue to improve clinical decision-making, patient triage, and the exchange of information between healthcare professionals and patients. Close collaboration among the experts (i.e. the industrial world, public health authorities, and digital communications operators), will definitely support effective solutions and implementation of best practices to advance public health in the country.

On behalf of the PBCC, congratulations to everyone involved in organizing this victorious event. I encourage your active participation in all the activities that have been carefully prepared by the organizing committee.

Dios mabalos!

  
**Antonio F. Domasian, RMT**  
President, PBCC





BioRisk Association of the Philippines 2015, Inc. (BRAP)

It is with great pleasure that I extend my congratulations on behalf of the BioRisk Association of the Philippines 2015, Inc. (BRAP 2015) to the Philippine Association of Medical Technologists, Inc. (PAMET) on the occasion of your 58<sup>th</sup> Annual Convention with the theme “FORGING THE FUTURE OF MEDICAL TECHNOLOGY TOWARDS DIGITAL LABORATORY MEDICINE.”

I have high hopes that this meeting will provide all PAMET members with the inspiration and encouragement they need to venture into the field of “digital laboratory medicine.” We can only hope that the strong partnership between PAMET and BRAP 2015, which was established way back in 2015 by former PAMET president, Mr. Romeo Joseph Ignacio, and later concretized and made immortal by your most recent former president, Mr. Ronaldo E. Puno, will continue to expand and be to the members of both organizations’ mutual benefit. I would like to congratulate the planning and organizing committee for their successful educational efforts. Have fun and make the most of your experiences during the convention, and know that all of us will be praying for PAMET’s future success.

My warmest greetings go out to every one of you, as well as to your families and the people you work with. Everyone, please be well and safe.

**Miguel Martin N. Moreno II, MD, CBP, IFBA PC, LSSYB**  
*BRAP 2015 Founder and First President*





Philippine Council for Quality Assurance  
in Clinical Laboratories (PCQACL)



On behalf of the Philippine Council for Quality Assurance in Clinical Laboratories (PCQACL), I would like to extend our gratitude and appreciation to the Philippine Association of Medical Technologists (PAMET) for continuously supporting our activities and programs. I am delighted that you share our vision for quality in Philippine laboratories.

Medical technologists are an integral part of the laboratory and this pandemic has proven our significant contribution to healthcare around the world. Although COVID-19 is still here and we predict that emerging threats are just around the corner, I believe that with our experiences and the lessons we learned so far will help us move forward and make the world a safer place.

Digital laboratory medicine maybe the future for everyone as we move forward. With the theme of your convention "FORGING THE FUTURE OF MEDICAL TECHNOLOGY TOWARDS DIGITAL LABORATORY MEDICINE," we are inspired that PAMET is already thinking of the future of medical technologists. Hence, we know that you will continue your mandate in developing and improving the practice. Rest assured that PCQACL will also be there as we elevated the value of laboratory medicine not just here in the Philippines but also all over the world. Together, we can definitely make a huge impact in our patients' lives.

Congratulations on your 58<sup>th</sup> Annual Convention! MABUHAY!

**Sarah Jane L. Datay-Lim, MD, FPSP**  
*President, PCQACL*





Philippine Association of Medical Technologists - USA, Inc.  
(PAMET-USA)

On behalf of the Philippine Association of Medical Technologists-USA, Inc. please accept my heartfelt congratulations to PAMET Philippines' celebration of the 58<sup>th</sup> Annual Convention in December 2022.

Technology has evolved so quickly that it became an expectation that there will be something new always. Whether it be a new cellphone, a new social media platform, an electric car or simply a new app. Amazing how technology affects our daily lives. Digital Laboratory Medicine describes our field with the use of technologies as tools from pre to post analytic phases of our practice. It involves the use of high-quality analyzers, hardware, and software. It also includes skills, professional expertise which comes with responsibilities with the use of these digital technologies. This should remind us that even in this era of digital technology, human factor is still very vital. Aside from making sure we fully trust these tools we are using, our experiences, trouble shooting skills and analytical thinking matter most. In this aspect is where, we, Filipinos have a great advantage over other Medical Laboratory Professionals. It has been proven, that Filipino Medical Laboratory Scientists are hardworking, and highly competent, we persevere and we care. It is in our culture that no matter what, we care for our profession and we care for our patients. Therefore, I encouraged our fellow Filipino Medical Lab Scientists to be resilient to change, be open to new learnings, and never forget why we are here in this profession - to provide excellent care to our patients. Our job is very valuable to the overall health of the patients. So, let us celebrate that pride as we forge into the future of Digital Laboratory Medicine. Thank you for making us a part of this wonderful event.

More Power and MABUHAY ang Filipino Medical Lab Professionals!

**Rowena B. Pablico, RMT, CLS**  
*President, PAMET-USA*

December 1-3, 2022  
PICC, Pasay City, Metro Manila



International Federation of Clinical Chemistry  
and Laboratory Medicine (IFCC)



It is my great pleasure to present this welcoming message to all conference participants of the 58<sup>th</sup> Annual Convention of the Philippine Association of Medical Technologists, Inc. (PAMET) from across the Philippines and other countries in the region. It is an exciting and fast-evolving time for the field of clinical chemistry and laboratory medicine and this conference presents the perfect opportunity to discuss the latest advances in clinical laboratory diagnostics. Indeed, recent technological advances have revolutionized modern laboratory medicine and added significant value and visibility to its role in healthcare and clinical decision-making.

The IFCC organization is pleased to partner with and support the 58<sup>th</sup> Annual PAMET Convention to enable scientific exchange and close interactions among pathologists, laboratory scientists, and diagnostic industry colleagues. Bringing us together in national scientific forums like this will ensure that our organizations and the field of laboratory medicine remain at the cutting edge. We continue to see rapid digitalization in all areas of laboratory medicine, including new technology and infrastructure that are changing the face of laboratory medicine, creating new clinical and research applications as well as optimizing laboratory processes. Impacted areas include, but are not limited to, clinical chemistry, hematology, microbiology, and immunology. Encouraging a culture of innovation and finding ways to harness new opportunities will ultimately help contribute to improved patient outcomes and narrow the clinical-laboratory interface to facilitate a patient-centered approach to healthcare.

This year, PAMET has organized a valuable scientific program to cover the latest advancements in digital laboratory medicine, which is sure to stimulate new discussions on the current digital revolution.

**Khosrow Adeli, PhD, FCACB, DABCC, FAACC**  
*President, IFCC*







American Association for Clinical Chemistry (AACC)

I am pleased to welcome you to the 2022 Conference of the Philippine Association of Medical Technologists, Inc. (PAMET). This year's theme – Forging the Future of Medical Technology Towards Digital Laboratory Medicine – highlights recent technological advances that are revolutionizing healthcare by streamlining the delivery of care and improving clinical decision-making. Laboratory professionals, such as yourselves, are playing a critical role in this transformation.

AACC is delighted that PAMET is contributing to this revolution through this conference, which will provide invaluable information to medical technologists from the Philippines and throughout the region. This program will offer new insights into these scientific advances, including how digital tools can improve laboratory operations and patient care decisions. Equally important, this annual event will enable you to network with your peers to share your own experiences in improving care, while also learning from their efforts. Opportunities for the laboratory medicine community to convene in person are especially invaluable in the wake of the COVID-19 pandemic. We at AACC provide venues for in-person collaboration as well, through our AACC Annual Scientific Meeting & Clinical Lab Expo and other conferences such as AACC Middle East and the International Critical and Point-of-Care Testing Symposium.

I hope you enjoy all the scientific programs organized by the PAMET conference organizing committee and that the information you learn will help you to further improve the quality of testing and patient care—which in the end, is the goal of everything that we do.

Regards,

**Octavia M. Peck Palmer, PhD, FAACC**  
*President-Elect, AACC*



Asia Pacific Federation of Clinical Biochemistry (APFCB)



It is always a great pleasure to attend a PAMET meeting. I sincerely thank the organizing committee for asking me to speak at this meeting. Yours is a vibrant association with learning enthusiasm and a passion for improvement.

It is even more special for me to be providing this message to friends and others who have come from laboratories large and small, specialist and generalist, to share experiences with colleagues and to improve your understanding of what we can do to improve the health of our community. The diagnosis and treatment of disease is the most complex process humans engage with. Landing on the moon is more straightforward than diagnosing complex diseases. The moon, earth and rockets follow the laws of physics. We don't as yet know the rules of illness and human variability. We are privileged to work in an area critical to that complex process. We use science to provide results that are accurate and precise to aid the diagnostic process. Laboratories often analyse hundreds of samples a day, and some of those results will change a patient's life. A diagnosis or response to treatment that can only occur because pathology laboratories exist and do what they do.

My talk is about risk. Risk can be seen to be negative, a cause for concern. But it also represents an area where we can improve our systems and, ultimately, improve our patient's outcomes. All any speaker can hope to achieve is to have the audience think about the concept being discussed. Ask yourself in my talk and every talk, what are they trying to tell me, what can I do with this information, and how can I apply this in my laboratory? Please think about how you do QC and what in that process can fail and result in patient harm. What can go wrong? Someone ignores a flag, doesn't find the problem, releases an incorrect result, doesn't a clinician that the result was inaccurate. Think about the risk to the planet if we don't start to reduce the waste that pollutes our rivers, seas and lands. That is everyone's problem and a threat. Laboratories are not unique and immune from environmental action. That is a risk we can all reduce.

So please, learn and talk. Learn about how you can improve yourself, your lab and your community. Discuss with your colleagues what you have learnt, what wasn't discussed, and what problems you face in trying to improve your patient's outcomes. We all have responsibility for the specimens (patients) that enter our labs. Each of them is a person, and for many, the result we produce will have an impact on how they will live.

**Dr. Tony C. Badrick**  
*Chief Executive, APFCB*

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FORGING THE FUTURE  
OF MEDICAL TECHNOLOGY



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# 58<sup>TH</sup> PAMET ANNUAL CONVENTION



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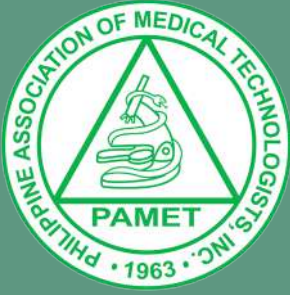
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# 58<sup>TH</sup> PAMET ANNUAL CONVENTION

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- *Committee on Regional Affairs*



**LARRY JAY B. LANGAMAN**

- *Committee on Regional Affairs*



**RAZEL L. KAWANO**

- *Committee on Professional Practice and Ethics*



**EDISON D. RAMOS**

- *Committee on Continuing Professional Development*
- *Committee on Regional Affairs*



**MA. FRIEDA Z. HAPAN**

- *Committee on Career Progression and Specialization*

# 2021-2022 CHAPTER PRESIDENTS



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*ABRA*



**KHYTRYN P. SAGUN**  
*AURORA*



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*BAGUIO-BENGUET-MT. PROVINCE*



**NORAYDA R. ALIM**  
*BATAAN*



**RHIA I. ARAGON**  
*BULACAN*



**MARY LOUISE U. ORTEZA**  
*CAGAYAN*



**KARL STEVENSON A.  
FONTANILLA**  
*ILOCOS NORTE*



**FERDINAND V. CABILAN**  
*ILOCOS SUR*



**MARICHELE R. ZAPANTA**  
*ISABELA*

PAMET CHAPTER PRESIDENTS



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REGIONAL DIRECTOR



**JOHNWIN C. MENIANO**  
KALINGA-APAYAO



**JONALYN V. FERNANDEZ**  
LA UNION



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NUEVA ECIJA



**CLARITA M. DONTOGAN**  
NUEVA VIZCAYA-IFUGAO



**JEAN T. BALQUIN**  
OLONGAPO-ZAMBALES



**ROBIN G. SORIANO**  
PAMPANGA



**IMELDA A. DUQUE**  
PANGASINAN



**ETHEL G. AGRAAM**  
QUIRINO



**NARCISA S. AGUSTIN**  
TARLAC



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**MARIVIC VIVIAN M. PRESBITERO**  
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**DIANNE KRISTINE F. FAJARILLO**  
BATANGAS



**JOY P. SARAD-ABOGADO**  
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**JUVEN C. PEÑAFLORES**  
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**VENIA L. GAPAZ**  
CATANDUANES



**JAZMIN MANALO-MEDINA**  
CAVITE



**VERDEÑO C. PAR**  
LAGUNA



**ROSA LEA N. MAGAYONES**  
MARINDUQUE



**JESSICA S. LEGASPI**  
MASBATE



**MARK EDISON G. MARTINEZ**  
MINDORO



**JENNIFER V. RABANG**  
PALAWAN



**DANILO ANDRO S. GARCIA**  
QUEZON



**DEBORRAH J. DATA**  
RIZAL



**RENE R. ATIVO**  
SORSOGON



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REGIONAL DIRECTOR



**ACE PHIL V. FELICIANO**  
AKLAN



**MARICAR S. TONDARES**  
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**MENISSA S. ACIERTO**  
BOHOL



**RENUIEL MENDY C. BELDIA IV**  
CAPIZ



**PRINCE LEE L. BALABA**  
CEBU



**MARY JEAN M. CABRERA**  
ILOILO



**AGRIPINO B. LIMPIADO JR.**  
LEYTE-BILIRAN



**APRIL JOY G. DE LA RAMA**  
NEGROS OCCIDENTAL



**KIM G. SARONG**  
NEGROS ORIENTAL-SIQUIJOR



**JOSELINO JOHN L. ELLETA JR.**  
SAMAR

# PAMET NORTHERN MINDANAO



**RICHARD D. TABUNIAG**  
REGIONAL DIRECTOR



**MARIVEL A. VISTO**  
AGUSAN DEL NORTE—BUTUAN



**FEDDIE C. GUINZAL**  
AGUSAN DEL SUR



**JOY RUTH DS. BERNALDEZ**  
BUKIDNON



**JOUVIE LOU E. RAMO**  
LANAO DEL NORTE—ILIGAN



**SORAYA-JAMILA R. MACABANDING**  
LANAO DEL SUR—MARAWI



**DAN MICHOLLE L. CORTES**  
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MISAMIS ORIENTAL—CAGAYAN DE ORO



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**GLICERIO O. CABRERA**  
SURIGAO DEL SUR



**ARLENE A. DANDA**  
ZAMBOANGA CITY



**KAREEN T. OCUPE**  
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**AINES CATHERINE D. EVANGELISTA**  
ZAMBOANGA DEL SUR



**JESTONY A. ALFONSO**  
ZAMBOANGA SIBUGAY





**LARRY JAY B. LANGAMAN**  
REGIONAL DIRECTOR



**ROSEMELYN U. GAYONG**  
COTABATO—MAGUINDANAO



**MARIA BEA C. LAO**  
DAVAO CITY



**JIM CARLO L. AUZA**  
DAVAO DEL NORTE



**MARILOU G. ACLAO**  
DAVAO DEL SUR



**BIENCHEL G. ESTEBAN**  
NORTH COTABATO



**MARY MAE M. CHEUNG**  
SOCSKSARGEN

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**TEODORO SAGISI JR.**  
*ABU DHABI*



**NELLIE ETZ**  
*AUSTRIA*



**SHIRLEY A. LUCIAP**  
*DUBAI*



**AMELITA B. ESTRADA**  
*EASTERN SAUDI ARABIA*



**VICTOR T. ORENDAIN**  
*WESTERN SAUDI ARABIA*



**JOHN KENNETH DE LEON**  
*OMAN*



**MERLITO L. DE TORRES**  
*QATAR*



**MELIEVE M. YANSON**  
*SINGAPORE*

## PAMET INSTITUTIONAL UNIT



**JOSEPHINE Z. ONDOY**  
*PHILIPPINE GENERAL HOSPITAL*

MODERATO

FROM VARIOUS LANDS RA -- CES AND PLACES WITH GRATE - FUL  
HEARTS WE BLEND OUR VOI - - - - CES THIS DAY TO OUR BE - LOV - ED  
PAMET FROM WHENCE U - NI - TY AND LOVE COM - - - - ETH, WE  
JOIN TO - GE - THER IN BROTHER - HOOD TO LIVE UP TO THINE I -  
DEALS WE SHOULD IN FIELDS OF AD - VANCEMENT AND LEARNING THY  
REFRAIN (with dignity)  
NOBLE GOALS MAY - BE OUR BEAR - - - - ING, LO - YAL AND TRUE WE'LL  
BE TO THEE, BE - LOV - ED PA MET THIS WE SAY, FOR SERVICE TO  
GOD AND HU - MAN - I - TY, WITH JOY WE SING FOR THEE TILL E -  
TER - NI - TY.

## Beloved PAMET

Music: Francis Jerota Pefanco  
Lyrics: Hector Gentapanan Gayares, Jr.

From various lands, races, and places  
With grateful hearts we raise our voices  
This day to our beloved PAMET  
From whence unity and love cometh  
We join together in brotherhood  
To live up to thine ideals we should  
In fields of advancement and learning  
Thy noble goals may be our bearing  
Loyal and true we'll be to thee  
Beloved PAMET this we say  
For service to God and humanity  
With joy we sing to thee 'til eternity.





## CRISANTO G. ALMARIO MEMORIAL AWARD FOR RESEARCH

### The Microscope:

The Medical Technologist's tool for his continuous pursuit of knowledge, beneficial to the profession's growth and the nation's progress.

**The PAMET Seal:** Authority to impart the acquired knowledge and discoveries.



## MOST OUTSTANDING CHAPTER AWARD

### The Philippine Map:

The binding force that unites the group of Medical Technologists to work together for the Filipino people.

**The PAMET Seal:** The moving spirit that inspires its members to act through its exemplary programs and activities.

## MOST OUTSTANDING MEDICAL TECHNOLOGIST AWARD

**The Man:** Symbol of his selfless contribution to help uplift the Medical Technology profession and his zealous dedication to his code of ethics.

**The Book:** Represents our unending quest for technological knowledge and scientific advancement.

**The Laurel:** Reflection of a man's humble achievement that envelops his whole being with integrity.

**The PAMET Seal:** Our constant guide in search for professional excellence.

## DISTINGUISHED SERVICE AWARD

**The Hands:** Show his desire to serve with honesty, perseverance, and fidelity to the general membership.

**The PAMET Seal:** The strength of the member's cooperation to assist the association through leadership and involvement.

## PRC OUTSTANDING PROFESSIONALS IN MEDICAL TECHNOLOGY AWARD



# BRIEF HISTORY OF PAMET

The Philippine Association of Medical Technologists, Inc. (PAMET, Inc.) is a non-stock, non-profit organization. It was originally organized on September 15, 1963 by Mr. Crisanto G. Almario at the Public Health Laboratory in Sta. Cruz, Manila.

It had its first convention and election of officers on September 20, 1964 at the Far Eastern University wherein Mr. Charlemagne Tamondong became the first President. It was incorporated and registered at the Securities and Exchange Commission on October 14, 1969 with Reg. No. 39570, during the presidency of Mr. Nardito D. Moraleta.



On June 21, 1969, Republic Act No. 5527, also known as the "Philippine Medical Technology Act of 1969," was enacted into law.

On September 6, 1973, the president Ferdinand Marcos declared the third week of September of each year as a celebration of the Medical Technology profession, by virtue of the Presidential Proclamation No. 1181.

On June 22, 1973, the Presidential Decree No. 223 was approved creating the Professional Regulation Commission (PRC). PAMET was officially recognized as the only PRC-Accredited Professional Organization (APO) of registered Medical Technologists in the Philippines on May 24, 1975. PAMET is a national body with sixty-one (61) provincial chapters nationwide, one institutional unit in Metro Manila, and eight international chapters, totaling to more than twenty thousand members.

PAMET is affiliated with other local professional associations namely Council of Professional Health Associations (COPHA), Philippine Federation of Professional Associations (PFPA), Council of Health Agencies of the Philippines (CHAP), Philippine Council for Quality Assurance in Clinical Laboratories (PCQACL), Biological Risk Association of the Philippines (BRAP) and Philippine Association of Schools of Medical Technology and Public Health (PASMETH). It is also linked with government agencies such as Department of Health (DOH), Professional Regulation Commission (PRC), Commission on Higher Education (CHED) and Department of Labor and Employment (DOLE).

Internationally, PAMET is affiliated with ASEAN Association of Clinical Laboratory Sciences (AACL), Asia Association of Medical Laboratory Scientists (AAMLS), International Federation of Biomedical Laboratory Scientists (IFBLS), Asia-Pacific Federation of Clinical Biochemistry (APFCB) and International Federation of Clinical Chemistry (IFCC). Other linkages include PAMET-USA and the Americal Society for Clinical Pathology (ASCP).



# PAMET HONOR ROLL

YEAR	MOST OUTSTANDING MEDICAL TECHNOLOGISTS	CRISANTO E. ALMARIO MEMORIAL AWARDEES	DISTINGUISHED SERVICE AWARDEES	MOST OUTSTANDING CHAPTER AWARDEES
1983	Lina C. Somera	Reynaldo T. Ruedas †	Josefina P. Acayan †	
1984	Antonio E. Lim	Nidia A. Manuson	Teresita V. Magpantay	
1985	Perla I.L. Tan	Iluminado P. Livelo	Nardito D. Moraleta	
1986	Angelina B. Jose †	Ma. Lynthinda P. Palomino	Eduviges H. Ampon	
1987	Fe Nazareno-Martinez	Fem Julia E. Paladin	Cirilo S. Cajucom †	
1988	Sr. Aurora P. Santillan, SSpS †	Lily M. Alquiza †	Jacinto B. Cruz †	Olongapo-Zambales Chapter
1989	Teresita M. Zara	Fe T. Leano	Irene C. Padilla	Olongapo-Zambales Chapter
1990	Adoracion V. Miciano	Winifreda U. de Leon	Julita V. Cobangbang †	Cebu Chapter
1991	Editha B. Geniza	Betty S. Orap †	Florencia B. Basilio	Quezon Chapter
1992	Josefina P. Acayan †	Delia C. Ontengco	Sr. Marilyn P. Rigor, SPC †	Pangasinan Chapter
1993	Gloria N. Dacer †	Fe M. Sison	Gloria G. Rios	Isabela Chapter
1994	Agnes B. Medinella	Lydia T. Sombrero	Jesus V. Sablaya	Pangasinan Chapter
1995	Antonio E. Lim	Antonio E. Lim	Zenaida A. de Jesus-Navalta	Pampanga Chapter
1996	Raymond G. Cadiz	Leila Lany M. Florento	Emelita F. Gata	Surigao del Norte
1997	Sis. Marilyn P. Rigor, SPC †	Arlene E. Alipio	Victoria A. Sustento	Iloilo Chapter
1998	Erlinda C. Pijuan	Cristina P. Aguilar	Merlita V. de los Santos †	Davao Chapter
1999	Gloria G. Rios	Lolita L. Cavinta	Felisa U. Eugenio †	Batangas Chapter
2000	Jocelyn A. Eslawa	Jocelyn D. Domingo	Lerma DL Paris	Davao Chapter
2001	Nini F. Lim	Esperanza Chua-Cabrera	Marita de Jesus	Davao Chapter
2002	Marilyn R. Atienza	NONE	Esperanza C. Pateña	Aklan Chapter
2003	Norma N. Chang	Alan B. Calaor	Zenaida M. Banzon	Baguio-CAR Chapter
2004	Ma. Rizalina F. Chua	Bernard C. Silvala	Cristina G. Yanzon	Baguio-CAR Chapter
2005	Aura N. Javier	Prisca Susana A. Leano	Frederick C. Barez	Albay Chapter
2006	Winifreda U. de leon	Melia Ellen Y. Castillo	Dioscora M. Martinez	Misamis Oriental-Cagayan de Oro Chapter
2007	Adoracion C. Cagurangan	Erwin G. Pingal	Marian M. Eusoya	Baguio-CAR Chapter
2008	Marian M. Eusoya	Mary Mae O. Munsayac-Cheung	Peter Ernie D. Paris	Batangas Chapter
2009	Jacinta B. Cruz	Razel L. Kawano	Vivian V. Tagama	Pangasinan Chapter
2010	Lerma D. Paris	Michael O. Baclig	Soledad B. Babasa	Batangas Chapter
2011	Zenaida Capistrano-Cajucom	Supachai A. Basit	Minda C. Quitariano †	Surigao del Norte Chapter
2012	Josephine V. Culaton-Milan	Jasmen N. Sabroso-Pasia	Sis. Niña C. Balbas	Camarines Sur Chapter
2013	Lilibeth B. Martin	Anielyn Bete	Lily M. Alquiza †	Isabela Integrated Chapter
2014	Julius T. Capili	Ruth Pineda-Cortel	Promencio Q. Calamba	Bulacan Chapter
2015	Leila Lany M. Florento	Carina R. Magbojos	Lolita D. Mamaril	Bulacan Chapter
2016	Marian C. Mariano-Tantingco	Jannette D. Awisan	Diego L. Ofiaza	Bulacan Chapter
2017	Supachai A. Basit	Jose Jurel M. Nuevo	Rosario P. Barrido	Cebu Chapter
2018	Felicisimo D. Martinez, Jr.	Pia Marie SP. Albano	Julius T. Capili	Cebu Chapter
2019	Zarlyn Argueza Rillera-Bañana	Merlyn C. Cruz	Gamaliel A. Fulgueras	SOCSKSARGEN Chapter
2020	Perlita M. Bautista	Julius T. Capili	Rexy C. Alvarez	Tarlac Chapter
2021	Roberto G. Manaos	Edilberto P. Manahan	Ma. Frieda Z. Hapan	Tarlac Chapter



YEAR	HALL OF FAME	PRC OUTSTANDING PROFESSIONALS IN MEDICAL TECHNOLOGY
1983	NONE	Lina C. Somera
1984	NONE	Antonio E. Lim, Jr.
1985	NONE	Perla L. Tan
1986	NONE	NONE
1987	NONE	NONE
1988	NONE	NONE
1989	NONE	NONE
1990	NONE	Teresita M. Zara
1991	NONE	Adoracion V. Miciano
1992	NONE	Edith J. Barrera-Geniza
1993	NONE	Sister Aurora P. Santillan
1994	NONE	Josefina P. Acayan
1995	NONE	Agnes B. Medenilla
1996	NONE	Irene C. Padilla
1997	NONE	Sister Marilyn P. Rigor
1998	NONE	Erlinda C. Pijuan
1999	NONE	Gloria G. Rios
2000	NONE	Lolita D. Mamaril
2001	Davao Chapter	Nini Festin-Lim
2002	NONE	Marilyn R. Atienza
2003	NONE	Norma N. Chang
2004	NONE	Zenaida M. Banzon
2005	NONE	Cristina G. Yanzon
2006	NONE	Adoracion M. Cagurangan
2007	Baguio-CAR Chapter	Vivian V. Tagama
2008	NONE	Marian M. Eusoya
2009	Pangasinan Chapter	Jacinta B. Cruz
2010	Batangas Chapter	Winifreda U. de Leon
2011	NONE	Lerma L. Paris
2012	NONE	Josephine V. Culaton-Milan
2013	NONE	Zenaida C. Cajucom
2014	NONE	Lilybeth B. Martin
2015	NONE	Leila Lany M. Florento
2016	Bulacan Chapter	Julius T. Capili
2017	NONE	Dean Supachai A. Basit
2018	Cebu Chapter	Esperanza C. Cabrera
2019	NONE	Zarlyn Argueza Rillera-Bañana
2020	NONE	Felicisimo D. Martinez, Jr.
2021	NONE	Roberto G. Manaois

PRC OUTSTANDING PROFESSIONALS IN EARLIER YEARS	
1977	Rosario G. Garcia
1978	Nardito D. Moraleta
1979	Agripina R. Enriquez-Pangilinan
1980	NONE
1981	Florentino C. Rodillas



# 2022 AWARDEES



**MA. FRIEDA Z. HAPAN**

## **MOST OUTSTANDING MEDICAL TECHNOLOGIST AWARD**

For her dedication and passion to serve the association. For having served PAMET as National Executive Secretary from 2018 to 2020 and as chairperson of the Committee on Research and Committee on Education and Scholarship.

For being awarded as the PRC Outstanding Professional of the Year Award in Medical Technology.

For her contributions to Medical Technology education through her service as Assistant Dean of the Faculty of Pharmacy of the University of Santo Tomas, her several research publications and textbooks, and her great contributions to curriculum and instruction through her continuing service as the Chair of the Technical Committee for Medical Technology Education.

Her relentless dedication to the profession contributes greatly to the advancements in the field of Medical Technology.



**GIOVANNI D. MILANEZ**

## **CRISANTO G. ALMARIO MEMORIAL AWARD FOR RESEARCH**

For elevating the field of Parasitology through his contributions in the study of free-living amoeba and malaria in the Philippines and abroad.

For his unquestionable expertise and capability to perform and deliver quality researches as manifested by his published research outputs in high-impact research journals, with high citation marks, and international recognition.

For his meaningful contributions as a researcher, subject-matter expert, and as an active servant to his church and community.



**ROMEO JOSEPH J. IGNACIO**

**DISTINGUISHED SERVICE AWARD**

In honor and with great appreciation of his 41 years of dedicated and selfless service to the association.

For having served the association in various capacities, most notably as President of the association from 2013 to 2015. For continuously providing his service to PAMET as a member of the Advisory Council and Committee Chair on Chapters.

For supporting the various advocacies and causes of the association through sponsorship and for his continuing support to various academic institutions through his significant donations of instruments for learning including the provision of must needed online modalities during the pandemic.



**VICTOR H. LUMBOY**

**POST-HUMOUS SERVICE AWARD**

For his dedicated leadership and service as former Vice-President of the association.

His leadership in the Committee on Membership allowed for the improvements of the membership and convention platforms. He served as the Committee Chair for ISO Documentation up until his untimely demise.



# 2022 AWARDEES



**TARLAC CHAPTER**



**QUEZON CHAPTER**

## **MOST OUTSTANDING CHAPTER**

For the first time in history, two chapters shall be bestowed with the award for their collective efforts in promoting the advocacies of the association in their respective locality. Each chapter excelled in various criteria; PAMET Tarlac excelled in Outreach activities and PAMET Quezon excelled in Membership and Chapter Activities, but equally deserving of the award. Both chapters promoted good leadership by implementing relevant activities resulting to the continued growth of their membership.

## **CRISANTO ALMARIO RESEARCH AWARD FINALISTS**



**GIOVANNI D. MILANEZ, PhD**



**FLORENCE C. NAVIDAD, RMT, EdD**



**LAARNI E. GLORIANI, RMT, MSMT**



**GREGORIO L. MARTIN I, RMT, PhD**



**MARIA LUISA R. OLANO, RMT, PhD**

**DISTINGUISHED SERVICE  
AWARD FINALISTS**



**MELANIE R. ROJO, RMT**  
*PAMET VISAYAS WINNER*



**ROMEO JOSEPH J. IGNACIO, RMT**



**ALDRIN C. TUMAMAQ, RMT, MAEd**  
*PAMET NORTHERN LUZON WINNER*



**JOEL R. AGUILAN, RMT, PhD**  
*PAMET SOUTHERN LUZON WINNER*

**MOST OUTSTANDING  
MEDICAL TECHNOLOGIST  
AWARD FINALISTS**



**MA. FRIEDA Z. HAPAN, RMT, PhD**



**MAHALIZA C. MARIN, RMT**  
*PAMET SOUTHERN LUZON WINNER*



**MARIETTA L. LAGRADA, RMT**



**NAJORDA S. GREGORIA, RMT, EdD**  
*PAMET NORTHERN LUZON WINNER*

## CODE OF ETHICS OF THE MEDICAL TECHNOLOGY PROFESSION

As I enter the practice of Medical Technology, I shall:

- Accept the responsibilities inherent to being a professional
- Uphold the dignity and respect of my profession and conduct myself a reputation of reliability, honesty, and integrity
- Perform my tasks with full confidence, reliability, and accuracy
- Treat any information I acquired about individuals in the course of my work as strictly confidential
- Commit myself to continuously improve my professional skills and knowledge
- Share my knowledge and expertise to my colleagues
- Contribute to the advancement of the professional organization and other allied health organizations
- Act in a spirit of fairness to all and a spirit of brotherhood to other members of the profession
- Restrict my praises, criticisms, views, and opinions within constructive limits
- Accept employment from more than one employer only when there is no conflict of interest
- Be dedicated to the use of clinical laboratory science to promote life and benefit mankind
- Uphold the law and shall not engage in illegal work
- Report any violation of the above principles of professional conduct to the authorized agency and the ethics committee of the organization.

To these principles, I hereby subscribe and pledge to conduct myself at all times in a manner befitting the dignity of my profession.

Revised per Professional Regulatory Board of Medical Technology Resolution No. 72, series of 2022, dated 13 September 2022.

GOLD PACKAGE	
3	RHINEGENE PHILIPPINES INC.
4	ZAFIRE DISTRIBUTORS, INC.
5	MUREX DIAGNOSTIC PRODUCTS SPECIALISTS
6	LABTRADERS INC.
9	PHIL. BLUE CROSS BIOTECH CORP.
10	ESCO PHILIPPINES INC.
11	MINDRAY PHILIPPINES
12	SCIENTIFIC BIOTECH SPECIALTIES, INC.

SILVER PACKAGE	
1	EXCELIFE - MED TRADING
2	BEACON DIAGNOSTICS PVT. LTD.
7	KPC HEALTHCARE DIAGNOSTICS / EDAN INSTRUMENTS, INC.
8	KPC HEALTHCARE DIAGNOSTICS / EDAN INSTRUMENTS, INC. SNIBE CO. LTD.

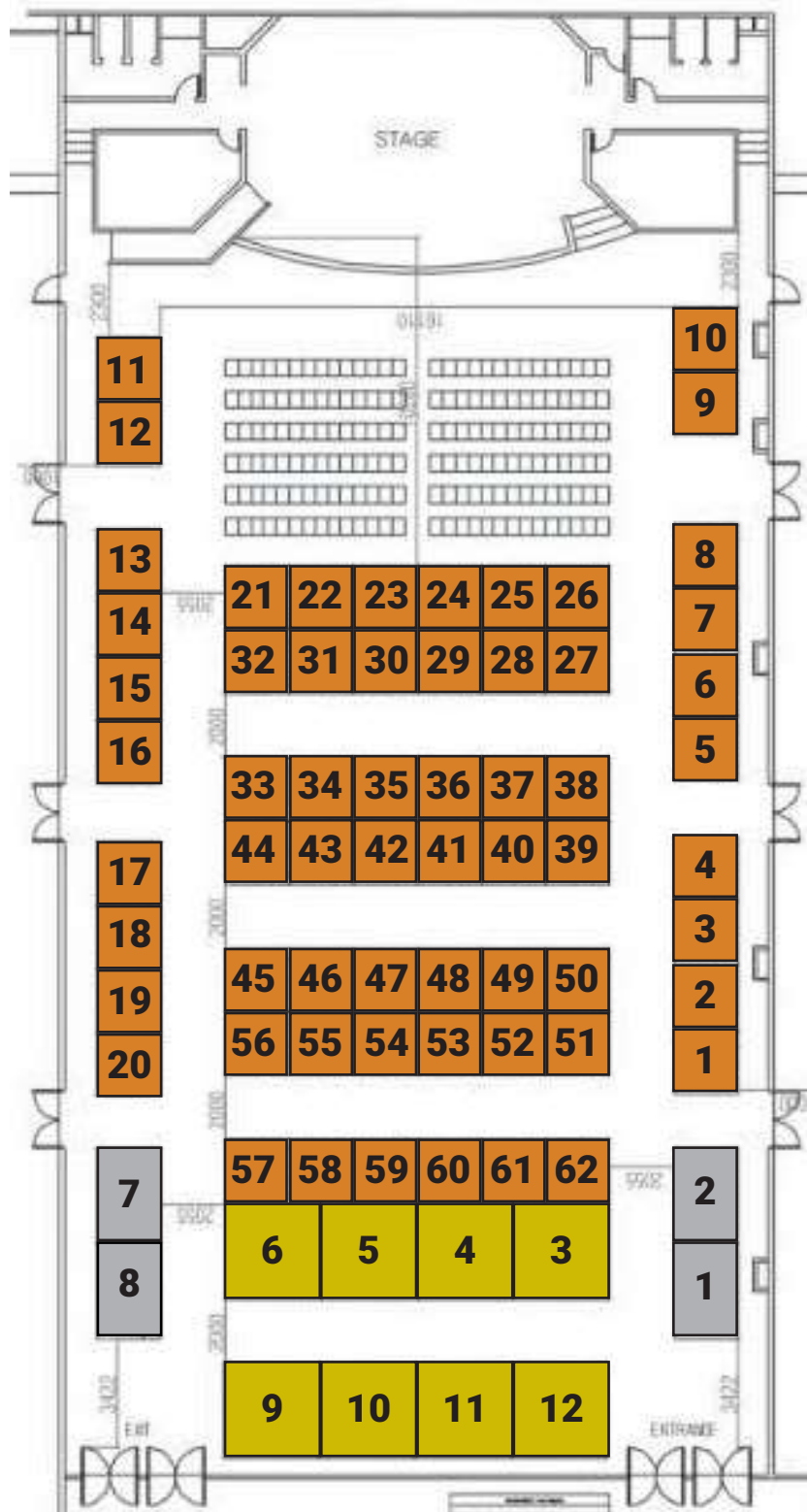
BRONZE PACKAGE	
1	MARSMAN - DRYSDALE MEDICAL PRODUCTS, INC.
2	LABMATE PHARMA INC.
5	SIEMENS HEALTHCARE PHILIPPINES
11	LEICA BIOSYSTEMS
12	SERODIAGNOSTIC TRADING
16	ALLIED HOSPITAL SUPPLY INTERNATIONAL CORPORATION
17	METADIAGNOSTICS, INC.
18	LIFELINE DIAGNOSTICS SUPPLIES, INC.
19	MEDITEQ MEDICAL SUPPLY
20	FIR MED ENTERPRISES
22	MRL CYBERTEC CORPORATION
25	LABX CORP.
35	AMERICAN BIO-CLINICAL LABORATORIES, INT'L
36	RANDOX LABORATORIES LTD.
37	SANSURE BIOTECH, INC.
38	OMNIBUS BIO-MEDICAL SYSTEMS INC.
39	LEVINS INTERNATIONAL CORP.
44	ABBOTT DIAGNOSTICS
46	TRULABORATORIES CORPORATION
47	MAVESON ENTERPRISE
48	HEALTH SOLUTIONS ENTERPRISES INC.



# EXHIBITORS' LOCATOR MAP

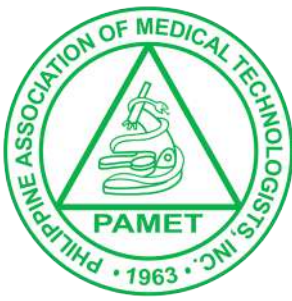
BRONZE PACKAGE	
53	VITALINE HEALTHCARE INC.
57	RGL DIAGNOSTICS TRADING
58	SYSMEX PHILIPPINES
59	MEDLAB ASIA
60	PAMET
61	MEDICAL TEST SYSTEMS, INC.
62	GOLD QUEST BIOTECHNOLOGIES

MULTIPLE BOOTH - BRONZE	
3	PHARMASTAR INTERNATIONAL TRADING CORP.
4	
6	FAS DIAGNOSTIC GROUP INC.
7	
8	
9	PHILCARE PHARMA INC.
10	
13	DRAKE MARKETING AND EQUIPMENT CORPORATION
14	
15	
21	TNC EVERLIGHT PHILIPPINES, INC.
32	
23	AMI EQUIPMENT SERVICES AND SOLUTIONS INC.
24	
26	MOHS ANALYTICS, INC.
27	
29	
30	BIOSITE MEDICAL INSTRUMENTS
31	
40	
41	GUANGZHOU WONDFO BIOTECH CO., LTD
33	
42	GREPCOR DIAMONDE INC.
43	
45	BIOCARE HEALTH RESOURCES
56	
49	
50	ZYBIO, INC.
51	
52	
54	STA. ANA HEALTHCARE PLUS CORP.
55	



EXHIBITORS' LOCATOR MAP





# 58<sup>TH</sup> PAMET ANNUAL CONVENTION

December 1, 2022 Pre-Convention Workshop  
December 2-3, 2022 Convention Proper  
PICC, Pasay City, Metro Manila

## PRE-CONVENTION WORKSHOPS (DAY 1)

December 1, 2022 (Thursday)

8:00 AM - 12:00 PM **Pre-Convention Workshop 1**  
Workshop in Hematology Solution

**Moderator:**  
Mark Raymund G. Nava,  
RMT, MPA, MSMT



**Roberto G. Manaois, RMT, MBA, DBA**  
Resource Speaker

**Pre-Convention Workshop 2**  
Workshop in Coagulation Setup

**Moderator:**  
Mark Raymund G. Nava,  
RMT, MPA, MSMT



**Mattaneeya Pattarateerachat, MT**  
Resource Speaker

12:00 PM - 1:00 PM Evaluation for AM Participants  
Lunch Break

1:00 PM - 5:00 PM **Pre-Convention Workshop 3**  
Workshop in Immunology

**Moderator:**  
Jeremie R. Galapon,  
RMT, MLS (ASCPi)



**Rodelio D. Lim, MD**  
Resource Speaker







**Maria Clarissa G. dela Cruz, RMT, MSc**  
Resource Speaker



**Ruby O. Rusia-Uy, MD**  
Resource Speaker

5:00 PM - 5:30 PM Evaluation for PM Participants  
Closing and Distribution of Certificates

**Moderator/Officer of the Day:** Ma. Frieda Z. Hapan, RMT, MSMT, PhD

7:30 AM - 9:00 AM	<b>OPENING CEREMONIES</b>	Invocation Philippine National Anthem PAMET Hymn
<b>AWARDING CEREMONIES</b>		
9:00 AM - 10:00 AM	Introduction of the Keynote Speaker <b>Keynote Lecture (Plenary 1)</b>	<b>Moderator:</b> Felicisimo D. Martinez Jr., RMT, BB (ASCP), SBB
	 <b>Dr. Tony C. Badrick</b> Keynote Lecturer	
	Awarding of Plaque of Appreciation to the Keynote Speaker	
10:00 AM - 11:00 AM	<b>Plenary 2 - STEWARDSHIP:</b> The Core of Technomoral Initiatives at Work	<b>Moderator:</b> Dr. Kim G. Sarong
	 <b>Avelina C. Maliwanag</b> Resource Speaker	
11:00 AM - 12:00 PM	<b>Plenary 3 - e-MR Experiences:</b> The Journey Towards Electronic Medical Records Management in the Clinical Laboratory	<b>Moderator:</b> Maria Bea C. Lao, RMT, MSMT
	 <b>Rommel F. Saceda, RMT, MBA</b> PAMET National President Resource Speaker	
12:00 PM - 1:00 PM	<b>COMELEC HOUR</b> Lunch Break <b>OPENING AND VIEWING OF EXHIBITS</b>	
1:00 PM - 2:00 PM	<b>Plenary 4 - Moving-on from Top 10</b> LAB Problems through Digitalization, Competency, and Innovation	<b>Moderator:</b> Oliver Shane R. Dumaoal, RMT, MSMT, IFBA PC
	 <b>Danilo Andro S. Garcia Jr., RMT, PhD</b> Resource Speaker	



2:00 PM - 3:00 PM

**Plenary 5** - Strengthening the Capacities of Health Laboratories in the Philippines

**Moderator:**  
Grace D. Bacalzo,  
RMT, MPH



**Valerie Anne T. Tesoro, RMT, MD**  
Resource Speaker

3:00 PM - 4:00 PM

**Plenary 6 - PRC HOUR**  
Launching of Revised Medical Technology Code of Ethics

**Moderator:**  
Menissa S. Acierto, RMT



**Hon. Marilyn C. Barza**  
PRC - Chairman, PRB of Medical Technology



**Hon. Leila Lany M. Florento**  
PRC - Board Member, PRB of Medical Technology

4:00 PM - 5:00 PM

**Plenary 7 (Panel Discussion) -**  
The Learning Curve: Adapting to Technological Disruptors in the Clinical Laboratory

**Moderator:**  
Roberto G. Manaois,  
RMT, MBA, DBA



**Mr. Edwin Dimailig**  
Resource Speaker



**Mr. Miguel Alog**  
Resource Speaker



**Mr. Pedro Etorma, Jr.**  
Resource Speaker

5:00 PM - 5:30 PM

Synthesis of the Day  
Day 1 Evaluation

**Officer of the Day:**  
Ma. Frieda Z. Hapan,  
RMT, MSMT, PhD

6:00 PM - 9:00 PM

**FELLOWSHIP NIGHT**

**Master of Ceremony:** Dr. Philip Budiongan

6:00 PM

**RECEPTION AND ASSEMBLY**

**PRELIMINARIES**

*Invocation  
National Anthem  
PAMET Hymn*

**WELCOME REMARKS**

**Rommel F. Saceda, RMT, MBA**  
*PAMET National President*

**WINE TOASTING**

**Evangeline D. Castillo, RMT**  
*PAMET National Treasurer*

**RECOGNITION OF COMMITTEE CHAIRS AND CO-CHAIRS**

**Rommel F. Saceda, RMT, MBA**  
*PAMET National President*

**RECOGNITION OF EXHIBITORS**

**Mark Raymund G. Nava, RMT, MPA, MSMT**  
*PAMET National Executive Secretary*

**DINNER (w/ Live Acoustic Band)**

*Intermission Number*

**RAFFLE: MINOR PRIZES**

*Intermission Number*

**RAFFLE: MINOR PRIZES**

*Intermission Number*

*Dance and Party*

**RAFFLE: MAJOR PRIZES**

9:00 PM

**CLOSING REMARKS**

**Marites Go, RMT**  
*PAMET National Auditor*



**Moderator/Officer of the Day:** Dr. Edilberto P. Manahan

8:00 AM - 9:00 AM

**Plenary 1** - Ethics Review in Research  
Involving Humans

**Moderator:**

Danilo Andro S. Garcia Jr.,  
RMT, PhD



**Lerma D. Paris, RMT, MSPH**  
Resource Speaker

9:00 AM - 10:00 AM

**Plenary 2** - Most Outstanding Medical  
Technologist Lecture: Clinical Laboratory  
Management and Leadership in the Era  
of Digitalized Healthcare: An Outsider's  
Perspective

**Moderator:**

Dr. Edilberto R. Manahan



**Ma. Frieda Z. Hapan, RMT, MSMT, PhD**  
Resource Speaker

10:00 AM - 11:00 AM

**Plenary 3** - Industry Sponsored Lecture:  
Standardization in ESR Testing

**Moderator:**

Larry Jay B. Langaman,  
RMT, MSMT



**Alejandro E. Arevalo, MD**  
Resource Speaker

11:00 AM - 12:00 PM

**Plenary 4** - The Role of Molecular  
Diagnostics in Transplantation

**Moderator:**

Myra D. Maceda,  
RMT, MSMT



**Raymundo W. Lo, MD, FCAP, FASCP, FPSP**  
Resource Speaker

12:00 PM - 1:00 PM

**BUSINESS MEETING**

Lunch Break

1:00 PM - 2:00 PM

**Plenary 5** - Industry Sponsored Lecture  
Thyroid Function Testing Algorithms

**Moderator:**

Sanita A. Vistal,  
RMT, HKMLS



**Anna Ruzhanskaia**  
Resource Speaker



2:00 PM - 3:00 PM

**Plenary 6** - Industry Sponsored Lecture:  
Serum Protein Electrophoresis  
Algorithm

**Moderator:**  
Evangeline R. Castillo, RMT



**Ivan Lam Chee Ren, PhD**  
Resource Speaker

3:00 – 4:00 PM

**Plenary 7** - Industry Sponsored Lecture:  
Antimicrobial Resistance  
Comprehensive Etiology Study: From  
Science to Policies and Practices

**Moderator:**  
Marites D. Go, RMT



**Hein M. Tun, MSc., PhD**  
Resource Speaker

4:00 PM - 5:00 PM

**Plenary 8** - Industry Sponsored Lecture:  
Beyond the Norm: Road to e-Commerce  
Procurement in Healthcare Industry

**Moderator:**  
Lito G. Atienza, RMT



**Laila Grace P. Marquez, RMT**  
Resource Speaker

5:00 PM - 5:30 PM

Synthesis of the Day  
Day 2 Evaluation

**Officer of the Day:**  
Dr. Edilberto P. Manahan  
Chairperson, Dept. of  
Medical Technology  
UST Faculty of Pharmacy

5:30 PM - 6:30 PM

**CLOSING CEREMONIES**

7:00 PM - 9:00 PM

**CHAPTERS' NIGHT**

**Moderator/Officer of the Day:** Dr. Supachai A. Basit

7:30 AM - 8:30 AM

**REGISTRATION**

Ingress of Posters

9:00 AM - 10:00 AM

**Forum 1** - Microbial Culture Collections,  
Biosafety and Biosecurity: A Perfect  
Match in Research Endeavors

**Moderator:**

Dr. Supachai A. Basit



**Marian P. De Leon, PhD, RMicro, CBO**  
Resource Speaker

10:00 AM - 11:00 AM

**Forum 2** - The National Research  
Council of the Philippines (NRCP):  
Bridging the Gap Between Researchers  
and its Stakeholders

**Moderator:**

Lerma D. Paris, RMT, MSPH



**Dr. Cristine D. Villagonzalo**  
Resource Speaker

11:00 AM - 12:00 PM

**Forum 3** - Qualitative Research  
Methods Approaches and Data  
Collection

**Moderator:**

Marilou G. Aclao, RMT



**Florence C. Navidad-Co, RN, RMT, EdD**  
Resource Speaker

12:00 PM - 1:00 PM

Lunch Break

1:00 PM - 3:30 PM

Research Paper Presentation

3:30 PM - 5:00 PM

**Crisanto Almario Roundtable  
Discussion**

**Moderator:**

Dr. Supachai A. Basit



**Edilberto P. Manahan, PhD**  
Resource Speaker



**Razel Lubo-Kawano, RMT, MSc, DPH**  
Resource Speaker

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**Master of Ceremony:**

Ms. Mary Anne O. Manansala, RMT  
Mr. Arjay V. Abichuela, RMT, MSMLS

7:00 PM	<b>RECEPTION AND ASSEMBLY</b>
	<b>PRELIMINARIES</b> <i>Invocation</i> <i>National Anthem</i> <i>PAMET Hymn</i>
	<b>WELCOME REMARKS</b> <b>Romeo Joseph J. Ignacio, RMT</b> <i>Chairman Committee on Chapters</i>
	<b>WINE TOASTING</b> <b>Mark Raymund G. Nava, RMT, MPA, MSMT</b> <i>PAMET National Executive Secretary</i>
	<b>DINNER</b>  <i>Intermission Number</i>  <i>Performance Number per Region (1-3)</i>
	<b>RAFFLE: MINOR PRIZES</b>  <i>Intermission Number: PAMET National Officers</i>
	<b>RAFFLE: MINOR PRIZES</b>  <i>Performance Number per Region (4-5, NCR)</i>
	<i>Dance and Party</i>
	<b>AWARDING OF WINNERS</b>  <i>Raffle: Major Prizes</i>  <i>King and Queen of the Evening</i>  <i>Best in Performance</i>
10:00 PM	<b>CLOSING REMARKS</b> <b>Rommel F. Saceda, RMT, MBA</b> <i>PAMET National President</i>







**RECENT INNOVATIONS OF INDUSTRY 4.0 IN  
HEMATOLOGY AND ORAL ANTI-VITAMIN K THERAPY  
MONITORING IN COAGULATION: A WORKSHOP SERIES**

**ROBERTO G. MANAOIS, RMT, DBA**

*Resource Speaker*

A fundamental approach in assessing hematological abnormalities is the examination of the peripheral blood smear through fully automated hematology analyzers. A standardized approach in preparing, staining, and evaluating the blood film, contributes to efficient and effective differentiation between malignant and benign hematological cases. One of the most significant impacts of automated blood film reading is the speed of discriminating between normal and abnormal samples resulting in higher yield and quality of processed samples in a busy clinical hematology section. The innovative contribution of Yumizen series as fully automated hematology analyzers to microscopic blood film reading in clinical hematology is the Extended Matrix principle. The extended matrix reading concept allows reading of a ten-part differential counting of the white blood cell population including the immature forms. This lecture-workshop aims to provide cases and hands-on experiences for professional medical technology participants.

Oral Anti-vitamin K therapy is given to patients to control and regulate the risk of thrombosis. The most commonly used drugs are Coumarin derivatives like Warfarin and Coumadin. Warfarin blocks the biological activity of the Vitamin K-dependent factors II, VII, IX, and X. The patient's anticoagulant response to oral anti-vitamin K drugs is influenced by so many factors including the pharmacokinetics and pharmacodynamics of the drugs. The manifestations of these factors influencing the anticoagulant effect of the drugs differ from one patient to another which results in varied responses. Genetic factors have already been documented as another variable. The risk of thrombosis remains when the drug given is below the therapeutic range. On the other hand, when the dosage given is too much, the risk of bleeding follows. For these reasons, there is a need for the dosage level of the Oral anti-Vitamin K drugs to be properly monitored and adjusted through frequent laboratory tests. The most common clinical laboratory test used to guide and help clinicians monitor oral anticoagulation is Prothrombin Time (PT). Unfortunately, there are a lot of misconceptions and non-standardization issues both in the therapeutic approach and in the performance of the PT assay in the Clinical laboratory. Several international recommendations have been given to address these issues.

### YH1500/2500 TO 8 PART-DIFF: ADVANCEMENT OF WBC DIFFERENTIAL COUNTING

**MATTANEEYA PATTARATEERACHAT**  
*Resource Speaker*



This workshop helps improve the technical knowledge of YH1500/2500 Horiba Hematology analyzer and to learn more about the Extended WBC Differential, which is different from other companies. In addition, it introduces the participants a new reagent for WBC differential count for a high-end solution; clarify on the lamp technology; compare with laser; and why the lamp technology is better in terms of WBC differential. Furthermore, it allows the participants to know more about additional parameters to differentiate errors in case of platelet/RBC interference (e.g., platelet-optical) to get more accurate results. Early marker parameters of RET help the doctors to differential RET maturity stage, and type of anemia (e.g., regenerative, and non-regenerative anemia). Four types of body fluids can be run on the YH1500/2500 hematology analyzer to help technicians save time, preventing the variation of results from human error. A new useful parameter to diagnose infection/inflammation and predict the risk of COVID-19 is the Neutrophil-to-Lymphocyte Ratio (NLR), which could be a helpful solution for medical/diagnostic laboratories.



### CLINICAL ALGORITHMS IN THE MANAGEMENT OF THYROID DISORDERS

**RODELIO D. LIM, MD**  
*Head, Institute of Pathology, St. Luke's Medical Center*

This presentation aims to understand the clinical implications of thyroid disorders. It targets to apply the international standards in managing this disease centering on the recommended laboratory tests by the clinicians. It also helps laboratory scientists to understand the criteria that the clinicians are looking for. The pathologist then brings the rationale behind these approved tests and balances out those tests not available in the laboratory. Thyroid disorders may look simple, but it still remains one of the challenges in the healthcare system.



**ALGORITHMS IN ANA AND  
AUTOIMMUNE DISORDERS**

**MARIA CLARISSA G. DELA CRUZ, RMT, MSc**  
*Resource Speaker*

Laboratory tests play an important role in the screening, diagnosis, and monitoring of clinicians. It helps them rule out specific conditions. Autoimmune disorders are usually misdiagnosed hence are the laboratories releasing results that help clinicians paint a picture for their patients?

This workshop aims to understand common autoimmune diseases. It also will guide you on the current recommendations of the ICAP thus releasing results accordingly.

**ALGORITHMS IN DENGUE**

**RUBY RUSIA-UY, RMT, MD, FPSP**  
*Head of Laboratory and Faculty Member*



Dengue is the most common mosquito-airborne viral disease. Its occurrence is most noted on tropical and subtropical regions. From asymptomatic self-limiting infection to a life threatening severe one, which is characterized by bleeding and organ failure. Therefore, an accurate and early detection is warranted. Its detection can be performed in different platforms. From isolation of the virus which is the gold standard to RT-PCR, RDT, ELISA and routine blood tests (to check for the platelet count if it is declining or within range).

This workshop is aimed towards understanding the different methodologies available in our laboratories. It focuses on the specificity and sensitivity of the available tests in the market, the common mistakes that the labs often encounter and how to handle these mistakes. It is also geared towards the type of test with fastest TAT and acceptable ranges.



**STEWARDSHIP: THE CORE OF  
TECHNO-MORAL INITIATIVES AT WORK**

**MS. AVELINA C. MALIWANAG**  
*Resource Speaker*



The techno-scientific innovations of our times are continually flourishing to provide ease and increase accuracy in the performance of work. The advantages of digitalized operations at work cannot be ignored and could even mark the operational edge of one company from the rest of the players in the same industry. Medical Technology is a specialized field wherein the clamour for accuracy and privacy are at its loudest in depth and breadth. Laboratory equipment enhancement in terms of technology is fast-paced. The unprecedented reality unfolds before our very eyes. Needless to state, we shall be further digitalized in the future.

Digital may have re-shaped the health care team and patient relationship by leaps and bounds, but worthy it is to underscore that the basic tenets of personhood in every member of the health team is a force within that never go into oblivion. Work and patients are entrusted and health providers necessarily are committed to deliver specific defined results rooted on deep sense of stewardship. Digitalized operations surely there will continually be, but the ground and foundation must be virtues and the heart must be righteousness.



**e-MR EXPERIENCES: THE JOURNEY TOWARDS  
ELECTRONIC MEDICAL RECORDS MANAGEMENT IN THE  
CLINICAL LABORATORY**

**ROMMEL F. SACEDA, RMT, MBA**  
*Resource Speaker*

Electronic Medical Records (EMR) are now a more significant impact on healthcare practices than ever before. Although most of the reasons for implementing EMRs focus on improving medical care as a whole. We must also consider the effects increased EMR use may have at the level of the patient-physician encounter.

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We should also consider both the advantages and disadvantages the use of EMR, especially with respect to the patient-physician relationship, are examined, particularly in terms of patient trust, security of patient information, and quality of healthcare. The potential for innovation within this new technology represents a great opportunity for the future of medicine. However, in seeking to implement EMRs caution must be exercised to ensure that implementation does not have adverse effects on the personal nature of the patient-physician relationship— an important issue that must be addressed in order preserve the integrity of healthcare in the new electronic age.



**MOVING-ON FROM TOP 10 LAB PROBLEMS THROUGH  
DIGITALIZATION, COMPETENCY, AND INNOVATION**

**DANILO ANDRO S. GARCIA JR., RMT, PHD**  
*Resource Speaker*



The Clinical Laboratory plays a significant role in the healthcare system. It is there to provide prompt and highly reliable laboratory data to satisfy the needs of the clinician. Testing of clinical specimens is crucial to get information about the health of the patients as pertaining to diagnosis, treatment, and prevention of illness. However, the problems and challenges of working in the laboratory can never be set free. A lot of issues that may lead to patients' deaths, improper treatment, and compromised safety may take place. To prevent such problems, issues, and near-misses, digitalization, competency, and innovations are three magic words that may be of applicability.

The use of digital technologies to provide new revenue and value-producing opportunities is a new trend for medical laboratory scientists. It's a part of the good change that provides a better way of doing laboratory testing. Innovation can also be a new way of doing something better, or even a new way of thinking. Digitalization and innovation are spices for competency, which is a requirement to successfully perform critical functions in the laboratory.

**STRENGTHENING THE CAPACITIES OF HEALTH  
LABORATORIES IN THE PHILIPPINES /  
"PHILIPPINE HEALTH LABORATORY SYSTEM"  
INTRODUCTION AND STRENGTHENING**

**VALERIE ANNE T. TESORO, RMT, MD**  
*Resource Speaker*



Rising from the COVID-19 pandemic and transitioning into the endemic phase of the disease, provides an opportunity to assess and re-assess healthcare response and sustainability in the fields of Health Laboratory diagnostics to contribute in achieving the goals of the UHC act and to support the current Department of Health (DOH) thrust.

The session will discuss and orient the medical technologists in the current DOH long term plan and direction for strengthening and institutionalizing the Health laboratories in the country through the Philippine Health Laboratory System (PHLS) The PHLS shall be established as the national framework for both Public Health and Clinical Laboratory system in the country. It shall focus initially on the development of the strategically located Public Health Laboratories across the country in tiered levels that will differ on the services provided. Public health laboratories shall also serve as the backbone of laboratories within its catchment area for referrals, capacity building, administrative and other technical concerns. It will also provide insight on the aim of the DOH and its comprehensive plan for preparedness in handling future concerns in emerging and re-emerging infectious diseases considering operational efficiencies in the setting of limited resources and aligning all of these plans again with universal health care.

It is the aim of this session to advocate the plans set forth by the Department of Health to all stakeholders in order to align our efforts for better management of resources and sustainability so that all sectors providing healthcare will perform in a concerted effort in our present and future encounters with biological agents as laboratorians and be at par with our global neighbors as to the vision set forth by the PHLS.



**LAUNCHING OF REVISED MEDICAL  
TECHNOLOGY CODE OF ETHICS**



**HON. MARILYN C. BARZA**  
*PRC - Chairman, PRB of Medical Technology*



**HON. LEILA LANY M. FLORENTO**  
*PRC - Board Member, PRB of Medical Technology*

The board will give PRC updates related to the Medical Technology profession. The revised Code of Ethics was published and now to be used starting October 2, 2022. There will be updates regarding CPD and CPSP-CATS.

Continuing Professional Development (CPD) is the inculcation of advanced knowledge, skills and ethical values in post-licensure specialized or in an inter- or multidisciplinary field of study for assimilation into the professional practice, self-directed research and/or lifelong learning. Compliance with CPD is deemed a moral obligation of each professional within the context of the concerned profession's code of ethics and is considered a necessary effective and credible means of ensuring competence, integrity, and global competitiveness. The major areas of CPD activities should focus on Ethics, Standards of Professional Practice, Enhancement of Professional Practice and Technical Competence and Environmental factors affecting the Profession.

As part of Professional Development Plan, PRC created career roadmaps for Professional Excellence to enable professionals to possess higher proficiency and advance skills set recognition. The CPD Act provides a mechanism that allows competencies and credit units from the CPD activities earned, to be accumulated and transferred through Pathways and Equivalences. CPD activities can contribute to the program and learning outcomes of a particular qualification can carry a Qualification Framework Credit. Different modes of learning can allow a professional to progress from one qualification to another.

December 2, 2022 (Friday)

CONVENTION PROPER  
SCIENTIFIC SESSIONS (DAY 2)

**THE LEARNING CURVE: ADAPTING TO TECHNOLOGICAL  
DISRUPTORS IN THE CLINICAL LABORATORY**



**MR. EDWIN DIMAILIG**  
*Resource Speaker*



**MR. MIGUEL ALOG**  
*Resource Speaker*



**MR. PEDRO ETORMA, JR**  
*Resource Speaker*

The discussants in this presentation are providers of information technology systems for clinical laboratories in the whole Philippines. This panel discussion aims to put challenges and issues met at the implementation stage specifically at the exploration, installation, initial implementation, full implementation, and expansion and scaling up of the utilization of the system in the clinical laboratories. The main objective of the panel discussion is to profile the learning curve of the Philippine diagnostics industry and the clinical laboratories at the point of digitalization and how clinical laboratories could move forward as they embark into digitalizing the laboratory services.

December 3, 2022 (Saturday)

CONVENTION PROPER  
SCIENTIFIC SESSIONS (DAY 3)



**ETHICS REVIEW IN RESEARCH  
INVOLVING HUMANS**

**LERMA D. PARIS, RMT, MSPH**  
*Resource Speaker*

Recent developments in Medical Technology or Medical Laboratory Science are most likely research-based or research-informed. The formulation of clinical practice guidelines and curricular offerings are likewise evidence-informed through different forms of research.

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Recent developments in Medical Technology or Medical Laboratory Science are most likely research-based or research-informed. The formulation of clinical practice guidelines and curricular offerings are likewise evidence-informed through different forms of research. In the conduct of health and health-related researches, where humans are involved as participants, research ethics review makes sure that the participants are benefitted and are protected against harm, and whose participation is voluntary as expressed in the informed consent. In more recent years, where a lot of issues in health research involve vulnerable groups and researches in disaster-stricken areas, specific guidelines were formulated by the Philippine Health Research Ethics Board. This talk shall present in a nutshell, reasons why research ethics review is needed and how it is being done. Some highlights of the 2022 National Ethical Guidelines for Health Research will likewise be presented. Emphasis will be given to specific guidelines on researches using the digital platform and researches that are usually conducted by students and faculty alike. As the pandemic leads us to a “new normal,” research itself has become a norm in almost everything that we do, may it be in instruction or in clinical practice.

**THE ROLE OF MOLECULAR DIAGNOSTICS  
IN TRANSPLANTATION**

**RAYMUNDO W. LO, MD, FCAP, FASCP, FPSP**  
*Resource Speaker*



Molecular diagnostics has evolved exponentially over the years. It is a branch of life sciences that greatly assists in detecting genetic sequences, atypical cellular expression, genomic aberrant, and derangements in the sequence of nucleic acids. It is a critical element in the diagnosis of diseases and monitoring the outcome of therapy. The use of genomic biomarkers contributed to catalyzing and accurate resolution of various clinical cases, including the characterization of inherited disorders. Transplantation, on the other hand, is a life-saving medical intervention equipped with advanced technologies and instrumentations. Despite the battery of tests performed and the use of modern facilities, cellular rejection and allograft damage ensue. However, with the inclusion of molecular diagnostics in transplantation, severe processes are suppressed by utilizing gene expression analysis, epigenetics, and microRNA studies.





### STANDARDIZATION FOR ESR TESTING

**ALEJANDRO E. AREVALO, MD**  
*Resource Speaker*

In 1921, Dr. Westergren defined the standard measurement of the Erythrocyte Sedimentation Rate (ESR) that is still in use today. ESR is a common hematology test that may be used to determine and monitor an increase in inflammatory activity caused by conditions such as infections, tumors or autoimmune diseases. Although it is not specific for any disease, it can be used with other tests to determine the presence of inflammatory activity and hence, has long been referred to as "sickness indicator." The Westergren method for measuring the ESR proposed by the International Committee for Standardization in Haematology (ICSH) has allowed its reproducibility for almost a century and over time the use of this method has established comparable reference values within the laboratory as well as between and among the different laboratories all over the world. Even with the advent of automation for ESR analysis. Even after the advent of automated machines used for the analysis of the ESR, the Westergren method was still confirmed as the gold standard in 2011 by both the ICSH and by the Clinical and Laboratory Standards Institute (CLSI), hence the need for its standardization.

### MOST OUTSTANDING MEDICAL TECHNOLOGIST LECTURE: CLINICAL LABORATORY MANAGEMENT AND LEADERSHIP IN THE ERA OF DIGITALIZED HEALTHCARE: AN OUTSIDER'S PERSPECTIVE

**MA. FRIEDA Z. HAPAN, RMT, MSMT, PhD**  
*Resource Speaker*



To survive in today's digitalized healthcare environment, laboratory management and leadership skills which are different from those that helped laboratory managers and leaders succeed in the past are needed. Clinical laboratory managers and leaders will have to constantly learn and adjust to the changing realities brought about by digitalization, digital transformation, automation, and artificial intelligence.

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Certainly, for clinical laboratory managers and leaders to succeed in the age of digitalized healthcare, a fundamental transformation is required. Such transformation will require clinical laboratories to build capacities for large-scale changes and for laboratory managers and leaders to build up on their capabilities and credentials to keep up with the evolving technology and the dynamic and ever-changing nature of clinical laboratory science.

**THYROID FUNCTION TESTING ALGORITHMS**

**MS. ANNA RUZHANSKAIA**  
*Resource Speaker*



Thyroid panel is one of the most used assays in clinical laboratories across the world. But results' interpretation could be sometimes challenging due to the laboratorian aspects, such as the usage of different methods, reference intervals, decision limits, etc. On the other side, clinical aspects, such as the presence of subclinical thyroid disorders, individual variation of hormones' values, and others, add implications to the results' interpretation also. During the presentation, thyroid function testing algorithms based on main international guidelines of endocrinology' societies will be observed, clinical and analytical issues of thyroid hormones' measurement and results' interpretation will be covered, and population-specific reference interval studies, related to thyroid hormones, will be discussed.



**SERUM PROTEIN ELECTROPHORESIS ALGORITHM**

**MR. IVAN LAM CHEE REN**  
*Resource Speaker*

The availability of novel treatments in recent years and significantly improved efficacies is increasing the consideration of the incurable multiple myeloma as a chronic disease where long term control is possible. Notable is also the rising incidence of multiple myeloma whereby patients are increasingly diagnosed with asymptomatic disease.

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Risk stratification models of monoclonal gammopathy of undetermined significance (MGUS) and smoldering multiple myeloma also help better identify patients with higher risk of progression. Yet myeloma remains among the hardest cancers to diagnose, experiencing higher frequency of diagnostic delays. Late diagnosis of multiple myeloma is still the cause of irreversible debilitating conditions including renal damage, bone fractures, more complications and worse disease-free survival. Paraprotein detection and identification remains among the key approach to myeloma diagnosis and treatment response assessment. In this talk, the principles of Capillary and gel protein electrophoretic approaches for paraprotein detection will be explained. The advantages and limitations of their derived isotype testing immunotyping and immunofixation will also be discussed in detail to guide practical paraprotein identification in the clinical laboratory.

**ANTIMICROBIAL RESISTANCE COMPREHENSIVE  
ETIOLOGY STUDY: FROM SCIENCE TO  
POLICIES AND PRACTICES**

**HEIN M. TUN, MSC., PhD**  
*Resource Speaker*



Resistance to antimicrobials threatens modern health care globally, but also the food and financial security of countries. Reducing antimicrobial resistance (AMR) to sustainable and manageable levels is a critical global priority for human health care, modern agriculture and economies. One major impediment is disagreement over the degree to which various non-health sectors contribute and therefore can be considered accountable towards the development and spread of AMR. We are conducting a series research projects including a multi-site One Health cross-disciplinary research to characterize and identify the aetiology and epidemiology of AMR by collecting both epidemiological and laboratory data from human, foods, food-producing animals and environment. The unique body of information collected from our study will allow levels of AMR, AMR pathogens, antimicrobial resistant genes, and antibiotic use to be compared and correlated in multiple settings. Our studies propose a way to map out AMR-related ecology and epidemiology across human, animal, environment and food in order to establish a useful framework for further understanding of AMR development and transmission among One Health sectors. For a large-scale AMR study like ours, we need to employ a high-throughput minimal inhibitory concentration (MIC) test with less manual process such as Sensititre™ complete automated antimicrobial testing system. In my presentation, I will also share our experience in using the Sensititre™ system. Moreover, I will showcase selected findings from our various studies that could impact public health and related practices.





**BEYOND THE NORM: ROAD TO e-COMMERCE  
PROCUREMENT IN HEALTHCARE INDUSTRY**

**LAILA GRACE MARQUEZ, RMT**  
*Resource Speaker*

The shortage of medical, laboratory and pharma supplies are the primary barriers to quality healthcare in the Philippines. Healthcare procurement digitization is one of the core components that needs improvement for a better medical industry system. Through this topic, it will uncover the issues and improvement in the procurement by introducing cloud-based e-Commerce procurement system that will align on every medical institution's supply chain goal towards savings, efficiency, and transparency.

**MICROBIAL CULTURE COLLECTIONS, BIOSAFETY,  
AND BIOSECURITY: A PERFECT MATCH IN  
RESEARCH ENDEAVORS**

**MARIAN P. DE LEON, PhD, RMICRO, CBO**  
*Resource Speaker*



Microbial Culture Collections (MCCs) are repositories of valuable microbial resources that provide specimens and serve as references like a biological library in the conduct of research and instruction. MCCs preserve, maintain, and curate viable microbial cultures including genomic materials and metadata potential for medical, industrial, and biotechnological applications. These biological materials along with relevant information demand utmost care and management and strict compliance with acceptable biosafety and biosecurity controls and measures. Biosafety and biosecurity in MCCs ensure prevention of laboratory acquired infection, unnecessary release of materials, loss of viability and activity of microbial resources. Indeed, successful microbiological research requires a reliable and well-curated microbial strains and absolute adherence to biosafety and biosecurity practices. This presentation will emphasize the importance and roles of biosafety, biosecurity and MCCs in a successful research undertaking, in the advancement of science for sustainable national development.

**THE NATIONAL RESEARCH COUNCIL OF THE  
PHILIPPINES (NRCP): BRIDGING THE GAP  
BETWEEN RESEARCHERS AND  
ITS STAKEHOLDERS**

**CRISTINE VILLAGONZALO, Dr. rer. nat.**  
*Resource Speaker*



The National Research Council of the Philippines' (NRCP) primary function is to promote and support basic research in the field of the natural sciences and its allied fields, such as in the medical and pharmaceutical sciences, engineering, agriculture, and veterinary medicine, and in the social sciences and humanities. It is an attached agency of the Department of Science and Technology (DOST). An overview will be given on the NRCP's current structure, vision, mission, and programs since its creation 89 years ago through Republic Act 4120. Its research priority areas are embodied in the National Integrated Basic Research Agenda (NIBRA) – a component of DOST's Harmonized National Research and Development Agenda. The talk will highlight examples on how NRCP conveys its fundamental research areas and how it supports the utilization of its research projects. The latter is sustained by linkages between the academe, the local government units (LGU), the public and private sectors. Another role of the NRCP in contributing to public welfare is its assistance to policy makers on the formulation of policies through research and scientific evidence. Emphasis will likewise be given on the relevant processes in applying for a NRCP research grant to show how a researcher can participate and contribute to basic research in the country.



**QUALITATIVE RESEARCH METHODS:  
APPROACHES AND DATA COLLECTION**

**FLORENCE C. NAVIDAD, EDD, MSMT, RMT, RN**  
*Resource Speaker*

Qualitative research is the process of gathering in-depth information and analysis from a target audience of clients or users. Qualitative health research focuses on people's experiences with health and illness. Qualitative researchers focus their research on exploring, examining, and describing people and their natural environments.

*Continued on next page >>>*

They gather data using different qualitative research approaches such as narrative, phenomenology, ethnography, case study, and grounded theory. These strategies are popular across the social and health sciences today.

Qualitative research methods allow us to understand the experiences of patients and caregivers better; they will enable us to explore how decisions are made and provide us with detailed insight into how interventions may alter care. Qualitative research requires holistic, rich, and nuanced data to develop such insights, allowing themes and findings to emerge through careful analysis. There are various data collection methods in qualitative research, including observations, textual or visual analysis (e.g., from books or videos), and interviews (individual or group). However, the most common methods used in healthcare research are interviews and focus groups. These two methods will discuss in more detail, particularly how they work in practice, their purpose when their use is appropriate and what they can offer for medical research.

**CRISANTO ALMARIO ROUNDTABLE DISCUSSION ON RESEARCH**



**EDILBERTO P. MANAHAN, PhD**  
*Resource Speaker*



**RAZEL LUBO-KAWANO,  
RMT, MSc, DPH**  
*Resource Speaker*

The discussants in this presentation are past winners of Crisanto Almario Memorial Awards or Research whose research track in terms of projects and publications are well established. The importance of fostering research niches in identifying specialization shall be given emphasis. Also, the intricacies in proposing research from various funding agencies shall be discussed as well.



# REGISTRATION

## “Pre-Registered Delegates”

- Step 1:** Proceed to the registration booth located inside PICC and present your PRC ID to claim your BARCODED 58<sup>th</sup> PAMET EVENT ID CARD.
- Step 2:** Proceed to the convention kit claiming area, present your BARCODED 58<sup>th</sup> PAMET EVENT ID CARD (to be scanned) to claim your convention kit.
- Step 3:** Proceed to the Plenary Hall Entrance, scan your BARCODED 58<sup>th</sup> PAMET EVENT ID CARD for your PRC Attendance. Attendance to the event will be on a strict day-to-day basis. CPD credits may be deducted if your daily attendance is not complete.

**STRICTLY NO ON-SITE REGISTRATION**

## ATTENDANCE GUIDELINES

- 1) It will be the delegate’s responsibility to TIME IN and TIME OUT in between sessions.
- 2) PRC Barcode Attendance Stations will be located in front of the Plenary Hall. Please be aware that the TIME IN and TIME OUT stations are positioned differently.
- 3) You will need to self-scan your own BARCODED 58<sup>th</sup> PAMET EVENT ID CARD for your own attendance (TIME IN/TIME OUT every AM and PM Sessions).
- 4) Please be advised that your attendance will be monitored and may have an effect on the outcome of your CPD credits for this convention. Attendance will be on a day-to-day, AM/PM session basis.
- 5) CPD credits may be deducted if your attendance is not complete. You must have a complete AM and PM session. TIME IN/TIME OUT to get all CPD credit points for your certificate.

6) Below is a sample of a PROPER TIME IN/TIME OUT entry:

**December 1, 2022  
(Day 1)**

AM Session	
Time In	Time Out
8:00 AM	12:00 PM

**LUNCH**

PM Session	
Time In	Time Out
1:00 PM	5:00 PM

7) Below is a sample of an IMPROPER TIME IN/TIME OUT entry, which will result in CPD credit point deduction on your certificate:

**December 1, 2022  
(Day 1)**

AM Session	
Time In	Time Out
8:00 AM	no time out
10:00 AM	12:00 PM
no time in	no time out
8:00 AM	no time out

**LUNCH**

PM Session	
Time In	Time Out
3:00 PM	4:00 PM
no time in	4:00 PM
12:00 PM	5:00 PM
no time in	no time out

8) Your attendance during each session can be viewed real-time during the convention. Remember, your attendance to this convention is your responsibility.





## ABOUT US



### Our Services

PHR has placed hundreds foreign-trained medical professionals throughout the United States. We provide a successful career match between the professional and their potential employer, representing several hospitals, clinics, rehab companies and professional agencies throughout the country who are in search of:

- Medical Technologists
- Physical Therapists
- Occupational Therapists
- Nurses

### Employers

Our first priority is to provide you, the employer, with healthcare professionals to fill your job opening in the least amount of time. PHR is NOT a staffing agency. We specialize in direct hire placement of specific healthcare professions that are in critical shortage in the U.S., recruiting professionals from countries such as the Philippines, India and Canada. Our goal is to provide highly skilled and pre-qualified healthcare professionals to fill your staffing needs.



### President and Founder: Cora Sanders

Born in Cebu City, Philippines, Cora moved to the U.S. in 1975, obtaining her Bachelor's and Master's degree from Southern Illinois University. In 1992, she founded Professional Healthcare Recruiters. In 2001, she moved to Sarasota, Florida. Her experience includes managing the legal offices at Southern Illinois University and managing a regional research center at University of Florida, where she served as the Fiscal and Human Resource Administrator for 12 years.

### Vice President: Elaina Margenthaler

Elaina attended Southern Illinois University, where she graduated with a bachelor's degree in psychology. Her professional background includes working as a research assistant specializing in genomics, as well as 6 years experience as a paralegal and healthcare recruiter. She currently lives in Sarasota, Florida.



### Recruitment Coordinator: Russ Elmy

A native of upstate New York, Russ served 20 years in the active duty Army, 10 of which he was assigned as a recruiter. After retiring in 1999 from active duty, Russ worked for 20 years in both financial services and social services before joining PHR where his responsibilities included recruiting and talent management staff training and development along with operations & risk management.



**ROMMEL F. SACEDA, RMT, MBA**  
*National President*

## COMMITTEE ON WELFARE AND BENEFITS

Chairman: Marites D. Go

Co-Chairs:

Oliver Shane R. Dumaual

Mark Raymund G. Nava

Members:

Regional Directors

Evangeline Castillo

Maura Isaias

Allen Peñaflorida

Gerrick Joseph Dolor

The Committee through its PAMET Assistance Program (PAP) was able to provide timely assistance to active members claiming for death, dreaded disease or calamities. Assurances were provided to the following members/beneficiaries:

### Death Assistance for P15,000 each (P90,000.00)

1. Frank Fong (PAMET SOCSKARGEN)
2. Amelito Galang (PAMET Bulacan)
3. Marissa Rhodora Salumbides
4. Meriane Jane Lodriguito
5. Nympha Buco (PAMET Bataan)
6. Raquel Razon (PAMET Baguio)

### Dreaded Disease for P30,000 each (P150,000.00)

1. Wilma Escaño
2. Lucille Caysip (PAMET Nueva Ecija)
3. Raquel Yap
4. Jheralyn Landingin (PAMET Cavite)
5. Longens C. Guinzal (PAMET Agusan del Sur)

### Calamity Assistance (P45,000.00)

1. Jocelyn Dula (Davao) - P5,000.00
2. PAMET Kalinga Apayao - P10,000.00
3. PAMET Abra Chapter - P10,000.00
4. PAMET Aklan Chapter - P5,000.00
5. PAMET Antique Chapter - P5,000.00
6. PAMET Capiz Chapter - P5,000.00
7. PAMET Iloilo Chapter - P5,000.00

The total welfare and benefits fund released as of November 2022 is P330,000.00.

### COVID-19 Assistance Beneficiaries

1. Norie Loyola
2. Joyce Sabater
3. Jim Auza
4. Maricar Batucan
5. Shaira Camantiles
6. Christine Nisperos
7. Norhana Hadji Ali
8. Gemma Choo
9. Cindy Himpisao
10. Erlene Natividad
11. Cherry Donielle Casuga
12. Marisse Badua
13. Joanna Espejo
14. Jonalyn Fernandez
15. Jonalyn Villoria
16. Verdeano Par



## COMMITTEE ON PRC NOMINATION

Chairman: Ronaldo E. Puno

Members:

Romeo Joseph Ignacio

Agnes B. Medenilla

Norma N. Chang

Felicisimo Martinez Jr.

The Committee on Nomination for the Member of the Professional Regulatory Board for Medical Technology, was constituted with the tasks of screening and recommending nominees for the vacant position declared by the Professional Regulation Commission, based on the criteria set forth in Executive Order No. 496, Instituting Procedures and Criteria for the Selection and Recommendation of Nominees for Appointment to Vacant Positions in the Professional Regulatory Boards Under the Supervision of the Professional Regulation Commission. The committee had a series of meetings to set the guidelines regarding the nomination and screening procedures. It received and carefully evaluated the credentials of seventeen (17) highly esteemed nominees from across the country.

After deliberations and objective assessments of their credentials and as unanimously confirmed by the committee members, the committee officially endorsed the following (5) highly qualified, competent, and committed Medical Technologists to the PAMET Board for submission to the Professional Regulation Commission.

1. Paris, Lerma
2. Alvarez, Remy
3. Bañana, Zarlyn
4. Ofiaza, Diego
5. Gatbonton, Lourdes

In line with this transmittal, the following was requested to be prepared and submitted to PRC:

1. PAMET Resolution to this effect
2. Complete documents of the nominees as required

## COMMITTEE ON CAREER PROGRESSION AND SPECIALIZATION

Chair: Ma. Frieda Z. Hapan

Members:

Roberto G. Manaois

Leila Lany Florento

Marian Tangingco

Ronaldo Puno

Eleanor Garcia

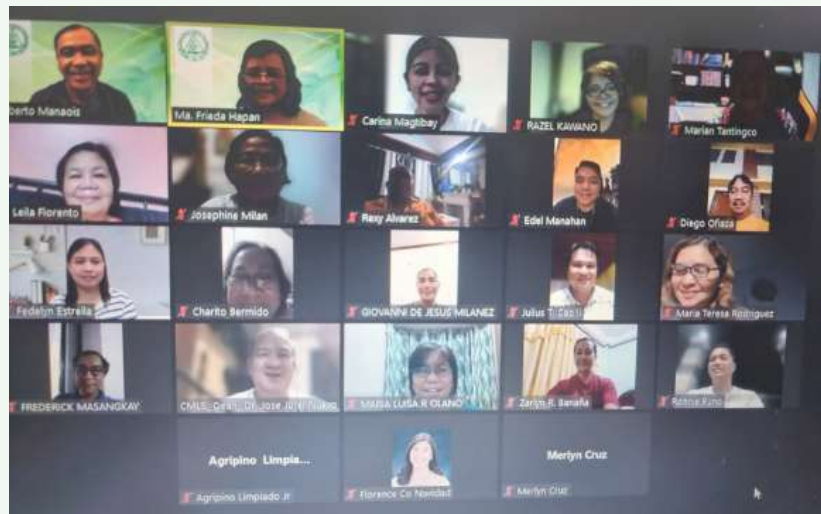
Ricky Martinez

Rommel Saceda

The Committee on Career Progression and Specialization helps in identifying career pathways and qualifications titles, assists in drafting program outcomes and learning outcomes for the Philippine Qualifications Reference Framework (PQRF) levels, and assists in the conduct of stakeholders' consultations.

This year, the PAMET CPS Committee has introduced the PAMET Academy which shall be referred to as the PAMET SPECTRUM (Specialization, Progression, Engagement, Career Transformation, and Realization towards a Universal Medical Technology Practice).

The PAMET SPECTRUM shall be considered the teaching-learning arm of PAMET and shall cater to the capability and credential building of registered medical technologists in the professional track in line with the Professional Regulation Commission Career Progression and Specialization Program-Credit Accumulation and Transfer System (CPSP-CATS).



Continued on next page >>>

The PAMET SPECTRUM is composed of active PAMET members who are doctorate degree holders and specialists in their field of practice. PAMET thru the Committee on Career Progression and Specialization (CPS) has now instituted a Training Program on Laboratory Management and Leadership in order to provide opportunities for specialization and career progression for medical technology professionals and to address the need for capability and credential-building of medical technology professionals based on the Philippine Qualifications Reference Framework. This is in recognition of the urgent need to recognize the career path of Laboratory Managers and Leaders, the PAMET Committee on Career Progression and Specialization through the PAMET SPECTRUM shall soon start to offer the Certification Program on Laboratory Management and Leadership helping our Medical Technology Laboratory Managers and Leaders build up their credentials.



## COMMITTEE ON PROFESSIONAL DEVELOPMENT AND LEADERSHIP

Chair: Roberto G. Manaois

Co-chairs:

Edilberto P. Manahan

Lerma D. Paris

Member: Ma. Frieda Z. Hapan

The thrusts of the committee's programs in 2021 were focused on the development of leadership and laboratory management competencies designed for the members of the Philippine Association of Medical Technologists (PAMET). The year 2022 has been focused on optimizing clinical laboratory operations management to help professional practitioners as the healthcare industry begins to stand back on its feet again after the paralyzing effect of the 2020 pandemic. Upon review of the priorities needed to empower the PAMET members, the committee resolved to help address the perennial weakness of the practice – research.

**Philippine Association of Medical Technologists, Inc.**  
The only PRC Accredited Professional Organization for Medical Technologists

**QUALITATIVE RESEARCH  
for Medical Technology Professionals  
in the Clinical Laboratory**

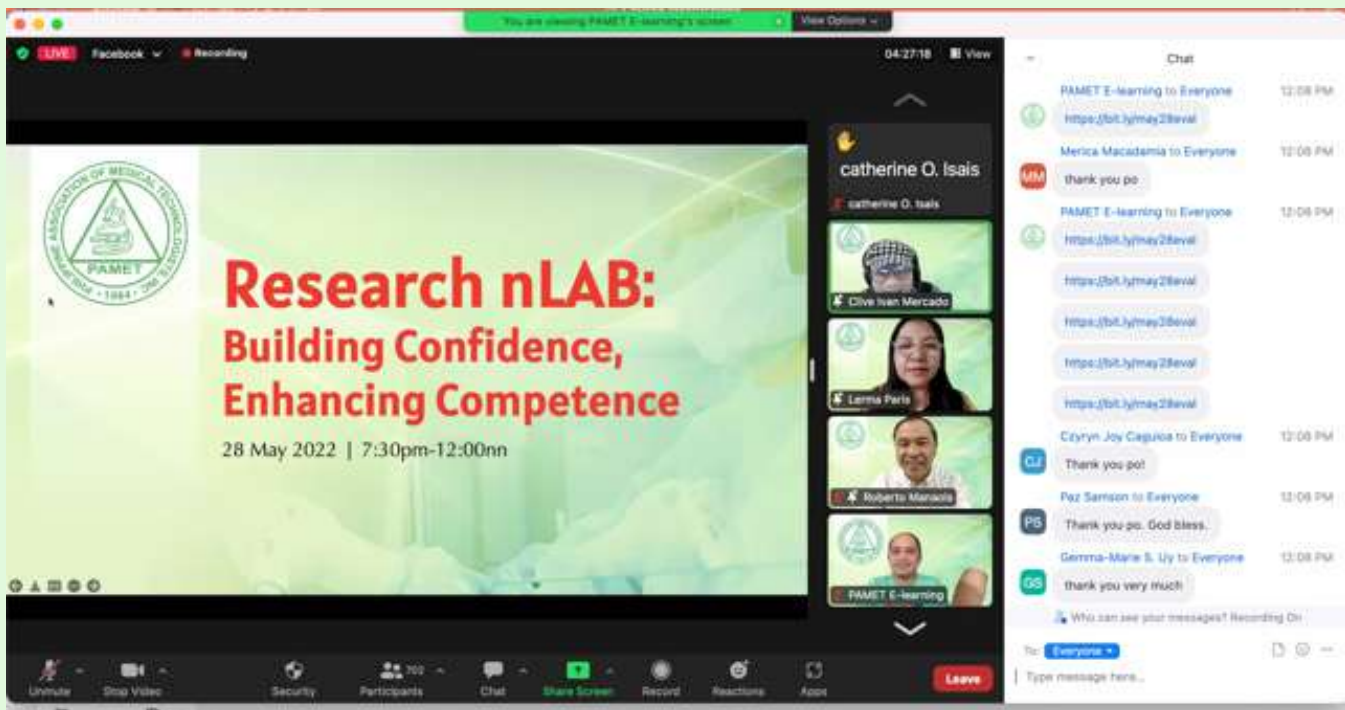
**06 August 2022 | 8:00am-12:00nn**  
**FREE REGISTRATION FOR PAMET MEMBERS | CPD UNITS APPLIED**

**RESOURCE SPEAKERS**

**PROF. MA. FRIEDA Z. HAPAN, RMT, PhD**  
Not everything that counts can be counted:  
Application of Qualitative Research in Medical  
Technology/Medical Laboratory Science

**PROF. FLORENCE C. NAVIDAD, RMT, EdD**  
Qualitative Research Methods: Data Collection

**SCAN QR CODE TO REGISTER  
OR GO TO THE LINK BELOW**  
<https://bit.ly/pamet08062022>



Last April 23, 2022, the committee offered “Sustaining Operational Performance during Pandemic through Streamlined Process and Layout Improvement” with Dr. Manaois as the resource speaker. The webinar emphasized that when process flow improvement and layout facility improvement are integrated as part of clinical laboratory strategy during strategic planning, quality is consistently improved. This webinar had 1000 registrants and was attended virtually by more than 700 participants.

In its effort to drive interest in research and awaken the scientific fervor of the practicing medical technologists, the PAMET committee offered “Research Lab: building confidence, enhancing competence” provided by the excellent team of Professor Larma Paris, Dr. Vicente Belizario, and Dr. Peter Paris as the resource speakers. The webinar had 1000 registrants and was virtually attended by more than 700 participants.

The committee went on real-life application by offering “Qualitative Research Methods: Data Collection,” on August 6, 2022, with the powerful duo of Dr. Florence Navidad and Dr. Ma. Frieda Hapan. The webinar highlighted that qualitative research methods allow us to understand the experiences of patients and caregivers better. This webinar had 1000 registrants with more than 700 virtual participants.

In the last quarter of 2022, the committee plans to complete the series of research lectures by offering quantitative research with Dr. Basit as the resource speaker.





## COMMITTEE ON EDUCATION

Chair: Felicisimo Martinez Jr.

Members:

Ma. Frieda Z. Hapan

Ma. Teresa Rodriguez

Gregorio Martin I.

Jose Jurel Nuevo

Bernard U. Ebuén

Jude Anthony Trinidad

The PAMET Committee on Education helps to develop/formulate updated, formal, degree programs for Medical Technology; provides support service for decision-making related to the educational needs of the profession; drive the advocacy for graduate education; coordinates joint and sponsored educational activities and events that are consistent with the mission and vision of PAMET; and work towards credit hour receipt of members for participation and completion of PAMET sponsored educational activities, among others.

This year the PAMET Committee on Education has participated in various activities and meetings such as the TCMTE-PASMETH-PAMET Core Group Meeting for Best Practices in Internship during the Pandemic; The PASMETH Town Hall Meeting for Universal Health Care Integration in the Medical Technology Curriculum, and the TCMTE-PAMET-PASMETH meeting regarding the PSG on BS Public Health.

Last May 24-26, 2022, the PAMET Committee on Education participated in the PAMET Mid-year Convention in Cebu through its members, Dr. Ma. Teresa Rodriguez who delivered a talk on “Bridging the Gap in Laboratory Medicine”; and Dr. Ma. Frieda Hapan who talked on the topic “The Clinical Laboratory in the Age of Digitalization, Automation, and Artificial Intelligence.”

The Committee on Education has also launched the PAMET PRISM (**P**rofessionals **R**endering **I**nspiration and **S**ervice through **M**entorship) during the PAMET Northern Luzon Conference last July 2022, which aims in engaging Medical Technology Professionals in inspiring and mentoring medical technology students through webinars on clinical laboratory procedures, practices, and trends.



## COMMITTEE ON OUTREACH PROGRAM & COMMUNITY SERVICE

Chair: Sanita Vistal

Co-Chairs:

Myra Maceda

Jose Jurell Nuevo

Members:

Rosbec Farillon

Arjay Abichuela

Maricel Riego

Ana Marcela

Allen Peñaflores

Wilma Jaramillo

Maura S. Isais

A Handwashing Activity was conducted at Asiko Elementary School, Baco Oriental Mindoro last September 20, 2022. The school was located in the remotest area of Sitio Asiko in Baco Oriental Mindoro where there is no available public transportation. The principal provided transportation and snacks for the volunteers of Dagdag Dunong Reading Center and PAMET provided 320 pcs of 60 grams of Safeguard soap, which were distributed among the Mangyan and Tagalog children and their families.

Outreach Activities were also conducted last November 4, 2022 at the Philippine International Convention Center and last March 5 and November 15, 2022 at the La Concordia College. The activities were sponsored by PAMET and Philippine Children's Medical Center.



PAMET also participated in the 49<sup>th</sup> PRC Founding Anniversary Medical Mission Health and Wellness Activity held at the PRC Morayta Office. The Committee catered to 300 PRC employees for Blood Chemistry, Complete Blood Count, and Blood Typing.



The highlight of the Committee output for AY 2022 was the collaboration projects with PAMET USA through the leadership of Sir Dan Dominguez. PAMET USA and PAMET National in cooperation with PAMET Olongapo-Zambales Chapter held an outreach activity at Baquilan Resettlement School II, Malombo, Botolan, Zambales last April 30, 2022.



The activity was also in collaboration with National University – MOA Campus, Civitan International, Biosite, Inc., Sysmex Philippines, and Mindray Philippines. The Team catered to 100 Patients for Blood Chemistry, CBC, Urinalysis, and Eye Check-Up.







The accommodations, food, giveaways, and a tour at the Ocean Park were generously provided by officers of PAMET USA Ms. Elizabeth Dequinia, and Ms. Mila Villalobos Braganza to the participants from PAMET National.

A second outreach event was carried out by PAMET USA and PAMET National with the same collaborators (Mindray Philippines, National University – MOA Campus, Civitan International, Sysmex Philippines, and Biosite Inc.) in coordination with PAMET Bataan Chapter. The Outreach Program was conducted at Mabatang Elementary School located in Mabatang, Abucay, Bataan, last May 14, 2022, as their ending program for their visit this year 2022.



Accommodations were once again provided by PAMET USA and sponsors at the Grand Peninsula Garden. PAMET Bataan Chapter simultaneously conducted the oath-taking of their newly elected officers. After the event, discussions about our future endeavors were held.







**COMMITTEE ON LABORATORY MANAGEMENT**

Chair: Myra D. Maceda  
 Members:  
 Evangeline Castillo  
 Sanita A. Vistal  
 Arjay Arbichuela  
 All Cluster Coordinators

The Laboratory Management Committee headed by the Chair Myra D. Maceda spearheaded the 3rd Laboratory Congress virtually with the theme "Resiliency Building in the Course of Adversities." A powerful line-up of speakers presented various lectures relevant to the practice after the pandemic and it was awarded 15 CPD units.

The topics and speakers were as follows:

1. The Power of Grit and Resilience by Prof. Ma. Frieda Z. Hapan
2. The Future of Molecular Diagnostic by Dr. Rodelio Lim
3. Optimizing Efficiency in the Clinical Laboratory by Victor H. Lumboy
4. The Clinical Laboratory in the midst of SARS-COV 2 by Dr. Frederick Llanera
5. From Screen to Skills: Ensuring the Competency of Future Medical Technologist in the Bended Learning Environment by Prof. Edilberto Manahan
6. The Passion, Commitment and Resilience amidst COVID-19 Pandemic by Gretchen Marie Catli
7. The Excellence Road, Struggles, Strategies and Sustainability by Avelina Maliwanag
8. Leadership Shift: Thriving in VUCA Environment by Ban Joseph Ang
9. Models for Organizational Change in Clinical Laboratories: The Philippine Pandemic Experience by Dr. Robert G. Manaois
10. Management of Patients with COVID-19: The Clinical Chemistry Parameters and Diagnostic Algorithm by Dr. Maria Teresa Rodriguez
11. Cycle threshold (Ct) values for Med Tech. Valuable count (ct) or not by Prof. Geraldine Dayrit
12. Resiliency Amidst the Pandemic: The Medical Laboratory Science Internship Training Program by Prof. Jose Jurell Nuevo
13. Coping up with COVID-19 Research Trend under the New Normal (Systematic Review) by Prof. Giovanni Milanez

The event was attended by almost 700 virtual participants from all over the country and even abroad.

## COMMITTEE ON OFFICE MANAGEMENT

Chair: Myra D. Maceda

Members:

Evangeline Castillo

Allen Peñaflores

The accomplishments of the committee include the payment of Pag-IBIG membership, contributions of the PAMET Secretariat, the creation of the PAMET Office Manual, and the purchase of brand-new Biometrics and CCTV.

The committee also started the formulation of the employee appraisal evaluation form with the aid of Vice President Felicisimo Martinez. The salary of the Secretariat staff was also increased way above the minimum wage.

The office, through the efforts of President Rommel Saceda, is currently undergoing major renovation works, which are expected to be finished before the annual convention.



**Champion - PAMET Palawan**  
Jester B. Galaraga



**1st Runner-up - PAMET Ilocos Norte**  
Mark Angelo L. Guerrero



**2nd Runner-up - PAMET Leyte-Biliran**  
Kimberly G. Bacale

## COMMITTEE ON REGIONAL QUIZ SHOW

Chair: Mark Raymund G. Nava

Co-Chairs: All Regional Directors

The Committee spearheaded the conduct of the 3rd PAMET Inter-Chapter Quiz Show Challenge last September 22, 2022. This event was a “pinch hitter” of the annual PAMET Regional Quiz Shows conducted yearly during the four (4) Regional Conferences for North Luzon, South Luzon, Visayas, and combined Mindanao regions and was conducted virtually using the Zoom platform and Quizizz. The event was delivered with the assistance of the Technical Committee of PAMET including Mr. Oliver Shane Dumaoal and Edison Ramos. Twenty-five (25) local and international chapters participated in this year’s edition, which include:

### **Northern Luzon Region (10 Chapters):**

Bataan, Bulacan, Cagayan, Isabela, Ilocos Norte, Baguio-Benguet Mountain Province, La Union, Nueva Ecija, Pampanga, Tarlac,

### **Southern Luzon Region (9 Chapters)**

Albay, Batangas, Camarines Sur, Camarines Norte, Cavite, Laguna, Palawan, Quezon, Rizal

### **Visayas Region (3 Chapters)**

Bohol, Iloilo, Leyte-Biliran

### **Combined Mindanao Regions (3 Chapters)**

Agusan del Norte - Butuan, Davao, SOCKSARGEN

### **International Chapters (1 Chapter)**

Qatar



## COMMITTEE ON MEMBERSHIP

Chair: Mark Raymund G. Nava

Co-Chair: Marites D. Go

Members:

Gerrick Joseph C. Dolor

Edison D. Ramos

Oliver Shane R. Dumaoal

Progressive Productivity Solutions Team

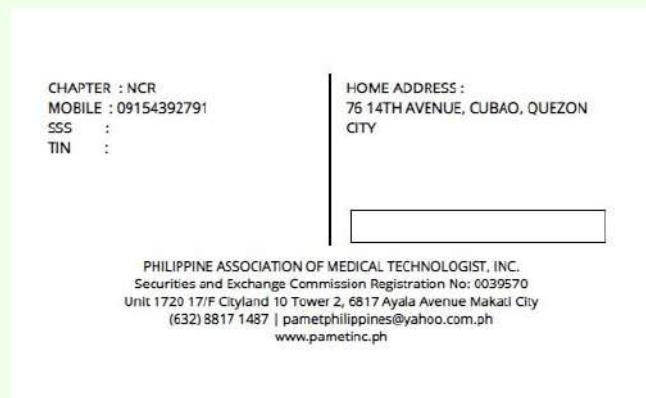
The Committee has experienced significant growth in membership after the pandemic. A total of 15,580 active members were recorded as of November 2022 with membership validity of 2022 and beyond.

The Committee also spearheaded the Membership Training and Orientation of PAMET Chapter Presidents and Officers held virtually last March 19, 2022, and the PAMET Leadership Training Seminar held last June 4-6, 2022 at The Seashore Beach Club at Laiya Beach, San Juan, Batangas.

A new PAMET ID Design was also launched last October 2022. The design was prepared by Sir Oliver Shane Dumaoal. Through the initiatives of PPS, PAMET will be launching its virtual ID which is currently in Beta testing phase.



FRONT



BACK



**PAMET and P&G:  
 Extending Joint-Hands  
 to Reach Communities**



Dr. Cheri Ann Florento

Building this pandemic has highlighted the need to increase proper health and hygiene. More people became cautious about keeping their hands clean as well as maintaining a healthy diet, which has increased the need for hygiene kits and comprehensive health education to successfully combat the virus. However, less fortunate communities may need additional support.

Given this, the Philippine Association of Medical Technologists, Inc. (PAMET) and P&G (Dumaguete) Philippines (P&G) have joined hands to reach various communities during the last quarter of 2021 and earlier this year. It has been more than 30 years since the partnership between PAMET and P&G started, where they conduct different community outreach activities such as medical missions, hygiene kit distribution and handwashing activities.

**Agusan del Norte - Butuan Chapter**  
 Handwashing Activity & Medical Mission  
 November 7, 2021, Butuan City, Agusan del Norte, February 16, 2022



The continuous collaboration of P&G and PAMET in extending their hands to reach communities have been successfully conducted despite the current pandemic situation. With P&G sharing their resources, and PAMET sharing the research and the community programs of the two organizations are full swing and are always in success.

As to date, PAMET and P&G aims to unceasingly conduct countless outreach programs offered to deserving communities and to the less fortunate.

Here are some of the Outreach Programs highlighted during 3rd quarter of 2021 and earlier this year.

**Butai Chapter**  
 Handwashing Activity & Blood Using Program  
 November 2021, Butai, Cebu, February 10, 2022

# COMMITTEE ON PUBLICATION

Chair: Gerrick Joseph C. Dolor  
 Co-Chair: Rene Ritche C. Gorospe  
 Members:  
 Oliver Shane R. Dumaoal  
 Gamaliel A. Fulgueras  
 Jeremie Galapon

PAMETLink Volume VIII No. 1 is the 1st PAMETLink publication after the COVID-19 crisis. This newsletter covers the period of January 2022 to May 2022. It has a total of 6 articles in it namely:

- PAMET and P&G Extending Joint-Hands in Reaching Communities
- PAMET USA and PAMET Philippines Teamed-up for a Medical Mission
- Dr. Florento Appointed New Board Member: Professional Regulatory Board of Medical Technology
- PAMET-PASMETH Awards DLSMHSI-CMLS for Bagging First Place in Annual National Quiz Show
- What Could Have Been Us If Pandemic Did Not Happen?
- A Hero that has no Power but a Box

Hardcopies of the PAMETLink were distributed during the PAMET Leadership Training Seminar and during the PAMET Midyear Convention.

## EDITORIAL

### PRES' ZONE



**ROMMEL F. SACEDA, RMT**

Greetings!

As part of our social responsibilities as per the time and ongoing medical technological concerns affecting the laboratories, this copy brings down to earth professional issues, our commitments will help us men out any professional crises that may have been left unattended. Our organization's not-so-young scientific-educational and informational endeavor has completed several years. We assure you, many more busy reading hours for many years to come. We must consistently increase the number of copies printed almost every month to please all our readers.

Several times, we have covered topics as suggested by our readers. In times to come, we assure you these you will enjoy your anxiety in the future in many occasions. It is almost impossible to convey all aspects of a particular topic to med techs. There will be times when the med techs may disagree with the result of your inquiry. Classical book-picture results are hard to come for these days, so when you need to replace the heavy textbooks, these issues would undoubtedly come in handy and relieve your pain.

We intend to form a unique situation with you. Send us your suggestions, queries or recommendations of your interests, and we shall relay them to all members of our organization. We will need each other to make this work. It covers stuff bring you the very soul medical technology profession making in an easily assimilable format. Your active participation is solicited and imperative for this effort and deserves to succeed.

*Rommell F. Saceda*

2 | January - May 2022

### What Could Have Been Us If Pandemic Did Not Happen?



Dr. Cheri Ann Florento

"Okay, take a deep breath" as you insert the needle to the arm of a kid who has gone out historical. His mom is totally nervous and at the same time, want to know all any that you are not good enough on this job and you are just making her son suffer more. It was not easy, right? After years of learning all of those complex laboratory procedures and protocols, here you are, having a hard duty with a mother whose seeing all you. After that, you have to label those specimens, do the procedure or run tests, and transcribe the results. That's what they see us, it blood, stool, and urine collect and sometimes, wait a splain collector. Or the dirty work as they should say. Little do they know that we also stayed that. We are beyond what they see.

Since the pandemic has given tolerance not only on the patients but also to the frontiers around the world and its does not seem? Medical technologists if even put their hats on danger. This virus leads who to doubt and one of which are the health workers that were exposed every single day of this pandemic. They are the ones who do the testing and also the operation of RT-PCR in order to confirm the presence of the viral antigen, SARS-CoV-2. A lot of people now appreciate what we do for a living. A lot of patients now identify us to our profession. In spite of that, a question that pops into my brain is who we really are if the pandemic did not happen?

We are simply those people who help the patients behind the lenses. Those who even direct an old patient to the specimen collection office. We are those people who did not want recognition but a simple "Thank you" from patients will make our day even if we are having a bad day at work. We are Medical Laboratory Scientists for a reason and one of which is to serve patients even in hardship. We handle ourselves even if our patients sometimes are pushed in the edge because the machine keeps rejecting the control or the patient just had a fully-loaded most two hours prior to their blood test. We wanted to take a nap but we could not while the samples are being processed by the machines. We are humans with knowledge on medicine and we are also the supporters of humanity and morality. We empathize with patients simply because our goal is to save them. With our knowledge and skills, these patients all live happily throughout their lives. We are focus in form of a human body.

So next time you encountered that mom who yelled at you, I hope you can still flash her a smile.

# COMMITTEE ON E-LEARNING AND SOCIAL MEDIA COMMUNICATIONS

Chair: Oliver Shane R. Dumaoal  
 Co-chair: Mark Raymund G. Nava  
 Members:  
 Edison D. Ramos  
 Gerrick Joseph C. Dolor

The committee coordinates closely with various PAMET committees such as the Committee on Continuing Professional Development, Professional Development and Leadership, Medical Technology Week Celebration, and Committee on Professional Ethics among others. In essence, it provides technical assistance to enable the conduct of webinars and online events as well as the dissemination of information through its various social media accounts. The priority targets for the committee for 2022 include 1.) integration of social media accounts; 2.) standardization of social media communications; 3.) design and integration of the PAMET brand, and 4.) standardization of publication materials. These targets are all met by the committee to date.

The committee developed the fundamentals of the PAMET brand and presented the core contents of the said branding to the PAMET national officers and board directors, and chapter presidents during the leadership training of the association held at the Seashore Beach Club, Laiya, San Juan, Batangas.

PRESIDENT'S REPORT

The branding manual of PAMET contains vital guidelines primarily for the visual identity of the organization. The committee likewise disseminated standardized templates for the use of the association such as virtual backgrounds, virtual flyer templates, certificate templates, and official versions of the PAMET logo.

The committee likewise had actively engaged with other PAMET committees such as the Committee on Professional Development for the design of flyers and their dissemination as well as on the CPDAS applications where graphic designs are needed. In fact, for all PAMET virtual events, the committee provided the needed graphics design for each activity with emphasis on the adherence of the provisions to the PAMET branding manual for visual identity. For other committees such as the Medical Technology Week Celebration, Professional Development Leadership, and Professional Ethics, the committee also provided the technical expertise needed for the virtual hosting of webinars which were also streamed live on the social media accounts and video channels of the organization.

The committee maintains and continually updates the official social media accounts of the organization which is the Philippine Association of Medical Technologists, Inc. ([facebook.com/pametofficial](https://facebook.com/pametofficial)), PAMET CPD Activities ([facebook.com/pamet.cpdactivities](https://facebook.com/pamet.cpdactivities)) and PAMET e-Learning ([facebook.com/pamet.elearning](https://facebook.com/pamet.elearning)). Collectively, these social media accounts have more than 100,000 subscribers and generate more than 1 million reactions per quarter. The committee likewise provides regular content for the PAMET website ([pametinc.ph](https://pametinc.ph)) and in the video channel of the organization ([youtube.com/@pametelearning7228](https://youtube.com/@pametelearning7228)). Also, the committee manages a Facebook group for medical technologists in the Philippines. Online content provided by the committee range from videos, graphic designs, virtual flyers, and other online materials.

Virtual events are likewise hosted by the committee such as virtual quiz shows, research fora, town hall meetings, and virtual board and committee meetings.

## COMMITTEE ON E-LEARNING AND SOCIAL MEDIA COMMUNICATIONS

Chair: Razel L. Kawano

Members:

Marco Hernando

Allen Peñaflores

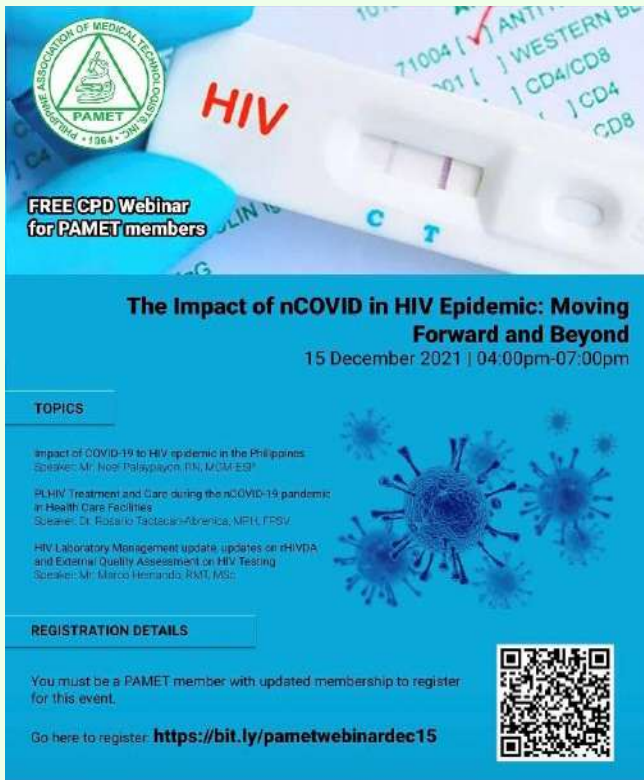
Gamaliel Fulgueras

Felicisimo Martinez

The committee held a special project devoted to continuing professional development for PAMET members through collaborative efforts with the government agency's HIV Program. On December 15, 2021, a joint effort with the renowned infectious disease hospital, San Lazaro Hospital and PAMET, conducted a webinar entitled "The Impact of nCOVID in HIV Epidemic: Moving Forward and Beyond". Invited speakers during the event were Mr. Noel Palaypayon of DOH, who gave current updates on the HIV Program that was greatly affected during the pandemic, subsequently followed by Dr. Rosario Abrenica-Tactacan who discussed how the SLH managed their HIV patients during the COVID crisis, then followed by Mr. Marco Hernando who talked about the HIV Testing Algorithm and External Quality Assessment. 240 participants joined the webinar and some raised issues on proficiency testing as well as social issues regarding the current HIV Program. On April 28, 2022, HIV Proficiency Testing Renewal Webinar was conducted with 67 participants, however, only 46 participants officially joined and completed the requirements which include post-webinar examination and evaluation.







## COMMITTEE ON PROFESSIONAL PRACTICE AND ETHICS

Chair: Razel L. Kawano  
 Co-Chair: Zenaida Cajucom  
 Members:  
 Marilyn Atienza  
 Marian Tangingco  
 Maura S. Isaia  
 Leila Lany Florento

The committee joins its effort with the Board of Medical Technology (BoMT) of the Professional Regulation Commission (PRC) as they conscientiously reviewed and revised the new Code of Ethics (COE) of the profession. The general principles of the COE emphasized the responsibilities to patients, to self and community, colleagues, and the profession, and highlighted the responsibilities to allied health professionals and professional relationships with the health product industry. The committee on professional practice and ethics had debated the content of the COE alleviating the issues and concerns of med tech professionals in the workplace. Thus, there were two series of webinars conducted by this committee to gather the point of view of practicing medical technologists. Part 1 was conducted last August 07, 2021, with the inspiring talk of Mr. Ed Teoviso, Confluent Learning consultant. Due to the high demand and interest of our medical technology professionals on the topic "Ethics in the Workplace", part 2 was organized with the same speaker on April 25, 2022, with 300 participants who were admitted and actively joined the event.



Subsequently, the committee finally crafted the standard procedures for handling complaints relative to professional practice and ethics among members of the PAMET. This procedure involves a review of the complaint, investigation, and preparatory report for the final submission to the Board of PAMET and endorsement to BoMT for appropriate action as deemed necessary. This procedure was created by the collaborative efforts of all the members of the committee. The review of the COE was consolidated with the BoMT members: Hon. Marilyn Atienza, Hon. Marian Tangingco and Hon. Marilyn Barza together with the representatives of the committee.



The new COE of Medical Technology, no. 72 series of 2022 had been passed and signed by BoMT with the newly appointed member of the Board, Hon. Leila Florento on September 16, 2022.



## COMMITTEE ON NATIONAL QUIZ SHOW

Chair: Maura S. Isais

Co-Chairs:

Gamaliel Fulgueras

Marites D. Go

The 41<sup>st</sup> PAMET-PASMETH Interschool Quiz Show was held at Ballroom A of the Crowne Plaza Galleria, Pasay City last September 23, 2022. This annual brain-twisting event sponsored by the Philippine Association of Medical Technologists (PAMET) in cooperation with the Philippine Association of Schools of Medical Technology and Public Health (PASMETH), was participated by the best students of 51 schools namely:

1. Adventist University of the Philippines (AUP),
2. Angeles University Foundation (AUF),
3. Arellano University (AU) – Manila,
4. Calayan Educational Foundation, Inc., (CEFI)
5. Centro Escolar University (CEU) - Mendiola Campus
6. Centro Escolar University (CEU)- Makati Campus
7. Chinese General Hospital Colleges, Inc. (CGHC)
8. College of Our Lady of Mt. Carmel- Pampanga
9. De La Salle Medical and Health Sciences Institute (DLSMHS)
10. De Ocampo Memorial College,
11. DMMC Institute of Health Sciences (DMMCIHS)
12. Dr. Carlos S. Lanting College (DCLC),
13. Emilio Aguinaldo College (EAC)- Cavite
14. Far Eastern University (FEU) – Manila,
15. Far Eastern University (FEU) - NRMF
16. First Asia Institute of Technology and Humanities
17. Holy Angel University
18. Lyceum of the Philippines University (LPU) - Batangas
19. Lyceum of the Philippines University (LPU) – Cavite
20. Manila Adventist College
21. Manila Central University (MCU)
22. Manuel S. Enverga University Foundation (MSEUF)
23. National University - Manila (NU)
24. New Sinai School and Colleges Sta. Rosa, Inc.
25. Nueva Ecija Doctors' College, Inc. (Our Lady of Fatima University - Cabanatuan)

26. Our Lady of Fatima University (OLFU) - Valenzuela
27. Valenzuela
28. Our Lady of Guadalupe Colleges (OLGC),
29. Philippine College of Health Sciences, Inc. (CLMS)
30. Philippine Women's University
31. Saint Louis University – Baguio,
32. San Juan de Dios Educational Foundation, Inc.
33. San Pedro College (SPC)
34. South SEED – LPDH College
35. St. Dominic College of Asia
36. The Manila Times College of Subic
37. Trinity University of Asia (TUA)
38. Universidad de Sta. Isabel de Naga, Inc.
39. University of Baguio (UB)
40. University of Cebu – Banilad
41. University of La Salette, Inc. (ULS)
42. University of Pangasinan-PHINMA
43. University of Perpetual Help-Dr. Jose G. Tamayo Medical University)
44. UPHS-Dalta-Calamba
45. University of Santo Tomas (UST)
46. University of the EastRMMC Inc.
47. University of Immaculate Conception
48. University of the Philippines–Manila
49. Velez College
50. Wesleyan University- Philippines (WUP)
51. World Citi Colleges(WCC)

Thirty (30) questions were given in this battle of the wits. The three (3) representatives of each school/college/university team showed cooperation and unity of mental faculties as they competed for the peak slot.





After a series of Immunohematology, Hematology, Medical Technology Laws, and other Related Laws, Breakthroughs in Medical Technology and Laboratory Management tie-breaking questions given by the members of the board of judges, participants from San Pedro College (SPC) settled for 2<sup>nd</sup> Runner-up while Lyceum of the Philippines University (LPU) – Cavite landed for the 1<sup>st</sup> Runner-up and the participants from Far Eastern University (FEU) – Manila come out as the Champion. Aside from the trophies and medals, cash prizes were awarded to the winners.

Judges for this year's quiz show were the following:

1. Former PAMET Board of Director, former Chief Medical Technologist of Santa Teresita General Hospital Quezon City Branch - **Marivic C. Banighed**;
2. Former PAMET National Vice President and Chief Medical Technologist of Providence Hospital - **Luella A. Vertucio**;
3. PAMET North Luzon Regional Director - **Perlita M. Bautista**;
4. Technical Sales Specialist, RHID Human Identifications Division, Genetic Science Group, Thermofisher Scientific - **Angelica Syvel Nilo**;
5. PAMET Bulacan Chapter Past President and a Medical Technologist II of Provincial Public Health Office of Provincial Government of Bulacan - **Gilbert T. Mendoza**;
6. Philippine Blood Coordinating Council President and Blood Bank Section Chief of Philippine Children's Medical Center - **Antonio F. Domasian**; and
7. PAMET National Immediate Past President, Chief Operations Officer/ Chief Medical Technologist of PROLAB Diagnostics Co., **Ronaldo E. Puno** who also served as the Chairman of the Board of Judges.



The master of ceremonies was **Joylyn Maliwat** and **Ms. Mary Ann Manansala** was the Quiz Master.



## COMMITTEE ON MEDICAL TECHNOLOGY WEEK CELEBRATION

Chair: Mark Raymund G. Nava  
 Co-Chair: Gerrick Joseph Dolor  
 Members:  
 Maura S. Isais  
 Sanita A. Vista  
 Myra Maceda  
 Rommel F. Saceda  
 Evangeline Castillo  
 Marites D. Go  
 Edison D. Ramos  
 Oliver Shane R. Dumaoal  
 Lito Atienza  
 Arjay Abichuela  
 Jeremie R. Galapon

Various activities were conducted during the 50th Medical Technology Week Celebration. The celebration started with a Mass at the Manila Cathedral followed by a motorcade passing by various hospitals within the Manila area. The mass was attended by members of the association, officers, former officers, committee chairs, and guests.

The motorcade was driven by the beats of the Kahilum Drummers as it visits the following hospitals: Manila Doctors Hospital, Ospital ng Maynila, UP-PGH, Medical Center Manila, University of Santo Tomas Hospital, Hospital of Infant Jesus, Jose Reyes Memorial Medical Center, and San Lazaro Hospital. And with each hospital visit, the team gave out coffee tablebooks and Safeguard soaps. The team was escorted by the Manila Parking and Traffic Bureau (MTPB) provided by the Mayor of Manila, Hon. Maria Sheilah Honey Honrado Lacuna-Pangan.

The celebration continued with the 1st Medical Technologists Forum held at Crowne Plaza Hotel Ballroom B in Pasig City. Local and international speakers were invited to deliver relevant topics in Clinical Chemistry and Hematology. An outreach program was conducted at San Andres Complex in Manila on the third day of the celebration. Free blood typing, complete blood count, blood sugar, and blood pressure were provided to the recipients. Meals were also generously provided by the sponsors and the Committee on Outreach Programs headed by Ms. Sanita A. Vistal.





### 50th Medical Technology Week

18-24 September 2022

- 18  
SEPT

**Opening Mass & Motorcade**

Venue: Manila
- 19  
SEPT

**Medical Technologists' Forum**

Venue: Crowne Plaza Manila Galleria
- 20  
SEPT

**National Blood Typing Brigada EskweLab**

Venue: Nationwide
- 21  
SEPT

**ASEAN MT Educators' Forum**

Venue: Virtual

**Lab Visits & Membership Drive**

Venue: Nationwide
- 22  
SEPT

**Inter-chapter Quiz Challenge**

Venue: Virtual
- 23  
SEPT

**PAMET-PASMETH Quiz Show**

Venue: Crowne Plaza Manila Galleria

**Digital Design Contest**

Venue: Virtual
- 24  
SEPT

**Gala & Awards Night**

Venue: Crowne Plaza Manila Galleria

Forging the Future of Medical Technology





An international forum on Medical Technology Education was held virtually on the fourth day in collaboration with the Philippine Association of Schools of Medical Technology and Public Health (PASMETH) and the ASEAN Association of Schools of Medical Technology (AASMT). The virtual event was attended by more than 500 faculty, school administrators, and students from the ASEAN region. A virtual Interchapter quiz challenge was also held where PAMET Palawan Chapter was announced as the 2022 winner with PAMET Ilocos Norte and Leyte-Biliran as runners-up.

The highlight of the celebration was the return of the face-to-face PAMET-PASMETH National Quiz Show. The event was well-received with 51 schools participating. This year's edition had Far Eastern University – Manila as the champion and Lyceum of the Philippines University-Cavite and San Pedro College in Davao were the runners-up. A digital design contest was also held to select the cover of the annual convention souvenir program where a member from the PAMET Capiz chapter was helmed as the winner.

The celebration ended with a night of music and dance where leaders from partner associations were honored as the 50 Movers @50. The event was attended by the leaders of PSH (Philippine Society of Histopathology), PASMETH, PBCC (Philippine Blood Coordinating Council), BRAP (Biorisk Association of the Philippines), and PCQACL (Philippine Council for Quality Assurance in Clinical Laboratory).







PRESIDENT'S REPORT







PAMET REGIONAL CONFERENCES



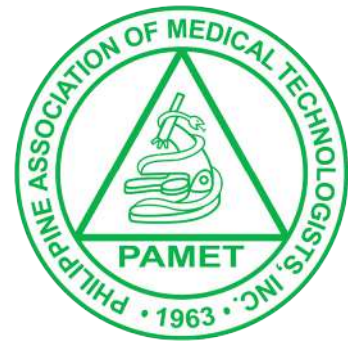


# PHILIPPINE ASSOCIATION OF MEDICAL TECHNOLOGISTS, INC. CONSTITUTION AND BY-LAWS

## ARTICLE I PREAMBLE

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

The seal of the association shall be circular and shall bear the name of the association and 1963, the year PAMET was founded. It shall contain an equilateral triangle within which shall be a figure of a microscope and a snake. Below the space of the triangle shall be written the letters - PAMET. The encryption of the seal shall be in green color with white background. The use of the seal shall be exclusively for official purposes and authorized by the PAMET Board of Directors.



## ARTICLE II OBJECTIVES

### Section 1. Objectives

The objectives of the association are as follows:

- a. To unify its members into one cohesive and progressive organization;
- b. To promote and protect the welfare of the members of the association;
- c. To promote the highest standards in the practice of Medical Technology / Medical Laboratory Science and help maintain and sustain them;
- d. To enhance the knowledge, skills, and attitudes of Medical Technologists / Medical Laboratory Scientists by promoting continuing professional development;
- e. To create and promote mutual understanding and cooperation among Medical Technologists / Medical Laboratory Scientists and other allied health professionals;
- f. To establish linkages and collaborate with other national professional organizations and agencies, both government and non-government, in maintaining and promoting total quality health care; and
- g. To establish linkages and collaborate with Asian and international professional organizations in relation to the Medical Technology / Medical Laboratory Science practice and/or delivery of health care.

## ARTICLE III MEMBERSHIP

### Section 1. Members

Medical Technologists / Medical Laboratory Scientists and Medical Laboratory Technicians, duly registered by the Professional Regulation Commission-Board of Medical Technology are qualified to become members of the association, provided, the following requirements are met:

- a. A citizen of the Republic of the Philippines. Dual citizenship is accepted.
- b. No conflict of interest with PAMET or any other party, group, or organization.
- c. Physically, psychologically, and morally fit.

### Section 2. Classification of Membership

There shall be three (3) major categories of individual personal membership, which can be given voting privileges following compliance to prescribed requirements – Regular, Diplomate, and Fellow.

There shall be two (2) other categories – Associate and Honorary, with no voting privileges.

- a. **Regular** – membership conferred to a Registered Medical Technologist / Medical Laboratory Scientist (RMT).
  - a.1 **Category A** – regular membership conferred to a Registered Medical Technologist / Medical Laboratory Scientist within a period of 2 years has paid the required membership dues and has no voting rights.
  - a.2 **Category B** – regular membership automatically conferred to a Registered Medical Technologist / Medical Laboratory Scientist after 2 years of active membership, has paid the required membership dues, and has earned the required CPD units per year following the guidelines set by PRC. They have voting rights.
- b. **Diplomate** – an upgraded membership, conferred by the Board of Directors through board resolution, to a regular member, upon successful compliance with all requirements set forth.
- c. **Fellow** – an upgraded membership, conferred by the Board of Directors through board resolution, to a diplomate member upon successful compliance with all requirements set forth.
- d. **Associate** – membership conferred to a Registered Medical Laboratory Technician (MLT); has paid the required membership dues; and has earned the required CPD units set by PRC. They have no voting rights.
- e. **Honorary** – lifetime membership conferred by the Board of Directors as a distinct honor for service rendered for the improvement of the Medical Technology / Medical Laboratory Science profession. It is not subject to the usual membership dues and entitlement of membership benefits.



### **Section 3.** Place of Membership

A Medical Technologist / Medical Laboratory Scientist / Medical Laboratory Technician shall seek membership in the chapter nearest his/her residence or place of work. A Medical Technologist / Medical Laboratory Scientist / Medical Laboratory Technician shall be a member of only one chapter. Members from the National Capital Region shall directly seek membership from the National office. All members are deemed members of the national association and not of local chapters only.

### **Section 4.** Dues

Every member shall pay membership dues annually except for Honorary Membership. The dues shall cover the calendar year and shall be paid not later than December 31 of each year to be an active member.

### **Section 5.** Inactivate, Suspended, and Terminated Membership

Membership to the association is said to be inactive, suspended, or terminated:

- a. If the appropriate membership dues have not been paid for the current calendar year;
- b. As a disciplinary measure after due process.

Suspension or termination of membership may be imposed after due process, by the Committee on Membership in coordination with the Committee on Professional Ethics, based on the following grounds but are not limited to:

- a. Being a member or officer of any other party, group or organization of Medical Technologists / Medical Laboratory Scientists, whose principles and ideals are not in adherence with that of PAMET, thus, posing a conflict of interest with the association, direct or indirect.
- b. Being part of any party, group, or organization that is identical or deceptively or confusingly similar to PAMET or is patently deceptive, confusing, or contrary to an existing organization.
- c. Having been convicted or has a pending case before any court or the Committee on Ethics.
- d. Being found guilty of any offense and given sanction by PRC and/or PAMET Committee on Ethics.
- e. Having a record of gross violations of PAMET By-laws, Code of Ethics, and Election Code.
- f. Having been part or instrumental in any illegal act or misrepresentation damaging to the reputation, name, and image of the association.
- g. Having pending or unsettled major obligations with the association.

With inactive, suspended, and terminated membership, entitlement to benefits is suspended.

**Section 6.** Re-instatement to Active Membership

Inactive and suspended membership may be reverted back to active membership after payment of all appropriate dues and penalties and after having served the prescribed disciplinary measure, if any.

Terminated membership may be reverted back to active membership upon recommendation of the Committee on Membership and Committee on Professional Ethics. It must be approved by the Board.

**Section 7.** Upgrading of Membership

Members who are qualified to upgrade to Diplomate and Fellow categories shall apply to the Committee on Membership and satisfy all prescribed requirements.

**Section 8.** Rights, Duties and Obligations, and Benefits of Members

Every member has the following rights:

- a. To vote and be elected for office following prescribed qualifications and requirements;
- b. To be appointed to committee(s) and other special tasks for the association;
- d. To be heard on matters pertinent to the association;
- e. To be appraised on financial and other operational matters pertinent to the association;
- f. To be entitled to due process for any complaint or case brought against the Member.

Duties and Obligations:

- a. To regularly comply with all requirements pertinent to membership including the annual membership fee;
- b. To regularly and actively participate in the affairs of the association;
- c. To regularly attend activities and functions of the association;
- d. To give recommendations/suggestions that will benefit the association, its members, and the profession;
- e. To be loyal to the organization and be an instrument to keep it united;
- f. To uphold the principles and ideals of the organization and to defend it;
- g. To maintain the highest degree of ethical standards;
- h. To protect the reputation, name, and image of the organization.

Benefits:

- a. May have access to continuing professional education and/or professional development program of the association;
- b. May have access to information regarding Medical Technology / Medical Laboratory Science and/or health care, both local, Asian and international;
- c. May seek protection or assistance on matters affecting the Member in the practice of the profession; and
- d. May avail of other benefits offered by the association.

## **Section 9.** Local Chapters

Local chapters may be established to help the National Association reach out to its member and help expand and consolidate its membership.

- a. A local chapter is an aggrupation of at least 25 regular members in a territory approved by the National Board of Directors, depending upon the geographical and other factors in the area. The approval shall be documented through a Board Resolution.
- b. The Board of Directors of each Chapter, elected by the membership of the chapter, shall be composed of nine to fifteen (9-15) members depending on the number of its membership, and who shall elect their officers from among themselves.
- c. Election of officers and directors shall be held every two (2) years, consistent with the national election year. It shall be synchronized and shall be held during the Medical Technology Week of the election year. The term of office is two (2) years and may be re-elected for another term of two (2) years or a maximum of four (4) years or until after successors have been elected and have taken their oaths. A Chapters Election Code shall be adopted.

Extension of term of office due to valid reasons shall be assessed and recommended by the Committee on Chapters and Regional Directors concerned following set guidelines. Extension of term of office shall be for a limited and specific period only and shall be approved by the National Board through a resolution.

- d. Chapter By-Laws shall adopt the by-laws of the National Association but shall have autonomy in the distribution of the Board of Directors and Officers and shall have flexibility with the term of office, following set guidelines for the chapters.
- e. Prior to Chapter Accreditation, there shall be Chapter Recognition by the National Board of Directors for a minimum period of one (1) year.
- f. Chapter Accreditation shall be based upon compliance with the criteria set by the National Committees on Chapters and Membership.
- g. Delisting from the Roster of Accredited Chapters may be done for non-compliance or non-performance by the Chapter for a period of four (4) years, according to criteria set by the national Committees on Chapters and Membership. A chapter is considered inactive for non-compliance or nonperformance for two (2) years. During inactive state, the Committee on Chapters or the Regional Director may initiate to re-organize the chapter.
- h. A delisted chapter may be restored to the Roster of Accredited Chapters following compliance to the prescribed procedures.

## **Section 10.** Institutional Units

In Metro Manila, PAMET Institutional Units may be formed, provided that there are at least 25 registered Medical Technologists / Medical Laboratory Scientists working in the institution, who are qualified members of the association. It shall follow the criteria set forth and shall be under the umbrella and direct supervision of PAMET National Office.

## **Section 11.** International Chapters

There shall be an established networking and collaboration with organized Filipino Medical Technologists / Medical Laboratory Scientists / Medical Laboratory Technicians outside of the country with official linkage to PAMET. forth and shall be under the umbrella and direct supervision of PAMET National Office.



## ARTICLE IV MEMBERSHIP

### Section 1. Composition

The National Board of Directors shall be composed of fifteen (15) members duly elected by the membership.

### Section 2. National Board of Directors

The National Board of Directors shall be distributed as follows:

- a. From the clinical laboratory practice, either from the government or private sector – at least ten (10);
- b. From the academe – no more than three (3); and
- c. From other areas of specialization related to healthcare – no more than two (2).

The current area of practice shall be considered as the category of practice. One slot may be allotted to candidates from the chapters, provided, that the candidate is included in the top 15 during the election, following the distribution stated in Section 2. The candidate may come from any of the areas of practice stated and if elected, his/her slot becomes part of the allocated slots for his/her area of practice.

Unfilled slots shall be given in favor of those from the clinical laboratory practice. In cases when qualified candidates are less than fifteen (15), a minimum of nine (9) qualified candidates may sit as Board of Directors. Distribution per category shall follow the guidelines set forth.

### Section 3. Qualifications

The qualifications for the Board of Directors shall be as follows:

- a. A citizen and a resident of the Republic of the Philippines; Dual citizenship is accepted, provided that the place of work is in the Philippines.
- b. A registered Medical Technologist / Medical Laboratory Scientists of the Professional Regulation Commission of the Republic of the Philippines;
- c. A qualified voter of the association as certified by the Committee on Membership;
- d. A member in good standing belonging to category B Regular, Diplomate or Fellow membership for at least five (5) consecutive years, with no lapses, prior to the current election;

Provided, that for chapters, the required years of membership in good standing shall be at least two (2) years.

- e. Physically, psychologically, and morally fit; and
- f. Practicing as a Medical Technologist / Medical Laboratory Scientist for at least five (5) consecutive years, with no lapses prior to the election in any of the following areas of practice: clinical laboratory, academe, and other specialization related to health care. A combination of practice from different areas is acceptable.

Provided, that for chapters, years of practice shall be at least two (2) consecutive years.

- g. Employed or residing in the locale where he is seeking a position as a member of the Board of Directors
- h. Not a holder of an immigrant visa at the time of application for candidacy.
- i. Never been convicted nor does not have pending criminal, civil or administrative cases before any court, the Committee on Ethics, or in the workplace.
- j. Never been found guilty of any offense and given sanction by PRC and/or PAMET Committee on Ethics.
- k. Never been previously removed from the Board for any cause.
- l. Never had a record of gross violations of the By-laws, Code of Ethics, and Election Code.
- m. Never been part or instrumental in any illegal act or misrepresentation damaging to the reputation, name, and image of the association.
- n. Not a member or officer of any other party, group, or organization of Medical Technologists / Medical Laboratory Scientists, unless there is no conflict of interest with PAMET, direct or indirect.
- o. Not a part of any party, group, or organization that is identical or deceptively or confusingly similar to PAMET or is patently deceptive, confusing, or contrary to an existing organization.
- p. Not an incumbent Regional Director or an officer or a Board Director of any chapter.
- q. No pending or unsettled major obligations with the association.

**Section 4. Term of Office**

The National Board of Directors shall have a term of two (2) years. They shall be entitled to a maximum of two (2) terms or equivalent to four (4) years or until after successors have been elected and have taken their oaths of office.

**Section 5. Vacancy**

Vacancy in the Board of Directors may be filled up by the candidate with the next highest rank during the last election, depending on the nature of the vacancy. Provided, that the vacancy is incurred within the first twelve (12) months after the last election. The replacement shall be properly certified by the Committee on Election and shall serve the unexpired term only. It shall be upon the approval of the Board.

**ARTICLE V**

**FUNCTIONS OF THE NATIONAL BOARD OF DIRECTORS, OFFICERS, IMMEDIATE PAST PRESIDENT AND REGIONAL DIRECTORS**

**Section 1. Board of Directors**

The Board of Directors shall serve as the policy-making and governing body of the association.

**Section 2. Officers**

The officers of the association shall be the President, Vice-President, Executive Secretary, Treasurer, Auditor, and Public Relations Officer. They shall serve as the Executive Committee (ExeCom) of the association.

### **Section 3.** Election of Officers

The Board of Directors shall elect from among themselves the officers of the association within fifteen (15) days after the election.

### **Section 4.** Duties of the Officers

#### A. The **President** shall:

1. Officially represent the association;
2. Call and preside over all meetings of the Board of Directors and the general membership;
3. Execute or carry out all approved resolutions, rules and regulations, and other programs for the attainment of the association's objectives;
4. Sign all pertinent and legal documents;
5. Appoint chairs of the different committees;
6. Be accountable for the state of affairs of the association; and
7. Perform all other duties pertaining to the office of the President

#### B. The **Vice-President** shall:

1. Assume the functions and responsibilities of the President in case of absence, resignation, or incapacity; and
2. Perform other functions as may be assigned by the President.

#### C. The **Executive Secretary** shall:

1. Document proceedings of all meetings;
2. Keep records of all pertinent and legal documents;
3. Keep a roster of all the members of the association and all pertinent information about the members;
4. Ensure timely dissemination of information to the members;
5. Ensure appropriate coordination of all activities of the association;
6. Sign all pertinent and legal documents;
7. Prepare all pertinent reports;
8. Be the custodian of the Seal of the association; and
9. Be accountable for the compliance of the Association to all legal and other requirements as a corporate entity.
10. Serve as the Corporate Secretary

#### D. The **Treasurer** shall:

1. Collect all dues and other fees from the members and receive grants, donations and contributions from other sources;
2. Deposit all collections in the bank designated by the Board of Directors;
3. Appropriately disburse funds as authorized;
4. Timely and regular preparation of all pertinent financial reports; and
5. Be accountable for all funds and finances of the association.



- E. The **Auditor** shall:
1. Ensure appropriate disbursements of funds following prescribed rules and procedures;
  2. Ensure that appropriate safeguards regarding the assets and properties of the association are implemented at all times; and
  3. Be accountable for adherence of the association to accepted accounting and auditing principles.
- F. The **Public Relations Officer** shall:
1. Serve as the resource for accurate and timely information about the association's activities.

**Section 5. National Directors**

The remaining nine (9) elected members of the Board shall automatically be national Directors.

**Section 6. Immediate Past President**

The Immediate Past President automatically becomes an adviser of the association and is made part of the Board but with no voting privileges.

**Section 7. Regional Directors**

The Regional Directors shall be elected by the incumbent chapter Presidents or the designated representatives of the chapters in the chapters' meetings during regional conferences.

Section 7.1. Qualifications of the Regional Directors

- a. Must have served as a chapter president for at least one (1) term;
- b. Must be capable and willing to perform the duties and responsibilities of the position; and
- c. Must be a consistent active member of his chapter.

In no case shall a Regional Director be Chapter president at the same time. An incumbent Chapter president must relinquish his position if elected Regional Director.

Section 7.2. Terms of Office

Regional Directors shall have a term of two (2) years and may be re-elected for another term of two (2) years or equivalent to a maximum of four (4) years or after successors have been elected and have taken their oaths.

Section 7.3. Functions of the Regional Directors

The Regional Directors through the chairman of the Committee on Chapters are extensions of the national Board of Directors to Northern Luzon, Southern Luzon, Visayas, Northern Mindanao and Southern Mindanao to help build, develop, strengthen, and consolidate its membership within their areas of jurisdiction.

Section 7.4. Funds

There shall be a fund allotted to the Regional Directors for effective discharge of their duties and functions and for the implementation of projects in their areas of jurisdiction. There shall be a policy on the source of funds.

## ARTICLE VI ADVISORY COUNCIL

### Section 1. Composition

Past Presidents who are willing and physically and mentally fit to serve.

### Section 2. Functions

1. To advise the Board of Directors as needed; and
2. To assist the Board of Directors in interpreting questions involving the By-Laws and resolutions from the General Assembly. They have no voting rights and may be called as necessary.

## ARTICLE VII COMMITTEES

### Section 1. Standing Committees

There shall be standing committees that should ensure the accomplishment of the objectives of the Association.

- a. Membership
- b. Chapters
- c. Education
- d. Continuing Professional Development (CPD)
- e. Laboratory Practice and Management
- f. Professional Practice & Ethics
- g. Awards
- h. Research
- i. Publication and Documentation
- j. Welfare and Benefits
- k. Socials and Physical Fitness
- l. Community Outreach and Health Services
- m. Finance and Audit
- n. Ways and Means
- o. Legislation
- p. Election
- q. Constitution and By-Laws
- r. Office and Personnel Management
- s. International Relations
- t. Professional Relations
- u. Medical Technology Week Celebration
- v. Annual Convention

### Section 2. Special Committees

The President, with the approval of the Board of Directors, may create special committees as may be deemed necessary. A technical working group on special matters concerning the profession may be formed with a term of up to five (5) years.



**Section 3.** Composition

The President shall appoint a chairman for each Committee. The appointed chairman shall nominate to the Board of Directors a maximum of five (5) committee members for approval.

**Section 4.** Term of Office

The chairman and members of each committee shall have a term of two (2) years or after successors have been appointed.

**Section 5.** General Functions of the Standing and Special Committees

The chairman and members of each committee shall have a term of two (2) years or after successors have been appointed.

- a. Hold committee meetings as deemed necessary;
- b. Committee chairman presides over the meeting. During voting, the chairman cannot vote except in cases of deadlock;
- c. Submit itemized budgetary needs to the Committee on Audit and Finance for consideration and inclusion in the annual budget;
- d. Coordinate with other committees in the study and implementation of projects and programs of similar nature;
- e. The standing committee shall create sub-committees if deemed necessary;
- f. Submit quarterly committee progress reports; and
- g. Submit annual report to the President one month before the annual convention.

**Section 6.** Oversight Officers

The Executive Committee shall oversee the standing committees and special committees except the Committee on Election and Professional Practice & Ethics which are independent in nature.

## ARTICLE VIII COMMITTEE ON ELECTION

**Section 1.** Composition

The Committee on Election shall be composed of five (5) members. The chairman shall be appointed by the President from any qualified member of the association. The committee members shall be recommended either by the chairman or by the President or by the members of the Board with the approval of the Board of Directors.

**Section 2.** Qualifications

1. A citizen and a resident of the Republic of the Philippines;
2. A member in good standing under category B Regular, Diplomate, or Fellow for at least five (5) consecutive years, with no lapses prior to appointment;
3. Physically, psychologically, and morally fit;
4. Must not have any pending case before any court; and
5. Must have at least ten (10) years of professional experience.



**Section 3. Term of Office**

The term of office of the Committee on Election shall be two (2) years, co-terminus with the incumbent Board, or until their successors have been appointed.

**Section 4. Powers, Duties, and Functions**

The Committee on Election shall have the power to enforce and administer all provisions, rules and regulations, and policies relative to the conduct of the elections. Their duties shall be:

- a. To promulgate and enforce rules and regulations governing the conduct of the election;
- b. To screen the candidates for the election;
- c. To conduct the election;
- d. To receive, investigate and act on complaints relative to the election; and
- e. To proclaim the winners.

**Section 5. Vacancy**

In the event of any vacancy, the chairman or vice-chairman, in the absence of the chairman, may nominate to the Board of Directors qualified person to fill the vacancy and to serve the unexpired term.

**ARTICLE IX  
GENERAL MEMBERSHIP MEETING**

**Section 1. Date and Venue**

The General Membership Meeting shall be held during the annual convention between November and December in a venue located in Metro Manila.

**Section 2. Annual Convention**

The dates of the annual convention shall be announced to the membership at least six (6) months before it is held.

**Section 3. Order of Business**

The order of business shall be as follows:

- a. Call to order
- b. Determination of quorum
- c. Reading of Minutes of previous meeting
- d. Report of the President
- e. Report of the Treasurer
- f. Approval of the Acts of the Board of Directors by the General Assembly
- g. New Business
- h. Formal presentation of Candidates and Election (every two years)
- i. Adjournment

**Section 4. Quorum**

The presence of at least one hundred members of the general assembly shall constitute a quorum.

## ARTICLE X ELECTION

### Section 1. Qualification of Voters

- a. Must be an active Regular Category, Diplomate, or Fellow member;
- b. A member in good standing for at least two (2) consecutive years; and
- c. Must have established practice in the field of Medical Technology / Medical Laboratory Science along clinical laboratory, academe or other specialization related to health.

### Section 2. Identification of Qualified Voters

There shall be a system to identify all qualified voters. Appropriate identification shall be issued by the Committee on Election to all qualified voters.

### Section 3. Filing of Candidacy for the Board of Directors

Qualified members shall personally file their Certificates of Candidacy to the Committee on Election within the designated period.

### Section 4. Screening of Candidates

The Committee on Election shall screen and verify the qualifications of the candidates.

### Section 5. Presentation of Candidates

The Committee on Election shall present the official candidates during the business meeting or immediately prior to voting.

### Section 6. Method of Voting

Election of the Board of Directors shall be in person by secret balloting or electronic voting. No candidate shall be voted in absentia.

### Section 7. Election Code

The Committee on Election, with the approval of the Board of Directors, shall promulgate an Election Code that shall govern the conduct of the election.

### Section 8. Ballots

All ballots shall be retained for two months from the date of election after which they shall be disposed if no protests are filed.

### Section 9. Proclamation

The Committee on Election shall proclaim the winners not later than the closing ceremonies of the annual convention when conduct of election is satisfactory as determined by the committee.

## ARTICLE XI FUNDS AND FINANCE

### Section 1. Fund Depository

All funds of the association shall be deposited in at least two separate banks to be determined by the Board of Directors, following all laws and requirements of the Philippine banking system.

## **Section 2.** Fund Security

The Board of Directors shall ensure that all safeguards are in place to protect and maximize the use of all the association's assets and other financial resources.

## **Section 3.** Special Fund

Income derived from special projects shall be deposited in separate bank accounts identified accordingly. Disbursements incurred for the special projects shall be made from the particular accounts only. There should be a closure of the particular accounts upon completion of the particular projects.

## **Section 4.** Disbursement

All disbursements representing expenses incurred by the association shall be authorized by the President and the Treasurer. For special projects, the Project Manager / Coordinator shall also authorize the disbursements. All documents shall be signed accordingly by all authorizing Officers.

## **Section 5.** Calendar Year

Calendar year reporting will be followed which will cover January 1 to December 31 of each year.

## **ARTICLE XII INTERNAL AND EXTERNAL COMMUNICATION**

### **Section 1.** Modes of Communication

The Board of Directors shall determine the modes of communication to its membership as well as to the external public.

### **Section 2.** Consistency of Communication

The Board of Directors shall ensure regular, consistent, and comprehensive communication to include printed materials such as newsletters and scientific journals and electronic forms of communication.

## **ARTICLE XIII VIOLATION OF THE BY-LAWS AND CODE OF ETHICS**

### **Section 1.** Subscription to the By-laws and Code of Ethics

All members of the association shall subscribe to the By-laws and to the Code of Ethics of the Profession.

### **Section 2.** Committee on Professional Practice and Ethics

The committee shall involve individuals of the same profession with different fields of expertise who are independent from the PAMET Board of Directors and from the other committees of the association.

#### Section 2.1. Functions

- a. Provide consultation, investigation, recommendation, resolution, and sanctions on complaints to the Board against any member of the association;



- b. Collaborate with Professional Regulation Commission - Board of Medical Technology and/or legal advisor(s) concerning ethical complaints, cases, and inconclusive issues;
- c. Develop, review and/or revise policies, guidelines, and procedures pertaining to professional practice and ethics of the members; and
- d. Facilitate educational programs on issues in professional ethics within the organization.

Section 2.2. Goals of the Committee

- a. Ensure that ethics in professional practice are exemplified by the members, officers, and board of directors of the association;
- b. Ensure that systems and processes of the organization are in place in handling ethical issues;
- c. Promote leadership behaviors and consider principled values underlying a resolution or decision; and
- d. Emphasize the importance of ethics and exercise transparency in decision-making.

Section 2.3. Composition of the Committee

It shall be composed of a minimum of four (4) and a maximum of five (5) members. A resource person from other healthcare or legal profession may be invited as deemed necessary, provided that the confidentiality of information is maintained.

Section 2.4. Qualifications

- a. A citizen and a resident of the Republic of the Philippines;
- b. A member of good standing under category B Regular, Diplomate or Fellow member of the association for at least five (5) consecutive years, with no lapses prior to appointment;
- c. Be physically, psychologically, and morally fit;
- d. Must not have any pending case before any court;
- e. Must have at least 10 years of professional experience;
- f. Must have a background in quality improvement, compliance, or business integrity;
- g. Must have a background or advanced training in ethics or ethical analysis and arguments surrounding most of the ethically charged issues in medical technology practice; and
- h. Must exercise dedication and commitment to fulfill his functions with confidentiality, justice and unbiased decisions and judgments under oath.

Section 2.5. Term of Office

The term of office of the committee members shall be two (2) years, coterminous with the incumbent Board or until successors have been appointed.

### **Section 3.** Violations and Complaints

Violations and complaints addressed to the committee shall be acted upon within ninety (90) days depending on the nature of the complaint. Details are stipulated in the policies guidelines and procedures on professional practice and ethics.

- a. The committee shall meet at least twice a month should there be any case to discuss and to consult.
- b. The committee shall collaborate with other committees in the Board whenever necessary in order to support proof of evidence and integrate information to sustain logical decisions for the resolution to a case. Series of session must be properly documented and reported to the Board when case is closed.
- c. After due process, the decision shall take effect only when there are majority votes from its members and approved by majority of the Board through a resolution.

#### **Section 3.1.** Disciplinary Actions

Penalty and disciplinary action/s shall include the following but not limited to:

- a. Disqualification from running in any position in the Board;
- b. Suspension of the right to vote;
- c. Suspension or termination of membership in the organization.

#### **Section 3.2.** Duration of Disciplinary Actions

The duration period of a penalty and disciplinary action shall be prescribed and described in the policies, guidelines, and procedures.

### **Section 4.** Appeal

A member who is found guilty by the Board of Directors may file a written appeal for reconsideration to the Board of Directors en banc within thirty (30) days after the decision becomes final.

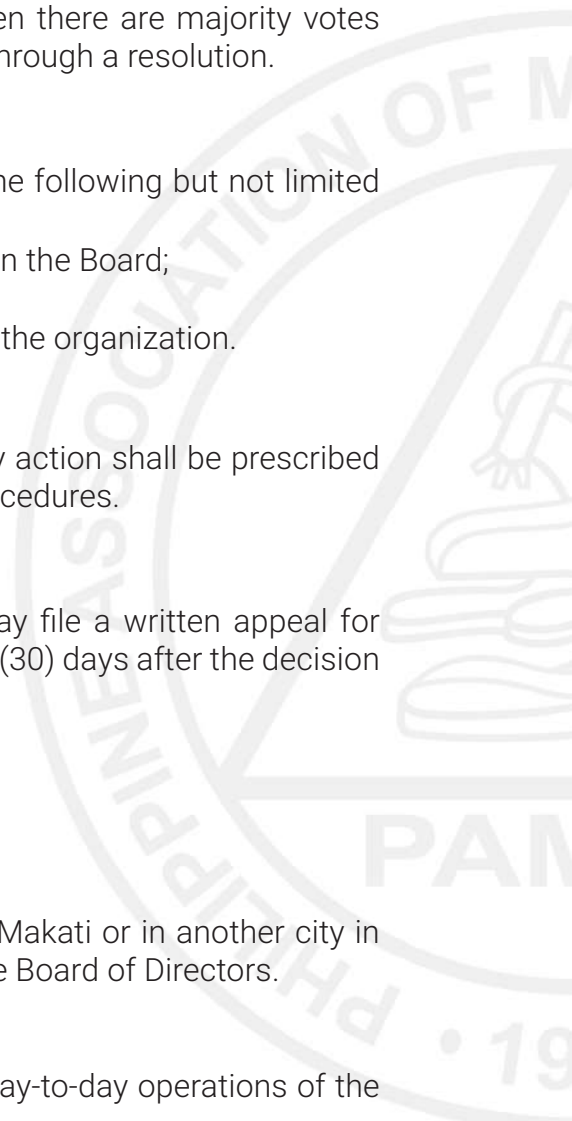
## **ARTICLE XIV OFFICE AND SECRETARIAT**

### **Section 1.** Principal Office

The principal office of the association shall be in the City of Makati or in another city in Metro Manila as designated and unanimously approved by the Board of Directors.

### **Section 2.** Secretariat

There shall be an organized secretariat that shall assist the day-to-day operations of the association.



## **ARTICLE XV ADMINISTRATIVE MANUAL AND IMPLEMENTING RULES AND REGULATIONS**

### **Section 1.** Administrative Manual and Implementing Rules and Regulations

The Administrative Manual and Implementing Rules and Regulations (IRR), shall provide the procedures and rules and regulations necessary for the implementation of the by-laws of the association. Two-thirds (2/3) of the votes of the Board of Directors are required to promulgate and amend the Manual and approve the Implementing Rules and Regulations. The Executive Committee, chairmen of the Committees on Legislation, By-laws, and Governance shall prepare the Manual and IRR within six (6) months from the time of ratification and review it annually.

### **Section 2.** Effectivity

The effectivity of the Administrative Manual and Implementing Rules and Regulations shall be fifteen (15) days after the date of approval.

### **Section 3.** Availability

The Administrative Manual and Implementing Rules and Regulations must be available no more than one hundred twenty (120) days after its effectivity and approval by at least two thirds (2/3) votes of the National Board of Directors.

## **ARTICLE XVI AMENDMENTS**

### **Section 1.** Notice of Amendments

Proposed amendments shall be circularized to the membership at least thirty (30) days before formal presentation and ratification by the general assembly during the annual convention or mid-year convention, as the case may be.

### **Section 2.** Ratification of the Amendments

All amendments to the By-laws shall be ratified by the qualified voting members present during the annual convention or midyear convention. Ratification shall require a majority of the votes cast by the qualified voters present during the general assembly.

### **Section 3.** Effectivity

Amendments shall take effect thirty (30) days after ratification.





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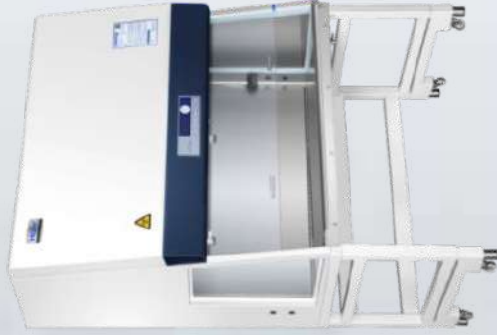
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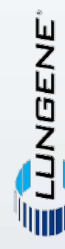
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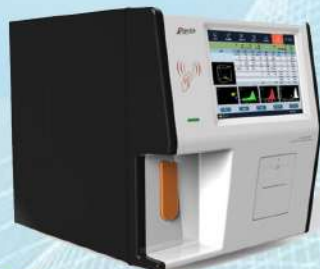


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hemochroma PLUS is a handheld device that can run tests for anemia. One uses a disposable test cuvette to pick up sample blood from the fingertip. It accommodates tube bloods with a pipette. Each test takes 3-5 seconds and the user can transmit the result to a host computer.



## MNCHIP CM5

Designed with large captive screen and built-in printer, the MNCHIP Pointcare can deliver real-time blood chemistry diagnostic information with only 100µl blood sample, improving the efficiency of operations and providing 24/7 standby on-site diagnostics.



## BODITECH iCHROMA III

ichroma™ III accepts cartridges for various biomarkers in random sequence and processes them in a preset temperature, even combines test parameters with differing incubation period. The user will prepare each cartridge before inserting it to the system, one at a time.



## PUSHKANG MC100

A portable coagulation analyzer which features Varieties of lyophilized dish packages, suitable for personalized medical treatment, Instrument miniaturization, and lyophilized reagent pre-packaged design. It's convenient for transportation and easy to operate function.

### MUREX Diagnostic Products Specialists



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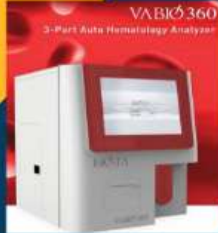




# Growing with you in the Field of Diagnostics!

## Other Products

Elisa Test Kits. APAS Panel. Chemistry Reagents  
 Test Tubes. Petridish. Latex Test Kits (CRP,ASO,RF, ANA)  
 Digital Xray. Coagulation. Patient Monitor



VABIO 3 Diff Hema



Elisa Plate Washer



Elisa Plate Reader w/  
Incubator



A1 Care HbA1c POCT



Electrolytes (Na, K, Cl, iCa)



M5 Color Doppler  
Ultrasound



i50 B.W Ultrasound



ECG (3,6,12,18 Channel)



Urine Reader



ABG Analyzer

Contact Info: 4F RCH Bldg 673 Boni Avenue Mandaluyong Tel: (632) 8584-5361  
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Mixer, Tube  
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# MEDTEST

MEDICAL TEST SYSTEMS, INC.



Optimum solutions for health care and research

## FEATURED INSTRUMENTS

applied biosystems

### Thermal Cycler (End Point PCR)

- MiniAmp/MiniAmp Plus
- SimpliAmp
- VeritiPro
- ProFlex

### Real-Time PCR

- QuantStudio 1/3/5
- QuantStudio 6/7 PRO
- QuantStudio 12K Flex
- 7500/7500 Fast

### Digital PCR

- Absolute Q

### Genetic Analyzer

- SeqStudio
- SeqStudio Flex
- 3500/3500xL
- 3730xL

### Laser Capture Microdissection

- Arcturus XL

invitrogen

### Nucleic Acid Quantitation

- Qubit 4.0 Fluorometer
- Qubit Flex Fluorometer

### Nucleic Acid Electrophoresis

- eGel Powersnap System

### Automated Cell Counter

- Countess 3

### Flow Cytometry

- Attune NxT
- Attune CytPix
- BigFoot Cell Sorter

### Protein Electrophoresis

- SureCast HandCast System
- Mini Gel Tank/Tandem
- XCell SureLock
- ZOOM IPG Runner System

### Western Blotting

- iBlot2
- Power Blotter
- Bandmate

### Western Detection/ Imaging

- iBind/ iBind Flex
- iBright CL750
- iBright CL1500
- iBright FL1500

thermo scientific

### Automated Nucleic Acid Purification

- KingFisher Duo Prime
- KingFisher Flex
- KingFisher Presto
- KingFisher Apex

### Microplate Reagent Dispensing

- MultiDrop Combi
- MultiDrop Pico

### High Content Analysis

- CellInsight CX5
- CellInsight CX7/CX7 LZR

### Microplate Washer

- WellWash
- WellWash Versa

### Microplate Reader

- Multiskan FC
- Multiskan SkyHigh
- Varioskan LUX

### Pipette

- Finpipette
  - Single Channel Pipettes
  - Multichannel Pipettes
  - Electronic Pipettes

### FEATURED CONSUMABLES

#### DNA and RNA Purification

- MagMAX Kits
- PureLink Kits

#### PCR and Reverse Transcription

- SuperScript IV Reverse Transcriptase
- Platinum SuperFi II DNA Polymerase
- Custom Oligos (Primers)

#### Real-Time PCR

- PowerTrack SYBR Green
- Master Mix
- TaqMan Master Mixes
- Custom Assays (Primers + Probe)

#### Gel Electrophoresis

- UltraPure Agarose
- DNA Ladders
- TAE/TBE Buffers

#### Synthetic Biology

- GeneArt Gene Synthesis
- TOPO Cloning Kits

### Genome Editing

- TrueGuide Synthetic gRNAs
- TrueCut Cas9 v2

### Cell Imaging and Analysis

- Molecular Probes Reagents
- Nunc Microplates

### Cell Culture

- Nunc Cell Culture Plastics
- Gibco Media and Supplements for:
  - Mammalian Cell Culture
  - Stem Cells – PSC and MSCs
  - Immunotherapy – T-cells

### Protein Biology

- Pierce Lysis Buffers
- Purification Beads and Resins
- Dialysis, Desalting and Concentrators
- Pierce Protein Quantification Assays
- Novex/ NuPage/Bolt Protein Gels
- Pierce Western Detection Reagents
- Pierce Chemiluminescent Substrates
- Invitrogen Antibodies

### Liquid Handling

- ART Pipette Tips
- QSP Pipette Tips
- Microcentrifuge Tubes
- Racks and Accessories

### Biobanking

- Storage and Cryo Accessories, Racks, and Tubes

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**240**  
TESTS  
PER HOUR

ISE  
**240**  
TESTS  
PER HOUR  
(OPTIONAL)

**90**  
SAMPLE  
POSITION

**90**  
REAGENT  
POSITIONS



### Biossays® 240 Plus

Compact Design - meet your need of space and cost-saving

**20**  
REAGENT  
POSITIONS

**72**  
SAMPLE  
POSITIONS

**200**  
TESTS  
PER HOUR



### MAGLUMI® X3

save your space without compromise

**300**  
SAMPLE  
POSITIONS

**42**  
REAGENT  
POSITIONS

**2800**  
WALK-AWAY  
TIME



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efficiency without compromise

**600**  
TESTS  
PER HOUR

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YEARS

**748**  
COUNTRIES

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## Best Quality Rapid Self Test Kit

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Excellent performance at

**98.8%**

**Accuracy!**

**15** RAPID RESULTS  
IN MINUTES

The result of the performance evaluation conducted by FIND performed in University of Geneva, Switzerland as recommended by the Research Institute for Tropical Medicine (RITM) are:

**91.2%**

**Diagnostic Sensitivity**

**99.5%**

**Diagnostic Specificity**

BMI FLOWFLEX is compliant with the required FDA sensitivity of  $\geq 80\%$  and Specificity of  $\geq 97\%$  on the FDA Memorandum 2021-009.



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