MEMORANDUM FOR: ALL LICENSED PRIVATE EMPLOYMENT AGENCIES, MANNING AGENCIES AND AUTHORIZED SERVICE/CONSTRUCTION CONTRACTORS

RE: UPDATING OF COMPANIES RECORDS

DATE: 27 JANUARY 1993

In line with the updating of the records of all licensed/authorized agencies/entities being undertaken by the Licensing Branch, Licensing and Regulation Office, this Administration, all agencies are required to submit to said Branch the following information not later than 28 February 1993.

1. agency's telephone number(s)
2. fax number(s)
3. telex number(s)
4. updated list of officers and staff
5. total number of deployed workers in 1992

For compliance.

FELICISIMO O. JOSON
Administrator
The meeting was called for to discuss SRO’s feedback regarding what they observe as inadequate manpower pool of POEA that is responsive to their requirements. It was a preparation for a meeting with SRO.

The following are the reasons cited in response to SRO’s feedback:

a. SRO’s salary levels and package of benefits have either deteriorated or stagnated, thus becoming unattractive to prospective applicants. A wage study was supposed to be undertaken by KSA’s MOH with inputs from SRO-Manila but nothing has come up to date. SRO only offers $450 - $650 for staff nurses; informal reports indicate that their hireings through agencies only offer $350 basic wage.

b. SRO should be told that apart from the Nursing Act signed under the Aquino administration requiring that nurses should serve at least a year before migrating overseas, the DOLE is likewise urging nurses to serve locally first before working overseas.

c. Recruitment of nurses and medical personnel is very competitive; GPB is serving many employers actively and is facing new prospects (like Austria, Italy, Netherlands) which may offer better terms.

d. SRO’s qualification requirements are very high relative to the salaries they offer. For instance, two-years post-board experience already makes a nurse marketable elsewhere. Previously, they accepted applicants with less experience. SRO also does not like experience in clinics and tertiary hospitals.

e. SRO’s screening system has also been discouraging and confusing. Applicants who have been classified as "B" (second choice) sometimes are not hired ultimately and are told, together with Class C (reserves), to reapply again after receiving no feedback on their original
SOURCING AND AVAILABILITY OF APPLICANTS FROM MRD
Minutes of Meeting
20 April 1993, Director Fajardo's Office
Attendance: Director Fajardo
            Ricardo Casco
            Susan Cabreros
            Marieta Robles
            Jocelyn Rey
            Liwanag Simundac
            Kim Bansuelo

1. The meeting was called for to discuss SRO's feedback regarding what they observe as inadequate manpower pool of POEA that is responsive to their requirements. It was a preparation for a meeting with SRO.

2. The following are the reasons cited in response to SRO's feedback:

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   b. SRO should be told that apart from the Nursing Act signed under the Aquino administration requiring that nurses should serve at least a year before migrating overseas, the DOLE is likewise urging nurses to serve locally first before working overseas.

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   d. SRO's qualification requirements are very high relative to the salaries they offer. For instance, two-years post-board experience already makes a nurse marketable elsewhere. Previously, they accepted applicants with less experience. SRO also does not like experience in clinics and tertiary hospitals.

   e. SRO's screening system has also been discouraging and confusing. Applicants who have been classified as "B" (second choice) sometimes are not hired ultimately and are told, together with Class C (reserves), to reapply again after receiving no feedback on their original
applications for months or over a year. Such waiting draws some good applicants to apply with other employers. POEA also receives reports that the interview scares or discourages even good applicants. The reasons for failing the interview or the entire screening process are also not told to the applicants. SRO also rejects ex-overseas for reasons not clear to the applicants and POEA.

f. Some successful applicants who get deployed finally complain that upon arrival, they do not assume job smoothly; there is no job description, no orientation and provisions of basic amenities are delayed. This feedback do spread through word of mouth and can affect the perception of new applicants.

3. On the part of POEA, the following can be done to improve sourcing:

a. A kind of source map should be developed, whereby all the DOLE/POEA Regional Offices should advise POEA home office the following:

1. An inventory of clinics and hospitals and nursing/medical schools in their region or jurisdiction;

2. An assessment of their manpower registries and sourcing strategies;

3. Suggestions and feedback regarding employability of their pool, the system of endorsement to POEA and others.

A letter to this effect shall be prepared by the Employment Branch for all Regional Directors through Undersecretary Brillantes.

b. GPB and SRO should pursue the making of posters for hard-to-source and frequently requested positions. These posters will be distributed to all regions and provinces and other strategic places for year-round sourcing. SRO to finance it.

c. POEA-WEO should send a composite team to POEA Davao on May to conduct among others, a seminar among DOLE/POEA staff regarding registration of workers and the application procedures involved.

d. POEA should bring SRO once more to Davao and Cebu for hiring congress within the year.
4. In the meeting with Mr. Ghamidi, the following should also be mentioned:

   a. Folders of rejected applicants should be returned to POEA.

   b. Clarify reported hiring of MOH-KSA through agency.

   c. Request for a roster of all government entities being serviced through SRO under its arrangement with POEA.

   d. Suggest an SRO-GPB-MRD Technical Committee to address the need for systems review, reevaluation of qualification standards in consonance with market realities and common reference point between Philippine and KSA standards.

   e. Inquire about the preferential hiring of Indian nurses who are paid better salaries while Filipino staff complain they are more competent.

5. Other Matters:

   a. It was agreed that published deadlines in the submission of applications to MRD in response to a newspaper ad should be upheld, even if subject vacancies have been filled up.

   b. It was clarified that procedures in the registration and endorsement of applicants from MRD to GPB will be influenced not only by employer-defined time table but by other employer specifications. For instance, some employers would request that all respondents to the advertisement should be endorsed to them while others would prefer only re-screened ones. The scarcity of applicants or the ignorance of the Employer regarding the labor supply in the Philippines are some factors that draw their interest to see the applications of all respondents.

   c. In general, a twice-a-week endorsement from MRD to GPB for non-rush accounts would be practical and purposeful.

   d. A coding system shall be implemented by GPB in drafting its advertisement in order that mailed applications can be identified by Records Division easily and turned over to MRD on a daily basis.

   e. Depending on the time table of the employer, applications without complete documentation may be endorsed to GPB but noted as such for easy monitoring. However, MRD shall continue to undertake its system of compliance advice to applicants/registrants.
6. The meeting with Mr. Ghamidi will be arranged by GPB and all parties advised accordingly.

Prepared by:

RICARDO R. CASCO
Manager
GPB