

DEPARTMENT CIRCULAR NO. 09
Series of 2026

**GUIDELINES IN THE IMPLEMENTATION OF THE
SA 'PINAS IKAW ANG NURSE AT ALLIED HEALTH PROFESSIONAL NG
BAYAN (SPINB) PROGRAM**

**ARTICLE I
RATIONALE**

The “Sa Pinas, Ikaw ang Nurse at Allied Health Professional ng Bayan” (SPINB) program is a flagship local employment facilitation initiative for returning OFW healthcare professionals. Through the international experience and expertise of these professionals, the program strengthens the Philippine healthcare workforce, and serves as a cornerstone for sustainable reintegration, ensuring that their skills and experiences directly benefit the nation and its people. The SPINB program seeks to address local healthcare workforce gaps while improving the employability and quality of life of returning OFW healthcare workers seeking local employment as their reintegration pathway.

Pursuant to Section 17 of Republic Act No. 11641, otherwise known as the Department of Migrant Workers (DMW) Act, in relation to Rule XII, Section 36 of its Implementing Rules and Regulations, the DMW is mandated to expand employment facilitation programs in coordination with relevant government agencies and institutions, including those in the field of health care and allied medical service. In line with this mandate, these Guidelines are hereby issued to ensure the effective, efficient, and responsive implementation of the SPINB Program.

**ARTICLE II
DEFINITION OF TERMS**

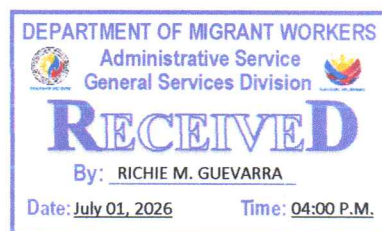
For purposes of this Circular, the following terms shall mean:

- (1) **Allied Health Professional** – refers to an individual who is a trained and licensed healthcare provider distinct from medicine, nursing, and dentistry supporting the medical team by providing diagnostic, preventive, therapeutic, rehabilitative, and supportive health services.
- (2) **DMW** – refers to the Department of Migrant Workers.
- (3) **DOH** – refers to the Department of Health.
- (4) **Healthcare Professionals** – refer to practitioners who are duly licensed to practice in the Philippines and certified to provide health promotion.

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prevention, diagnosis, treatment, and rehabilitation. These professionals include doctors, nurses, midwives, dentists, and allied health professionals working across primary to tertiary care.

- (5) **MWO** – refers to the Migrant Worker Office.
- (6) **NRCO** – refers to the National Reintegration Center for OFWs.
- (7) **Nurse** – refers to an individual who holds a valid Professional Regulation Commission (PRC) license, legally authorized to practice the nursing profession.
- (8) **Overseas Filipino Worker (OFW)** – refers to a Filipino who is to be engaged, is engaged, or has been engaged in a remunerated activity in a country of which he or she is not an immigrant, citizen, or permanent resident or is not awaiting naturalization, recognition, or admission, whether land-based or sea-based regardless of status; excluding a Filipino engaged under a government-recognized exchange visitor program for cultural and education purposes. For purposes of this provision, a person engaged in remunerated activity covers a person who has been contracted for overseas employment but has yet to leave the Philippines, regardless of status, and includes “Overseas Contract Workers”. The term “OFW” is synonymous to “Migrant Worker”.
- (9) **Partner Agency** – refers to the partner or conduit in the implementation of the SPINB Program including government agencies or institutions such as national government agencies (NGAs), local government units (LGUs) and private employers and/or institutions.
- (10) **Reintegration Management System (RMS)** – refers to the official online portal of the DMW for the electronic application, tracking, monitoring and management of reintegration programs, including the SPINB program.
- (11) **RO** – refers to the Regional Office.
- (12) **SPINB Beneficiary** – refers to returning OFW nurses and allied health professionals who qualify under this Program to be hired back into the Philippine healthcare system.

ARTICLE III PROGRAM DESCRIPTION

The SPINB program is a flagship local employment initiative to reintegrate returning OFW healthcare professionals into the local workforce, using their global experience to strengthen the Philippine healthcare system. Through the Program,

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eligible nurses and allied health professionals from abroad who intend to return to the country are provided with a mechanism to apply for available local employment opportunities in partner government hospitals, local government health facilities, academic institutions, and private healthcare facilities. The DMW, through the NRCO, shall promote the program, accept applications, evaluate based on agreed eligibility criteria, and endorse to the DOH and other partner agencies.

The SPINB Program shall consist of the following:

1. **Employment Facilitation.** The DMW, through the NRCO and the concerned ROs, shall facilitate the onboarding, evaluation, and endorsement of qualified applicants to the pool of SPINB partner agencies based on available positions or other employment modalities, clinical practice, teaching, or administrative work.
2. **Financial Assistance.** The DMW shall provide a one-time employment financial assistance in the amount of ten thousand Pesos (PHP 10,000.00) to qualified SPINB beneficiaries, which is intended to support initial work-related and transition expenses.
3. **Support for Continuing Professional Development (CPD).** Subject to the availability of funds and in coordination with relevant institutions, the ROs shall facilitate access to continuing professional development opportunities for beneficiaries through formal or informal learning activities intended to maintain competence, enhance professional practice, and develop new skills.
4. **Kalinga Reintegration Support for qualified SPINB Beneficiaries.** In addition to the financial assistance received by SPINB beneficiaries, the program includes the facilitation of appropriate psychosocial intervention as part of its continuing reintegration support services.

ARTICLE IV PROGRAM OBJECTIVES

The SPINB Program shall have the following objectives:

1. To provide a local employment pathway to OFW nurses and allied health professionals to ensure sustainable reintegration;
2. To provide psychosocial support in their transition from overseas work to local employment; and
3. To establish a system for the monitoring and evaluation of program beneficiaries.

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ARTICLE V PROGRAM COMPONENTS

The SPINB Program shall have of the following components:

1. **Submission of applications for local employment.** Applicants shall submit documentary requirements to the Reintegration Management System (RMS) for evaluation and endorsement to a pool of SPINB partner agencies based on available positions or other employment modalities, clinical practice, teaching, or administrative work.
2. **Evaluation of documentary requirements.** Concerned ROs shall evaluate applications for completeness and compliance to program requirements.
3. **Endorsement to DOH and partner agencies.** Applications found complete by the RO shall be referred to NRCO for endorsement to the DOH and partner agencies.
4. **Employment Financial Assistance.** The DMW shall provide a one-time employment financial assistance in the amount of ten thousand pesos (PHP 10,000.00) to qualified SPINB beneficiaries. The assistance is intended to support initial work-related and transition expenses. The NRCO shall facilitate the downloading of funds to the concerned RO based on demand and availability of budget.
5. **Kalinga Reintegration Support to qualified SPINB Beneficiaries.** In addition to the one-time financial assistance for SPINB beneficiaries, the program includes the facilitation of appropriate psychosocial interventions as part of its continuing reintegration support services. SPINB beneficiaries who are, but not limited to, senior citizens, solo parents, persons with disabilities (PWDs), or who belong to Indigenous Peoples (IP) groups, or are part of the LGBTQIA+ community shall also be provided with appropriate psychosocial services as part of continuing reintegration support.

ARTICLE VI ELIGIBILITY, DOCUMENTARY REQUIREMENTS AND PROCEDURE

I. Eligibility

To qualify for the Program, an applicant must:

1. be an OFW nurse or an allied health professional with a valid and updated Professional Regulation Commission (PRC) license;
2. have at least two (2) years of relevant clinical experience;
3. possess training certifications, if required for the position applied for; and
4. not have continuously stayed in the Philippines for more than three (3) years, reckoned from the latest arrival from overseas employment.

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II. Documentary Requirements

Applicants shall submit through the RMS the following documentary requirements for evaluation under the SPINB Program:

1. Duly accomplished SPINB Application Form with Data Privacy Consent;
2. Proof of OFW status, which may include DMW-MWO or OWWA verification, contract of employment, or other competent proof of overseas employment;
3. Copy of a valid and updated PRC identification card or PRC license information; and
4. Copy of passport bio page and latest arrival or departure pages, and such other supporting documents as may be required by the partner agency for the position applied for.

III. Procedure

A. Mode of Application

- 1) Applicants shall submit all documentary requirements in PDF format through the Reintegration Management System (RMS). Applicants who require assistance in completing or submitting their applications may personally bring their documentary requirements to the nearest DMW RO, where designated personnel shall assist in uploading the documents and facilitating the application through the RMS.

B. Evaluation

- 1) ROs shall designate a focal person to review applications to ensure completeness and compliance.
- 2) The RO shall then endorse compliant applications to the NRCO for final consolidation and partner referral.

C. Endorsement to Partner Agency

- 1) The NRCO shall regularly coordinate with partner agencies to secure complete vacancy details for purposes of posting, matching, and applicant referral.
- 2) Applications found to be complete by the RO shall be endorsed to NRCO for endorsement to partner agencies.
- 3) The NRCO shall notify applicants of their endorsement via electronic mail and other official channels.



D. Final Selection

- 1) The partner agency shall conduct the final selection and appointment process in accordance with its applicable rules and regulations.
- 2) The partner agency shall inform NRCO of the SPINB applicant's appointment, contract or employment modality.

E. Employment Financial Assistance

- 1) SPINB beneficiaries shall inform NRCO of their appointment by uploading any of the following documents in the RMS as proof of employment:
 - Signed assumption to duty;
 - Certificate of Employment;
 - Contract of Employment; or
 - Employment Verification Letter from HR.
- 2) The NRCO shall facilitate the downloading of funds to ROs based on demand, targets, and available budget.
- 3) The NRCO shall be responsible for the processing and release of the one-time financial assistance provided under Article V of these Guidelines.

ARTICLE VII

PROGRAM MANAGEMENT, MONITORING, EVALUATION, AND REPORTING

- (1) **Program Management.** The NRCO shall serve as the program manager for the implementation of the SPINB program. As such, the NRCO shall provide overall policy direction, institutional oversight, technical guidance, and program monitoring to ensure the effective and consistent implementation of the Program.

The NRCO shall formulate and issue program policies and guidelines, prescribe eligibility criteria and operational procedures, allocate program resources, and ensure uniform implementation across regions. Likewise, it shall monitor program implementation, conduct validation and compliance checks as necessary, and consolidate program reports and outcomes for management oversight and policy development.

- (2) **Monitoring.** The ROs shall conduct regular monitoring of SPINB beneficiaries to assess beneficiary compliance, proper utilization of the assistance and program results, in accordance with the standards and monitoring protocols prescribed by the NRCO. The results of monitoring activities shall be systematically recorded and encoded in the RMS to serve as inputs to the monitoring, evaluation and learning platform of the NRCO.



Monitoring activities shall include, but not be limited to, field validation, review of documentary submissions, preparation of monitoring reports, and the formulation of corrective action, as may be necessary.

The NRCO shall exercise central oversight and quality assurance over regional monitoring activities and may conduct independent validation, spot audits, performance reviews, and compliance assessments to ensure integrity, transparency, and effectiveness of program implementation.

- (3) **Reporting and Accountability.** The ROs shall submit timely, complete, and accurate monthly accomplishment reports, financial utilization reports, and compliance reports to the NRCO using the prescribed formats and digital platforms compliant with COA guidelines. Such reports shall be generated and/or validated through, the RMS to ensure data consistency, accuracy, and ease of consolidation.
- (4) **Data Management.** The NRCO shall maintain and administer the centralized electronic database and RMS as the official system of record for all program data.

The NRCO shall ensure data accuracy, integrity, system availability, user access controls, and compliance with applicable data privacy and government information security standards.

All ROs shall encode, update, and maintain program data strictly within the RMS and shall comply with the prescribed data standards and reporting requirements. Each RO shall designate an RMS focal person for this purpose.

- (5) **Data Privacy and Protection.** All concerned offices and personnel, including the Partner Agencies, shall ensure the privacy, security, and proper handling of all information, including, but not limited to, confidential, privileged, personal, and sensitive information accessed or received in connection with the operationalization and implementation of the SPINB Program, and shall store, use, process, and dispose of such information in accordance with applicable data privacy laws and regulations.
- (6) **Program Evaluation and Continuous Improvement.** The NRCO shall conduct periodic, evidence-based, and results-oriented program evaluations to assess effectivity, operational efficiency, financial integrity, sustainability, beneficiary outcomes, and policy relevance.

The NRCO may engage independent evaluators, partner agencies and/or academic institutions, when necessary, to ensure objectivity, transparency, and technical rigor in evaluation activities.

All ROs shall fully support and cooperate in the conduct of program evaluations. Such support shall include, but not limited to, timely submission of accurate data.



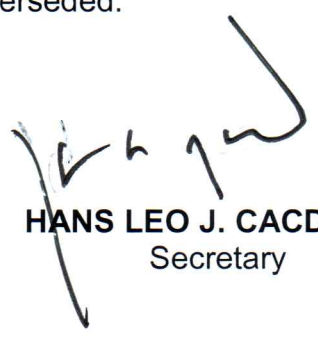
and reports, provision of access to records, systems, beneficiaries, and project sites, facilitation of field validation and interviews, designation of focal persons, and implementation of evaluation recommendations and corrective actions, as may be directed by the NRCO.

ARTICLE VIII FUNDS

Funds for the implementation of the SPINB Program shall be sourced from the NRCO Funds, and disbursed in accordance with applicable budgeting, accounting, and auditing laws and regulations.

ARTICLE IX EFFECTIVITY

This Department Circular shall take effect fifteen (15) calendar days from publication in a newspaper of general circulation, and upon filing with the Office of the National Administrative Registry of the University of the Philippines Law Center. All previous issuances inconsistent herewith shall be superseded.


HANS LEO J. CACDAC
Secretary 

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