



**Office of the President**  
**Malacañang**

**MEMORANDUM CIRCULAR NO. 72**

**ADOPTING THE NATIONAL HUMAN RESOURCES FOR HEALTH  
MASTER PLAN 2020-2040, AND DIRECTING THE  
IMPLEMENTATION THEREOF**

**WHEREAS**, Section 15, Article II of the Constitution declares it a policy of the State to protect and promote the right to health of the people and instill health consciousness among them;

**WHEREAS**, Section 23 of Republic Act No. 11223 or the "Universal Health Care Act," mandates the Department of Health (DOH), together with relevant stakeholders, to formulate and implement a National Human Resources for Health Master Plan (NHRHMP) that will provide policies and strategies for the appropriate generation, recruitment, retraining, regulation, retention and reassessment of health workforce based on population health needs;

**WHEREAS**, the NHRHMP 2020-2040 was crafted by the DOH, in coordination with relevant stakeholders, to serve as the blueprint for the management and development of the country's Human Resources for Health (HRH);

**WHEREAS**, the adoption of the NHRHMP 2020-2040 is aligned with one of the strategies under the Philippine Development Plan 2023-2028, particularly in ensuring sustainable and equitable distribution of health infrastructure and human resources, and contributes to the attainment of United Nations Sustainable Development Goals Goal 3, which aims to ensure healthy lives and promote the well-being of people;

**WHEREAS**, the Social Development Committee, through Resolution No. 3 (s. 2024), approved the NHRHMP 2020-2040 and resolved to endorse the same to the Office of the President;

**NOW, THEREFORE**, the following are hereby ordered:

The NHRHMP 2020-2040 is hereby adopted as the country's long-term plan for HRH management and development. The Department of Health (DOH) shall lead the implementation of the NHRHMP 2020-2040.

As the lead agency in-charge of formulating and adopting policies and programs for health, the DOH is hereby directed to:

- a. Monitor HRH plans of the national and local governments, and ensure their consistency with the NHRHMP 2020-2040;



- b. Coordinate and collaborate with private sector, civil society organizations, and relevant stakeholders relative to the implementation of plans and programs under the NHRHMP 2020-2040;
- c. In coordination with the Professional Regulation Commission, establish and maintain a national health workforce registry, and promulgate guidelines for efficient and effective implementation thereof; and
- d. Institutionalize the HRH Network and create Technical Working Committees, as necessary, to deliberate and take appropriate actions on technical issues concerning implementation of the NHRHMP 2020-2040.

In accordance with their respective mandates, all national government agencies and instrumentalities are hereby directed, and all local government units are hereby encouraged, to support the implementation of the NHRHMP 2020-2040, and the plans and programs specified therein.

The funding requirements for the implementation of this Circular shall be charged against the existing appropriations of the respective agencies, subject to applicable laws, rules and regulations.

This Circular shall take effect immediately.

**DONE**, in the City of Manila, this 28th day of October, in the year of our Lord, Two Thousand and Twenty-Four.

By the President:

  
**LUCAS P. BERSAMIN**  
Executive Secretary

