



newsSLink

Reaching greater heights in SLI: 20 Employees Promoted

SLI is pleased to announce the completion of its 2013 Performance Review and would like to congratulate the following employees for their promotion effective July 1, 2013. We acknowledge also all the employees who have shown tremendous improvement to work in their respective department/division while being an integral part of the development of our organization.

Rank and File:			Technical Specialist:		
ELIZABETH OLASO	(Production)	Coder/Inspector 1 to Coder/Inspector 2	MONICA MANGUBAT	(Finance)	Cost Accountant 1 to Cost Accountant 2
RODOLFO GENOVEZA	(Production)	Operator 1 to Operator 2	MARFIL FORTEZA	(Technology)	Product Development Officer 1 to PDO 2
MELISSA NICE AMBAGAN	(Production)	Coder 1 to Coder 2	KAMILLE VALDELEON	(Technology)	Product Intro Officer 1 to PIO 2
MANUEL MERCADO	(Quality)	Laboratory Aide 1 to Laboratory Aide 2	Supervisors:		
BERNARD ORINA	(HRD-Logistics)	Driver 1 to Driver 2	VAL ALUMNOS	(Quality)	DCC Officer 2 to Quality and Compliance Supervisor 1
ALLAN ALCAIRO	(Consumer)	Warehouse Custodian 1 to Warehouse Custodian 2	Technical Supervisors:		
AURORA AQUINO	(Production)	Coder 2 to Coder 3	MA. RITA GLORIOSO	(Finance)	General Accountant 2 to TechPro Officer (Supervisor) 1
VOLTER VARONA	(Production)	Operator 2 to Operator 3	ULYSES USON	(Production)	Production Supervisor 1 to Production Supervisor 2
ARMANDO GALLERO	(Production)	Operator 2 to Operator 3	JAMAICA PAULINO	(HR/Admin)	Training Officer 2 to Training Officer 3
JOEY LAGRIMAS	(Production)	Operator 2 to Operator 3	Assistant Managers:		
Professionals:			KENNETH ANDES	(MCC)	MCC Officer 3 to Assistant Manager – MCC (AM)
JANETH GARDON	(Quality)	QA Inspector 3 to DCC Administrator 1			
RENATO PALAGANAS	(Consumer)	Sales Executive 2 to Sales Executive 3			

SLI Awards Exemplary Employees

“In the arena of human life the honors and rewards fall to those who show their good qualities in action” - Aristotle

This saying proved that no hard work will be left unrecognized, SLI once again awarded the SLI Values Award; Performance to Mission & Values to deserving employees who have shown extraordinary work in performing their duties in the organization. It was held last August 22 & 28, 2013 during the SLI General Assembly. SLI Values Award aims to reward employees who attained a distinct accomplishment with identifiable impact and significantly took the “extra mile” beyond their scope of work.

An employee can qualify to receive the special recognition if one or more of the SLI Corporate Values are met: Customer Oriented, Growth Oriented, Urgency, Quality, Innovative, Integrity and Fairness.

SLI is proud to present the SLI Values Awardees...



Nixon Forteza (HRD)
Quality and Timely Implementation of the Enterprise CCTV System
Value Demonstrated: QUALITY



Marfil Forteza (TD)
Marfil improved his work standards making/ensuring development output will push through as planned.
Value Demonstrated: QUALITY



Franklin Camañag (Sales-Pharma)
Frank demonstrated good customer service by forming a positive relationship with customers. He is developing and sustaining productive customer relations with the newly transferred account he is handling, which is one of our biggest client, resulted to the openness of our client to the new product offerings and suggestions.
Value Demonstrated: CUSTOMER ORIENTED



Sheryl Macalla (Quality)
Sheryl exhibited exceptional speed in performing laboratory tests. Through her high versatility, she easily learns required skills need for analyses and performs them with speed and accuracy.
Value Demonstrated: QUALITY



Zailanie Peñano (Quality)
Zai demonstrated the perseverance to learn all facets of QA functions. She reviewed and aligned our Site Master File to PIC/S guidelines, analyzed data needed for the formulation of Product Quality Reviews just to name a few. She does her best in the execution of every task to help achieve the organization's growth objectives.
Value Demonstrated: QUALITY

SLI Holds General Assembly for Employees

By: Dang Calasang



SLI held its general assembly for employees in its 3 sites at Dasmariñas, Las Piñas and San Pedro, Laguna. The employee general assembly is aimed to provide an open communication between management and its employees in discussing concerns and issues aligned with the corporate

vision and mission of the organization. Mr. John Peña, SLI General Managers, facilitated the general assembly for its Dasmariñas based employees and awarded the SLI Values Awards and the Operators of the Month for June and July. Ms. Nina Peña-Atienza, SPI General Manager

& MCC Manager facilitated the event for its Las Piñas based employees, while Mr. Tony Jopson, SLIKChem General Manager handled the discussion at the San Pedro site.

Pharma's Brave New World: Customer Engagement

Contributed by: Chito Meneses

The new Pharma era breeds customer centricity, innovation, and engagement with patients, physicians, and all partners in the healthcare ecosystem.

The good old days of the blockbusters are gone. The pharmaceutical industry has to adapt to a new reality and the changes that come along with it. The patent cliff is no longer years away, it is here now. Healthcare reform, changing customer expectations, technology advancements, and cost containment signal that Pharma companies must rethink the traditional industry paradigm.

The emerging healthcare ecosystem is one where the patient is a focal point for a myriad of healthcare services. In order for Pharma to participate in the new ecosystem, the industry must not only focus on the patient, but also partner with its stakeholders to improve health outcomes, costs, and experiences. Organizations will thrive if they transition by recognizing and engaging their respective constituencies. Those that don't will experience the full force of changing market dynamics.

Pharma companies must step back and think strategically, starting with the definition of "customer." The definition of customer has evolved from "someone who buys good or services" to "an individual with whom one must deal," which implies emphasis on the relationship. In Pharma, a customer can be a patient, physician, payer, or provider. Companies that proactively engage the customer, whoever that may be, will be able to navigate the rapidly changing environment. The emerging business model is one that accentuates consumer choice, explicit value versus price considerations, engagement and dialog, and lifestyle care.

Pharma companies will have to overcome current

challenges when engaging different stakeholders. It's up to them to recognize these components and craft customer-centric strategies that identify, and internally adapt to, change.



Why customer centricity matters in Pharma

Pharma must take a new approach to business as the industry transforms. Decision-making was once the domain of the physician, but increased patient activity blurs the line as to who owns the relationship with Pharma companies. Balancing cost with effectiveness is a top strategic priority, as is getting the right message to the right constituencies through multiple owned and independent channels. And, while engagement is a critical consideration, communication and dialog with stakeholders is happening outside of traditional venues. Pharma must contend with new audiences looking for new products and new information in new channels, all while managing costs and delivering

safety and efficacy. In addition, Pharma must focus on delivering value as part of engaging healthcare stakeholders (e.g. payers and providers).

Patients are changing their attitudes and behavior toward healthcare. They have an increased awareness and role in decision-making, due in large part to shifting financial responsibility. They are hungry for information from numerous sources—from their doctor and health insurer to their pharmacist, drug companies, independent experts, and peers. They are looking for guidance as they navigate the increasingly complex world of healthcare. And, they want to break down traditional communication barriers to enable interactive dialogue, not just a one-way flow of information. The days of controlling the message are over. Transparency is expected, and complete control is a thing of the past. Customer-focused pharma companies seek out opportunities to transparently engage consumers, physicians, payers, and other customer groups wherever discussion is taking place. And, as channels expand, opportunities arise to interact efficiently, effectively, and relevantly with different stakeholder groups in preferred and appropriate channels, depending on the needs, values, and behaviors of each group

Reference:
Pepper & Rogers Group, *Customer Strategist*, Volume 4, Issue 2

Saving the Day with SLIKChem

by: Clifford D. Cortazar



It is the time of the year when heavy downpour of rain would often leave us with large amounts of water for days. After a flood, it is important to drain standing water, clean and disinfect affected surfaces and materials as soon as possible. The floodwater would often carry suspended soil sediment together with raw sewage which are good breeding ground for viruses, bacteria and mold that can cause health problems. Cleaning up is a long process but amidst all these, SLIKChem is ready to save the day with its wide range of products to address these cleaning needs!

Floors and walls reached by floodwater are often badly soiled. Heavy duty alkali cleaner, PENETONE, is effective in removing mud and other organic soils. All-purpose cleaners such as QXL liquid and APC powder can be alternates for surfaces that are not resistant to alkali. Cleaning alone is not sufficient since dirty water becomes haven for microorganisms, thus the need to sanitize floors, walls, and drains with FRESH QUAT

or CLEAN-A-BAC. Above products can also be used for cleaning and sanitizing kitchen items and other surfaces.

Washing soiled beddings, clothes and other fabrics can be addressed using MEGAWASH laundry detergent, WIN BLEACH (destainer for white linens)/OXYGEN BLEACH (destainer for colored linens), and MEGASOFT fabric softener for soft and good-smelling linen.

Because it is invisible, indoor air quality may seem to be least affected but exposure to contaminated material, moisture and humidity creates unwanted smell. To prevent indoor air problems, use EZ DEODORIZER ULTRA - an odor neutralizer.

Another feared offshoot of flooding is the proliferation of mosquitoes due to stagnant water. Spraying the air with DEAR JOHN CITRONELLA drives mosquitoes away, leaving a relaxing Citronella scent.

To minimize the spread of diseases and other effects of cross-contamination, properly wash and sanitize hands with LOTSA liquid hand soap and WINRINSE hand sanitizer gel. The best way to end a day of cleaning activities is with a good bath using KLEAN N' MILD Shampoo and Bath Gel that offers a soothing ginger mint and green tea fragrance.

For other specialized cleaning needs, ask our SLIKChem Sales Team. SLIKChem provides solutions to the woes of cleaning and sanitizing not only in establishments but even in our own homes. Definitely, SLIKChem solutions can save the day!

For more information on SLIKChem's Total Program Solutions for Food Safety, Laundry, Housekeeping and Hospitality, please call +632 8019310 or email: slikchem@sydenhamlab.com

Training Updates by: Jam Paulino Organizational Management and Development Training, Q3 2013

All SLI newly hired professionals/technical personnel were tracked by HRD to ensure participation on this seminar facilitated by our Vice-Chairman/CEO Mr. Jake A. Peña aiming to develop an organization that is more effective in accomplishing the company's desired goal. This focuses on developing the structures, systems, and processes within the organization to improve organizational effectiveness. A total of 28 professionals / technical personnel received a Certificate of Completion for this seminar.



OD Graduates of Las Piñas Site

OD Graduates at the Dasmariñas Office

We Thinking Environment @ Sydenham, Alabang Country Club, September 6, 2013

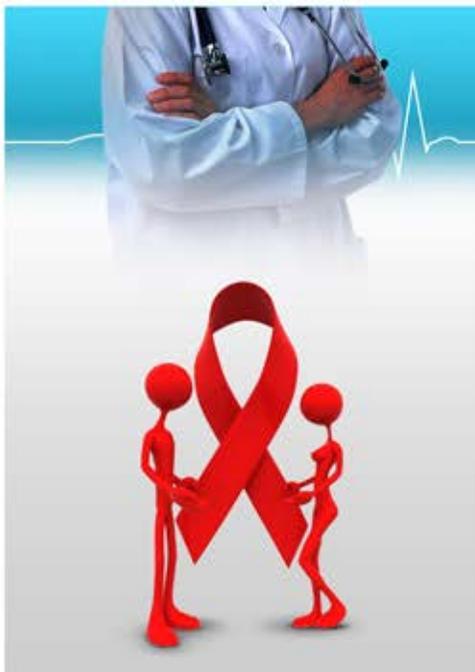
This phase of development is desired to be in developing managers and the organization to now develop a "we thinking" or "holistic thinking" behavior. What is important for the organization is for each manager to not only THINK of what is good for their respective units or function but what is good for others and the organization as a whole. Problem solving and decision-making needs to go beyond functional walls and impact to other units and the larger organization needs to be consciously considered. Attended by SLI Managers and Assistant Managers, the We Thinking Program @ Sydenham will run up to December 2013 and will cover different modules and more group activities on business case development and further growth of the Thinking Environment.



We THINKING @ SLI. SLI Managers and Assistant Managers intently listens to Mr. Jacob A. Peña and to the training facilitators, Ms. Maria Teresa Benitez and Ms. Rosario Ventura.

External Trainings @ SLI

- Negotiating for Procurement and Supply Chain Professionals was successfully attended by our Purchasing Assistant Manager to develop a strategic understanding of world-class negotiations and learn how to apply these in real situations. Learn better preparation techniques for successful negotiations and solving actual problems. Be trained in dealing with difficult situations and resolving issues.
- 20th ACCSQ/PPWG Update was attended by our managers from Quality and Technology Department aiming to know how we can participate in the Asean Pilot Product Project and what we should know about BIOWAIVERS and how it will help you Comply with the BA/BE requirements (including Biowaiver Monographs and Format of Biowaivers)
- Pharmaceutical & Compliance Seminar 2013 (3rd Philippines Pharmaceutical Summit) was attended by our technical personnel from QD and TD. This seminar features a host of exciting topics in the pharmaceutical industry. It focuses on recent pharmaceutical compliance updates in Europe, Asia and the US. Comprehensive pharmaceutical solutions including how to select parameters and limits for validation, verification and transfer of analytical methods, pharmaceutical impurities analysis, determination of residual solvents and systems consumables will be discussed too.
- Principles of BA/BE Testing: Practical Guide for Regulatory, Industry & Clinicians was successfully attended by our TD and QD technical personnel to understand the rationale & principles of BE testing; Regulatory Aspects; when to do waivers for BA/BE & why?; Physico-chemical and manufacturing factors that affect BA; GCP; conflict of interest and ethical conduct in BA/BE; drug delivery factors; GLP for nonclinical laboratory studies, dissolution testing, dissolution profiling, are they "silver" standards?; algorithm for classifying essential drugs and rationale for requiring BA/BE for selected essential drugs.
- Statistics in the Pharmaceutical Industry (with Workshop) was attended by Quality, Technology and Production personnel to be able to learn: (1) How to compute for standard yield from your actual yield, including setting limits – upper and lower control limits (2) Dissolution Data: 90% confidence interval, geometric mean, coefficient of variation (3) Method Validation (4) Process validation/trend analysis/batch assay and batch review (5) outlier data (6) out of trend data.
- Regulatory Seminar Manila 2013 - participated by our Quality and Materials personnel to be able to adapt and be prepared to face regulatory developments especially changing regulatory world in terms of requirements on importation, procurement and usage of chemicals.
- ISO 19011:2011 Internal Quality Audit (IQA) Training was successfully completed by our Systems and Compliance Supervisor to equip us with knowledge on performing internal QMS audits based on ISO 19011:2011 through discussions and audit exercises.
- HACCP Training (Hazard Analysis and Critical Control Point) was successfully completed by our Quality and Technology personnel to enlighten the participants about the need to implement a Food Safety program; To understand the basic concept of food safety; To understand the elements and the prerequisite programs of a HACCP Program; and be able to equip with the basic working knowledge of HACCP Plan preparation.
- 7th HR and Training Congress (ASIA HRD Summit 2013): Pathways to Success – Aligning Strategy, Talent and Organization for Sustainable Business Growth "People, Purpose, Passion" was attended by HR/Admin Asst. Manager to learn about IMP (Influence Motivation Persuasion), developing HR Strategy and enhancing business performance, building a value-based organization, creating sustainable performance: Thriving in the workplace, leverage mid-level leaders to drive performance, emotional intelligence using a 360 feedback coaching, talent management and retention of High Potentials and etc.
- HPLC tips and tricks: Method development and a practical approach to ion pairing chromatography/water-soluble vitamins analysis was attended by QC Supervisor and Analyst to learn about method development and the factors to consider when optimizing a method and selecting the right columns and reagents. The seminar will also provide practical solutions regarding issues on using ion pairing reagents in reversed phase chromatography.
- Taking the HR to the Next Level: 588th PMAP GMM to learn how to take your HR practice to the next significant level, and upgrade yourself as an HR professional.
- Managing the Risk of Cross Contamination for Quality and Technology Managers to learn how to reap the benefits of lower cost and higher efficacy while maintaining product quality and patient safety. This course will focus on using the logic diagram, how health based limits are developed, setting cleaning validation limits, risk assessments for contamination and formulating a Quality Risk Management Plan as part of a Quality System.
- 50th PMAP Annual Conferences for PMAP members to learn best practices in HR and people management as we celebrate models and successes. Join concurrent workshops and sessions on a wide array of HR topics encompassing various learning needs and serve as compliance to PMAP membership requirement.



HIV-AIDS on the rise!

by: Karla M. Tan, RN

For the past few weeks, we have heard the rapid spread of Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Virus (AIDS) in most of the largest cities in the Philippines. And its alarming to note according to the Philippine National AIDS Council that there are almost 14,000 documented cases of the disease to date.

Let's take a bird's eye view on what is HIV-AIDS all about.

AIDS is caused by the HIV. When the body is healthy and strong enough to combat infection, HIV remains dormant. Not until the body weakens and the immune system become compromised, AIDS then develops and becomes evident as early as five (5) or even later than ten (10) years from the first exposure, thus, doesn't mean that no signs or symptoms frees the exposed person from acquiring one.

HIV-AIDS is transmitted through the exchange of human secretions during sexual activity, sharing of needles during drug sessions, maternal infection to newborn and blood transfusion. While many believe that this can also be acquired through shaking of hands, saliva, perspiration or even hugging or kissing, these activities are purely myths. The disease may start from recurrence of respiratory and skin infections accompanied by lymphadenopathies or enlarged lymph nodes.

On these, the way on how the disease can be prevented circumscribes on how it is transmitted. Thus prevention includes, "NO" to unsafe sexual practices, "NO" to infidelity, "NO" to drug addiction activities, and most, "Practice standard precaution at all times".

Be educated that early detection is ALWAYS better than cure.

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STOP THE STRESS!

by: Paulo Del Pilar

stress hormones, including adrenalin and cortisol. The heart pounds faster, blood pressure rises, muscles tighten, breath quickens and the senses become sharper. These physical changes increase the body's strength and stamina, speed on reaction time and enhance focus preparing you to either flee or fight from the danger at hand.

A stressor is a physical, psychological, or a social force that puts real or perceived demands on the body, emotions, mind or spirit of an individual. Too much and continuous will lead to stress overload. Signs and symptoms of stress overload can be any of the following: Cognitive Symptoms – Memory problems, Poor Judgement, Constant worrying. Physical Symptoms – diarrhea or constipation, dizziness, loss of sex drive. Emotional Symptoms – Moodiness, Irritability, Depression. Behavioral Symptoms – Eating more or less, Procrastinating, Nervous habits.

Stress happens. Sometimes it's unavoidable, at times it's unbearable. That's why taking care of yourself is a necessity. Combat Your Stress. If you suffer from chronic stress and can't influence or change the situation, then you'll need to change your approach. Be willin

In today's modern life, stress for most people is so common that has become a way of life. Hassles, traffic, deadlines, frustrations and demands are some of the factors that induce stress. Small amounts can help you perform under pressure and motivate you to do your best but with constant running in emergency mode, your mind and body will pay the price.

Stress is a normal physical response to events that make you feel threatened or upset your balance in some way. When a person senses danger, whether it's real or imagined, the body's defence kick into high gear in a rapid, automatic process known as the "fight-or-flight" response or the stress response.

Stress response is the body's way of protecting you. Whenever there's a threat or stressor, our nervous system responds by releasing a flood of

Reference:
<http://www.foh.hhs.gov/calendar/april.html>
http://www.helpguide.org/mental/stress_signs.htm

STOP THE STRESS
No Stress Hormones
No Stress Response



Sydenham Pharamceuticals introduces Sydenase (Sodium Chloride) 0.65% Saline Solution - Nasal Drops



Sydenase is a nasal drop composed of saline solution that duplicates the physiological components of normal nasal secretions. By keeping the nasal passage moisturized breathing would be a breeze for babies, children and adults. It also restores vital moisture to provide relief of dry, crusted, irritated and inflamed nasal membranes due to colds, allergies, low humidity, use of steroid nasal spray, overuse of topical nasal decongestants and other nasal solutions, chronic sinusitis or rebound sinus reaction from smog.

Sydenase being the second nasal drops in the market would be an option that is more convenient for the patient to use. It will be introduced to the market through promotional activities to doctors, both prescribing and dispensing, to outlets, chain and distributors, industrial out-

lets, both private and government. Concentration on making the product available is of primary focus during the 1st quarter of launching.

Extensively promoted to all Pediatricians, Pulmonologists, Allergologists, ENT, Family Medicine, General Practitioners and Dispensing Doctors.

“Relieve congestion, naturally with Sydenase action...”

SLI donates assistance to the City of Dasmariñas

Fulfilling its mission in providing good medicines and our social and economic responsibility for our community, SLI recently donated medicines to the City of Dasmariñas last September 18, 2013 at the DASCA (Dasmariñas Community Affairs) Bldg. SLI General Manager, Mr. John Albert A. Peña, represented the organization in giving the donation with the presence of Dr. Cynthia Cristobal, City Health Officer of Dasmariñas, Dr. Jose Garrido of De la Salle University Medical Center and Cavite 2nd District Representative Elpidio F. Barzaga Jr.



SLI REACHES OUT TO THE LOCAL MUNICIPALITY OF DASMARINAS. Shown are (from left) Dr. Jose Garrido (De la Salle University Medical Center), Mr. John Albert Peña (SLI General Manager), Dr. Cynthia Cristobal (City Health Officer) and Congressman Elpidio F. Barzaga Jr. (Cavite, 2nd District)



SYDENHAM DONATES MEDICINE at DLSUMC. Photo from left, Mr. John Albert Peña (SLI General Manager), Dr. Gary Carlos and Dr. Jose Garrido (De la Salle University Medical Center)

SLI has provided product donations also to Dr. Gary Carlos of De La Salle University Medical Center to further assist its charity patient services aiming to give health services the less fortunate.

HR UPDATES

PAG-IBIG MID OR REGISTRATION TRACKING NUMBER (RTN) IS NOW REQUIRED IN ALL PAG-IBIG TRANSACTIONS!

Pag-IBIG Fund now requires members to present their Membership Identification (MID) Numbers for all transactions. All members without MID are, therefore, advised to secure a Registration Tracking Number (RTN) at Pag-IBIG Branches or via internet through e-services found at www.pagibigfund.gov.ph. The RTN can be used in place of the MID.

MEMBER REGISTRATION INSTRUCTIONS:

1. Log on to www.pagibigfund.gov.ph
Click **E-SERVICES**
Click **ONLINE MEMBERSHIP REGISTRATION**

To register as a new member: Click **REGISTER AS NEW MEMBER (for those without RTN/MID)** then follow the security instruction and fill-up the form with your details To view registration information Click **VIEW REGISTRATION INFORMATION USING MID NUMBER** For those with MID no. already)

2. After successful registration, **PRINT** form bearing the RTN/ MID.

3. After 2 working days, you can verify your permanent Pag-IBIG MID No. by sending a text message as follows:

IDSTAT <space>[RTN]<space>
<Birthdate MM/DD/YYYY>

Example:

IDSTAT 912365478925 12/24/1979

Send to:

0917-888-4363 for Globe and Touch Mobile
0918-898-4363 for Smart, Talk N Text Red Mobile and Sun

4. You will receive an SMS response from Pag-IBIG Fund
5. Submit your MID No. to HR Department
6. Save your MID Number and use said MID No. in all your future transactions with the Fund.

For more information, you may contact:

Ms. Karla Tan (HR) at +6346 4165070 - 72 or email: ktan@sydenhamlab.com



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