



Republic of the Philippines  
**SANGGUNIANG PANLUNGSOD**  
City Government of Pasig

Ordinance No. 11  
Series of 2020

**ORDINANCE ESTABLISHING COMPREHENSIVE MEASURES TO ENSURE THE PROTECTION AND PROMOTION OF THE HEALTH, SAFETY AND WELL BEING OF THE PUBLIC HEALTH WORKERS OF THE COVID 19 EPIDEMIC DURING THE ENHANCED COMMUNITY QUARANTINE AND SIX MONTHS THEREAFTER, AND FOR OTHER PURPOSES.**

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**WHEREAS**, under Article II, Section 11 of 1987 Philippine Constitution, the State values the dignity of every person and guaranties full respect of human rights;

**WHEREAS**, R.A. 11332 or the "Mandatory Reporting of Notifiable Diseases and Health Events of Public Health Concern Act" which aims to protect people from public health threats through the efficient and effective disease surveillance of diseases of public health concern by recognizing epidemics and other public health emergencies as threats to public health and national security, which can undermine the social, economic and political functions of the State;

**WHEREAS**, R.A. 11332 further states that in events of threats to public health as in epidemics the DOH shall require public and private physicians, allied medical personnel, professional societies, hospitals, clinics, health facilities, laboratories, pharmaceutical companies, private companies and institutions, workplaces, schools, prisons, ports, airports, establishments, communities, other government agencies, and nongovernment organizations (NGOs) to actively participate in disease surveillance and response;

**WHEREAS**, the recent emergence of the SARS-CoV-19 pandemic and its entry in the Philippines prompted President Rodrigo R. Duterte to issue series of measures to face head on the fast increasing spread of the disease in order to mitigate the consequences of the disease, the most relevant namely:

- (1) March 8, 2020 - Proclamation No. 922, declaring the State of Public Health Emergency throughout the Philippines due to the Corona Virus Disease 2019 (COVID-19),
- (2) March 16, 2020 - Proclamation No. 929, Series of 2020, declaring a State of Calamity throughout the Philippines due to COVID-19, as well as declaring the Enhanced Community Quarantine for entire Luzon,



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- (3) March 23, 2020 - Administrative Order No. 26, authorizes the grant of hazard pay of P500 per day to frontline workers who are physically working during the quarantine period to government personnel;
- (4) April 1, 2020 - the R.A. 11469 or the Bayanihan to Heal as One Act was promulgated granting President Duterte additional powers to address the challenges presented by the COVID-19 pandemic and provides a package of financial aid to health workers and indigent families, including special risk allowance on top of hazard pay.
- (5) April 7, 2020 Memorandum from the Executive Secretary on the Extension of the Enhanced Emergency Community Quarantine Over the Entire Luzon to April 30, 2020.

**WHEREAS**, the SARs-CoV-19 pandemic put tremendous burden on the health and welfare of the public health workers who serve as frontliners in the hospitals, health centers, quarantine facilities and who are carrying the highest risk of being exposed to coronavirus during the Enhanced Community Quarantine period as well as the possibility of long term impact on their well being;

**WHEREAS**, there have been reports of testing positive, being declared as suspects and probables among these health service providers yet they are not tested for the virus as a matter of regular procedure for their protection;

**WHEREAS**, Pasig City Mayor Victor Ma. Regis N. Sotto himself recognized the tremendous stresses experienced by the frontliners and has thus undertaken a novel project on psycho-social seminar for the frontliners during ECQ;

**WHEREAS**, Section 16 of Republic Act No. 7160 otherwise known as Local Government Code of 1991 provides that, every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate, or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare;

**NOW THEREFORE**, be it **ORDAINED** as it is hereby **ORDAINED** by the Sangguniang Panlungsod ng Pasig, in session duly assembled, the following:

**SECTION 1. TITLE** - This ordinance shall be known as the Pasig City Comprehensive Measures for the protection and promotion of the health, safety and well being of the public health workers during the COVID-19 Enhanced Community Quarantine.



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**SECTION 2. DECLARATION OF POLICY.** It is the policy of the City Government of Pasig to put its highest priority on the health, safety and well being of the Pasiguenos and in this regard recognize the role of the cadre of health service providers who serve as the frontline workers in achieving this goal. It is also recognized that in situations when critical threats to public health like highly transmittable illnesses occur and lives of the health providers are also held on the line, the utmost consideration is given to protecting and promoting their health, safety and well being.

**SECTION 3. DEFINITION OF TERMS-** As used in this ordinance, the following terms are defined as follows:

1. Enhanced Community Quarantine (ECQ) is a condition declared for the entire Luzon area in the Philippines which is effectively a total lockdown, restricting the movement of the population with exceptions, in response to the growing pandemic of coronavirus disease 2019 (COVID-19) in the country.
2. Public Health Workers (PHW) refer to medical, allied medical, and other necessary personnel assigned in hospitals and healthcare facilities and who are directly catering to or in contact with confirmed, suspects and probable COVID-19 persons.
3. COVID-19 Hazard Pay – refers to the grant of hazard pay to government personnel who are physically reporting for work during the period of the implementation of an enhanced community quarantine relative to COVID-19 outbreak as authorized in President Duterte's Administrative Order 26 dated April 26, 2020
4. Special Risk Allowance (SRA) refers to the provision in Section 3.d of the Bayanihan to Heal as One Act which states that 'All public health workers are protected by providing them with a "special risk allowance" on top of the hazard pay provided by law.' This is further defined in President Duterte's Administrative Order 26 dated April 6, 2020 which states that "LGUs are authorized to grant a one-time COVID-19 SRA, equivalent to a maximum of 25% of monthly basic salary/pay, to Public Health Workers who have great exposure to health risks and physical hardships in the line of duty, in light of the COVID-19 pandemic,"



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5. Personal Protective Gears and Clothing – refers to any clothing, device or appliance designed to be worn or held by an individual for protection against one or more health and safety hazards. This will include medical masks, headgears, medical gowns, medical gloves (as required in the protocols of WHO for the purpose).
6. COVID19 Testing – refers to the DOH approved confirmatory testing kits and protocols which involve the “quantitative reverse transcriptase-based PCR test (or RT-PCR, for short)” method of testing for SARS-CoV-2 which looks for genetic evidence of the virus in the person’s specimen.
7. Stress – while stress has many forms, we refer to the form that occurs because of how events in one’s external or internal environment are perceived which can result in the psychological experience of distress and anxiety and often accompanied by physiological responses or illness.
8. Psycho-social health – refers to a state of mental, emotional, social, and spiritual well-being and an important part is called emotional **health** which is the ability to understand and manage one’s emotions and those of others. This is closely related to mental health.

**SECTION 4. COMPREHENSIVE MEASURES TO PROTECT AND PROMOTE THE HEALTH, SAFETY AND WELL BEING OF PUBLIC HEALTH WORKERS AND OTHER GOVERNMENT PERSONNEL.**

4.1 Personal Protective Gears and Clothing – The City Government shall provide the necessary gears and clothing in sufficient quantity and in compliance with the WHO standards for PPE including medical masks, headgears, medical gowns, gloves, at all times during the hours of duty.

4.2 COVID19 Testing – The City Government of Pasig shall endeavor that all frontline health workers serving in hospitals, health centers and quarantine facilities which cater to COVID19 cases be subjected to COVID19 testing. It shall partner with accredited testing facilities to expedite this measure.

4.3 COVID-19 Hazard Pay and Special Risk Allowance (SRA) – The City Government shall provide both COVID-19 – related financial assistance in accordance with the guidelines set by Administrative Orders Nos. 26 and 28 issued by the President.



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4.3.1 Grant of Special Risk Allowance (SRA). The City Government of Pasig shall grant a one-time SRA, equivalent to a maximum of 25% monthly basic salary pay, to Public Health Workers (PHW) who have great exposure to health risks and physical hardships in the line of duty, including those who have been affected and relegated to quarantine condition, in light of the COVID-19 pandemic.

4.3.1.1 The one-time SRA shall be granted subject to the following conditions:

- a. The PHWs provide critical and urgent services to respond to the public health emergency during the implementation of the ECQ;
- b. The PHWs are either: (i) civilian employees occupying regular, contractual, casual or part-time positions; or (ii) workers engaged through contract of service (COS) or job order (JO), including Barangay Health Workers (BHW) regardless of the nature of engagement, provided that the said COS/JO workers and BHW are assigned to hospitals and other healthcare facilities;
- c. The PHWs physically report for work at their assigned work stations on the prescribed official working hours, as authorized by the head of agency/office during the period of the implementation of the ECQ;
- d. The grant of the SRA shall be pro-rated based on the number of days that PHWs physically report for work during the period of the ECQ in their respective places of assignment, reckoned not earlier than 17 March 2020, as follows:



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No. of Days Physically Reporting For Work	Percentage of the Incentive
3 to 7	25%
8 to 12	50%
13 to 17	75%
18 or more	100%

4.3.1.2 Exclusion from the grant of the SRA. Those engaged without employer-employee relationship and funded from the non-Personnel Services appropriations/budgets, except as authorized under Section 4.3.1 of this Ordinance, are excluded from the grant of the SRA, such as, but not limited to, the following:

- Consultants and experts engaged for a limited period to perform specific activities or services with expected outputs;
- Laborers engaged through job contracts (pakyaw) and those paid on piecework basis;
- Student workers and apprentices; and
- All individuals and group of individuals whose services are engaged through COS or JO, including BHW, who are not assigned in hospital and healthcare facilities.

4.3.2 Grant of the COVID-19 Hazard Pay. The City Government of Pasig shall grant **COVID-19 Hazard Pay** to personnel who physically report for work during the implementation of an Enhanced Community Quarantine (ECQ) in their respective work stations, in an amount of Five Hundred Pesos (P500) per day per person, which shall be computed as follows:

**COVID-19 Hazard Pay** = P500 x number of days physically reporting for work during the ECQ



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Personnel who are already entitled to Hazard Pay, Hazardous Duty Pay, Hazardous Allowance or other similar benefits under existing law, issuances, rules and regulations, such as public health workers, public social workers, science and technology and military and uniformed personnel, shall continue to be entitled to such benefits or the **COVID-19 Hazard Pay**, whichever is higher.

4.3.2.1 Conditions on the Grant of the COVID-19 Hazard Pay. The COVID-19 shall be granted subject to the following conditions:

- a. The personnel are occupying regular, contractual or casual positions, or are engaged through contract of service or job order or other similar schemes;
- b. The personnel have been authorized to physically report for work at their respective offices or work stations on the prescribed official working hours by the City Mayor or the Heads of Offices during the implementation of the ECQ and include those who are on quarantine themselves as suspect, probable or confirmed cases;
- c. The rate of COVID-19 Hazard Pay shall be based on the number of days an employee physically reports for work using the formula under Section 4.3.2 hereof.

4.3.2.2 Retroactive application. The grant of the COVID-19 Hazard Pay shall be effective beginning 17 March 2020.

4.4 Psycho-Social Consultations and Seminars – In order to mitigate the possible effects of continued exposure to COVID 19 patients and situations to the psycho-social conditions of the public health workers months after the ECQ, the City Government shall conduct psycho-social seminars to the public health workers in order to: (1) De-stress them and (2) Detect signs of depression or anxiety and other signs of issues of psychosocial or mental health. Results of the seminars shall be used to provide free professional consultations to those who show signs of more long term of ill psycho-social health.

4.5 Free transportation to and from work of public health workers. – The City Government shall provide the necessary and appropriate means of transportation to the public health workers as they travel to work and from their places of residence and vice versa.



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4.6 Temporary residential facilities to public health workers – In view of the abnormal hours of duty and the presence of high risk factors in dispensing their duties, the City Government shall identify and make available decent temporary living quarters to the public health workers during the ECQ.

**SECTION 5. SCOPE AND COVERAGE**

This ordinance shall include all public health workers who are on duty in public health facilities such as hospitals, health centers as well as quarantine facilities established. This also applies to those other government personnel who physically report for work during the implementation of an ECQ in their respective work stations.

**SECTION 6. AUTHORITY AND RESPONSIBILITIES OF THE CITY MAYOR.** – The City Mayor or his duly authorized representative/s shall have the additional authorities and responsibilities to carry out the intents and purposes of this Ordinance, particularly:

1. Expedite the preparation and release of such amounts necessary to fund the provisions of this ordinance due to their emergency nature.
2. Enter into agreement with any private group or institution that can:
  - a. Provide services like COVID 19 testing,
  - b. Conduct seminars and provide professional consultations on psycho-social health care, and
  - c. Provide appropriate facilities for temporary living quarters.

**SECTION 7. APPROPRIATION.** – To carry out the provisions of this Ordinance, such amounts as necessary are hereby authorized to be drawn from any fund that has been designated by previous resolutions and ordinances to be prioritized for expenses during the COVID 19 emergency.

**SECTION 8 . IMPLEMENTATION.** – The Office of the City Mayor, the City Health Office (CHO), the Disaster Risk Reduction Office (DRRMO), Human Resource Office, Budget Office, and other offices deemed appropriate by the Mayor are hereby tasked to implement and enforce the provisions of this Ordinance.

**SECTION 9. REPEALING CLAUSE.** – Any City Ordinance contrary to or inconsistent with any of the provisions of this Ordinance is hereby repealed and/or modified accordingly.





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**SECTION 10. SEPARABILITY CLAUSE.**—If for any reason, a part of this Ordinance is declared illegal or invalid, other parts or provisions hereof which are not affected thereby shall remain valid and in full force and effect.

**SECTION 11. EFFECTIVITY.** —This Ordinance shall take effect immediately upon approval due to the urgency of the concerns caused by the COVID-19 pandemic. Should the declared state of national emergency be lifted, the regulations imposed in this Ordinance shall be suspended accordingly except for Section 4.4.

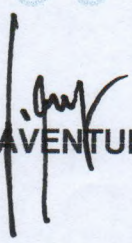
APPROVED, this 16th day of **April 2020** at Pasig City.

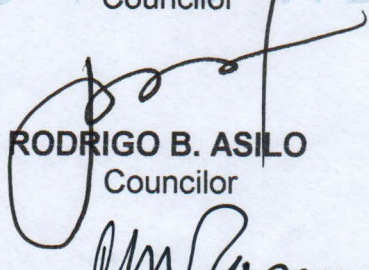
  
**FERDINAND A. AVILA**  
Councilor

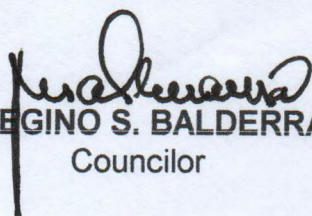
  
**MARIO C. CONCEPCION, JR.**  
Councilor

  
**GREGORIO P. RUPISAN JR.**  
Councilor

  
**ORLANDO R. BENITO**  
Councilor

  
**REYNALDO R. SAN BUENAVENTURA III**  
Councilor

  
**RODRIGO B. ASILO**  
Councilor

  
**REGINO S. BALDERRAMA**  
Councilor

  
**CORAZON M. RAYMUNDO**  
Councilor



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**EDITHA C. SANTIAGO**  
Councilor

**WILFREDO F. SITYAR**  
Councilor

**RIGOR J. ENRIQUEZ**  
LIGA President

**GEORGIA LYNNE P. CLEMENTE**  
SK President

**RICHIE GERARD T. BROWN**  
Councilor  
Minority Floor Leader

**ROSALIO D. MARTIRES**  
Councilor  
Majority Floor Leader

Attested by:

**IYO CHRISTIAN C. BERNARDO**  
City Vice-Mayor  
Presiding Officer

APPROVED:

**VICTOR MA. REGIS N. SOTTO**  
City Mayor

Attested by:

**LOIDA U. VILLANUEVA**  
Acting City Council Secretary