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 Date: MAY 26 2022
 Time: _____
 By: _____

OUA MEMO 00-0322-0102
MEMORANDUM
 04 March 2022

**For: Regional Directors and BARMM Education Minister
 Schools Division Superintendents
 School Heads
 Teachers
 All Others Concerned**

**Subject: RESPONSE TO ALL LETTERS, COMPLAINTS, AND INQUIRIES
 ON THE ISSUANCE OF DEPED TASK FORCE COVID-19
 MEMORANDUM NO. 575 AND ALL RELATED ISSUANCES**

RECEIVED
 27 MAY 2022
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As a response to all letters, complaints, and inquiries (i.e., personnel's refusal to be subjected to weekly antigen testing and allegations of grave coercion, violation of labor laws, and the Constitution) on the issuance of DepEd Task Force COVID-19 (DTFC) Memorandum No. 575 and all related issuances, the Office of the Undersecretary for Administration (OUA) provides the following information:

On 11 November 2021, the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) issued IATF Resolution No. 148-B¹ which provides that:

A. In areas where there are sufficient supplies of COVID-19 vaccines as determined by the National Vaccines Operation Center (NVOC), **all establishments and employers in the public and private sector shall require their eligible employees who are tasked to do on-site work to be vaccinated against COVID-19. Eligible employees who remain to be unvaccinated may not be terminated solely by reason thereof. However, they shall be required to undergo RT-PCR tests regularly at their own expense for purposes of on-site work.** Provided that, antigen tests may be resorted to when RT-PCR capacity is insufficient or not immediately available.²

IATF Resolution No. 148-B took effect on 01 December 2021 as part of President Rodrigo Roa Duterte's whole-of-government solution to increase the demand for COVID-19 vaccination, regardless of brand, for a healthier and resilient Philippines.³

¹ IATF Resolution No. 148-B is attached hereto as Annex 1.

² IATF Resolution No. 148-B, p. 2.

³ *Ibid.*



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Office of the Undersecretary for Administration (OUA)

(Administrative Service (AS), Information and Communications Technology Service (ICTS), Disaster Risk Reduction and Management Service (DRRMS), Bureau of Learner Support Services (BLSS), Baguio Teachers Camp (BTC), Central Security & Safety Office (CSSO))

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This resolution was anchored on Sec. 15, Art. II of the 1987 Constitution which provides that the State shall protect and promote the right to health of the people and instill health consciousness among them.

Thus, in accordance with IATF Resolution No. 148-B, the President's mandate, and the State's policy to protect and promote the people's right to health, DTFC Memorandum No. 575 dated 07 December 2021 was issued providing IATF vaccination requirement for personnel reporting on-site beginning 01 December 2021. This is consistent with R.A. 11525 otherwise known as the *COVID-19 Vaccination Program Act of 2021* that was enacted in accordance with the State's policy to adopt an integrated approach to health development which shall endeavor to make essential social services available to all people at an affordable cost.⁴

For such reason, the State undertook the COVID-19 Vaccination Program with the objective of addressing the adverse impact of COVID-19 through the procurement and administration of safe and effective COVID-19 vaccines by the National Government through the Department of Health (DOH), the National Task Force Against COVID-19 (NTF), and other duly constituted authorities and instrumentalities, among others.⁵

With this, we regret to inform all concerned that reliance on Sec. 12 of R.A. 11525 is improper. While Paragraph 4 of Sec. 12 of R.A. 11525 provides that individuals vaccinated against COVID-19 as indicated in the vaccine card shall not be considered immune from COVID-19 unless otherwise declared by the DOH based on reliable scientific evidence and consensus, this is not the ultimate purpose of the law.

To clarify, the aforementioned issuances were enacted to address the adverse impact of COVID-19 by implementing measures and restrictions to slow down its surge in cases, stop further spread of variants, buy time for the health system to cope, and protect more lives. While vaccination does not give absolute immunity against COVID-19, it will, at the very least, reduce its risks and transmission.⁶ Thereby protecting, not only the vaccinated, but also everyone around them. This is in consonance with the State's policy to protect and promote the people's right to health.⁷

In terms of the reliance on Labor Advisory No. 03 series of 2021, please note that these guidelines cover only establishments and employers in the private sector that administer COVID-19 vaccines in the workplace. However, be advised that IATF Resolution No. 148-B already superseded the same as it provides, among others, that:

Public and private establishments, even if not required by the Guidelines on the Implementation of Alert Levels System for COVID-19 Response in Pilot Areas to accommodate only fully vaccinated individuals, may nonetheless validly refuse entry and/or deny service to individuals who remain to be unvaccinated, or are merely partially vaccinated, despite being eligible for vaccination. Provided that frontline and emergency services shall continue to render assistance to all persons regardless of vaccination status.⁸



⁴ Sec. 2 of R.A. 11525 otherwise known as the *COVID-19 Vaccination Program Act of 2021*.

⁵ Sec. 2 (a) of R.A. 11525.

⁶ Sara Oliver, MD, MSPH, Centers for Disease Control and Prevention, *Updates to the Evidence to Recommendation Framework, Pfizer-BioNTech and Moderna COVID-19 vaccine booster doses*, 19 November 2021; World Health Organization (WHO), *Vaccine Efficacy, Effectiveness and Protection*; Department of Health (DOH), *Does the Vaccine Completely Prevent an Individual from Getting and Transmitting Covid-19*, 16 April 2021.

⁷ Art. II of the 1987 Constitution.

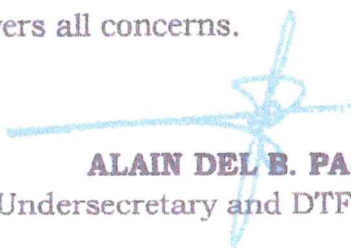

⁸ Paragraph C of IATF Resolution No. 148-B.

Finally, as for the allegations of grave coercion, **the person who restrains the will and liberty of another must have no right to do so, or in other words, that the restraint is not made under authority of law or in the exercise of any lawful right.**⁹

Considering the foregoing discussions, there was a valid and legal basis for the issuance of DTFC Memorandum No. 575 and all related issuances. IATF Resolution No. 148-B and other related laws and issuances have authorized the OUA and DTFC to require eligible employees who are tasked to do on-site work to be vaccinated against COVID-19.

With this, there can be no grave coercion, especially when this Office simply enforced the provisions of valid and existing laws, rules, and issuances. Nevertheless, we respect all your opinions on the matter. For more information, kindly refer to the attached copies of all related issuances.

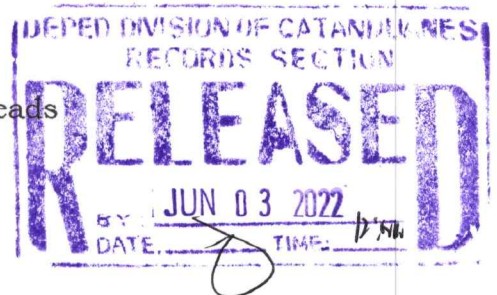
Thank you and we hope that this answers all concerns.



ALAIN DEL B. PASCUA
Undersecretary and DTFC Chairman




June 03, 2022

TO : Assistant Schools Division Superintendent
Chief, SGOD and CID
Public Elementary and Secondary School Heads
All Teaching and Non-teaching Personnel
All Others Concerned



For wide dissemination and strict compliance.


EVA S. TOLENTINO
Administrative Officer V
Officer-In-Charge

⁹ Sy, et al. v. Secretary of Justice, et al., G.R. No. 166315, 14 December 2006; and People v. Astorga, 347 Phil. 701, 720 (1997).



REPUBLIC OF THE PHILIPPINES
INTER-AGENCY TASK FORCE
FOR THE MANAGEMENT OF EMERGING INFECTIOUS DISEASES

RESOLUTION NO. 148-B

Series of 2021

November 11, 2021

WHEREAS, Section 15 Article II of the 1987 Constitution states that the State shall protect and promote the right to health of the people and instill health consciousness among them;

WHEREAS, Section 2(e) of Executive Order No. 168 (s.2014) mandates the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) to educate the public on emerging infectious diseases and its prevention, control and management to promote positive health behaviors, and address public fear and anxiety through the conduct of a nationwide EID awareness campaign;

WHEREAS, on March 8, 2020, recognizing that the COVID-19 pandemic requires the mobilization of a whole-of-government response, President Rodrigo Roa Duterte declared a State of Public Health Emergency in the entire Philippines through Proclamation No. 922. The declared State of Calamity was extended on 16 September 2021 for one year through Proclamation No. 1021 s.2020, and on September 10, 2021, was further extended until September 12, 2022, unless earlier lifted or extended as circumstances may warrant, through Proclamation No. 1218 (s.2021);

WHEREAS, COVID-19 vaccines that have been granted with Emergency Use Authorization (EUA) by the Philippine Food and Drug Administration (FDA) are considered safe and effective, and, based on current available evidence, have been shown to (1) prevent symptomatic infection (2) prevent severe infection and (3) prevent transmission;

WHEREAS, following the Enhanced Prevent - Detect - Isolate - Treat - Reintegrate - Vaccinate Strategy of the National Task Force Against COVID-19, its Vaccine Cluster is currently implementing the National COVID-19 Immunization Program that aims to provide added protection to all eligible Filipinos from COVID-19;

WHEREAS, the National COVID-19 Immunization Program has been opened to the general public nationwide as provided for under IATF Resolution No. 141 (s.2021). Further, the IATF approved the recommended strategy for the Vaccination Rollout for the Rest of the Pediatric Population (ROPP) pursuant to IATF Resolution No. 146 (s.2021);



REPUBLIC OF THE PHILIPPINES
INTER-AGENCY TASK FORCE
FOR THE MANAGEMENT OF EMERGING INFECTIOUS DISEASES

WHEREAS, as of 04 November 2021, the country already received a total of 108.9 million doses of COVID-19 vaccines with additional shipments until the end of the year. These doses of vaccines shall cover the target of vaccinating 54 million Filipinos with one dose by the end of November 2021 and 54 million Filipinos fully vaccinated by the end of December 2021;

WHEREAS, President Rodrigo Roa Duterte has given new directives for a whole-of-government solution to increase the demand for COVID-19 vaccination, regardless of brand, for a healthier and resilient Philippines.

NOW, THEREFORE, BE IT RESOLVED, as it is hereby resolved, in compliance with the directives of President Rodrigo Roa Duterte, the IATF approves the following measures to the extent applicable under existing laws, rules, and regulations:

- A. In areas where there are sufficient supplies of COVID-19 vaccines as determined by the National Vaccines Operation Center (NVOC), all establishments and employers in the public and private sector shall require their eligible employees who are tasked to do on-site work to be vaccinated against COVID-19. Eligible employees who remain to be unvaccinated may not be terminated solely by reason thereof. However, they shall be required to undergo RT-PCR tests regularly at their own expense for purposes of on-site work. Provided that, antigen tests may be resorted to when RT-PCR capacity is insufficient or not immediately available.
- B. As a condition for continuing their operations, public transportation services in the road, rail, maritime, and aviation sectors shall require all their eligible workers to be fully vaccinated.
- C. Public and private establishments, even if not required by the Guidelines on the Implementation of Alert Levels System for COVID-19 Response in Pilot Areas to accommodate only fully vaccinated individuals, may nonetheless validly refuse entry and/or deny service to individuals who remain to be unvaccinated, or are merely partially vaccinated, despite being eligible for vaccination. Provided that frontline and emergency services shall continue to render assistance to all persons regardless of vaccination status.
- D. Local Government Units (LGUs) are strongly enjoined to issue orders or ordinances to ramp up demand for vaccination by, among others, providing incentives for fully vaccinated individuals, and for business establishments which



REPUBLIC OF THE PHILIPPINES
INTER-AGENCY TASK FORCE
FOR THE MANAGEMENT OF EMERGING INFECTIOUS DISEASES


institute measures that promote vaccination among their employees and clients, and to the extent allowed by law, requiring proof of vaccination before individuals and/or entities may undertake or qualify for certain activities.

- E. Upon sufficient proof of a confirmed vaccination schedule, all workers to be vaccinated during work hours shall not be considered as absent during that period.
- F. In all of the foregoing, only the presentation of a medical clearance issued by a Municipal Health Office, City Health Office, and/or Provincial Health Office or birth certificate, as the case may be, shall serve as sufficient and valid proof of ineligibility for vaccination.
- G. All Government Agencies are hereby enjoined to implement measures prioritizing fully vaccinated individuals availing of government programs and services.

RESOLVED FURTHER, that this Resolution shall take effect on 01 December 2021, after publication in a newspaper of general circulation and/or the Official Gazette. Let three (3) copies of this Resolution be furnished to the University of the Philippines Office of the National Administrative Register.

RESOLVED FINALLY, that the Chairperson and the Co-Chairperson shall be duly authorized to sign this Resolution for and on behalf of the Inter-Agency Task Force.

APPROVED during the 148th Inter-Agency Task Force Meeting, as reflected in the minutes of the meeting, held this November 11, 2021, via video conference.


FRANCISCO T. DUQUE III
Secretary, Department of Health
IATF Chairperson


KARLO ALEXEI B. NOGRALES
Secretary, Office of the Cabinet Secretariat
IATF Co-Chairperson



REPUBLIC OF THE PHILIPPINES
INTER-AGENCY TASK FORCE
FOR THE MANAGEMENT OF EMERGING INFECTIOUS DISEASES

CERTIFICATION

This is to certify that:

1. I am presently an Undersecretary of the Department of Health;
2. I am the Head of the Secretariat of the Inter-Agency Task Force (IATF) on the Management of Emerging Infectious Diseases created under Executive Order No. 168, (s.2014) and chaired by the Department of Health (DOH);
3. The IATF Secretariat holds office in the DOH Main Office, San Lazaro Compound, Tayuman, Sta. Cruz, Manila;
4. I am the custodian of the records of the IATF, including the Minutes of Meetings and Resolutions;
5. In the Regular Meeting of the IATF held on **11 November 2021** via teleconference during which a quorum was present and acted throughout, IATF Resolution No. **148-B** was unanimously approved and adopted;
6. The foregoing resolution has been signed by Secretary Francisco T. Duque III and/or Secretary Karlo Alexei B. Nograles upon the authority of the IATF Members;
7. The aforesaid resolution has not been altered, modified nor revoked and the same is now in full force and effect;
8. I am executing this Certification for whatever legitimate purpose this may serve.

IN WITNESS WHEREOF, I have hereunto affixed my signature this **11th** day of November 2021, Manila.


ATTY. CHARADE B. MERCADO-GRANDE
Undersecretary of Health
Head Secretariat, IATF



Republika ng Pilipinas

Kagawaran ng Edukasyon

Tanggapan ng Pangalawang Kalihim

DepEd Task Force COVID-19

MEMORANDUM No. 586

28 December 2021

For: Secretary LEONOR MAGTOLIS BRIONES
Undersecretaries and Assistant Secretaries
Bureau and Service Directors
Regional Directors and BARMM Education Minister
Schools Division Superintendents
School Heads

Subject: CLARIFICATIONS ON DTFC MEMORANDUM NO. 575
TITLED *IATF VACCINATION REQUIREMENT FOR
PERSONNEL REPORTING ON-SITE BEGINNING
01 DECEMBER 2021*

The DepEd Task Force COVID-19 (DTFC) provides the following clarifications on the **DTFC Memorandum No. 575** titled *IATF Requirement for Personnel Reporting On-Site Beginning 01 December 2021*. The memorandum has been approved by the Secretary for compliance by the offices and personnel concerned.

1. The IATF vaccination/RT-PCR/antigen requirement for onsite personnel, as stipulated in IATF Resolution Nos. 148-B and 149 and as elaborated in DTFC Memorandum No. 575, applies only to "areas where there are sufficient supplies of COVID-19 vaccines as determined by the National Vaccines Operation Center (NVOC)" (*italics added*).

As such, offices and schools have been instructed to coordinate with their respective Regional VOCs and/or Local VOCs to inquire whether there are sufficient supplies of COVID-19 vaccines in their respective areas, as *determined by the NVOC*.

In principle, the IATF requirement cannot be implemented until an area has been *determined by the NVOC* to have sufficient supplies of COVID-19 vaccines.

Per the DTFC's latest coordination with the NVOC, the mechanism to determine whether an area (e.g., an LGU) has sufficient supplies of the COVID-19 vaccines is still being finalized.



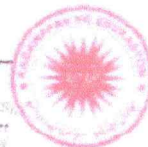
Office of the Undersecretary for Administration (OUA)

Administrative Service (AS), Information and Communications Technology Service (ICTS),
Risk Reduction and Management Service (RRMS), Bureau of Learning Support
Services (BLS), Regional Teachers' Competency Center (RTCC), Central Security & Safety Office (CSSO)

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2. When and where already implemented, the requirement to present a negative RT-PCR/antigen result shall apply to those who are required to report onsite but are not fully vaccinated, and shall be **at their own expense**, except when they have valid medical reasons (as validated by a DepEd medical officer) and their second dose is not yet due pursuant to the interval prescribed for the brand of vaccine they received as first dose whose tests shall be facilitated or covered by their respective offices.

IATF Resolution No. 149 does not say that "all partially vaccinated employees in the public and private sector tasked to do onsite work need not undergo regular RT-PCR test" per se, but that they need not undergo it "*at their own expense, as long as their second dose is not yet due pursuant to the interval prescribed for the brand of vaccine received as first dose*" (italics added).

Thus, personnel who have acceptable reasons for not being fully vaccinated will still be required to present a negative RT-PCR/antigen result but the testing shall not be at their own expense.

3. In consideration of offices who may not have the capacity to facilitate/cover the expenses for the testing of the said personnel, the existing onsite work capacity requirements based on the Alert Levels may be maximized to place concerned personnel under applicable work arrangements while they are waiting to be fully vaccinated.

At Alert Level II, government agencies are allowed to place up to 20% of its workforce under work-from-home arrangement. Personnel who are not yet fully vaccinated may be placed under such arrangement, while they shall continue to be encouraged to be fully vaccinated, especially in anticipation that LGUs will soon be placed under Alert Level I, where full onsite capacity will already be required for all government agencies and instrumentalities.

4. As indicated in DTFC Memorandum No. 575, all are advised to adhere to the guidance of the Bureau of Human Resource and Organizational Development in handling the attendance records of personnel (e.g. marking as absent, charging to existing leave credits) who may not be able to report onsite due to failure to comply with the vaccination/RT-PCR/antigen requirement.
5. The DTFC also clarifies that its recommendation in DTFC Memorandum No. 575 to impose the same vaccination/RT-PCR/antigen requirement to "visitors who need to enter office premises for necessary transactions" is in the context of the said visitors sharing the same workspace as the fully vaccinated personnel.

For consistency, if only personnel who are fully vaccinated or who present a negative RT-PCR/antigen result are allowed to report onsite, the same shall be expected of guests who will share the same workspace or have close contact with the onsite personnel.



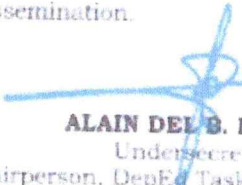
Such requirement, however, is not *necessarily* expected of guests and visitors who may need to enter work premises but will not have close contact or share the same space with fully-vaccinated personnel reporting onsite, such as the case of parents and other community members entering schools to pick up modules. It is reiterated, however, that the required health standards, such as mandatory wearing of masks at all times, observing physical distancing and preventing crowding/congregating, shall be strictly observed.

For these instances, the Head of Functional Office or the team designated for COVID-19 response in the office is given the authority to impose such requirement, as deemed necessary. For example, the Central Office (CO) Task Force COVID-19, through the CO Medical Clinic, has long made this a requirement for visitors and guests entering CO premises, even before the IATF issued a similar requirement.

Given the evolving guidance from national authorities regarding this matter, all are advised to closely follow and pay attention to any new national issuances that may provide relevant updates and changes to DTFC Memorandum No. 575. As also indicated in the said memorandum, these updates and changes will be automatically honored.

For queries regarding this concern, please contact the DTFC Secretariat, BLSS SHD, through (02) 8632 9935 or email at medical_nursing@deped.gov.ph.

For proper guidance and widest dissemination.


ALAIN DEL B. PASCUA
Undersecretary
Chairperson, DepEd Task Force COVID-19





DAVCO

Republika ng Pilipinas
Kagawaran ng Edukasyon
Tanggapan ng Pangalawang Kalihim

DEPARTMENT OF EDUCATION
Division Office - Cebu

DepEd Task Force COVID-19
MEMORANDUM No. 575
7 December 2021

[Handwritten signature]
Carmen
12/10/21

For **Secretary LEONOR MAGTOLIS BRIONES**
Subject **IATF VACCINATION REQUIREMENT FOR PERSONNEL
REPORTING ON-SITE BEGINNING 01 DECEMBER 2021**

The Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) issued Resolution No. 148-B (Annex A), which should have **taken effect on 01 December 2021**, provides that "in areas where there are sufficient supplies of COVID-19 vaccines as determined by the National Vaccines Operation Center (NVOC), **all establishments and employers in the public and private sector shall require their eligible employees who are tasked to do on-site work to be vaccinated against COVID-19**. Eligible employees who remain to be unvaccinated may not be terminated solely by reason thereof. However, they shall be **required to undergo RT-PCR tests regularly at their own expense for purposes of on-site work**. Provided that, antigen tests may be resorted to when RT-PCR capacity is insufficient or not immediately available."

The following guidelines are further provided through IATF Resolution No. 149 (Annex B):

- In furtherance of IATF Resolution No. 148-B (s. 2021) providing for the implementation of measures to increase demand for COVID-19 vaccinations but except when all the onsite employees/workers of an establishment are required under the Alert Level System Guidelines to be fully vaccinated, all partially vaccinated employees in the public and private sector tasked to do onsite work need not undergo regular RT-PCR test at their own expense, as long as their second dose is not yet due pursuant to the interval prescribed for the brand of vaccine received as first dose.
- To clarify the requirement of regular RT-PCR tests for purposes of onsite work, its frequency shall be construed as that determined by the employer but which should be at least once every two weeks.

* After publication in a newspaper of general circulation and/or the Official Gazette



Office of the Undersecretary for Administration (OUA)

(Administrative Services (AS), Information and Communications Technology Service (ICTS), Disaster Risk Reduction and Management Service (DRMS), Bureau of Learning Support Services (BLSS), Quality Technical Group (QTG), Central Security & Safety Office (CSSO))

Department of Education - Central Office, Meralco Avenue, Pasig City

In this regard, the DepEd Task Force COVID-19 (DTFC) recommends the following guidelines, for compliance by the offices and personnel concerned, upon approval of the Secretary

1. All offices and schools shall ensure compliance with the minimum/required percentage of the workforce that needs to be present on-site, based on the latest guidelines of the IATF accessible at https://iatf.doh.gov.ph/?page_id=77. To date, the latest *Guidelines on the Implementation of Alert Levels System for Covid-19 Response* are as of 18 November 2021, and provide the following:

Alert Level	Provision on Work in Government
Alert Level 5	Areas placed under Alert Level 5 shall observe the guidelines applicable to Enhanced Community Quarantine (ECQ) as provided for under the IATF Omnibus Guidelines on the Implementation of Community Quarantine in the Philippines, as amended. The benefits applicable to ECQ shall be applicable in Alert Level 5. ⁴
Alert Level 4	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least 40% on-site capacity while applying work-from-home and other flexible work arrangements.
Alert Level 3	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least 60% on-site capacity while applying work-from-home and other flexible work arrangements.
Alert Level 2	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least 80% on-site capacity while applying work-from-home and other flexible work arrangements.
Alert Level 1	All establishments, persons, or activities, are allowed to operate, work, or be undertaken at full on-site or venue/seating capacity provided it is coincident with minimum public health standards, provided further, that face to face classes for basic education shall be subject to prior approval of the Office of the President.

2. Offices and schools shall continue to consider the health status of the personnel (e.g., comorbidities) in determining who will be required to report on-site to comply with the minimum/required percentage of on-site personnel
3. Consistent with IATF Resolution Nos. 148-B and 149, s. 2021, the following shall be observed in DepEd
 - a. Offices and schools shall coordinate with their respective Regional VOCs and/or Local VOCs to inquire whether there are sufficient supplies of COVID-19 vaccines in their respective areas, as determined by the NVOC.

⁴ Omnibus Guidelines on the Implementation of Community Quarantine in the Philippines with Amendments as of September 23, 2021. Agencies and instrumentalities of the government shall be fully operational with a skeleton workforce on-site and the remainder under alternative work arrangements as approved by the head of agency unless a greater on-site capacity is required in agencies providing health and emergency frontline services, laboratory and testing services, border control, or other critical services, in accordance with the relevant rules and regulations issued by the Civil Service Commission (CSC). (As amended by Paragraph B of IATF Resolution no. 106-B, March 28, 2021)



- i. The IATF vaccination/RT-PCR/antigen requirement for onsite personnel, as stipulated in IATF Resolution Nos. 148-B and 149 and as elaborated in this section, applies only to such areas.
 - ii. The DTFC is coordinating with the NVOIC for a centralized reference list of areas where there are sufficient supplies of COVID-19 vaccines and which are covered by the IATF resolutions.
- b. Only personnel who have been fully vaccinated will be allowed to work on-site. They shall be required to present their vaccination cards as proof of vaccination before they are included in the list of personnel allowed to report on-site. Those who have not been vaccinated shall remain under a work-from-home arrangement.
- c. Personnel who have not been vaccinated, but are eligible, shall continue to be encouraged to be vaccinated, especially if they will soon be required to report on-site.
- d. If unvaccinated personnel will be required to report on-site, they shall **be required to present a negative result of RT-PCR test undertaken at most 48 hours before the day of reporting, and which shall be valid for up to two weeks from the day of testing**, unless the personnel develop symptoms, for which they shall stop reporting on-site and proceed to established health protocols.
- i. When RT-PCR capacity is insufficient or not immediately available, antigen tests may be resorted to.
 - ii. The RT-PCR or antigen test of unvaccinated personnel **who have refused to be vaccinated despite being eligible** for vaccination shall be charged at the personnel's expense.
 - iii. Partially vaccinated personnel required to do onsite work **need not undergo regular RT-PCR test at their own expense, as long as their second dose is not yet due** pursuant to the interval prescribed for the brand of vaccine they received as first dose.
 - iv. Concerned offices and schools are requested to **facilitate/cover the costs of the testing of personnel** who are required to report on-site but cannot be vaccinated because their **second dose is not yet due** pursuant to the interval prescribed for the brand of vaccine they received as first dose or because of **valid medical reasons**.

IATF Resolution No. 149 provides: "To clarify the requirement of regular RT-PCR tests for purposes of onsite work, its frequency shall be construed as that determined by the employer but which should be at least once every two weeks."



- v. Personnel who have valid medical reasons for not being vaccinated shall present a medical certificate from their attending physician, for validation by the nearest DepEd medical officer*. The DepEd medical officer shall monitor the personnel's condition and request the regular updating of their medical certificate, as may be applicable, and ensure that the personnel will be vaccinated when already eligible or cleared
- c. For consistency, the same requirement—that they are either fully vaccinated or RT-PCR/antigen-negative, as described above—shall be imposed on
 - i. personnel required to travel or attend a work-related face-to-face gathering (e.g., seminar, training, monitoring, workshop, forum, meeting).
 - ii. visitors who need to enter office premises for necessary transactions,
 - iii. guests who need to join work-related face-to-face gatherings.
- f. The Bureau of Human Resource and Organizational Development (BHROD) is requested to provide guidance on how to handle the attendance records of personnel who cannot be accommodated in office premises, despite being required to report onsite, due to failure to present proof of vaccination or valid negative RT-PCR/antigen test result
- g. It is reiterated that vaccination remains **not mandatory**, and no personnel who remain to be unvaccinated may be terminated solely by reason thereof

This is consistent with **Republic Act No. 11525** titled *An Act Establishing the Coronavirus Disease 2019 (COVID-19) Vaccination Program, Expediting the Vaccine Procurement and Administration Process, Providing Funds Therefor, and for Other Purposes*, as cited in **DepEd Memorandum No. 28, s. 2021** titled *Comprehensive Guidance on the Participation of the Department of Education in the Implementation of the Philippine National Deployment and Vaccination Plan for COVID-19 Vaccines*

- 4. All concerned units at the Central Office and the field offices, including the BHROD, the Central Office Task Force COVID-19, and the Composite Team in charge of the pilot implementation of face-to-face classes, are requested to provide necessary guidance or update existing guidelines as may be needed to comply with this memorandum and the cited national issuances

* In case the SDO does not have a medical officer, the medical officer from the Regional Office (RO) may validate the medical certificate. In case both the SDO and the RO do not have a medical officer, the medical officer from nearby SDO may validate the medical certificate.



5. In case of changes to national issuances which became the bases for this memorandum, such changes will be automatically honored.

For queries regarding this concern, please contact the DTFC Secretariat, BLSS-SHD, through (02) 8632 9935 or email at medical_nursing@deped.gov.ph

For the consideration and approval of the Secretary



ALAIN DEL B. PASCUA
Undersecretary
Chairperson, DepEd Task Force COVID-19

cc: Undersecretaries and Assistant Secretaries
Bureau and Service Directors
Regional Directors and BARM Education Minister
Schools Division Superintendents
School Heads



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