



MC No. 07, s. 2022

MEMORANDUM CIRCULAR

TO : ALL HEADS OF CONSTITUTIONAL BODIES; DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS WITH ORIGINAL CHARTERS; AND STATE UNIVERSITIES AND COLLEGES

SUBJECT: COVID-19 VACCINATION OF GOVERNMENT OFFICIALS AND EMPLOYEES

Pursuant to **CSC Resolution No. 2200239** promulgated on **16 June 2022**, the Commission clarified its position on the issue of mandatory vaccination of government officials and employees.

As the central personnel agency of the Government, the Civil Service Commission (CSC)¹ is mandated to establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service. The mandate of the CSC over the civil service embraces all branches, subdivisions, instrumentalities, and agencies of the Government, including government-owned or controlled corporations with original charters.

Pursuant to Section 46, Chapter 7, Title I, Subtitle A, Book V of the Administrative Code of 1987 (Executive Order No. 292), no officer or employee in the Civil Service shall be suspended or dismissed except for cause as provided by law and after due process.

Notably, Section 2(c) of Republic Act No. 11525² provides that the State recognizes the experimental nature of Coronavirus Disease 2019 (COVID-19) vaccines available in the market and shall compensate any serious adverse effects arising from the use of COVID-19 vaccines, experienced by people inoculated through the COVID-19 Vaccination Program.

¹ Acronym supplied.

² Entitled 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.

Bawat Kawani, Lingkod Bayani

**COVID-19 VACCINATION OF
GOVERNMENT OFFICIALS AND
EMPLOYEES**

Page 2 of 3

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With the aim of achieving herd immunity in the country, the Government began the roll-out of vaccination against COVID-19 on 1 March 2021. The COVID-19 vaccination is on-going and will continue as the Government seeks to vaccinate 100 million citizens by 2023. In consonance with this objective, the Government, through local government units, has adopted strategies to ensure nationwide vaccination.

The Government ensures that COVID-19 vaccines that are granted with Emergency Use Authorization by the Philippine Food and Drug Administration are considered safe and effective based on the available evidence to date. Vaccines are some of the most rigorously tested medical products today, and the COVID-19 vaccines are no different.³

The COVID-19 vaccination and improvements in our health care capacities and systems have contributed to the decline of our case fatality rate. However, while overall COVID-19 deaths have significantly declined over the past months, an analysis of hospital admissions showed that 85% of those hospitalized were those who are not yet fully vaccinated. Also, those with severe or critical COVID-19 disease were 1.75 times more likely among the unvaccinated, while deaths due to COVID-19 were 2.6 times more likely also among the unvaccinated.⁴ Based on causality assessment of the Department of Health, there is no death directly linked to the COVID-19 vaccination.⁵

However, some government agencies and instrumentalities have required mandatory vaccination among their employees under pain of dismissal from the service and other consequences that affect their right to work or entitlement to certain privileges.

To prevent contracting serious to critical illness, and ultimately deaths due to COVID-19, and to secure the overall health and wellness of all government officials and employees who are tasked to do on-site work, unvaccinated government officials and employees shall undergo Reverse Transcription Polymerase Chain Reaction (RT-PCR) testing and present a negative result thereof. The frequency of the RT-PCR test shall be determined by the heads of government agencies, instrumentalities including local government units but which should be at least once every two weeks.⁶ Provided that, Rapid Antigen Tests may be resorted to when RT-PCR testing capacity is insufficient or not immediately available.

³ <https://doh.gov.ph/Vaccines/Safety-of-COVID-19-Vaccines>.

⁴ <https://doh.gov.ph/press-release/PH-CASE-FATALITY-RATE-REMAINS-BELOW-2%25-GLOBAL-AVERAGE> (8 December 2021).

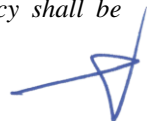
⁵ <https://www.philstar.com/headlines/2021/12/12/2147376/doh-no-deaths-directly-related-covid-19-vaccination>.

⁶ IATF Resolution No. 149 s. 2021 dated 18 November 2021

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“6. 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.



**COVID-19 VACCINATION OF
GOVERNMENT OFFICIALS AND
EMPLOYEES**

Page 3 of 3

x.....x

The CSC fully supports the National Vaccination Deployment Plan of the national government and strongly encourages all eligible government officials and employees to be vaccinated against COVID-19. They shall, however, not be compelled to get vaccinated through whatever means which may include, among others, being discriminated against in terms of tenure, promotion, training, pay and other non-discretionary benefits, or being forced to take a leave of absence chargeable to leave credits.

The CSC encourages government agencies and instrumentalities including local government units to adopt strategies and incentives to encourage their officials and employees to comply with the COVID-19 vaccination.

The COVID-19 testing shall be for the account of the government officials and employees. Government agencies, instrumentalities including local government units may cover the cost of the RT-PCR or antigen tests to be administered at least once every two weeks to unvaccinated government officials and employees who are tasked to do on-site work, subject to availability of funds and usual accounting rules and regulations.

In accordance with Memorandum Circular Nos. 10 and 18, s. 2020, and other applicable CSC issuances on alternative working arrangements, government agencies may place unvaccinated workers in telecommuting and alternative work arrangements in order that the efficient delivery of government services will remain unhampered while protecting the health and safety of said unvaccinated government officials and employees.


ATTY. AILEEN LOURDES A. LIZADA
Senior Commissioner⁷

16 June 2022

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⁷ Pursuant to Section 15, Book V, Executive Order No. 292 (Administrative Code of 1987).