

	Questions	Answers
1.	For a COS employee who is pregnant and chooses not to report for work, does the “NO WORK-NO PAY” principle apply?	<p>A COS worker who is pregnant and who chooses not to go to work shall be paid the corresponding salaries/wages during the community quarantine. This is an exception to the “NO WORK, NO PAY” principle for this occasion only.</p> <p>This is based on COA-DBM Joint Circular No. 1 s.2020</p>
2.	Will hazard pay for the COS employee assigned in a COVID area be the same as hazard pay for all staff?	<p>The COVID-19 Hazard Pay to be granted to all employees shall not exceed P500.00/day or whichever is higher.</p> <p>This is based on DBM Circular No. 2020-1 dtd March 24, 2020.</p>
3.	When will the BEEP and Grab Transportation services be implemented?	<p>The Logistics Committee headed by Engr. Ricardo Limpin is still completing the documents as required by BEEP and GRAB Philippines. However, we prefer GRAB because it offers transport services for HCWs for free. Updates on BEEP and GRAB services will be posted in the PHC Bulletin which is accessible in the PHC Intranet and PHC website.</p> <p>Moreover, transportation routes of buses offered by DOTr, Office of the Vice-President (OVP) and PHC Shuttle Service of Quezon City – LGU Buses are also uploaded in the PHC website.</p>
4.	Request for frequent updates regarding the status of PHC	<p>Updates regarding the status of PHC on COVID-19 (Daily reports on patients admitted, PUIs, PUMs, policies and guidelines) are featured in the PHC Bulletin which can be accessed at the PHC intranet and website <a href="http://www.phc.gov.ph">www.phc.gov.ph</a></p>
5.	Mental health for the staff	<p>Mental Health of the PHC staff is being taken care of by the CHEERS headed by Dr. Maria Teresa A. Icasiano.</p>
6.	Can we avail of calamity loan?	<p>PAG-IBIG Calamity loan can be availed of through on-line application while the GSIS calamity loan is not yet available as of today, March 27, 2020.</p>
7.	Will an early 13 <sup>th</sup> month pay be granted?	<p>We will have to wait for the release of the DBM guidelines on bonus which will be posted in the PHC Bulletin once available.</p>
8.	<p>Is there a quarantine leave?</p> <p>What happens to our leave credits?</p>	<p>There is a quarantine leave as provided for under CS, MC No.5, s. of 2020, which can be availed of by both permanent and contract of service employees. For the permanent employees, absence shall not be deducted against their leave credits.</p>
9.	Confinement benefits to COS and dependents	<p>The COS shall be granted hospitalization benefits during this COVID-19 pandemic. Discount only shall be extended for the dependent.</p>

10.	Will there be overtime pay?	The same policy on OT shall apply and be followed. That is, employees can file for OT pay and in excess of the 50% of the basic pay, CTO (Compensatory Time Off) shall be applied. Not unless this shall be superseded by new guidelines on CSC Interim Policy intended for COVID-19 OT case.
11.	When can a HCW who was exposed to a COVID + patient return to work, with or without symptoms?	The said HCW shall go to the Infirmary Clinic for clearance and obtain a Medical Certificate of fit-to-work before reporting back to work.
12.	Any help to boost the immune system?	To boost their immune system, our employees may consult the Infirmary, then, the Pharmacy in order to avail of ascorbic acid and other prescriptions from our Infirmary Physician. And of course, have faith in God.