



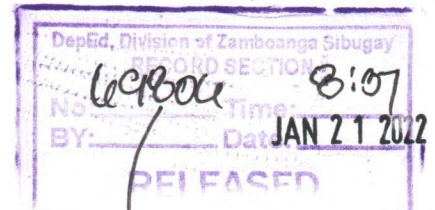
Republic of the Philippines
Department of Education
 REGION IX
SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY

January 19, 2022

Division Memorandum
 No. 015.2022

**DISSEMINATION AND REITERATION OF DEPED TASK FORCE COVID-19
 MEMORANDUMS ON IATF VACCINATION REQUIREMENT FOR
 PERSONNEL REPORTING ON-SITE AND
 REQUIRED HEALTH STANDARDS**

TO: Assistant Schools Division Superintendents
 Chief Education Supervisors
 Education Program Supervisors
 Public Schools District Supervisors / District In-Charge
 Public Elementary and Secondary School Heads
 All Others Concerned




1. This Office disseminates DepEd Task Force COVID-19 Memorandums re: DTFC Memo 575 on **IATF Vaccination Requirement for Personnel Reporting On-Site**, DTFC Memorandum 586, **Clarifications on DTFC Memorandum 575** and DTFC Memorandum 587 which is the **Reiteration of the Required Health Standards, Vaccination and On-Site Work Requirements**. These Memorandums are consistent to Resolutions No. 148-B, which DepEd Task Force COVID-19 adopted for adherence to have taken effect last December 1, 2021, which further provides that "areas where there are sufficient supplies of COVID-19 vaccines, **all establishments and employees 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.**"
2. Attention is invited to paragraph 1 of DepEd Task Force COVID-19 Memorandum No. 586, **Clarifications on DTFC Memorandum No. 575** titled **IATF Requirement for Personnel Reporting On-Site Beginning 01 December 2021** which stipulates further that said Memorandum has been approved by the Secretary for compliance by the Offices and personnel concerned.
3. In adherence with the Inter Agency Task Force for the Management of Emerging Infectious Diseases (IATF) Resolution Nos 148B and 149 s 2021, the Office of the Secretary issued its Official Statement dated January 20, 2022, stating that that the Department of Education reiterates the policy of requiring employees who work on-site, including teaching and non-teaching personnel involved in face-to face classes and in school activities to be vaccinated is being implemented as a way of preventing the spread of COVID-19 in schools and DepEd offices to protect learners, clients and employees to the extent possible.
4. Thus, pursuant to the said directive from the CO the following guidelines are hereby disseminated for adherence and compliance.



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5. DFTC Memorandum No. 575 also reiterated that vaccination remains not mandatory and no personnel who remain to be unvaccinated maybe terminated solely by reason thereof. The Office of the Secretary, in its official statement hereto attached, also further reiterates that policy on vaccination requirement is not intended to unjustly discriminate against any employee who is not vaccinated. And that his/her work is not terminated on the sole ground of being unvaccinated consistent with IATF Resolutions and CSC regulations.
6. As clarified in DFTC Memorandum 586, no.4, all are advised to adhere to the guidance of the Bureau of Human Resource and Organizational Development in handling the attendance records of personnel (eg. 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.
7. Considering that IATF has now placed Zamboanga Sibugay under Alert Level 3 from January 21-31, all personnel in schools and offices, including learners to strictly observe the required health standard such as wearing of face masks, proper hygiene, cough etiquette, physical distancing, avoiding crowded and enclosed spaces and ensuring air flow in workspace.
8. Under Alert Level System 3, agencies and instrumentalities of the government shall remain fully operational and shall adhere to at **least a 60% on-site workforce**. Those assigned to work off-site shall be subject to alternative work arrangement as approved by the Head of the Agency consistent to the rules and regulations of the CSC.
9. The DepEd Task Force COVID-19 Memorandums are hereby attached for reference and information.
10. For widest dissemination.


DR. JEANELYN A. ALEMAN, CESO VI
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OIC-Office of the Schools Division Superintendent



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Vaccination Status of Personnel	On-Site Requirements	DepEd Task Force COVID-19 Memorandums
Fully Vaccinated	<ul style="list-style-type: none"> Only personnel who have been fully vaccinated will be allowed to work on-site. Required to present their vaccination cards as proof of vaccination. 	DFTC Memo No.575, No.3b
Partially Vaccinated Required to Work On-Site	<ul style="list-style-type: none"> Need not undergo regular RT-PCR test at their own expense, as long as their 2nd dose is not yet due pursuant to interval prescribed by the brand of vaccine received as 1st dose and for valid medical reasons (as validated by medical Officer). Thus, the existing on-site work capacity requirements based on Alert levels may be maximized to place concerned personnel under applicable work arrangements while they are waiting to be fully vaccinated Personnel who are not yet fully vaccinated maybe placed under such arrangement, in anticipation that LGU will soon be placed under Alert Level 1, where full onsite capacity will already be required for all government agencies. 	<p>DFTC Memo No.575 No. 3 d iii /iv</p> <p>DFTC Memo No. 586 No. 2 and 3, <i>Clarifications on DFTC Memo 575.</i></p>
Unvaccinated Despite Being Eligible	<ul style="list-style-type: none"> 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. RT-PCR or antigen test shall be charged at the personnel's expense. <p><i>Note: Antigen test may be resorted if RT-PCR is not sufficient or available.</i></p>	DFTC Memo No. 575, No. 3 c, d ii



Vaccination Status of Personnel	On-Site Requirements	DepEd Task Force COVID-19 Memorandums
Unvaccinated Required to Report On-Site	<ul style="list-style-type: none"> • Required to present a negative result of RT-PCR test undertaken at most 48 hours before the day of reporting which is valid for only two (2) weeks from the day of testing, unless personnel develop symptoms, to which they shall stop reporting on-site and proceed to establish health protocols • When RT-PCR charged to personnel's expenses is not sufficient or not immediately available, antigen test may be resorted. (Pls refer to local MHO as to the no. of days validity of the antigen test) 	<p>DFTC Memo No. 575, No. 3d</p> <p>DFTC Memo No. 575, No. 3d i</p>
Unvaccinated Due to Medical Reasons	<ul style="list-style-type: none"> • Required to present a medical certificate from their attending physician, for validation by the nearest DepEd Medical Officer. • DepEd Medical Officer shall monitor the personnel's condition and request regular updating of their medical certificate, as may be applicable and ensure that the personnel will be vaccinated when already eligible or cleared. 	DFTC Memo No.575, No.3d, v
Personnel Required to Face to Face Gathering (Training, Monitoring, Workshop Forum, Meeting)	<p>Same Requirements</p> <ul style="list-style-type: none"> • Must be fully vaccinated • RT-PCR requirement or antigen if not fully vaccinated 	DFTC Memo No. 575 #3e, i
Visitors who need enter Office Premises for necessary transactions	<p>Same Requirements</p> <ul style="list-style-type: none"> • Must be fully vaccinated • RT-PCR requirement or antigen if not fully vaccinated 	<p>DFTC Memo No. 575 #3e, ii</p> <p>DFTC Memo No.586, #5</p>





DEPARTMENT OF EDUCATION | OFFICE OF THE SECRETARY

OFFICIAL STATEMENT

On requiring vaccination for teachers handling face-to-face classes

January 20, 2022 - The Department of Education reiterates that the government policy of requiring employees who work on-site, including teaching and non-teaching personnel involved in face-to-face classes and in-school activities, to be vaccinated is being implemented as a way of preventing the spread of COVID-19 in schools and DepEd offices to protect learners, clients, and employees to the extent possible.

This policy, particularly the requirement for teachers, with non-teaching personnel, handling face-to-face classes and performing in-school functions/tasks to be vaccinated, has been approved by the Office of the President. This is also in line with the Inter Agency Task Force for the Management of Emerging Infectious Diseases (IATF) Resolution Nos. 148B and 149 s. 2021, on the requirement for vaccination or negative RT-PCR result or antigen test result (if RT-PCR capacity is insufficient) for employees working on-site, in areas that have sufficient supply of vaccines as determined by the National Vaccines Operation Center.

The said policy does not and is not intended to unjustly discriminate against any DepEd employee who chooses not to be vaccinated. A DepEd employee who is not vaccinated is treated fairly as he/she remains obliged to render work and receive compensation based on applicable alternative work arrangements, and his/her work is not terminated on the sole ground of being unvaccinated, consistent with the above IATF Resolutions as well as Civil Service rules and regulations.

The DepEd, consistent with national and international laws, respects the rights of every person, while recognizing the duty of the State to promote public health and general welfare, which includes protection of the equal right of everyone to safety and health.

Let it be assured that the DepEd, in the performance of its mandate to ensure access to, promote equity in, and improve the quality of basic education, puts in priority the best interest of the learners, as well as the welfare of its employees.

OFFICIAL STATEMENT



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Republika ng Pilipinas
Kagawaran ng Edukasyon
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DepEd Task Force COVID-19
MEMORANDUM No. 587
03 January 2022

For: **Leonor Magtolis Briones**
Secretary
Undersecretaries and Assistant Secretaries
Bureau and Service Directors
Regional Directors and BARM Education Minister
Schools Division Superintendents
School Heads

Subject: **REITERATION OF THE REQUIRED HEALTH STANDARDS,
VACCINATION, AND ON-SITE WORK REQUIREMENTS**

The government has reverted the National Capital Region (NCR) back to the stricter **COVID-19 Response Alert Level No. 3** for 03-15 January 2022. For this period, the rest of the country remains under Alert Level 2. Significant increase in cases has been noted in the past days, while it is “highly possible” that there is already a local transmission of the highly contagious Omicron variant.¹ There are also reports of fully vaccinated individuals being confined in Intensive Care Units (ICU), although the number is very low, especially compared to unvaccinated or partially vaccinated individuals.²

In this light, the DepEd Task Force COVID-19 (DTFC) reminds all personnel, learners, and stakeholders, even those who have been fully vaccinated, to **strictly observe the required health standards**. This entails wearing of masks, practicing proper hand hygiene and cough etiquette, observing physical distance, ensuring airflow, and avoiding crowded and enclosed spaces. Further, all concerned are enjoined to **immediately report to health authorities** any symptoms or possible exposure to COVID-19 for monitoring and management, and to comply with existing quarantine and isolation protocols.

Those who have not completed their vaccines are strongly encouraged to take their second dose, and those fully vaccinated, their boosters, when already eligible. Those who have not been vaccinated but are eligible to be vaccinated are strongly enjoined to be vaccinated as soon as possible.

¹ NCR reverted to Alert Level 3 on Jan. 3-15: Palace exec, <https://www.pna.gov.ph/articles/1164240>

² Sa datos mula sa DOH retained hospitals sa Metro Manila, 85% ng COVID-19 patients na nakaratay sa ICU ay hindi bakunado!, <https://www.facebook.com/OfficialDOHgov/posts/291681436331969>

Office of the Undersecretary for Administration (OUA)

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

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The required health standards, vaccination, and the early detection and management of cases are proven effective in preventing the further transmission of the virus, and need to be reiterated especially as personnel are returning to on-site work from the holidays. Heads of Offices are reminded to ensure proper ventilation and good airflow in workspaces, while personnel are reminded to avoid unnecessary close interaction with other personnel who are reporting on-site even if they are sharing the same workspaces. If interaction is necessary, they shall keep their masks on and observe proper physical distance. Congregating shall be avoided and face-to-face meetings shall be limited.

With regard to the minimum on-site work capacity and the IATF vaccination/RT-PCR/antigen test requirement for personnel reporting on-site, the DFTC invites all to revisit the guidance it has already provided in its previous issuances, particularly **DTFC Memorandum No. 575** titled *IATF Requirement for Personnel Reporting On-Site Beginning 01 December 2021* and **DTFC Memorandum No. 586** which provides further clarifications to DTFC Memorandum No. 575.

The latest Guidelines on the Implementation of Alert Levels System for COVID-19 Response of the IATF can be accessed at https://iatf.doh.gov.ph/?page_id=77 . The latest document available is dated **14 December 2021**, which provides for the following minimum/required percentages of the workforce that needs to be present on-site in government agencies!

Alert Level	Provisions Related to Work in Government ³
Alert Level 5	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).
Alert Level 4	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least a 40% on-site workforce . Those assigned to work off-site shall be subject to alternative work arrangements as approved by the head of agency in accordance with the relevant rules and regulations issued by the CSC. Heads of agencies providing health and emergency frontline services, laboratory and testing services, border control, or other critical services shall operate at a workforce beyond the minimum as may be necessary to deliver their mandates.
Alert Level 3	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least a 60% on-site workforce . Those assigned to work off-site shall be subject to alternative work arrangements as approved by the head of agency in accordance with the relevant rules and regulations issued by the CSC.

³ These provisions are consistent both with DTFC Memorandum No. 575 and with the **Memorandum Circular No. 93** from the Office of the President dated 17 December 2021 titled *Required On-site Workforce in Government Agencies and Instrumentalities under the Alert Level System*, disseminated by the Public Affairs Service through a Memorandum dated 24 December 2021.



Alert Level	Provisions Related to Work in Government ³
	Heads of agencies providing health and emergency frontline services, laboratory and testing services, border control, or other critical services shall operate at a workforce beyond the minimum as may be necessary to deliver their mandates.
Alert Level 2	Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least 80% on-site workforce . Those assigned to work off-site shall be subject to alternative work arrangements as approved by the head of agency in accordance with the relevant rules and regulations issued by the CSC. Heads of agencies providing health and emergency frontline services, laboratory and testing services, border control, or other critical services shall operate at a workforce beyond the minimum as may be necessary to deliver their mandates.
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 consistent 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.

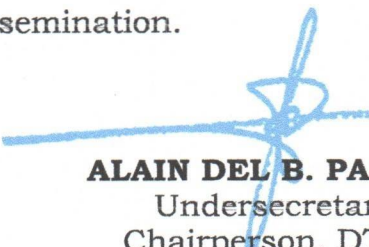

All offices and schools shall ensure compliance with minimum/required percentages of the on-site workforce depending on the alert levels of their respective workplaces.

As the IATF guidelines provides for the *minimum* onsite capacity, it is understood that the percentage of personnel reporting may go beyond the said numbers. Heads of Offices, however, are reminded to consider the vaccination and health status of their personnel, in determining whom to report on-site and whom to be placed under work-from-home arrangements, in line with DTFC Memorandum Nos. 586 and 575.

DTFC Memorandum No. 586 has also advised everyone to closely follow and pay attention to any new national issuances that may provide relevant updates and changes to DTFC memoranda, in light of the evolving guidance from national authorities. As also indicated in DTFC Memorandum No. 575, these national updates and changes shall be automatically honored.

For queries regarding this concern, please contact the DTFC Secretariat, Bureau of Learner Support Services-School Health Division (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, DTFC





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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), Disaster Risk Reduction and Management Service (DRMMS), Bureau of Learner Support Services (BLSS), Baguio Teachers Camp (BTC), 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 officer 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.



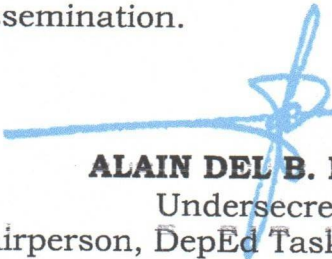
Such requirement, however, is not *necessarily* expected of guests and visitors who may need to enter work premises but will not have close contact or share the same space with fully-vaccinated personnel reporting onsite, such as the case of parents and other community members entering schools to pick 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



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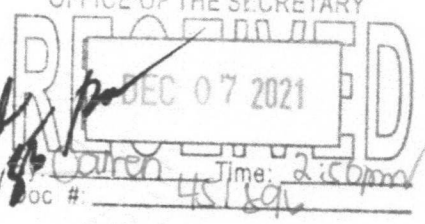
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DEPARTMENT OF EDUCATION
OFFICE OF THE SECRETARY



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

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**¹, 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.

¹ After publication in a newspaper of general circulation and/or the Official Gazette



Office of the Undersecretary for Administration (OUA)

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

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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. ²
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 consistent 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.

² 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 NVOC 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 testing³**, 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**.

³ 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 officer⁴. 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.
- e. 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 officer 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.

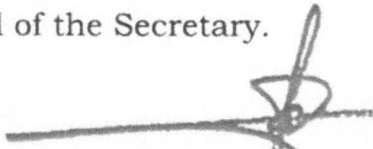

⁴ In case the SDO does not have a medical officer, the medical officer from the Regional Office (RO) may validate the medical certificate. In case both the SDO and the RO do not have a medical officer, the medical officer from nearby SDO may validate the medical certificate.



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 BARMM Education Minister
Schools Division Superintendents
School Heads



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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);



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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



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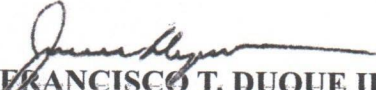
institute measures that promote vaccination among their employees and clients, and to the extent allowed by law, requiring proof of vaccination before individuals and/or entities may undertake or qualify for certain activities.

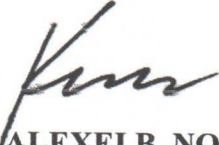
- E. Upon sufficient proof of a confirmed vaccination schedule, all workers to be vaccinated during work hours shall not be considered as absent during that period.
- F. In all of the foregoing, only the presentation of a medical clearance issued by a Municipal Health Office, City Health Office, and/or 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



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

RESOLUTION NO. 149

Series of 2021

November 18, 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 (b) of Executive Order No. 168 (s.2014) mandates the Inter-Agency Task Force for the Management of Emerging Infectious Diseases (IATF) to prevent and/or minimize the entry of suspected or confirmed patients with emerging infectious diseases into the country;

WHEREAS, on September 10, 2021, the President issued Proclamation No. 1218 (s.2021) further extending the period of the State of Calamity throughout the Philippines until September 12, 2022, unless earlier lifted or extended as circumstances may warrant;

WHEREAS, the Department of Health (DOH), the University of the Philippines-Philippine Genome Center (UP-PGC), and the University of the Philippines-National Institutes of Health (UP-NIH) biosurveillance have detected B.1.1.7 (Alpha), B.1.351 (Beta), and P.1 (Gamma) variants of SARS-CoV-2 in the Philippines. The DOH, UP-PGH, and UP-NIH have likewise confirmed the presence of the B.1.617 (Delta) variant that was first detected in India;

WHEREAS, the continued implementation of proactive measures and restrictions must be put in place to slow down the surge in COVID-19 cases, stop further spread of variants, buy time for the health system to cope, and to protect more lives.

NOW, THEREFORE, BE IT RESOLVED, as it is hereby resolved, that the IATF approves the following:

- A. The Inter-Agency Task Force for the Management of Emerging Infectious Diseases designates Cabinet Secretary and concurrent Acting Presidential Spokesperson Karlo Alexei B. Nograles as the spokesperson for the IATF. The IATF expresses its utmost gratitude to Secretary Herminio L. Roque and wishes him the best in his future endeavors.



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FOR THE MANAGEMENT OF EMERGING INFECTIOUS DISEASES

B. The recommendations of the Technical Working Group are ratified, the specifics of which are as follows:

1. The conduct of the Philippine Motorcycle Tourism Program Kick-Off Ride and Hybrid Pre-Ride Webinar of the Department of Tourism and its Tourism Promotions Board are approved as the same are within the agency's mandate and is compliant with the IATF Guidelines on the Nationwide Implementation of Alert Level System for COVID-19 Response.
2. Upon the recommendation of the Department of Foreign Affairs, the national COVID-19 vaccination certificate of the following countries, namely Austria, Kazakhstan, Singapore, and the United Arab Emirates shall be accepted/recognized for purposes of arrival quarantine protocols as well as for interzonal/intrazonal movement, in addition to such other countries/territories/jurisdictions whose proofs of vaccination the IATF already approved for recognition in the Philippines, and without prejudice to such other proofs of vaccination approved by IATF for all inbound travelers.

The Bureau of Quarantine, the Department of Transportation - One-Stop-Shop, and the Bureau of Immigration are directed to recognize only the proofs of vaccination thus approved by the IATF.

3. The on-site capacities for agencies and instrumentalities of the government under the Guidelines on the Nationwide Implementation of Alert Level System for COVID-19 Response shall be increased as the Guidelines shall be amended as follows:

a. *SECTION [3] GUIDELINES FOR AREAS UNDER ALERT LEVEL*

4. The following protocols shall be observed in areas placed under Alert Level 4, except for portions thereof under granular lockdown:

xxx

7. Agencies and instrumentalities of the government shall remain to be fully operational and shall adhere to at least



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40% on-site capacity while applying work-from-home and other flexible work arrangements.

xxx

b. *SECTION [4] GUIDELINES FOR AREAS UNDER ALERT LEVEL*

3. The following protocols shall be observed in areas placed under Alert Level 3, except for portions thereof under granular lockdown:

xxx

4. 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.

xxx

c. *SECTION [5] GUIDELINES FOR AREAS UNDER ALERT LEVEL*

2. The following protocols shall be observed in areas placed under Alert Level 2, except for portions thereof under granular lockdown:

xxx

4. 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.

xxx

To provide sufficient modes of transportation for such an increase, the Department of Transportation may proportionally increase the public transport capacity.

4. With regard to the voluntary use of face shields for areas under Alert Levels 3 to 1, it is hereby clarified that the same is without prejudice to employers still requiring their use for their employees/workers and/or customers in their respective premises.



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Moreover, all issuances of the national government agencies inconsistent with the Memorandum of the Executive Secretary dated 15 November 2021, on Protocols on the Use of Face Shields, shall be considered as amended and/or modified accordingly.

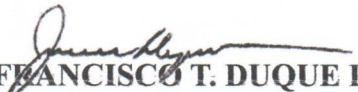
5. In furtherance of IATF Resolution No. 148-B (s.2021) providing for the implementation of measures to increase demand for COVID-19 vaccinations but except when all the onsite employees/workers of an establishment are required under the Alert Level System Guidelines to be fully vaccinated, all partially 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.
 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.
- C. In support of the whole-of-nation and whole-of-society approach to COVID-19 vaccination, the IATF fully supports the National Vaccination Days or the “*Bayanihan, Bakunahan*” from November 29 to December 1, 2021. All member agencies are directed to extend full support for this simultaneous vaccination rollout. In furtherance thereto, all government offices, agencies, and instrumentalities, and local government units are encouraged to assign and/or allow all of their respective healthcare workers to participate in this event.
- D. In support of the thrust of the Department of Tourism to boost Philippine tourism, fully vaccinated individuals coming from Green List countries/territories/jurisdictions shall be allowed entry in the country subject to the guidelines as may be finalized and approved by the IATF.

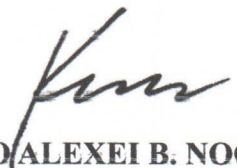
RESOLVED FURTHER, that the Chairperson and the Co-Chairperson shall be duly authorized to sign this Resolution for and on behalf of the Inter-Agency Task Force.



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

APPROVED during the 149th Inter-Agency Task Force Meeting, as reflected in the minutes of the meeting, held this November 18, 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;
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5. In the Regular Meeting of the IATF held on 18 November 2021 via teleconference during which a quorum was present and acted throughout, IATF Resolution No. 149 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 18th day of November 2021, Manila.


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