

**RODRIQUEZ-LAZO, Maribel V.**

Re: Bundy Clock Requirement

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**RESOLUTION NO. 991077**

Maribel V. Rodriguez-Lazo, Rural Health Physician, Mabini, Rural Health Unit, Mabini, Pangasinan, requests exemption from the use of the Bundy Clock on the ground that it posed problems in the effective delivery of basic health services especially in far-flung barangays. Apparently, the request for exemption was also to include Rural Health Midwives and Public Health Nurse in the same Rural Health Unit.

In her letter request, dated February 26, 1999, Rodriguez-Lazo, represented as follows:

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*"For the Rural Health Midwives, each has her own barangay health station to man, with two to three more catchment barangay. She should be in her own barangay health station at least three times a week without needing to pass by the main health center in Poblacion. Our regular programs require them to conduct immunizations, do home visits for pre and post-natal cases in three to four barangay catchment areas. They must conduct regular purok classes, do sputum collections, must be present at the barangay health stations for any emergencies and delivery calls. Delivery calls must be attended to at any time of day or night.*

*"The Public health Nurse must supervise all barangay health stations. She must monitor the midwives work and performance. She must also conduct regular purok and mothers' classes in barangays, supervise the midwives health programs, and must submit reports regularly to the District and Provincial Health Offices. She is on call daily for any difficult*

*deliveries referred to her by the midwives. She also conducts patients to hospital and must assist the physician in doing house calls and in attending to medical emergencies. Drug testing for injections sometimes require her and the undersigned physician to work beyond 12 noon or after 5 p.m. She mostly does catheters.*

Rodriquez-Lazo, M. /p2

*"The physician's regular work require to supervise all health programs in the municipality. The RHP must periodically do epimiological and environmental health services in the municipality. She must, on a regular basis, go to barangays to monitor the implementation of health programs be the resource speaker in the purok and mother's classes, and promote preventive health. She oversees the HRU employees, even undeveloped one like the Sanitary Inspector and Malaria personnel. The physician acts as the clinician of the unit. As such, she is expected to be on call for 24 hours a day for any medical or medico-legal emergencies.*

*"We have a ward room at the RHU at which the undersigned confine mostly (sic) indigent patients who refuse confinement to hospitals and are not serious enough to care for. These patient require my 24-hou duty without any rest day (day off), and still report back at exactly 8 a.m. the following day. Nightly, I attend to alcohol-breath testing (police procedure), do physical examination on mauling and incidents of accidents or any other medico-legal emergencies. I conduct autopsies at whatever time of day, but unlike the policemen, I am forever on duty, without anybody to take over. I also attend court hearings for these cases. House calls are a routine at any time of day.*

*"Our job are not for fixed working hours.*

*"We would like to give our community the best health care we could afford, the best that is expected to us. To do so, we must observe flexible working hours that would also enable us to take ample rest and do our jobs in the barangays without delay. We do not asked (sic) for additional overtime compensation, all we ask for is some consideration and understanding of the nature of our job."*

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The request should be granted.

Rodriquez-Lazo,M. /p3

Section 2, Rule XVII of the Omnibus Rules Implementing Book V of E.O. 292, provides as follows:

*"Section 2. Each head of department or agency shall require a daily records of attendance of all the officers and employees under him including those serving in the field or on the water to be kept on the proper form and whenever possible, registered on the bundy clock."*

Likewise, Civil Service Commission Memorandum Circular No. 21, s. 1991, specifically provides as follows:

*"C. Use of Bundy Clock and Other records of Attendance*

*"1. All officers and employees shall record their daily attendance on the proper form or, whenever possible, have them registered on the bundy clock. Any other means of recording attendance maybe allowed provided their respective names and signatures as well as the time of their arrival to and departure from the office are indicated, subject to verification x x x The record of Attendance which shall be kept in a conspicuous place, shall be in the custody of a responsible officer who shall monitor arrival and departure of officials and employees." (underscoring supplied)*

The foregoing provisions readily denote that while it is incumbent upon the head of the department or agency to require all subordinate officers and employees to maintain a daily record of attendance, the same need not be made only through a Bundy Clock. When reasonableness and practicality so dictate, the office may adopt such means other than the usual mode of punching the time card, to register the attendance of an employee as long as they are kept in the proper form.

Hence, the request for exemption from the use of the bundy clock as a mode of registering attendance in the aforesaid Rural health Unit is in consonance with the aforequoted provision and warranted by the civil service rules. Furthermore, this is inline with the policy of the Commission to humanize the bureaucracy (**Ante, Anunciacion C. CSC Resolution No. 97-3737 dated August 28, 1997**).

Rodriquez-Lazo,M. /p4

WHEREFORE, the request of Marivel V. Rodriquez-Lazo for exemption from the use of the bundy clock is hereby granted. In lieu thereof, they are strictly directed to use an attendance logbook, which should be under the custody of a responsible officer of the Municipality / Mabini Rural health Unit.

Quezon City, **May 21, 1999**

**JOSE F. ERESTAIN, JR**  
Commissioner

**CORAZON ALMA G. DE LEON**  
Chairman

**THELMA P. GAMINDE**  
Commissioner

Attested by:

**ARIEL RONQUILLO**  
Director III

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