



REPUBLIC OF THE PHILIPPINES
CIVIL SERVICE COMMISSION
DEPARTMENT OF BUDGET AND MANAGEMENT
Joint Circular No. 01, s. 2015



TO : All Heads of Constitutional Bodies; Departments, Bureaus, and Agencies of the National Government Including State Universities and Colleges (SUCs); Government-Owned or Controlled Corporations (GOCCs), Government Financial Institutions (GFIs), Chief Executives of Local Government Units (LGUs), and All Others Concerned

SUBJECT : Amendment to Section 3.2 of CSC-DBM Joint Circular No. 1, s. 2006 (Guidelines for Availing of the Rehabilitation Privilege)

1.0 This Joint Circular is issued to amend Section 3.2 of CSC-DBM Joint Circular No. 1, s. 2006 by providing parameters for availing of the Rehabilitation Privilege for injuries from accidents that occurred while the government official or employee is going to work and going home from work which are in accordance with humane, employee-friendly government policy.

2.0 Section 3.2 is hereby amended to read as follows:

“3.2 For availing oneself of the Rehabilitation Privilege, performance of duty means situations wherein the official or employee is already at work. The same privilege may be extended to officials or employees in situations where the official or employee meets an accident while engaged in activities inherent to the performance of his/her duties, including being on Official Business outside of his/her work station, Official Travel, authorized Overtime, Detail Order, and Special Assignment Orders.

*Injuries from accidents that occurred while the official or employee is going to work and going home from work **may be considered** sustained while in the performance of official duties.*


Agency heads, in the exercise of sound discretion, shall examine and consider the prevailing or circumstantial factors/conditions of the government official or employee who intends to avail himself/herself of the Rehabilitation Privilege.

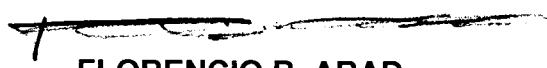
These may include, but shall not be limited to, the following:

- 3.2.1 Established intent on the part of the official or employee in going to work from home or going home from work;***
- 3.2.2 The official or employee is in his/her usual route in going to work from home and going home from work;***
- 3.2.3 Reasonable proximity of the accident to the place of work or agency's premises; and***
- 3.2.4 Wounds or injuries were sustained within reasonable time from leaving his/her home or recorded departure from the place of work.***

Other rightfully established evidence to merit the entitlement of an official or employee to Rehabilitation Privilege may be considered."

- 3.0** This Joint Circular shall take effect fifteen (15) days after its publication in a newspaper of national circulation.


FRANCISCO T. DUQUE III
Chairman
Civil Service Commission


FLORENCIO B. ABAD
Secretary
Department of Budget and Management