



Republic of the Philippines
Department of Education
REGION VIII - EASTERN VISAYAS

December 14, 2021

REGIONAL MEMORANDUM

No. **000864**, s. 2021

**IATF VACCINATION REQUIREMENT FOR PERSONNEL REPORTING
ON-SITE BEGINNING 01 DECEMBER 2021**

To: Schools Division Superintendents
Regional Office Division Chiefs
Public Elementary and Secondary School Heads
All Others Concerned

1. Attached is DepEd Memorandum No. 575 dated December 7, 2021, from the Office of Usec Allain Del B. Pascua relative to the abovementioned subject, approved by Secretary Leonor Magtolis Briones.
2. This Office enjoins all Regional Functional Division Offices, Schools Division Offices, and Schools to observe the requirements as stated in the said Guidelines.
3. For the information, guidance, and compliance of all concerned.


EVELYN R. FETALVERO, CESO IV
Regional Director

Enclosures: As stated

References: IATF Resolution No. 148-B, s. 2021

To be indicated in the Perpetual Index under the following subjects:

EMPLOYEES IATF VACCINATION

ESSD-ICC



DAVCO



Republika ng Pilipinas
Kagawaran ng Edukasyon
Tanggapan ng Pangalawang Kalihim

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

OFFICE OF THE DIRECTOR IV
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BY: [Signature] TIME: 8:55

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.

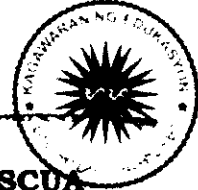


5. In case of changes to national issuances which became the bases for this memorandum, such changes will be automatically honored.

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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