



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS
Meralco Avenue, Pasig, Metro Manila

OFFICE OF THE SECRETARY

April 15, 1997

DECS O.K.D.R.
No. 34, s. 1997

GRANTING OF OVERTIME PAY TO SECURITY GUARDS WHO RENDER SERVICE IN EXCESS OF FORTY (40) HOURS OF SERVICE A WEEK

To: Bureau Directors
Regional Directors
Schools Superintendents
Directors of Services/Centers and Heads of Units
Presidents, State Colleges and Universities
Vocational School Superintendents/Administrators

1. Reproduced on the reverse side is a copy of a letter dated February 13 of Ms. Adelina B. Sarmiento, Assistant Commissioner, Civil Service Commission, Diliman, Quezon City, reiterating its pronouncement that pursuant to Resolution No. 93-4085, Security Guards are entitled to overtime pay when they render service in excess of forty (40) hours a week in line with Section 10, Rule XVII, of the Circular Rules Implementing Book V of Executive Order No. 292.

2. Regional directors and schools superintendents are hereby directed to disseminate the abovementioned information in their respective areas of responsibility.

3. Please be guided accordingly.

RICARDO T. GLORIA

Secretary

Incl.:

As stated

Reference: No. m.o.

Attachment: 1-2-8--(M.O. 1-87)

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

RULES & REGULATIONS

SERVICE

Republic of the Philippines

CIVIL SERVICE COMMISSION



February 13, 1997

*Wec recd
CSC
1/13/97*



Secretary RICARDO T. GLORIA
Department of Education, Culture, and Sports
University of Life Complex
Meralco Avenue
Pasig City

Dear Secretary Gloria:

This refers to the attached letter from Messrs. Vicente A. Casida, Emilio F. Sabeniano, Titoy B. Malate, Lucio B. Palayat, Security Guards of the Calabanga Polytechnic College, Calabanga, Camarines Sur. These gentlemen are requesting our opinion whether or not they are also governed by the policy set forth in CSC Resolution No. 93-1066 (attached).

It is informed that the said resolution made a pronouncement that Security Guards are entitled to overtime pay when they render service in excess of forty (40) hours a week in line with Section 10, Rule XVII of the Omnibus Rules Implementing Book V of Executive Order 292. Needless to say, this provision is anchored on the sound policy of "as you work, so shall you be paid".

We have observed that this issue has been cropping up from time to time, raised by Security Guards employed by elementary and national high schools including state universities and colleges from all over the Philippines. The Security Guards and Watchmen allege that they are working continuously without break even on Saturdays and Sundays without the corresponding compensation for the excess hours worked. Some aver that their health has been adversely affected as a result. It may be mentioned that there are schools which have only one (1) Security Guard (especially in elementary schools). Hence, round-the-clock work every day has become a routine to the Security Guards to the detriment of their health and family life.

In the past, we have responded to this kind of query on an individual basis citing Resolution No. 93-4066 and other related resolutions and opinions already rendered on the issue.

In view of the frequency that this issue has been raised to us for resolution, we are compelled now to bring this matter to your attention. It is hoped that in the interest of public service and with your able leadership, the wisdom and underlying policy of Resolution No. 93-4066 be carried out in all elementary and high schools nationwide.

Thank you and warm regards.

Very truly yours,

Adelina B. Sarmiento
ADELINA B. SARMIENTO
Assistant Commissioner



97016-092

CIVIL SERVICE COMMISSION

14
U.S.
B&G
1961
SOL

16-62
RECEIVED
CIVIL SERVICE COMMISSION

JANUARY 9, 1967

ARMY: Thelma A. Gasmira
Commissioner, Legal Affairs
Civil Service Commission
CSG Building, Corazon City
Diliman, Quezon City.

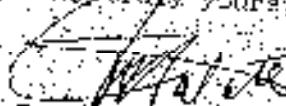
Madam:

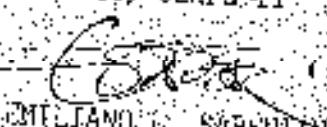
In view of the Civil Service Commission Resolution No. 93-1006 dated September 24, 1963, the claim for overtime pay of Security Guards of Zamboanga City Polytechnic College attached herewith, we, the undersigned security guards of the Calabanga Polytechnic College station Calabanga National Center of Arts and Trade, Calabanga, Camarines Sur, would like to be clarified whether that resolution is applicable to us.

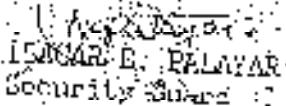
We believe that since the nature of our work is the same, that resolution applies to us, too. Further, if granted what is due us will also help augment our meager income as security guards of this institution.

Thank you very much for whatever favorable action extended on this request.

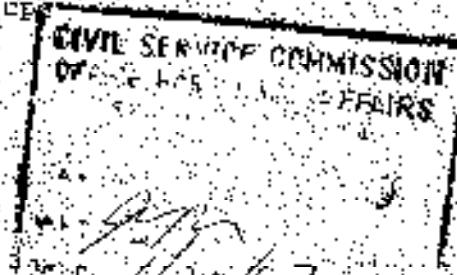
Very truly yours,

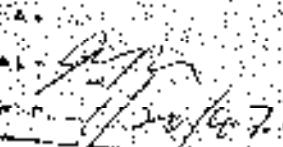

ESTEBAN
Security Guard II

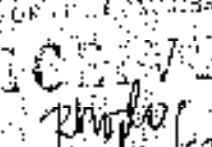

WILLIAM S. SARMIENTO
Security Guard I


IGNACIO B. PALAYAK
Security Guard I

Enclosed
SLIP


CIVIL SERVICE COMMISSION
OFFICE OF LEGAL AFFAIRS


1/20/67


1/20/67

Republic of the Philippines
CIVIL SERVICE COMMISSION

GARCIA, Carter E.
SAMACEDO, Romendo S.
SANTOS, Josefa P.
VICTORIA, Rosario C.
TACAMALIT, Al A.
DIAZ, A. DIBBLE, Benedicto M.
JELLINE, Narciso B.
LIM, Leonida B.
RODRIGUEZ, Jessie
For: Civil Service Commission Pay of Security Guards

RESOLUTION NO. 93-4028

Director Regino C. Llamas, CSC Regional Office No. IX, Zamboanga City, has submitted the Commission for appropriate action the claim for overtime pay of Carter P. Garcia, Romendo S. Samacedo, Josefa P. Santos, Rosario C. Victoria, Alvin Tacamalit, Benedicto M. Diaz, Benedicto M. Dibble, Jessie Rodriguez, and Jessie Lim, security guards of Zamboanga City Polytechnic College.

All of the abovesigned had since their initial employment in said college, the last named except, had been rendering services to said college (40) hours per week, including Saturday, Sunday and holidays.

It appears that on May 20, 1993, the Security Guards concerned sought the opinion of Civil Service Regional Office (CSR) No. IX, Zamboanga City on whether they are entitled to receive overtime pay for services rendered in excess of forty (40) hours per week, as required under Law Forty-Nine Hours Work Law (R.A. 1134). Director Llamas forwarded their query to the alternative based on Section 5, 7 and 10 of R.A. 1134, the Civil Service Rules and Regulations and CSC Resolution No. 90-579 (dated March, Sixty-Four Hours a Week Work Law). Pursuant to said work and claimed from the abovesigned payment for overtime service which was denied citing the rulings of the Commission on Audit (COA) and the Department of Budget and Management (DBM). COA Chairman Narciso E. De Leon, in his endorsement dated September 14, 1992, informed to the Department of Education, Culture and Sports (DECS), Regional Office No. IX, Zamboanga City, that he made reference to the opinion of Director Doctoring, available before the law R.A. 1134. Director Doctorin, in said opinion cited paragraph 4, 2, 4, 6, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 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984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1000, 1001, 1002, 1003, 1004, 1005, 1006, 1007, 1008, 1009, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1010, 1011, 1012, 1013, 1014, 1015, 1016, 1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 1074, 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