



Republic of the Philippines
Province of Davao del Norte
Municipality of Braulio E. Dujali
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BEFORE THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE 13TH REGULAR SESSION OF THE 7TH SANGGUNIANG BAYAN OF BRAULIO E. DUJALI AND HELD AT THE SANGGUNIANG BAYAN SESSION HALL ON APRIL 08, 2015, WEDNESDAY.

PRESENT:

HON. SAMUEL F. PACRES	Vice Mayor & Presiding Officer
HON. LEAH MARIE A. MORAL-ROMANO	Sangguniang Bayan Member
HON. GREGORIO S. FACULA	Sangguniang Bayan Member
HON. MELFAR C. AGUILUZ	Sangguniang Bayan Member
HON. RESTIE E. TABIRAO	Sangguniang Bayan Member
HON. JOELITO B. JURIANA	Sangguniang Bayan Member
HON. DANIEL G. HILARIO	Sangguniang Bayan Member
HON. ROMULO R. ESMINO, SR.	Sangguniang Bayan Member
HON. ADHEM F. FUNA	ABC Pres/Ex-Officio Member

ON OFFICIAL BUSINESS: NONE

ON LEAVE:

HON. DONNA MAE B. BERNADAS	Sangguniang Bayan Member
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MUNICIPAL ORDINANCE NO. 2015-187

Author: Hon. Daniel G. Hilario, MDMG

Co-Authors: Hon. Leah Marie Moral-Romano, Hon. Gregorio S. Facula, MDMG,
Hon. Donna Mae B. Bernadas, Ed.D, Hon. Melfar C. Aguiluz, Hon. Restie E.
Tabirao and Hon. Romulo R. Esmino, Sr., Hon. Joelito B. Juriana

“AN ORDINANCE GRANTING FINANCIAL ASSISTANCE AND/OR BURIAL ASSISTANCE TO EMPLOYEES OF THE MUNICIPAL GOVERNMENT OF BRAULIO E. DUJALI IN CASE OF HOSPITALIZATION AND DEATH”

BE IT ORDAINED by the Sangguniang Bayan of Braulio E. Dujali in session duly assembled that:

SECTION 1. DECLARATION OF POLICY. It is the policy of the Municipal Government of Braulio E. Dujali to ensure that the employees' welfare and benefits are always upheld and safeguarded, hence the municipality is extending not only moral support but also financial and burial assistance during unforeseen and unavoidable events, such as sickness, injury, accident and death.

Approved:


LOLITA A. MORAL
Municipal Mayor

SECTION 2. OBJECTIVES. This ordinance aims to give financial assistance to municipal government employees in cases of hospitalization and/or to the immediate family in the event of death of an employee.

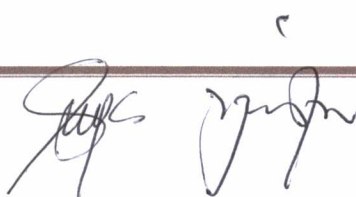
SECTION 3. DEFINITION OF TERMS:

- a. *MUNICIPALITY*- shall refer to the Municipal Government of Braulio E. Dujali.
- b. *HRMO*- shall refer to the Human Resource Management Office of the Municipality of Braulio E. Dujali.
- c. *EMPLOYEE*- shall refer to a person holding a Regular or Casual appointment and hired by the Municipal Government of Braulio E. Dujali. The term shall also include persons hired by the municipality on a Regular, Casual, Contractual, Contract of Service, Job Order and Honorarium based.
- d. *INJURY*- means bodily injured which:
 - (i) Is sustained while employed in the Municipal Government of Braulio E. Dujali
 - (ii) Is caused by solely external, violent and accidental means and independent of any other cause including internal injuries as a result of external injury.
- e. *SICKNESS*- refers to the health disorder or unsound physical condition due to specific disease/syndrome as certified by a physician and result to a hospital confinement.
- f. *ACCIDENT*- means any unintentional act or unforeseen, unusual or unexpected event which directly cause an injury.
- g. *DEATH*- means the cessation of life.
- h. *HOSPITAL*- means any public or private institution licensed by the Department of Health as a hospital. Hospital does not include any institution or that section of any institution which is operated as a convalescent or nursing home, rest for the aged, a place for custodial care or for any similar purpose.
- i. *HOSPITAL CONFINEMENT*- means confinement in a hospital as a patient for the treatment of injury or sickness and which is recommended by the Physician.
- j. *PHYSICIAN*- means a person who is legally licensed to practice medicine or surgery.
- k. *BENEFICIARY*- refers to the employees' legal surviving spouse, his legitimate and/ or illegitimate children, parents, brothers or sisters, in the order provided.

In the above absence of the foregoing, "Beneficiary" shall refer to the employee's nearest kin.

Approved:


LOLITA A. MORAL
Municipal Mayor



SECTION 4. COVERAGE.

- a. **FINANCIAL ASSISTANCE.** Regardless of whether work related or not in the event that an employee shall become incapacitated to work and be confined in the hospital due to sickness/injury or accident or and is in need of medical attendance, the MUNICIPALITY shall extend financial assistance to help cover the amount of medicines prescribed by the physician and other incidental cost hereto.

The amount of financial assistance shall depend on the capacity suffered by the employee or the medical attendance required and shall be in accordance with the following rules:

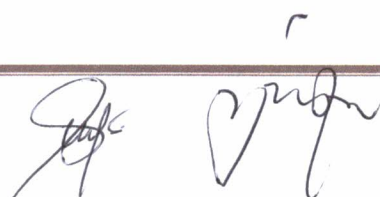
- i. The MUNICIPALITY shall extend financial assistance in the amount of TEN THOUSAND PESOS (P 10,000.00) Philippine Currency, if the employee shall have lost and eye, a hand, foot, an arm or a leg or shall have lost the use of any such member of shall have become incapacitated for work in which he has therefore habitually engaged or shall have become deformed, or shall have lost any part of his body, or shall have lost the use thereof. Or shall have been ill or incapacitated in the performance of the work in which he has habitually engaged for a period of thirty (30) days or more.
- ii. The MUNICIPALITY shall extend financial assistance in the amount of FIVE THOUSAND PESOS (P 5,000.00) if the employee shall become incapacitated for labor/work for fifteen (15) days or more, or shall require medical attendance for the same period.
- iii. The MUNICIPALITY shall extend financial assistance in the amount of THREE THOUSAND PESOS (P3,000.00) if the employee shall become incapacitated for labor/work from 5 to 14 days or shall require medical attendance for the same period.

The FINANCIAL ASSISTANCE mentioned above shall be availed only once a year per hospital confinement. Proper recording and control shall be done by the Human Resource Management Office (HRMO).

- b. **BURIAL ASSISTANCE-** Regardless of whether the cause of death work related or not, in the event of death of an employee, the legitimate beneficiaries shall be entitled to receive TEN THOUSAND PESOS (P 10,000.00) as Burial Assistance from the Municipality.
- c. **EXCLUSIONS-** The MUNICIPALITY shall not render any assistance for injury, hospital confinement or death caused or resulting from, whether indirect or indirect, wholly or part.
 - 1. By intentionally self-inflicted injury, suicide or attempt thereat.
 - 2. While under the influence of prohibited drugs

Approved:


LOLITA A. MORAL
Municipal Mayor



3. While in any attempted commission of, or willful participation by the employee in any crime punishable by law or ordinance EXCEPT crimes of reckless imprudence as defined in Article 365 of the Revised Penal Code.

SECTION 5. PROCESSING CLAIMS. In the event of hospital confinement or death of an employee, the head of the department concerned shall immediately notify the Human Resource Management Office (HRMO) regarding such circumstance.

- A. In the case of claims for financial assistance, the following are required:
 1. Proofs of hospitalization such as the original copy or certified true copy of the Medical Certificate or certificate of confinement completely accomplished by the attending physician.
 2. Police report regarding the incident, if confinement is due to accident, and
 3. Such other documents that may be deemed necessary.

- B. In the case of Claims for Burial Assistance, the following are required
 1. Certification by the Human Resource Management (HRMO) that the deceased is employee in the MUNICIPALITY at the time of death.
 2. Certified True Copy of Death of the deceased.
 3. Sufficient identification and proof of relationship of the claimant/and or beneficiary and the marriage contract shall be presented by the surviving spouse, if the deceased is married, and
 4. Such other documents that may be deemed necessary.

SECTION 6. TO WHOM PAYABLE. The assistance, if any shall be payable to the employee, if alive, otherwise shall be given to the latter's beneficiary, in order to preference enumerated in Section 3 paragraph k hereto, but only after presentation of satisfactory proof, such as, but not limited to the certificate of Live Birth of the deceased, identification of the beneficiary of the Marriage contract if applicable.

SECTION 7. FUNDING REQUIREMENTS. There shall be an initial amount of ONE HUNDRED THOUSAND PESOS (P 100,000.00) to be appropriated for the purpose.

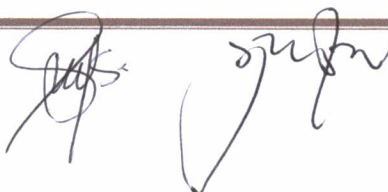
SECTION 8. SEPARABILITY CLAUSE. Should any provision of this ordinance be declared unconstitutional or illegal by any court of competent jurisdiction, those parts that are not so declared shall remain in full force and in effect.

Approved:

SECTION 9. REPEALING CLAUSE. Any previous ordinances/ or parts thereof, which are inconsistent to this ordinance are hereby repealed of superseded accordingly.

Approved:


LOLITA A. MORAL
(Municipal Mayor)



SECTION 10. EFFECTIVITY CAUSE. This ordinance shall take effect immediately upon approval.


I hereby certify to the correctness of the above mentioned ordinance.


JULIET EVANGELISTA-DAANTON
Secretary to the Sanggunian

Attested and Certified to be duly enacted:


SAMUEL F. PACRES, MDMG
Municipal Vice Mayor/Presiding Officer

Approved:


LOLITA A. MOBAL, RM
Municipal Mayor
Date: 04 24 15