

SEVENTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



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SENATE

S. No. 524

RECEIVED BY: 

Introduced by Senator Antonio "Sonny" F. Trillanes IV

AN ACT
PROVIDING BENEFITS TO PUBLIC EMPLOYEES WHO SUFFER ANY INJURY
IN THE LINE OF DUTY THAT LEADS TO DISABILITY

EXPLANATORY NOTE

One of the best values in employee benefits today is insurance. Providing insurance to employees is one notable means of prevention, early diagnosis and treatment of work-related illnesses. It alludes to an assurance of their safety and well-being.

However, there are employees, despite of existing precautionary measures, who still suffer an injury in the line of duty which makes them unable to perform their duties. Because of their diminished mobility and physical incapability, an immediate and accessible assistance is essentially needed.

Considering the importance of offering such services and benefits that will protect employees from the financial setbacks of a disability, this bill humbly acknowledges and understands the plight of public employees undergoing such hardships and needs accommodation without delay.

In view of the foregoing, immediate approval of this bill is earnestly sought.


ANTONIO "SONNY" F. TRILLANES IV
Senator

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AN ACT
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Be it enacted by the Senate and the House of Representatives of the Philippines in
Congress assembled:

1 **SECTION 1. Short Title.** - This Act shall be known as the "*Public Employee*
2 *Disability Act of 2016*".
3

4 **SEC. 2. Definition of Term.** - For the purposes of this Act, the following terms shall
5 mean:
6

- 7 a) "Eligible employee" - any part-time or full-time correctional officer or any other
8 full or part-time employee of the Bureau of Corrections, any full or part-time
9 employee of the Board of Pardons and Parole, any full or part-time employee
10 working within a penal institution or a mental health or developmental disabilities
11 facility, and any full-time law enforcement officer or full-time firefighter who is
12 employed by the government, any unit of local government, any government-
13 supported college or university, or any other public entity granted the power to
14 employ persons for such purposes by law; and
15
- 16 b) "Permanently disabled" - a diagnosis or prognosis of an inability to return to
17 current job duties by a physician licensed to practice medicine in all of its
18 branches.
19

20 **SEC. 3. Disability Benefit.** -
21

- 22 a. Whenever an eligible employee suffers any injury in the line of duty which causes
23 him to be unable to perform his duties, he shall continue to be paid by the employing
24 public entity on the same basis as he was paid before the injury, with no deduction
25 from his sick leave credits, compensatory time for overtime accumulations or
26 vacation" or service credits in a public employee pension fund during the time he is
27 unable to perform his duties due to the result of the injury, but not longer than one (1)
28 year in relation to the same injury. However, no injury to an employee of the Bureau
29 of Corrections or the Board of Pardons and Parole working within a penal institution
30 or an employee working within a mental health or developmental disabilities facility
31 shall qualify the employee for benefits under this Act unless the injury is the direct or

1 indirect result of violence by inmates of the penal institution or residents of the mental
2 health or developmental disabilities facility.

3
4 b. At any time during the period for which continuing compensation is required by this
5 Act, the employing public entity may order at the expense of that entity physical or
6 medical examinations of the injured person to determine the degree of disability.

7
8 c. During this period of disability, the injured person shall not be employed in any other
9 manner, with or without monetary compensation. Any person who is employed in
10 violation of this paragraph forfeits the continuing compensation provided by this Act
11 from the time such employment begins. Any salary compensation due the injured
12 person from workers compensation or any salary due him from any type of insurance
13 which may be carried by the employing public entity shall revert to that entity during
14 the time for which continuing compensation is paid to him under this Act. Any
15 disabled person receiving compensation under the provisions of this Act shall not be
16 entitled to any benefits for which he would qualify because of his disability.

17
18 d. Any employee of the government who becomes permanently unable to perform the
19 duties of such employment due to an injury received in the active performance of his
20 duties as a government employee as a result of a willful act of violence by another
21 employee of the government, committed during such other employee's course of
22 employment, shall be eligible for benefits pursuant to the provisions of this Act.

23
24 e. The compensation and other benefits provided to part-time employees covered by this
25 Act shall be calculated based on the percentage of time the part-time employee was
26 scheduled to work pursuant to his or her status as a part-time employee.

27
28 **SEC. 4. Repealing Clause.** - All laws, decrees, executive orders or parts thereof
29 inconsistent with the provisions of this Act are hereby repealed, amended or modified
30 accordingly.

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32 **SEC. 5. Separability Clause.** - If any provision of this Act is held invalid or
33 unconstitutional, other provisions not affected shall continue to be in full force and effect.

34
35 **SEC. 6. Effectivity.** - This Act shall take effect fifteen (15) days after its complete
36 publication in at least two (2) newspapers of general circulation.

Approved,