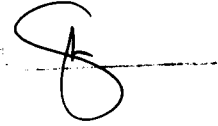


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Second Regular Session* )

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**SENATE**  
**P.S. Res. No. 899**

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Introduced by Senator Raffy T. Tulfo

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**A RESOLUTION**

**DIRECTING THE APPROPRIATE SENATE COMMITTEE TO CONDUCT AN  
INQUIRY IN AID OF LEGISLATION ON THE MANDATORY COMPLIANCE OF  
SECURITY SERVICE AGENCIES WITH THEIR RESPONSIBILITIES TO THEIR  
EMPLOYEES UNDER THE LABOR CODE AND OTHER RELATED LAWS, IN THE  
EVENT OF AN INJURY OR DEATH IN THE WORKPLACE, AND PROVIDING FOR  
STRICTER PENALTIES FOR VIOLATIONS THEREOF**

1           WHEREAS; the security service industry plays a vital role in maintaining public  
2 safety and order;

3           WHEREAS; employees of security service agencies are often exposed to unique  
4 risks and challenges in the course of their duties;

5           WHEREAS; there is a need to ensure that these employees are treated fairly and  
6 justly, with respect to compensation, working conditions, and other employment rights;

7           WHEREAS; there have been numerous incidents of work-related injuries or deaths  
8 whereby security agencies refuse and/or fail to provide adequate assistance to its  
9 employees, including but not limited to giving sufficient financial aid or  
10 reimbursement for medical expenses, hospital bills and compensation for lost income.

1           WHEREAS, Republic Act No. 5487 (The Private Security Agency Law) mandates  
2 that security service agencies shall be solely liable for any claim made by the guards  
3 assigned to the premises under the Labor Code of the Philippines, Social Security Law,  
4 various Presidential Decrees on Allowances and Wage Orders, all their Implementing  
5 Rules and Regulations and related laws.

6           WHEREAS, under the Employees' Compensation Program (ECP), and as mandated  
7 by Department Order No. 150-16 (The Revised Guidelines Governing the Employment  
8 and Working Conditions of Security Guards and other Private Security Personnel in the  
9 Private Security Industry), security guards are entitled to benefits and services in the  
10 event of work-connected sickness or injury, disability and/or death arising from accidents  
11 or even intentional acts perpetrated by other employees or strangers, such benefits  
12 include entitlement to medical reimbursement for cost of medicines, payment for  
13 healthcare providers, surgical expenses and costs of rehabilitation appliances and  
14 supplies.

15           WHEREAS, despite the existence of the aforementioned laws and regulations, most  
16 security personnel, in the event of sickness, injury or death, are not provided with the  
17 proper assistance especially medical expenses and reimbursements as security service  
18 agencies fail or even maliciously refuse to comply with the mandatory provisions of the  
19 law.

20           WHEREAS, the blatant and repeated violations of security service agencies to  
21 comply with labor laws have led to unnecessary burden and hardships to thousands of  
22 security guards, hence the need to provide for stricter penalties and sanctions to ensure  
23 compliance and prevent the proliferation of "fly-by-night" entities.

24           NOW THEREFORE BE IT RESOLVED, as it is hereby resolved, to direct the  
25 appropriate Senate Committee to conduct an inquiry in aid of legislation to review and  
26 revisit the mandatory compliance of Security Service Agencies with their responsibilities

- 1 to their employees under the Labor Code and other related laws, in the event of an injury
- 2 or death in the workplace and providing for stricter penalties in cases of violations.

*Adopted,*



Raffy T. Tulfo