



Republic of the Philippines
 NATIONAL POLICE COMMISSION
PHILIPPINE NATIONAL POLICE, CIVIL SECURITY GROUP
SUPERVISORY OFFICE FOR SECURITY AND INVESTIGATION AGENCIES
 Camp BGen Rafael T Crame, Quezon City

MEMORANDUM

TO : All PSAs, PDAs, CSFs, GGU, PARSTS, Operators/General Managers
 Private Security Industry Associations & Organizations
 All Private Security Personnel
 Chiefs, RCSUs, PRO 1-13, PROCOR and ARMM

DUTY HOURS OF PRIVATE SECURITY PERSONNEL
(March 23, 2020)

1. References:
 - a. Enhanced Community Quarantine orders from PRRD,
 - b. Section 2, Rule XII of the 2003 Revised IRR of RA 5487, as amended (re: Supervision of the PNP Over Private Security Agencies and Their Security Personnel); and
 - c. DOLE Department Order No. 150-16 Series of 2016, with subject: Revised Guidelines Governing Employment and Working Conditions of Security Guards and Other Private Security Personnel in the Private Security Industry, dated February 9, 2016.

2. It has been observed that since the implementation of the Community Quarantine by PRRD in order to thwart the spread and threat of Corona Virus Disease (COVID-19), several Private Security Personnel (PSP) are rendering duty in excess of Eight (8) hours and/or doing duties for 24 hours and worse, performs duty for 36 hours.

3. Please be reminded of the provisions embodied under the *Department of Labor and Employment (DOLE) Order No. 150-16 Series of 2016, Section 6: Rights of Security Guards and Other Private Security Personnel* specifically paragraph "a" (Safe and Healthful Working Conditions); paragraph "b" (Labor Standards); **Section 7.5: Statutory Benefits** in paragraph "a" (Basic Salary), paragraph "b" (Allowance), para d (Overtime Pay for Work Rendered in Excess of Eight (8) Hours a Day); as well as other pertinent existing guidelines and policies with regard to SGs/PSPs work conditions and appropriate benefits. That, given the current challenges brought by the pandemic, the SGs/PSPs should be accorded with apt labor standards as per our statutes. Overworked security personnel cannot provide quality security services and at high risk of getting infected by COVID-19.

4. In this regard, all PSSP Operators/Licensees should infuse remedies or proactive measures to ensure that Security Personnel are relieved on time and get the necessary rest/sleep they truly needed.

5. For information and widest dissemination.

MICHAEL JOHN F DUBRIA
 Police Brigadier General
 Chief, SOSIA