



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION

ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

Tel. No. 899-4251 • Fax. No. 897-7597 • E-mail: ecc_mails@yahoo.com • Website: <http://www.ecc.gov.ph>

CIRCULAR No. 04-008

**ADVISORY ON THE EFFECTIVITY OF COVERAGE OF EMPLOYEES UNDER
THE EMPLOYEES' COMPENSATION PROGRAM
AND LIABILITY FOR NON-REGISTRATION**

In accordance with Art. 170¹, Art. 196 (b)² of P.D. No. 626, as amended, and Sec. 6 (a)³, Rule 1, Sec. 3 (2)⁴, Sec. 4 (2)⁵ Rule II of the Amended Rules on Employees Compensation, the following advisory is hereby issued in response to numerous queries on the coverage of employees under the Employees' Compensation Program (ECP):

1. All compulsory members of the SSS with employer-employee relationship, GSIS members and uniformed personnel are covered under the Employees' Compensation Program (ECP) from the first day of their employment;
2. Every employee shall be registered to the GSIS (for the public sector) or to the SSS (for the private sector) through his/her employer within one month or thirty (30) days from the date of employment;
3. If the sickness, disability or death occurs after the prescribed 30 day period of registration and before the GSIS or the SSS receives any report of the name of the concerned employee, the employer shall be liable to the GSIS or to the SSS for the lump sum equivalent to the benefits to which such employee or his/her dependents may be entitled.
4. No EC claim of any employee should be rejected on the basis alone of absence of GSIS or SSS registration and EC contribution.

For guidance.

Done in the City of Makati on this 28th day of April, 2014


STELLA Z. BANAWIS
Executive Director

¹ Effective Date of Coverage

² Delinquent Contributions

³ Effectivity of coverage

⁴ Every employer not yet registered with SSS shall register not later than the first day of operation

⁵ Penalty for non-registration