



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
4th & 5th Floor, ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

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**EXCERPTS FROM THE MINUTES OF
THE THIRD (3rd) REGULAR COMMISSION MEETING,
EMPLOYEES' COMPENSATION COMMISSION and
OCCUPATIONAL SAFETY AND HEALTH CENTER, SERIES OF 2015,
Convened at ECC Multi-Purpose Hall, 4th Floor, ECC Bldg. 355 Sen. Gil J. Puyat Avenue,
Makati City
Monday, 06 April 2015 at 12:00 N.N.**

BOARD RESOLUTION NO. 15-04-15

Declaring the Compensability of Injuries Sustained by Employees at Places of Recreation within the Employers' Premises

WHEREAS, Article 177 (c) of PD 626, as amended, empowers this Commission "to approve rules and regulations governing the processing of claims;"

WHEREAS, Board Resolution No. 93-08-0068, dated August 5, 1993, provides the following guidelines on acts considered compensable relating to personal comfort:

"Personal Comfort Doctrine

"6.1. Acts performed by an employee within the time and space limits of his employment to minister to personal comfort such as satisfaction of his thirst, hunger or other physical demands, or to protect himself from excessive cold, shall be deemed incidental to his employment and injuries the employee suffered in the performance of such acts shall be considered compensable and arising out of and in the course of employment."

WHEREAS, there is a need to provide additional similar incidents of compensability, particularly injuries sustained by employees at places of recreation within the premises of their employers;

NOW THEREFORE, ON MOTION DULY MADE AND SECONDED

This Commission **RESOLVES** as it hereby **RESOLVED** to declare the compensability of injuries sustained by employees on the places of recreation within the premises of the employer, within an allowable period;

RESOLVED FURTHER, that paragraph 6.1 of Board Resolution No. 93-08-0068, dated August 5, 1993, is hereby modified or amended to read as follows:

"Personal Comfort Doctrine

"6.1. Acts performed by an employee

- a. within the time and space limits of his employment to minister to personal comfort such as satisfaction of his thirst, hunger or other physical demands*
- b. while on the places of recreation within the employer's premises, or*
- c. to protect himself from extreme temperature in a place within the employer's premises,*

shall be deemed incidental to his employment and injuries which the employee suffered in the performance of such acts shall be considered compensable and arising out of and in the course of employment."

RESOLVED FINALLY, that this Resolution shall take effect fifteen (15) days after its publication in a newspaper of general circulation and copy of this Resolution be furnished to the concerned agencies for information and guidance.

APPROVED in the City of Makati, this 6th day of April, 2015


CIRIACO A. LAGUNZAD III

Chairman-Alternate

Department of Labor and Employment


BRENDA P. VIOLA

*Member-Designate
Social Security System*


DIONISIO C. EBDANE, JR.

*Member-Designate
Government Service Insurance System*


CARLITO P. ROBLE

*Member
Employees' Sector*

ABSENT

MIGUEL B. VARELA

*Member
Employers' Sector*

ABSENT

ALEXANDER A. PADILLA

*Member-Designate
Philippine Health Insurance Corporation*

ABSENT

ROBERT S. MARTINEZ

*Member-Designate
Civil Service Commission*


STELLA ZIPAGAN-BANAWIS

*Member
Employees' Compensation Commission - Secretariat*