



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
ECC Bldg., 355 Sen. Gil J. Puyat Avenue, Makati City
Tel. No. 899-4251 Loc. 227 and 228 Telefax: 897-7597
Website: www.ecc.gov.ph • Email: ecc_mails@yahoo.com
Like us on Facebook: www.facebook.com/ecc.official

EMPLOYEES' COMPENSATION PROGRAM (ECP)



The **Employees' Compensation Program (ECP)** is a government program designed to provide a compensation package to public and private employees or their dependents in the event of **work-related sickness, injury or death**.

OBJECTIVES:

1. To provide meaningful and appropriate compensation package to workers in the event of work-related contingencies.
2. To formulate policies and guidelines for the improvement of the Employees' Compensation Program.

WHO ARE COVERED UNDER THE EC PROGRAM?

1. **Private sector workers** who are registered members of the **Social Security System (SSS)** except self-employed or voluntary members.
2. **Government sector employees** who are registered member of the **GSIS**, including members of the Armed Forces of the Philippines (AFP) and the Philippine National Police (PNP), Bureau of Fire Protection (BFP), Bureau of Jail Management and Penology (BJMP), elective government officials who are receiving regular salary and all casual, emergency, temporary and substitute or contractual employees.

Coverage in the program starts on the first day of employment.

WHEN IS SICKNESS OR INJURY COMPENSABLE?

For the sickness and the resulting disability or death to be compensable, the sickness must be the result of an occupational disease listed under Annex "A" of the Amended Rules on Employees' Compensation with the conditions set therein satisfied; otherwise, proof must be shown that the risk of contracting the disease is increased by the working conditions.

For the injury and the resulting disability or death to be compensable, the injury must be the result of accident arising out of and in the course of the employment.

BENEFITS AND SERVICES OF THE PROGRAM:

1. **Loss of income benefit or a cash benefit** given to a worker to compensate for lost of income due to inability to work. There are three types of loss of income benefits:
 - a. **Temporary Total Disability (TTD)** benefit is given to an employee who is unable to work for a continuous period not exceeding 120 days.
 - b. **Permanent Total Disability (PTD)** benefit is given to an employee who is unable to work for more than 240 days.

- c. **Permanent Partial Disability (PPD)** benefit is given to a worker who loses a body part and consequently, the loss of the use of that body part.
2. **Medical benefits** include reimbursement of the cost of medicine for the illness or injury, payment to providers of medical care, hospital care, surgical expenses and the costs of appliances and supplies. The medical services are limited to ward services of an accredited hospital.
3. **Rehabilitation Services** include physical therapy, vocational training and special assistance to develop the workers mental, vocational and social potential and to help them remain as productive members of society.
4. **Carer's Allowance** is provided to an employee who suffers a permanent total disability arising out of employment the extent of which is such that he could not on his own attend to his basic personal needs.
5. **Death benefits** are granted to beneficiaries of an employee who dies as a result of sickness or injury arising out of or in the course of employment.

WHERE ARE EC CLAIMS FILED?

All EC claims may be filed by the claimant at his option in the GSIS Regional Office (for the public sector) or in the SSS Branch (for the private sector) nearest to the place of work or residence.

IF THE CLAIM IS DENIED, WHAT IS THE OPTION OF THE CLAIMANT?

Request for reconsideration with the GSIS or the SSS. If still denied, write a letter of appeal to the Employees' Compensation Commission (ECC).

ARE THE DECISIONS OF THE ECC APPEALABLE TO THE COURTS?

Yes, the decisions of the ECC are appealable to the Court of Appeals within 15 days from receipt of the decision. Similarly, the decision of the Court of Appeals is appealable to the Supreme Court.



EMPLOYEES' COMPENSATION COMMISSION
ECC BLDG., Sen. Gil J. Puyat Ave., Makati City

For claimants in the provinces, you may coordinate with the following ECC Regional Extension Units (ECC-REUs) which are located inside the following DOLE, Regional Offices:

ECC Region II, Turingan Building, Campos St., Caritan Centro, Tuguegarao City, Cagayan

ECC Region III, Diosdado Macapagal Regional Government Center, Brgy. Maimpis, City of San Fernando, Pampanga

ECC Region V, Doña Aurora St. Old Albay, Legazpi City

ECC Region VII, 3rd and 4th Flr. DOLE RO7 Bldg., General Maxilom Avenue cor. Gorordo Avenue, Cebu City

ECC Region VIII, DOLE Compound, Trece Martirez St. Tacloban City

ECC Region IX, 3rd Flr. QNS Building, Veterans Avenue Extension Tumaga Road, Zamboanga City

ECC Region X, Ground Floor Montecarlo Building, RER Subdivision Phase 1, Nat'l Highway, Kauswagan, Cagayan de Oro City

ECC Region XI, 4th Flr. Davao Ching Printers Building cor. Dacudao Avenue and Lakandula St., Agdao, Davao City

ECC Region XII, 102 Acepal Building, Mabini Extension, Koronadal City

ECC Region XIII – CARAGA, Nimfa Tiu Building, J.P. Rosales Avenue, Butuan City

ECC CAR, Cabinet Hill, Baguio City

Tel. Nos. **896-7837; 899-4251 loc. 239, 227 & 228**

Telefax No. **897-7597**

Website: <http://www.ecc.gov.ph>

E-mail address: ecc_mails@yahoo.com

Like us on facebook: www.facebook.com/ecc.official