

#### **EMPLOYEES' COMPENSATION COMMISSION**







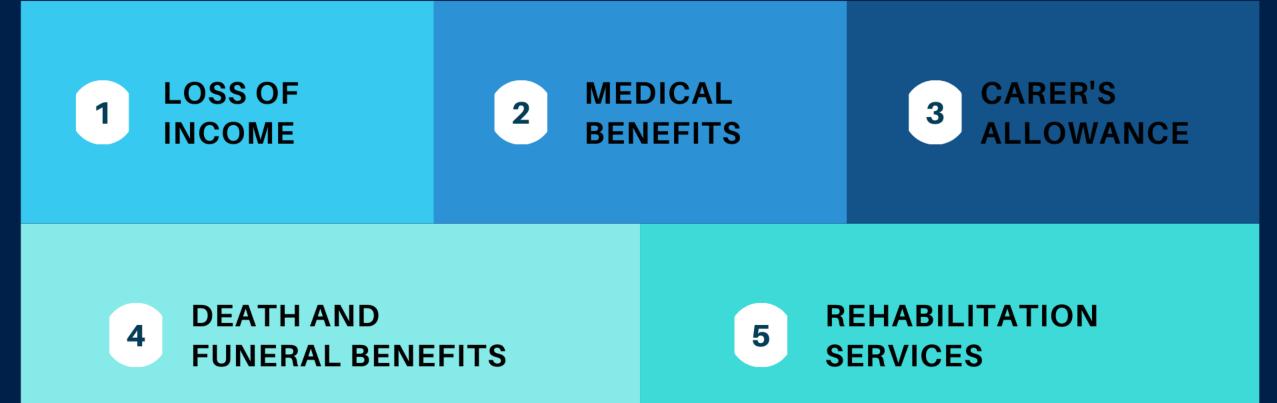


**DOLE-attached agency** 

Employees' Compensation & State Insurance Appellate body

#### **EMPLOYEES' COMPENSATION PROGRAM**





## Who are covered under the EC PROGRAM



#### **PRIVATE SECTOR**

1. All compulsory members of the SSS - regular, selfemployed, OFWs (seabased and landbased)

#### **PUBLIC SECTOR**

- 1. All mandatory members of the GSIS
- 2. Uniformed personnel such as AFP, PNP, BJMP. BFP and Philippine Coast Guard



# Who pays the EC CONTRIBUTION

Government and private employers pay for the EC contributions of their employees



#### **PRIVATE SECTOR**

Range of Compensation	Amount of Employer's Contribution per month
P 1,000 - P 14,749.99	P 10.00
P 14,750.00 and above	P 30.00

#### **PUBLIC SECTOR**

P100.00 per worker per month regardless of monthly salary range

# Compensable CONTINGENCIES

SICKNESS, INJURY AND/OR ACCIDENT



## Compensable INJURIES

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









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#### HAPPENED AT THE WORKPLACE

Kung ikaw ay naaksidente sa workplace o lugar na pinagtatrabahuhan.

#### HAPPENED WHILE PERFORMING OFFICIAL FUNCTION

Kung ikaw ay naaksidente habang ginagawa ang opisyal na trabaho sa kumpanya.

#### OUTSIDE OF WORKPLACE BUT PERFORMING AN ORDER OF HIS EMPLOYER

Kung ikaw ay naaksidente kahit wala ka sa workplace dahil sa utos ng boss mo. Siguraduhin lang na ito ay opisyal na trabaho.

#### **GOING TO OR COMING FROM WORK**

Kung ikaw ay naaksidente papunta o pauwi galing trabaho. Pwede ka magclaim ng ECP benefits kung walang diversion sa ruta mo papunta o pauwi. Dapat ay bahay-work o work-bahay lang.



#### WHILE MINISTERING TO PERSONAL COMFORT

Halimbawa nito ay pagkain sa labas during lunch break, maaaaring maging compensable ang anumang aksidente na nangyari kung resonable ang time at distance nito at kung walang kapabayaan ang isang empleyado.

#### WHILE IN A COMPANY SHUTTLE BUS

Kung ikaw ay naaksidente habang sakay ng kahit anong company service vehicle.

#### **DURING A COMPANY SPONSORED ACTIVITY**

Kung ikaw ay naaksidente sa activities ng company. Halimbawa, sa mga company team building at sportsfest events.

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#### **DEATH OF AN EMPLOYEE DUE TO ASSAULT**

Kung ikaw ay nakaranas ng assault habang ginagampanan mo ang trabaho mo.

Excepting CIRCUMSTANCES



INTOXICATION

#### **NOTORIOUS NEGLIGENCE**

WILLFUL INTENT TO INJURE ONESELF OR ANOTHER







not all diseases are compensable; only diseases caused by work or working environment are compensable.

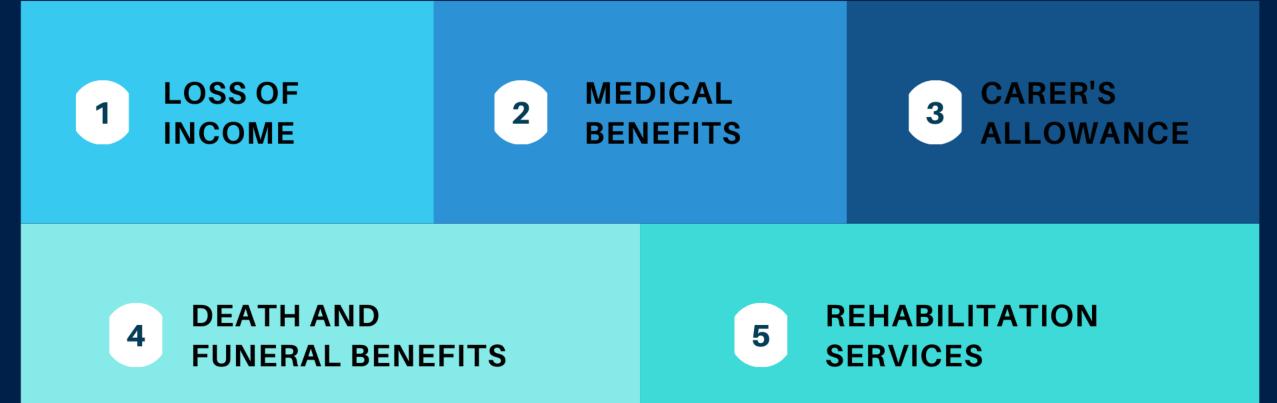
for the disease/illness and the consequent disability or death to be compensable, the disease/illness must be in the ECC's List of 32 Compensable Diseases.



other diseases not in the list may still be compensable if employee can establish causal connection thru **"The Increased Risk Theory"** 



# Is COVID-19 compensable under the EC Program?







#### LOSS OF INCOME BENEFIT TEMPORARY TOTAL DISABILITY (DAILY SICKNESS BENEFIT)

#### **BENEFITS:**



Daily sickness benefit at a maximum amount of P480 up to a maximum of 120 days and can be extended up to 240 days for private sector workers; Does not require exhaustion of leave credits to avail of daily sickness benefit.

For government sector workers, the maximum daily income benefit is P200 or P340 if worker opts to avail of sickness benefit under the GSIS Law of Republic Act 8291.







#### LOSS OF INCOME BENEFIT PERMANENT PARTIAL DISABILITY

#### **BENEFITS:**



A monthly income benefit is granted for disabilities that result in physical loss (amputation) or functional loss of a body part; the number of monthly pensions is based on the corresponding body part loss or functional loss.

Complete and Permanent Loss of the Use of	No. of Mos.	Complete and Permanent Loss of the Use of	No. of Mos.
One thumb	10	One arm	50
One index finger	8	One foot	31
One middle finger	6	One leg	46
One ring finger	5	One ear	10
One little finger	3	Both ears	20
One big toe	6	Hearing of one ear	25
Any other toe	3	Hearing of both ears	50
One hand	39	Sight of one eye	25

EMPLOYEES' COMPENSATION COMMISSION





#### LOSS OF INCOME BENEFIT PERMANENT TOTAL DISABILITY

#### **BENEFITS:**

A monthly income benefit granted for disabilities, such as, but not limited to, complete loss of sight of both eyes, loss and function loss of both limbs, and brain injury resulting to imbecility or insanity.

The amount of monthly income benefit for PTD shall be determined by the Systems based on the average monthly salary credit of the employee.







#### EMPLOYEES COMPENSATION (EC) MEDICAL BENEFITS

Reimbursement of medical expenses and medicines based on the out of pocket expense of the employee.



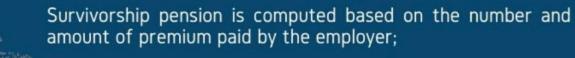
**BENEFITS:** 





#### EMPLOYEES COMPENSATION (EC) DEATH WITH FUNERAL BENEFIT

#### **BENEFITS:**



The minimum EC survivorship pension for private sector workers is P2,000 per month. EC funeral benefit of P30,000.





#### EMPLOYEES COMPENSATION (EC) CASH ASSISTANCE



BENEFITS:

P10,000.00 - for disability /sickness claim P15,000.00 - for death claim









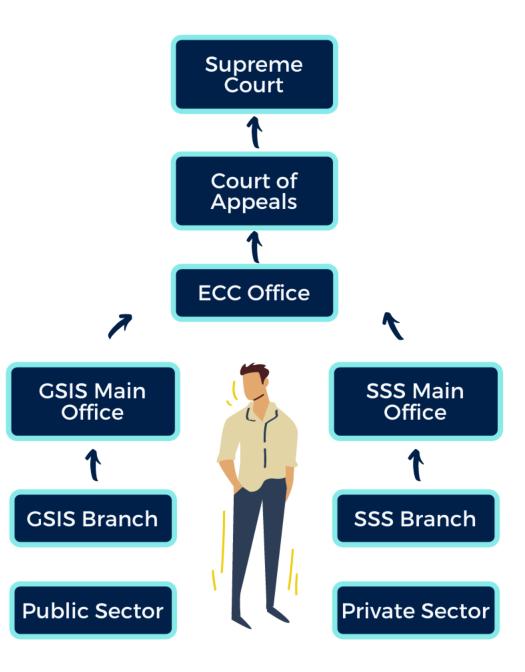
#### **BENEFITS:**

Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program

 Free physical, speech or occupational therapy sessions
Assistive devices such as prosthesis. wheelchairs, crutches and hearing aids

3. Free skills and/or entrepreneurial training with starter kit of P20,000 and transportation/meal allowance of P500 per day.

### WHERE TO FILE for my EC CLAIM?





#### Attach supporting documents and fill out prescribed forms.





Name	Date of Contingency	Place of Contingency	Nature of Contingency	Number of Days the worker was absent for work	Remarks
1.					
2.					
3.					
4.					
5.					

### **PRESCRIPTIVE PERIOD**

No claim for compensation shall be given due course unless said claim is filed with the Systems within THREE (3) YEARS from the time of sickness, injury, or death.

## The ECP Benefits are welcome but...

"di bale nang hindi ako mabiyayaan ng Employees" Compensation Program, huwag lang akong magkasakit o maaksidente nang dahilsa trabaho."





EMPLOYEES' COMPENSATION COMMISSION #ProteksyonsaManggagawangFilipino

#### FOR MORE INFORMATION, VISIT





www.ecc.gov.ph