



Republic of the Philippines
Department of Education
Region XI
SCHOOLS DIVISION OF PANABO CITY

Office of the Schools Division Superintendent

January 13, 2025

DIVISION MEMORANDUM

No. 0020, s. 2025

**REITERATION OF THE STRICT COMPLIANCE OF LABOR LAWS
ANENT THE HIRING OF SECURITY SERVICE**

TO: Assistant Schools Division Superintendent
Chief of Curriculum Implementation Division (CID)
School Governance and Operations Division (SGOD)
Public Schools District Supervisors
Education Program Supervisors
School Heads of Public Elementary and Secondary Schools
All Others Concerned

1. Pursuant to GPPB Non-Policy Matter No. provides the following:

*"It bears stressing that Republic Act (RA) 9184, through Section 25.2 of its Implementing Rules and Regulations (IRR), supports the enforcement of labor laws and social legislations by requiring bidders to submit an Omnibus Sworn Statement (OSS), which includes, among others, a statement that they comply with labor laws and standards. This is to ensure that **winning bidders in government contracts, where engagement of labor is a necessary component, are compliant with existing labor laws and standards and social legislations.**"*

2. Further, Section 9.1 of DOLE Department Order No. 150-16 states:

"Section 9. Liability and Responsibilities of Security Contractors/Private Security Agencies and Principals.

9.1. Solidary Liability. - The SSC/PSA and its principal or client shall be jointly and solidarily liable with each other in any of the following circumstances:

*a. When the SSC/PSA fails to pay the wages of its security guards and other private security personnel, **the principal or client shall be considered the "indirect employer" and shall be jointly and severally liable with the SSC/PSA to the extent of the work performed by such security guards** and other private security personnel under the Service Agreement, in the same manner and extent that the principal is liable to its direct employees.*

b. If there are wage increases or adjustments after the execution of the Service Agreement, the prescribed increases in the wage rates of security guards and other private security personnel shall be borne by the principal and the Service Agreement shall be deemed amended accordingly. In the event that the principal fails to pay the prescribed increases, the SSC/PSA shall be jointly and solidarily liable with the principal.



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The immediate recourse of security guards and other private security personnel for payment of wage increase before litigation is with their employer, the SSC/PSA. To enable the SSC/PSA to comply with the new rates, the consideration paid by the principal for the security guards' wages has to be adjusted in conformity with the mandated wage increase."

3. In compliance with these mandated laws and regulations, all schools who will procure the services of duly registered security agencies **shall strictly comply** with these aforementioned rules.
4. For strict compliance and wide dissemination.


JINKY B. FIRMAN, PhD, CESO VI
Schools Division Superintendent

RELEASED

JAN 15 2023

RECORDS SECTION SDO PANABO CITY
BY 