



EXECUTIVE ORDER NO. 188
Series of 2020

**AN EXECUTIVE ORDER ESTABLISHING A DRUG-FREE WORKPLACES IN LOCAL GOVERNMENT
UNIT OF CLAVERIA, CAGAYAN.**

WHEREAS, pursuant to the Republic Act No. 9165, otherwise known as the "Comprehensive Dangerous Drug Act of 2002 and the Department of Labor and Employment Department Order No. 53-03, Series 2003;

WHEREAS, the Local Government of Claveria safeguards the integrity of its territory and well-being of its citizenry particularly the youth, from the harmful effects of dangerous drugs on their physical and mental well-being and to defend the same against acts or emissions detrimental to their development and preservation;

WHEREAS, the Local Government of Claveria promotes drug-free workplaces in the entire municipality;

NOW THEREFORE, I, CELIA T. LAYUS, M.D., Municipal Mayor of the Municipality of Claveria, by virtue of the powers vested in me by law do hereby order and declare:

1. Protect the well-being of the citizens from the harmful effects of dangerous drugs through pursuing an intensive campaign against the sale and use of the same;
2. Pursue intensive and relenting campaign against the trafficking and selling of dangerous drugs and other similar substances through an integrated system of planning, implementation and enforcement of anti-drug abuse policies, programs and projects such as but not limited to:

A. Advocacy, Education and Training

Employers shall be responsible for "increasing awareness and education of their officers and employees on the adverse effects of dangerous drugs as well as the monitoring of the employees susceptible to drug abuse.

Training prevention, clinical assessment, and counselling of workers and other related activities shall be given to occupational safety and health personnel, the human resource manager, employers, and workers representatives.

Training service providers shall be accredited by the Department of Health or City Health Office.

B. Drug Testing Program for Officers and Employees

It is mandatory for business establishments doing business in the Municipality of Claveria including their contractors and concessionaires.

Employer shall require their officials and employees to undergo a random drug test in accordance with the company's work rules and regulations for purposes of reducing the risk in the workplace. Strict confidentiality shall be observed with regard to screening and the screening results.



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Drug testing shall conform with the procedures as prescribed by the Department of Health (DOH). Only drug testing center accredited by DOH shall be utilized. The DOH shall provide a list of accredited drug testing centers to business establishments.

Drug testing shall consist of both the screening test and the confirmatory test; the latter to be carried out should be the screening test turn positive. The employee concerned must be informed of the test result whether positive or negative.

Where the confirmatory test turns positive, the company's Assessment

Team shall evaluate the results and determine the level of care and administrative interventions that can be extended to concerned employee.

A drug test is valid for one year; additional drug testing may be required for just cause as in the following cases:

1. After workplace related accidents, including near miss;
2. Following treatment and rehabilitation to establish fitness for returning to work/resumption of JO;
3. In the light of clinical findings and/or recommendation of Assessment Team.

C. Treatment, Rehabilitation and referral,

The drug prevention and control program shall include treatment, rehabilitation, and referral procedure to be provided by the company staff or by external provider. It shall include a provision for employee assistance and counselling programs for emotionally-stressed employees.

The Assessment Team shall determine whether or not an officer or employee found positive for drugs would need referral for treatment and/or rehabilitation in DOH accredited center.

An officer or employee with confirmed positive drug test result may be referred to health to DOH accredited center.

Moderate risk shall be referred to health-facility based outpatient intensive treatment and rehabilitation accredited by DOH.

Severe risk shall be referred to an in-patient treatment and rehabilitation facility or to any DOH accredited treatment and rehabilitation center.

Repeated drug use even after opportunity for treatment and rehabilitation shall be dealt with the corresponding penalties under the Act and its IRR.

D. Monitoring and Evaluation

The implementation of the drug-free workplace policies and programs shall be mentioned and evaluated periodically by the employer to ensure that the goal of a drug-free workplace is met. The Health and Safety Committee or similar Committee




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For purposes of enforcement, the foregoing provisions of Section 4 to be treated as forming an integral part of this IRR.

3. Prepare and submit responsive documents reports and minutes of meetings with attendance.
4. This Executive Order shall take effect immediately.

Done this 19th day of October 2020, in Claveria, Cagayan.


CELIA T. LAYUS, M.D.
Municipal Mayor

