AN ACT STRENGTHENING COMPLIANCE WITH OCCUPATIONAL SAFETY AND HEALTH STANDARDS AND PROVIDING PENALTIES FOR VIOLATIONS (RA 11058)
RA 11058

- The State:
  - labor as a primary social and economic force, ... safe and healthy workforce is an integral aspect of nation building
  - ensure a safe and healthful workplace for all working people ... full protection against all hazards
  - provisions of the Labor Code of the Philippines, all laws, and internationally-recognized standards on OSH are being fully enforced and complied with...
  - protect every worker against injury, sickness or death
  - strict but dynamic, inclusive, and gender-sensitive measures

Proposed IRR

- Same as RA 11058
RA 11058

apply to all establishments, projects, sites, including Philippine Economic Zone Authority (PEZA) establishments and all other places where work is being undertaken in all branches of economic activity, except in the public sector.

The Secretary of Labor and Employment shall issue the appropriate standards of occupational safety and health for such purpose based on the number of employees, nature of operations and the risk or hazard involved.

Proposed IRR

• shall apply to:
  – Establishments located inside special economic zones and other investment promotion agencies (e.g., Philippine Economic Zone Authority [PEZA], Clark Development Corporation [CDC]);
  – Utilities engaged in air, sea, and land transportation; and
  – Industries such as mining, fishing, construction, and maritime.

• further apply to contractors and subcontractors including those engaged in the projects of the public sector. Workers of contractors and subcontractors deployed to establishments should follow the OSH policy and program where they are assigned.

• This Rules shall also apply to establishments, franchises and branches with less than one hundred (100) employees.

• shall not cover the public sector such as national government agencies, government-owned and controlled corporations with original charters, government financial institutions, state universities and colleges and local government units. Provided that, this Rules shall apply to its contractors and subcontractors engaged in the projects of the public sector.
DEFINITION OF TERMS

RA 11058
• “Certified first-aider”
• “Competency Standards”
• “Covered Workplaces”
• “Employer”
• “Equipment”
• “General safety and health inspection”
• “Imminent danger”
• “Micro and Small Enterprises (MSEs)”
• “Occupational Health Personnel”
• “Occupational Safety and Health Standards (OSHS)”
• “Safety and Health Audit”
• “Safety and Health Committee”
• Safety Officer
• Safety Signage
• “Safety and Health Program”
• “Workplace”

Proposed IRR
• Department of Labor and Employment (DOLE) - Accredited Training Organizations
• High-risk establishment
• Low-Risk establishment
• Medium-risk establishment
• OSH Consultant (Safety officer 4)
• OSH Practitioner (Safety Officer 3)
• PPE
• Safety Officer 1
• Safety Officer 2
• Worker
• Workers OSH Seminar
(a) Every employer contractor or subcontractor, if any, and any person who manages, controls, or supervises the work being undertaken shall:

(1) Furnish the workers a place of employment free from hazardous conditions that are causing or are likely to cause death, illness, or physical harm to the workers;

(2) Give complete job safety instructions to all the workers, especially to those entering the job for the first time, including those relating to familiarization with their work environment;

(3) Inform the workers of the hazards associated with their work, health risks involved or to which they are exposed to, preventive measures to eliminate or minimize the risks, and steps to be taken in case of emergency;
RA 11058

• Every employer contractor or subcontractor, ... shall:
  (1) Furnish the workers a place of employment free from hazardous conditions that are causing or are likely to cause death, illness, or physical harm to the workers;

(2) Give complete job safety instructions to all the workers, especially to those entering the job for the first time, including those relating to familiarization with their work environment;

• (3) Inform the workers of the hazards associated with their work, health risks involved or to which they are exposed to, preventive measures to eliminate or minimize the risks, and steps to be taken in case of emergency;

Proposed IRR

• Register establishment to DOLE as provided under the OSH standards;

• Equip a place of employment for workers free from hazardous conditions that are causing or are likely to cause death, illness or physical harm to the workers;

• Provide complete job safety instructions and proper orientation to all workers including, but not limited to, those relating to familiarization with their work environment;

• Provide training for workers pertaining to health promotion, hazards associated with their work, health risks involved or to which they are exposed to, preventive measures to eliminate or minimize risks, steps to be taken in cases of emergency, and safety instructions for the jobs, activities and tasks to be handled by workers in a language and dialect that workers can understand. These trainings shall include orientation on the company’s OSH program, including trainings recommended by the OSH committee;
DUTIES OF EMPLOYERS, WORKERS AND OTHER PERSONS

RA 11058

(4) Use only approved devices and equipment for the workplace;

(5) Comply with OSHS including training, medical examination, and where necessary provision of protective and safety devices such as personal protective equipment (PPE) and machine guards;

(6) Allow workers and their safety and health representatives to participate actively in the process of organizing, planning, implementing and evaluating the program to improve the safety and health in the workplace;

(7) Provide, where necessary, for measures to deal with emergencies and accidents, including first-aid arrangements.

Proposed IRR

• Ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents, and ergonomic and psychosocial stresses under their control are without risk to health when the appropriate measures of protection are taken;

• Use only approved specific industry set of standards of devices and equipment for the workplace, as applicable;

• Comply with OSH standards including training, medical examination, and when necessary, provisions on protective and safety devices such as PPE and machine guards, provided that PPE shall bear no cost to workers and must be of appropriate type and fitting;

• Make arrangements for workers and their representatives to have the time and resource to participate actively in the processes of organizing, planning and implementation, monitoring, evaluation and action for improvement of the OSH management system;

• Provide, when necessary, for measures identifying trainings and drills, evacuation plans, etc., to deal with emergencies, fires and accidents including first-aid arrangements; and

• Comply with all reportorial requirements of the OSH standards.
Every worker shall participate in ensuring compliance with OSHS in the workplace.

- The worker shall make proper use of all safeguards and safety devices furnished for his/her protection and that of others and shall observe instructions to prevent accidents or imminent danger situation in the workplace.
- They shall observe the prescribed steps to be taken in case of emergency.
- The worker shall report to the supervisor any work hazard that may be discovered in the workplace.

Proposed IRR
- Participate in capacity building activities on safety and health and other OSH related topics and programs;
- Proper use of all safeguards and safety devices furnished for workers’ protection and that of others;
- Comply with instructions to prevent accidents or imminent danger situations in the workplace;
- Observe prescribed steps to be taken in cases of emergency including participation in the conduct of national or local disaster drills; and
- Report to their immediate supervisor or any other responsible safety and health personnel any work hazard that may be discovered in the workplace.
DUTIES OF EMPLOYERS, WORKERS AND OTHER PERSONS

RA 11058

- (c) It shall be the duty of any person, including the builder or contractor who visits, builds, renovates, or installs devices or conducts business in any establishment or workplace, to comply with the provisions of this Act and all other regulations issued by the Secretary of Labor and Employment.

- (d) Whenever two or more undertakings are engaged in activities simultaneously in one workplace, it shall be the duty of all engaged to collaborate in the application of OSH standards and regulations.

Proposed IRR

- Duties of Other Persons. – It shall be the duty of any person, including the builder or contractor who visits, builds, renovates or installs devices or conducts business in any establishments or workplace, to comply with the provisions of this Rules and all other regulations issued by the Secretary of Labor and Employment.

- Whenever two (2) or more undertakings are engaged in activities simultaneously in one (1) workplace, it shall be the duty of all engaged to collaborate and cooperate to assure compliance with OSH standards and regulations.
WORKERS’ RIGHT TO KNOW

RA 11058

• The right to safety and health at work shall be guaranteed
• All workers shall be appropriately informed by the employer about all types of hazards in the workplace, and provided access to training and education on chemical safety and to orientation on data sheet of chemical safety, electrical safety, mechanical safety, and ergonomical safety.

Proposed IRR

• It shall be the duty of employers to provide training for all types of hazards in the workplace and provide information for the same in a language and dialect that workers can understand.
• Employers are encouraged to conduct daily toolbox meeting or any equivalent safety meeting before commencement of work to discuss work-related hazards, risks, precautions and relevant applicable procedures to ensure safety and health in the workplace. A re-orientation on safety and health for workers in hazardous establishments must be conducted regularly, not less than once a quarter and to be conducted immediately following any changes in the operations and production process.
• Information materials used pursuant to this Section shall be made readily available and accessible to workers.
• New-hired workers shall be provided instructions, orientations and trainings prior to start of work. The instructions, orientations, and trainings shall be properly documented by the employer, and shall be included in the permanent records of the worker in the establishment.
• Trainings shall be at no cost on the worker and considered as compensable working time.
RA 11058

- The worker has the right of refusal to work without threat or reprisal from the employer if, as determined by the DOLE, an imminent danger situation exists in the workplace that may result to illness, injury or death, and corrective actions to eliminate the danger have not been undertaken by the employer.

Proposed IRR

- The worker has the right of refusal to work without threat or reprisal from the employer if, as determined by DOLE, following a determination from the safety officer of the establishment, that an imminent danger situation exists. The latter cannot require the workers to return to work where there is continuing imminent danger to life or health.
- Workers affected by the existence of an imminent danger situation may be temporarily assigned to perform other tasks in other areas within the workplace provided there is no impending issue with safety and health.
- Immediate notification to DOLE by the safety officer or worker not later than twenty-four (24) hours that an imminent danger situation exists in the workplace shall suffice to give rise to worker’s right to refuse unsafe work.
- After the conduct of OSH Investigation, a worker may refuse to work until the lifting of the Work Stoppage Order (WSO). The lifting of the WSO determines that a sufficient corrective action has been implemented.
- Section 23 of this Rules shall apply during the period of such WSO or suspension of operations due to an imminent danger situation provided there was an immediate notification to DOLE within the period stated herein pursuant to the Rules implementing Article 128 of the Labor Code, as renumbered.
RA 11058

- Workers and their representatives shall have the right to report accidents, dangerous occurrences, and hazards to the employer, to the DOLE and to other concerned government agencies exercising jurisdiction as the competent authority in the specific industry or economic activity.

Proposed IRR

- Workers and their representatives shall have the right to report accidents, dangerous occurrences, and hazards to the employer, to DOLE and to other concerned government agencies exercising jurisdiction as the competent authority in the specific industry or economic activity. There shall be no retaliation from the part of the employer pursuant to the reporting of any accident.

- Reporting of accidents to DOLE may be made through any means of communication, including the DOLE hotline, whichever is most convenient to the worker. The same may be reported to the nearest DOLE Regional, Field, Provincial or Satellite Office having jurisdiction over the place of the incident.
RA 11058

- Every employer shall provide their workers, free of charge, protective equipment for their eyes, face, hands and feet, and lifeline, safety belt or harness, gas or dust respirators or masks, and protective shields whenever necessary by reason of the hazardous work process or environment, chemical, radiological, mechanical and other irritants or hazards capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.

Proposed IRR

- Every employer, contractor or subcontractor, if any, shall provide his/her workers, free of charge, PPE for any part of the body that may be exposed to hazards, and lifeline, safety belt or harness, gas or dust respirators or masks, and protective shields whenever necessary by reason of the hazardous work process or environment, chemical, radiological, mechanical, and other irritants or hazards capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact. The cost of PPE shall be part of the safety and health program which is a separate pay item pursuant to Section 20 of this Rules.
- All PPE shall be of the appropriate type as tested and approved by the DOLE based on its standards and/or other means of verification.
- The usage of PPE in all establishments, projects, sites and all other places where work is being undertaken shall be based on the evaluation and recommendation of the safety officers.
RA 11058

- The cost of the PPE shall be part of the safety and health program which is a separate pay item pursuant to Section 19 of this Act.

- All PPE shall be of the appropriate type as tested and approved by the DOLE based on its standards. The usage of PPE in all establishments, projects, sites and all other places where work is being undertaken shall be based on the evaluation and recommendation of the safety officer.

Proposed IRR

- Evaluations and recommendations of a safety officer on the types of PPE to be adopted in a specific work environment shall be based on the results of the workplace hazard assessment.

- It shall be the responsibility of employers to provide the appropriate health evaluation for fitness to wear PPE, particularly on respirators and masks. All PPE must be of appropriate size, weight, and type to specific workers exposed to hazards from which PPE are meant to ensure effective protection. Issuance of PPE shall be supplemented by training on the application, use, handling, cleaning and maintenance of said PPE in accordance with the manufacturer’s recommendations. PPE training shall be in accordance with what is prescribed in the OSH standards.

- Absence of PPE in an imminent danger situation shall give rise to the right of worker to refuse unsafe work.
SAFETY SIGNAGE AND DEVICES

RA 11058

• All establishments, projects, sites and all other places where work is being undertaken shall have safety signage and devices to warn the workers and the public of the hazards in the workplace.

• Safety signage and devices shall be posted in prominent positions at strategic locations in a language understandable to all and in accordance with the standards set by the DOLE.

Proposed IRR

• All establishments, projects, sites and all other places where work is being undertaken shall have safety signage and devices to warn the workers and the public of the hazards in the workplace. Safety signage and devices shall be posted in prominent positions at strategic locations in a language understandable to all, and in accordance with the OSH standards set by DOLE. All signage shall also be of appropriate quality to ensure their legibility.
RA 11058

• In relation to the use of equipment, the employer must comply with the DOLE requirements in the different phases of the company or project operation, including the transport to and from the establishment, project, site or place where work is being undertaken.

Proposed IRR

• In relation to the use of equipment, such as but not limited to, earth moving equipment, heavy duty equipment, materials handling equipment, and construction equipment, the employer, contractor or subcontractor, if any, must comply with the OSH standards set by DOLE on safety and use of such equipment in the different phases of the company or project operation including the transport to and from the establishment, project, site or place where work is being undertaken. Appropriate training and certification by the Technical Education and Skills Development Authority (TESDA), Professional Regulation Commission (PRC) or other concerned government agency shall be a requirement for operators before use of equipment, if applicable. Trainings provided by international organizations or suppliers if not locally available, shall be recognized by the DOLE.
RA 11058

- Workers in all establishments, projects, sites and all other places where work is being undertaken shall be provided adequate and suitable information by the employer contractor or subcontractor, if any, on safety and health standards, and the appropriate measures, including the probable location of workers for the prevention, control, and protection against those hazards.

Proposed IRR

- Workers in all establishments, projects, sites and all other places where work is being undertaken shall be provided adequate and suitable information by the employer, contractor or subcontractor, if any, on the following:
  - Workplace hazards and the risk posed on the safety and health of the workers such as chemical safety data sheets;
  - Results of Work Environment Measurements (WEM);
  - Control mechanisms in place that reduces or minimizes the risk of exposure to hazards and other preventive strategies (e.g., training on specific hazards, medical monitoring tests, immunization and control of lifestyle-related diseases);
  - Appropriate measures, including the probable location of workers, for the prevention, control and protection against those hazards; or
  - Emergency and disaster management protocols including proper evacuation and shut-down procedures.

- Information materials shall be revised regularly by the OSH committee.
RA 11058

- Covered workplaces shall have a safety and health program including, but not limited to the following policies, guidelines or information:
  - (a) Statement of commitment to comply with OSH requirements;
  - (b) General safety and health, including a drug-free workplace;
  - (c) Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS)/tuberculosis/hepatitis prevention and control;
  - (d) Company or project details;
  - (e) Composition and duties of the Safety and Health Committee;
  - (f) Occupational safety and health personnel and facilities;
  - (g) Safety and health promotion, training and education;

Proposed IRR

- Covered workplaces shall develop and implement a suitable OSH program which shall be posted in prominent places. Covered workplaces shall be guided by a format prescribed by DOLE.
- For establishments, including franchises and branches, with less than ten workers and low risk establishments with ten (10) to fifty (50) workers. – The OSH program, which shall be duly signed by the employer, must include at least the following:
  - Company commitment to comply with OSH requirements;
  - General safety and health programs, including:
    - Safety and health hazard identification, risk assessment and control (HIRAC),
    - Medical surveillance for early detection and management of occupational and work-related diseases, and
    - First aid and emergency medical services;
  - Promotion of the following health domains:
    - Drug-free workplace (RA 9165),
    - Mental health services in the workplace (RA 11036), and
    - Healthy lifestyle;
RA 11058

• (i) Accident/incident/illness investigation, recording and reporting;
• (j) Provision and use of PPE;
• (k) Provision of safety signage;
• Dust control and management, and regulations on activities such as building of temporary structures, and lifting and operation of electrical, mechanical, communication systems and other equipment;
• (m) Provision of workers’ welfare facilities;
• (n) Emergency preparedness and response plan;
• (o) Waste management system; and
• (p) Prohibited acts, and penalties for violations.

Proposed IRR

• Prevention and control of the following health domains:
  – Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (RA 8504),
  – Tuberculosis (EO 187-03) and
  – Hepatitis B (DOLE DA 05-2010)
• Complete company or project details;
• Composition and duties of the OSH committee;
• OSH personnel and facilities;
• Safety and health promotion, training and education, including:
  – Orientation of all workers on OSH and
  – Conduct of risk assessment, evaluation and control;
• Conduct of toolbox or safety meetings and job safety analysis, if applicable;
• Accident/incident/illness investigation, recording and reporting;
• Provision and use of PPE;
• Provision of safety signage;
• Provision of workers’ welfare facilities;
• Emergency and disaster preparedness and mandated drills;
• Solid waste management system; and
• Control and management of hazards.
Proposed IRR

• For medium to high risk establishments with ten (10) to fifty (50) workers and low to high risk establishments with fifty-one (51) workers and above. – The OSH program, which shall be duly signed by the employer, must include at least the following:

• Company commitment to comply with OSH requirements;

• General safety and health programs including:
  – Safety and health hazard identification, risk assessment and control (HIRAC),
  – Medical surveillance for early detection and management of occupational and work-related diseases, and
  – First aid and emergency medical services;

• Promotion of the following health domains:
  – Drug-free workplace (RA 9165),
  – Mental health services in the workplace (RA 11036), and
  – Healthy lifestyle;

• Prevention and control of the following health domains:
  – Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (RA 8504),
  – Tuberculosis (EO 187-03) and
  – Hepatitis B (DOLE DA 05-2010)
Proposed IRR

- Complete company or project details;
- Composition and duties of the OSH committee;
- OSH personnel and facilities;
- Safety and health promotion, training and education, to include the following:
  - Orientation of all workers on OSH,
  - Conduct of risk assessment, evaluation and control,
  - Continuous training on OSH of OSH personnel, and
  - Work Permit System such as working at height, working at confined space, hot works, and other related activities;
- Conduct of toolbox or safety meetings and job safety analysis;
- Accident/incident/illness investigation, recording and reporting;
- Provision and use of PPE;
- Provision of safety signage;
Proposed IRR

• Dust control and management, and regulations on activities such as building of temporary structures, and lifting and operation of electrical, mechanical, communications system and other equipment;

• Provision of workers’ welfare facilities;

• Emergency and disaster preparedness and response plan to include the organization and creation of disaster control groups, business continuity plan, and updating the hazard, risk and vulnerability assessment, as required;

• Solid waste management system;

• Control and management of hazards;

• Prohibited acts and penalties for violations; and

• Cost of implementing company OSH program.
RA 11058

- Covered workplaces shall have a safety and health program including, but not limited to the following policies, guidelines or information:
- The safety and health program shall be prepared and executed by the employer, contractor or subcontractor, if any, in consultation with the workers and their representatives and shall be submitted to the DOLE which shall approve, disapprove or modify the same according to existing laws, rules and regulations, and other issuances.
- The approved safety and health program shall be communicated and be made readily available to all persons in the workplace.

Proposed IRR

- The DOLE shall prescribe a format that should be accomplished fully by the employer, contractor or subcontractor, if any, in consultation with the workers and their representatives.
- The OSH program shall be communicated and be made readily available to all persons in the workplace. It shall be updated periodically whenever the DOLE, other regulatory or government agencies and institutions promulgate new rules, guidelines and other issuances related to workers’ safety and health.
- The company shall ensure that the core elements of OSH program are integrated in the company OSH program such as management commitment and employee involvement, workplace risk assessment, hazard prevention and control, safety and health training and education, and OSH program evaluation.
Proposed IRR

- The company shall submit a copy of the OSH program to the DOLE Regional, Provincial, Field or Satellite Office having jurisdiction over the workplace. A duly signed company commitment to comply OSH requirements together with the company OSH program using the prescribed template shall be considered approved upon submission EXCEPT for Construction Safety and Health Program which shall need approval by DOLE prior to construction.

- OSH programs in the pre-approved template may be modified by DOLE as necessary based on existing laws, rules and regulations, and other issuances or upon validation of the program during inspection. If there is a modification made by the company, the company shall submit a revised copy of the OSH program to DOLE.

- The company shall review and evaluate the OSH program at least once a year or as necessary, to ensure that its objectives are met towards an improved safety and health performance.
OCCUPATIONAL SAFETY AND HEALTH COMMITTEE

RA 11058

- To ensure that the safety and health program is observed and enforced, covered workplaces shall organize a Safety and Health Committee composed of the following:
  a) Employer or a representative as the Chairperson, ex officio;
  b) Safety officer of the company or project as the Secretary;
  c) Safety officers representing the contractor or subcontractor, as the case may be, as members;

Proposed IRR

- For establishments, including franchises and branches, with less than ten workers and low risk establishments with ten (10) to fifty (50) workers. – A Safety Officer 1 (SO1) shall establish an OSH committee composed of the following:
  - Chairperson: Company owner or manager
  - Member: At least one (1) worker
  - The company owner or manager or one of the workers of the company shall undertake a first aid training from the Philippine Red Cross or any DOLE recognized organization.
RA 11058

d) Physicians, nurses, certified first-aiders, and dentists as members, ex officio, if applicable; and

e) Workers’ representatives who shall come from the union if the workers are organized or elected by the workers through a simple majority vote if they are unorganized, as members.

• The Committee shall effectively plan, develop, oversee, and monitor the implementation of the safety and health program.

Proposed IRR

• For medium to high risk establishments with ten (10) to fifty (50) workers and low to high risk establishments with fifty-one (51) workers and above. – The OSH committee of the covered workplace shall be composed of the following:
  • Ex-officio chairperson: Employer or rep
  • Secretary: Safety Officer
  • Ex-officio Members: Certified first-aider, OH nurse, OH dentist, and OH physician, as applicable
  • Members: Safety officers representing the contractor or subcontractor, as the case may be, and representative/s of workers who shall come from the union, if the workers are organized, or elected workers through a simple vote of majority, if they are unorganized
Proposed IRR

• For two (2) or more establishments housed under one building or complex including malls. — Establishments housed under one building or complex shall have its own respective OSH committee. A Joint OSH committee shall be initiated and created by the building owner or building administrator and shall plan, develop and implement programs and activities for all establishments in said building or complex on OSH with the following composition:

  • Chairperson: Building owner or his/her representative such as the building administrator
  • Co-Chair: Company owners or managers (elected through a simple vote of majority among them)
  • Worker (elected through a simple vote of majority among them)
  • Secretary: Safety Officer (elected through simple majority vote)
  • Ex-officio Members: Certified first-aider, OH nurse, OH dentist, and OH physician, as applicable
  • Members: At least one (1) representative each of all company owners or managers housed in the building or complex or designated fire marshals per floor
RA 11058

- To ensure that a safety and health program is duly followed and enforced, covered workplaces shall have safety officers who shall:
  a) Oversee the overall management of the safety and health program;
  b) Frequently monitor and inspect any health or safety aspect of the operation being undertaken;
  c) Assist government inspectors in the conduct of safety and health inspection at any time whenever work is being performed or during the conduct of an accident investigation; and
  d) Issue work stoppage order when necessary.

Proposed IRR

- Oversee the overall management of the OSH program in coordination with the OSH committee;
- Frequently monitor and inspect any health or safety aspect of the operation being undertaken with the participation of supervisors and workers;
- Assist government inspectors in the conduct of safety and health inspection at any time whenever work is being performed or during the conduct of an accident investigation by providing necessary information and OSH reports as required by the OSH standards; and
- Issue WSO when necessary based on the requirements and procedures provided by the OSH standards.
The number and qualification of safety officers shall be proportionate to the total number of workers and equipment, the size of the work area, and such other criteria as may be prescribed by the DOLE.

In the case of contractor or subcontractor, a safety officer must be deployed at each specific area of operations to oversee the management of the safety and health program for its own workforce.

<table>
<thead>
<tr>
<th>Category</th>
<th>Prescribed Training on OSH</th>
<th>Minimum OSH Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety Officer 1</td>
<td>Mandatory eight (8)-hour OSH Orientation Course</td>
<td>-</td>
</tr>
<tr>
<td>Safety Officer 2</td>
<td>Mandatory forty (40)-hour Basic OSH Training Course applicable to the industry</td>
<td>-</td>
</tr>
<tr>
<td>Safety Officer 3</td>
<td>a. Mandatory forty (40)-hour Basic OSH training course applicable to the industry; b. Additional forty-eight (48)-hour Advanced/Specialized Occupational Safety Training Course relevant to the industry; AND c. Other requirements as prescribed by the OSH standards.</td>
<td>At least two (2) years of experience in OSH</td>
</tr>
<tr>
<td>Safety Officer 4</td>
<td>a. Mandatory forty (40)-hour OSH training course applicable to the industry; b. Additional eighty (80)-hour advanced/specialized occupational safety training course relevant to the industry, c. Aggregate of three hundred twenty (320) hours of OSH related training or experience (additional training may be converted to years of experience where eighty (80) hours equals one (1) year or vice versa); AND d. Other requirements as prescribed by the OSH standards.</td>
<td>Actual experience as SO3 for at least four (4) years</td>
</tr>
</tbody>
</table>
**Proposed IRR**

- Classification and minimum number of safety officer for all covered workplaces shall be as follows:

<table>
<thead>
<tr>
<th>Number of Workers</th>
<th>Low Risk</th>
<th>Medium Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 9</td>
<td>One (1) SO1</td>
<td>One (1) SO1</td>
<td>One (1) SO2</td>
</tr>
<tr>
<td>10 to 50</td>
<td>One (1) SO1</td>
<td>One (1) SO2</td>
<td>One (1) SO3</td>
</tr>
<tr>
<td>51 to 99</td>
<td>One (1) SO2</td>
<td>One (1) SO2 and SO3</td>
<td>One (1) SO2 and SO3</td>
</tr>
<tr>
<td>100 to 199</td>
<td>One (1) SO2</td>
<td>One (1) SO2 and SO3</td>
<td>One (1) SO3 and SO3</td>
</tr>
<tr>
<td>200 to 250</td>
<td>Two (2) SO2 or One (1) SO3</td>
<td>One (1) SO2 and SO3</td>
<td>Two (2) SO3</td>
</tr>
<tr>
<td>251 to 500</td>
<td>Two (2) SO2 and SO3</td>
<td>Two (2) SO3</td>
<td>One (1) SO2 and SO3</td>
</tr>
<tr>
<td>501 to 750</td>
<td>Two (2) SO2 and One (1) SO3</td>
<td>Two (2) SO3</td>
<td>One (1) SO2 and SO3</td>
</tr>
<tr>
<td>751 to 1000</td>
<td>Two (2) SO3</td>
<td>Two (2) SO3</td>
<td>Two (2) SO3</td>
</tr>
</tbody>
</table>

*Every additional 250 or fraction thereof*:

<table>
<thead>
<tr>
<th></th>
<th>Low Risk</th>
<th>Medium Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Two (2) SO3</td>
<td>-</td>
<td>Additional One (1) SO3 or SO4</td>
</tr>
</tbody>
</table>

*Every additional 500 or fraction thereof*:

<table>
<thead>
<tr>
<th></th>
<th>Low Risk</th>
<th>Medium Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-</td>
<td>-</td>
<td>Additional One (1) SO3 or SO4</td>
</tr>
</tbody>
</table>
RA 11058

• Covered workplaces shall have qualified occupational health personnel such as physicians, nurses, certified first-aiders, and dentists duly complemented with the required medical supplies, equipment, and facilities.

• The number of health personnel, equipment, and facilities, and the amount of supplies shall be proportionate to the total number of workers and the risk or hazard involved, the ideal ratio of which shall be prescribed by the DOLE.

Proposed IRR

• Covered workplaces shall have qualified occupational health personnel such as certified first-aiders, nurses, dentists, and physicians duly complemented with the required medical supplies, equipment and facilities. The number of health personnel, which may be classified as full time (FT) or part-time (PT), equipment and facilities, and the amount of supplies shall be proportionate to the total number of workers and the risk or hazard involved in the workplace, the ideal ratio of which shall be as follows:
<table>
<thead>
<tr>
<th>Number of Workers</th>
<th>Low Risk</th>
<th>Medium to High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>First-Aider</td>
<td>OH Nurse</td>
</tr>
<tr>
<td>1-9</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>10-50</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>51-99</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>100-199</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>1 FT</td>
</tr>
<tr>
<td>200-250</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>2 FT</td>
</tr>
<tr>
<td>251-500</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>2 PT</td>
</tr>
<tr>
<td>501-750</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>2 FT</td>
</tr>
<tr>
<td>751-1000</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>2 FT</td>
</tr>
<tr>
<td>1001-2000</td>
<td>2001-5000</td>
<td>5001-10000</td>
</tr>
<tr>
<td>------------</td>
<td>-----------</td>
<td>------------</td>
</tr>
<tr>
<td>1001-2000</td>
<td>Additional of 1 for every 100 worker or a fraction thereof</td>
<td>2 PT and 1 FT DOLE Certified OSH practitioner</td>
</tr>
</tbody>
</table>

Every 250 workers or a fraction thereof

| Additional of 1 for every 100 worker or a fraction thereof | 1 FT | - | - | 1 FT or 4 PT |

Every 500 workers or a fraction thereof

| Additional of 1 for every 100 worker or a fraction thereof | - | - | Additional of 1 for every 50 worker or a fraction thereof | 1 FT |

For OH nurses: PT = 4h/d, 3d/w; FT = 8h/d, 5d/w to be placed in shift with the highest number of workers.

For OH dentists: Establishments employing fifty (50) or more workers are required to have one OH dentist. Alternatively, establishments can enter into a Memorandum of Agreement (MOA) for dental services for workers; provided that the requirements for dental facilities are met.

For OH physicians: PT = 4h/d, 3d/w; FT = 8h/d, 6d/w in shift with the highest number of workers. If more than 1 PT physician was required, a physician must be present in all work days of the establishment.
Proposed IRR

• The employer may not establish an emergency hospital or dental clinic in the workplace where there is a hospital or dental clinic which is located not more than five (5) kilometers away from the workplace, accessible in not more than twenty-five (25) minutes travel time, and the employer has facilities readily available for transporting workers to the hospital or clinic in cases of emergency. For this purpose, the employer shall enter into a written contract with the hospital or dental clinic for the use of such hospital or dental clinic for the treatment of workers in cases of emergency. However, this shall not excuse the employer from maintaining in his/her workplace a first aid treatment room or clinic for workers which shall be as follows:
<table>
<thead>
<tr>
<th>Number of Workers</th>
<th>Low Risk</th>
<th>Medium to High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>First aid treatment room</td>
<td>Clinic (number of beds)</td>
</tr>
<tr>
<td>1-9</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>10-50</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>51-99</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>100-199</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>200-250</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>251-500</td>
<td>Additional 1 for every 100 worker or a fraction thereof</td>
<td>Additional 1 for every 200 worker or a fraction thereof</td>
</tr>
<tr>
<td>501-750</td>
<td>2</td>
<td>Additional 1 for every 50 worker or a fraction thereof</td>
</tr>
<tr>
<td>751-1000</td>
<td>2</td>
<td>Additional 1 for every 100 worker or a fraction thereof</td>
</tr>
<tr>
<td>1001-2000</td>
<td>&gt; 2001</td>
<td></td>
</tr>
</tbody>
</table>

**Note:**
- For numbers above 2001, additional 1 for every 100 worker or a fraction thereof.
RA 11058

(a) All safety and health personnel shall undergo the mandatory training on basic occupational safety and health for safety officers as prescribed by the DOLE.

(b) All workers shall undergo the mandatory 8 hours safety and health seminar as required by the DOLE.

(c) All personnel engaged in the operation, erection, and dismantling of equipment and scaffolds, structural erections, excavations, blasting operations, demolition, confined spaces, hazardous chemicals, welding, and flame cutting shall undergo specialized instruction and training on the said activities.

Proposed IRR

- All safety and health personnel shall undergo the mandatory orientation or training on OSH as prescribed by DOLE. Said training shall be evidenced by the issuance of a certification by DOLE or a DOLE-Accredited Training Organization. Curricula for training covered under this Section shall be prescribed by DOLE. The following are the minimum prescribed training or orientation for all safety and health personnel:

<table>
<thead>
<tr>
<th>Safety Officer 1</th>
<th>Mandatory eight (8)-hour OSH orientation course applicable to its industry such as:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Industry – Basic OSH Orientation Course,</td>
</tr>
<tr>
<td></td>
<td>Construction Industry – Construction OSH Orientation Course,</td>
</tr>
<tr>
<td></td>
<td>Maritime Industry – Maritime OSH Orientation Course, or</td>
</tr>
<tr>
<td></td>
<td>Other industry specific course as may be prescribed.</td>
</tr>
<tr>
<td>Safety Officer 2</td>
<td>Mandatory forty (40)-hour OSH training course applicable to its industry such as:</td>
</tr>
<tr>
<td>------------------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>General Industry – Basic OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Construction Industry – Construction OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Maritime Industry – Maritime OSH Training Course, or</td>
</tr>
<tr>
<td></td>
<td>Other industry specific mandatory training as may be prescribed.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safety Officer 3</th>
<th>a. Mandatory forty (40)-hour OSH training course applicable to its industry such as:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Industry – Basic OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Construction Industry – Construction OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Maritime Industry – Maritime OSH Training Course, or</td>
</tr>
<tr>
<td></td>
<td>Other industry specific mandatory training as may be prescribed;</td>
</tr>
<tr>
<td></td>
<td>a. Advanced/Specialized forty (40)-hour Occupational Safety Training Course (e.g.,</td>
</tr>
<tr>
<td></td>
<td>industrial hygiene, safety audit, accident investigation, OSH programming, chemical</td>
</tr>
<tr>
<td></td>
<td>safety, etc.);</td>
</tr>
<tr>
<td></td>
<td>b. Aggregate of three hundred twenty (320) hours of OSH related training or experi</td>
</tr>
<tr>
<td></td>
<td>ence (additional training may be converted to years of experience where eighty (</td>
</tr>
<tr>
<td></td>
<td>80) hours equals one (1) year or vice versa); AND</td>
</tr>
<tr>
<td></td>
<td>c. Other requirements as prescribed by the OSH standards.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safety Officer 4</th>
<th>a. Mandatory forty (40)-hour OSH training course applicable to its industry such as:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Industry – Basic OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Construction Industry – Construction OSH Training Course,</td>
</tr>
<tr>
<td></td>
<td>Maritime Industry – Maritime OSH Training Course, or</td>
</tr>
<tr>
<td></td>
<td>Other industry specific mandatory training as may be prescribed;</td>
</tr>
<tr>
<td></td>
<td>a. Advanced/Specialized eighty (80)-hour Occupational Safety Training Course (e.g.,</td>
</tr>
<tr>
<td></td>
<td>industrial hygiene, safety audit, accident investigation, OSH programming, chemical</td>
</tr>
<tr>
<td></td>
<td>safety, etc.);</td>
</tr>
<tr>
<td></td>
<td>b. Aggregate of three hundred twenty (320) hours of OSH related training or experi</td>
</tr>
<tr>
<td></td>
<td>ence (additional training may be converted to years of experience where eighty (</td>
</tr>
<tr>
<td></td>
<td>80) hours equals one (1) year or vice versa); AND</td>
</tr>
<tr>
<td></td>
<td>c. Other requirements as prescribed by the OSH standards.</td>
</tr>
</tbody>
</table>
### Table: OSH Training Requirements

<table>
<thead>
<tr>
<th>Role</th>
<th>Training Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Aider</td>
<td>Standard first aid training</td>
</tr>
<tr>
<td>OH Nurse</td>
<td>At least forty (40)-hour Basic OSH training course for OH Nurses</td>
</tr>
<tr>
<td>OH Physician</td>
<td>At least fifty-six (56)-hour Basic OSH training course for OH Physicians</td>
</tr>
</tbody>
</table>

All workers shall undergo the mandatory eight (8) hours safety and health orientation course as required by DOLE which shall be jointly participated by workers and employers. Standardized training module for safety and health personnel shall be implemented and updated regularly as necessary. The mandatory workers’ OSH seminar may be conducted by the safety officer of the establishment or any certified OSH practitioner or consultant.

All personnel engaged in the operation, erection and dismantling of equipment and scaffolds, structural erections, excavations, blasting operations, demolition, confined spaces, hazardous chemicals, welding, and flame cutting shall undergo specialized instruction and training on said activities. Such training shall include, among others, topics on safety and specialized PPE requirements for said high-risk work activities, including the use, application and handling of the same, which can be provided by DOLE-Accredited Training Organizations or the PPE manufacturers.
All employers, contractors, and subcontractors shall submit all safety and health reports and notifications prescribed by the DOLE.
In order to professionalize, upgrade, and update the level of competence of workers, the Technical Education and Skills Development Authority (TESDA) or the Professional Regulatory Commission (PRC), as the case may be shall establish national competency standards and prepare guidelines on competency assessment and certification for critical occupations to include requirements on safety and health.

In this regard, all critical occupations shall undergo the mandatory competency assessment and certification by the TESDA.
An occupation shall be considered critical when:

a) The performance of a job affects the people’s lives and safety:

b) The job involves the handling of tools, equipment, and supplies;

c) The job requires a relatively long period of education and training; and

d) The performance of a job may compromise the safety, health and environmental concerns within the immediate vicinity of the establishment.
All establishments, projects, sites and all other places where work is being undertaken shall have the following welfare facilities in order to ensure humane working conditions:

a. Adequate supply of safe drinking water;
b. Adequate sanitary and washing facilities;
c. Suitable living accommodation for workers, as may be applicable; and
d. Separate sanitary, washing, and sleeping facilities for men and women workers, as may be applicable.
e. Lactation station except those establishments as provided for under DOL E Department Order No. 143-15;
f. Ramps, railings and the like; and
g. Other workers’ welfare facilities as may be prescribed by the OSH standards and other issuances.
The total cost of implementing a duly approved safety and health program shall be an integral part of the operations cost. It shall be a separate pay item in construction and in all contracting or subcontracting arrangement.
The employer, project owner, general contractor, contractor or subcontractor, if any, and any person who manages, controls or supervises the work being undertaken shall be jointly and solidarily liable for compliance with this Act.
The Secretary of Labor and Employment (SecLab) or the Secretary’s authorized representatives shall have the authority to enforce the mandatory occupational safety and health standards in all establishments and conduct, together with representatives from the labor and employer sectors, an annual spot audit on compliance with OSH standards.
No person or entity shall obstruct, impede, delay or otherwise render ineffective the orders of the SecLab or the Secretary’s duly authorized representatives and no inferior court or entity shall issue temporary or permanent injunction or restraining order or otherwise assume jurisdiction over any case involving the enforcement orders.
The Secretary of Labor and Employment may likewise order **stoppage of work** or **suspension of operations** of any unit or department of an establishment when non-compliance with law or implementing rules and regulations poses grave and imminent danger to the health and safety of workers in the workplace.
The procedure for inspecting work premises, notifying employers of violations, and issuing compliance or stoppage orders shall be pursuant to the procedure laid down in Article 128 of the LCP, as amended, as implemented by relevant regulations issued by the DOLE on administration and enforcement of labor laws.
However, chartered cities may be allowed to conduct industrial safety inspections of establishments within their jurisdiction in coordination with the DOLE:

Provided, That they have adequate facilities and competent personnel for the purpose as determined by the DOLE and subject to national standards established by the latter.
If stoppage of work due to imminent danger occurs as a result of the employer’s violation or fault, the employer shall pay the affected workers concerned their wages during the period of such stoppage of work or suspension of operation.

For purposes of payment of wages and any other liabilities arising from a work stoppage order (WSO), the employer is presumed a party at fault if the WSO is issued secondary to an imminent danger situation which would imperil the lives of the workers.
The SecLab shall, in consultation with the other concerned government agencies and relevant stakeholders, by appropriate orders, set and enforce mandatory OSH standards to eliminate or reduce occupational safety and health hazards, depending on the number of employees of the establishment, the nature of its business operations and the risk or hazard involved. industry.
The Secretary shall also institute new, and update existing programs to ensure safe and healthy working conditions in all workplaces especially in hazardous industries such as mining, fishing, construction, and maritime industry.
A worker may file claims for compensation benefit arising out of work-related disability or death.

Such claims shall be processed independently of the finding of fault, gross negligence or bad faith of the employer in a proceeding instituted for the purpose.
There shall be an established package of incentives under such rules and regulations as may be promulgated by DOLE to qualified employers to recognize their incentives toward ensuring compliance of OSH and general labor standards, such as OSH training packages, additional protective equipment, technical guidance, recognition, awards and other similar incentives.
RA 11058

- Willful failure or refusal or gross negligence of an employer, contractor or subcontractor, to comply with the required OSH standards or with a compliance order issued by the Secretary of Labor and Employment or by the Secretary’s authorized representative;

Proposed IRR

- Penalties provided herein shall be imposed after the lapse of the remediation period to correct the violations on OSH standards based on the inspection conducted pursuant to Department Order No. 183, Series of 2017 or the Revised Rules on the Administration and Enforcement of Labor Laws pursuant to Article 128 of the Labor Code, as renumbered. The penalties shall be computed on a per day basis until full compliance reckoned from the lapse of its remediation period to correct violation/s, except for non-registration of establishment to DOLE, without prejudice to the filing of a criminal or civil case in the regular courts, as the case may be.
• It shall make such employer, contractor or subcontractor, liable for an administrative fine not exceeding Php100,000.00 per day until the violation is corrected, counted from the date the employer or contractor is notified of the violation or the date the compliance order is duly served on the employer. The maximum amount shall be imposed with violations with a risk of death, serious injury or serious illness.

Proposed IRR

• For purposes of computation of administrative fines, the following are the remediation period of the following concerns/issues:

<table>
<thead>
<tr>
<th>Concern</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imminent danger</td>
<td>- One (1) day</td>
</tr>
<tr>
<td>PPE</td>
<td>- Three (3) days</td>
</tr>
<tr>
<td>Others</td>
<td>- Not exceeding Ninety (90) days based on the approved action plan</td>
</tr>
</tbody>
</table>
The following shall also constitute as willful failure or refusal:

- Reference to safety report of SO that but no action has been made despite findings of OSH violation/s,
- Reference to the minutes of the OSH committee that the prohibited act has been tackled but still no action has been made,
- Repeated simple refusal or failure to comply following a report to DOLE by the worker of prohibited act/s committed by employer, or
- Presence or risk or danger in plain view.

Should there be non-compliance of two (2) or more items, all penalties shall be imposed however the total daily penalty shall not exceed one hundred thousand pesos (₱ 100,000.00).
Willful failure or refusal of an employer, contractor or subcontractor to comply with the following OSH standards or with a compliance order issued by the Secretary of Labor and Employment or his/her authorized representative:

<table>
<thead>
<tr>
<th>Action</th>
<th>Penalty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Register establishment to DOLE</td>
<td>₱20,000.00</td>
</tr>
<tr>
<td>Provide job safety instruction or orientation prior to work</td>
<td>₱20,000.00</td>
</tr>
<tr>
<td>Provide worker’s training (first aid, mandatory workers training, mandatory OSH training for safety officers and health personnel)</td>
<td>₱25,000.00</td>
</tr>
<tr>
<td>Provide safety officer and/or OH personnel</td>
<td>₱35,000.00</td>
</tr>
<tr>
<td>Establish a safety and health committee</td>
<td>₱35,000.00</td>
</tr>
<tr>
<td>Formulate and implement a comprehensive safety and health program</td>
<td>₱40,000.00</td>
</tr>
<tr>
<td>Use approved or certified devices and equipment for the task</td>
<td>₱30,000.00</td>
</tr>
<tr>
<td>Provide PPE or charging of provided PPE to workers</td>
<td>₱30,000.00</td>
</tr>
<tr>
<td>Provide information on hazards and risk (absence of chemical safety data sheet, no written SOP in materials handling, lifting etc., no permitting system for confined spaces/hot works, no lock-out/tag-out system etc.)</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Follow DOLE issued WSO</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Provide safety signage and devices</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Provide certified personnel or professionals required by the OSH standards</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Provide sanitary and welfare facilities</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Provide medical supplies, equipment and facilities</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Comply to OSH standards including mandatory trainings and seminars required and other DOLE issuances</td>
<td>₱50,000.00</td>
</tr>
<tr>
<td>Submit reportorial requirements as prescribed by OSH standards</td>
<td>₱35,000.00</td>
</tr>
</tbody>
</table>
• When the violation exposes the worker to death, serious injury or serious illness, the imposable penalty shall be One Hundred Thousand Pesos (₱100,000.00).

• The Secretary of Labor and Employment may issue additional violations and corresponding fines following consultation with stakeholders.

• An employer, contractor or subcontractor who was found to be a repeat violator of the above prohibited acts shall have the penalty of additional fifty percent (50%) thereof and shall be compounded for every instance of repeat violation.
PROHIBITED ACTS

• If any of the following acts is present and there is non-compliance, this shall merit the imposition of one hundred thousand pesos (₱100,000.00) administrative fine separate and in addition to the daily administrative fine imposed above:
  – Repeated obstruction, delay or refusal to provide the Secretary of Labor and Employment or any of its authorized representatives access to the covered workplace, or refusal to provide or allow access to relevant records and documents or obstruct the conduct of investigation of any fact necessary in determining compliance with OSH standards;
  – Misrepresentation in relation to adherence to OSH standards, knowing such statement, report or record submitted to DOLE to be false in any material aspect; or
  – Making retaliatory measures such as termination of employment, refusal to pay, reducing wages and benefits or in any manner discriminates against any worker who has given information relative to the inspection being conducted.
The fine collected shall be used for the operation of occupational safety and health initiatives, including occupational safety and health training and education and other occupational safety and health programs.
The Secretary of Labor and Employment shall maintain an updated labor inspection system of computerized gathering and generation of real time data on compliances, monitoring of enforcement and a system of notification on workplace accidents and injuries.
The DOLE shall institute a mechanism for coordination with the Department of Environment and Natural Resources, Department of Energy, Department of Transportation, Department of Agriculture, Department of Public Works and Highways, Department of Trade and Industry, Department of the Interior and Local Government, Department of Health, Philippine Economic Zone Authority, Department of Information and Communications Technology and all other government agencies, including local government units, within 60 days from the issuance of the implementing rules and regulations of this Act.
RA 11058

• They shall regularly convene to monitor the effective implementation of this Act as well as related programs and projects that are established to prevent and eliminate the incidence of injury, sickness or death in all workplaces.
The Secretary of Labor and Employment, in coordination with agencies concerned, shall formulate its rules and regulations within ninety (90) days after the effectivity of this Act.
If any part, section or provision of this Act shall be held invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.
All laws, acts, decrees, executive orders, rules and regulations or other issuances or parts thereof which are inconsistent with this Act are hereby modified or repealed.
This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.
THANK YOU!