

DECS/DEPED Service Manual 2000

Chapter 3. Employee Welfare, Benefits, Incentives, Recognition and awards

Section 1. Leave Privileges

a. Leave of Absence

Appointive officials up to executive officers whether permanent, temporary or casual, who render work during the prescribed office hours, shall be entitled to 15 days' vacation and 15 days' sick leave annually with full pay exclusive of Saturdays, Sundays, and public holidays, without limitation as to the number of days of vacation and sick leave that they may accumulate.

Part-time employees are entitled to vacation and sick leave benefits proportionate to the number of work hours rendered. A part-time employee who renders four (4) hours of work, five (5) days a week or a total of 22 hours a week is entitled to 7.5 days' vacation and 7.5 days' sick leave annually with full pay.

Contractual employees are likewise entitled to vacation and sick leave credits as well as special privileges.

b. Maternity Leave

Married women in the government service who have rendered and aggregate of two (2) or more years of service shall, in addition to the vacation and sick leave granted them, be entitled to maternity leave of sixty (60) calendar days with full pay.

In the case of those in the teaching profession, maternity benefits can be availed even if the period of delivery occurs during the long vacation, in which case, both the maternity benefits and the and the proportional vacation pay shall be received by the teacher concerned.

Maternity leave of those who have rendered one (1) year or more but less than two (2) years of service shall be computed in proportion to their length of service, provide, that those who have served for less than one (1) year shall be entitled to 60-days maternity leave with half pay.

The enjoyment of maternity leave cannot be deferred; it should be availed of either before or after the actual period of delivery in a continuous and uninterrupted manner, not exceeding 60 calendar days.

Employees who have rendered less than two (2) years of service may only receive full pay for a number of days based on the ratio of 60 days to two (2) years of service.

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Philippines. Bureau of Public Schools



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