

**COVID-19 RELATED ISSUANCES  
CIVIL SERVICE COMMISSION**

Issuance	Subject	Salient Points
<p><b>Memorandum Circular No. 10 dated May 7, 2020</b></p>	<p>Revised Interim Guidelines for Alternative Work Arrangements and Support Mechanisms for Workers in the Government During the Period of State of National Emergency Due to Covid-19 Pandemic</p>	<p>The government may adopt any or combination of the following alternative work arrangements:</p> <ol style="list-style-type: none"> <li>1. Work-from-Home</li> <li>2. Skeleton (Skeletal) Workforce</li> <li>3. Four-day (Compressed) Workweek</li> <li>4. Staggered Working Hours</li> <li>5. Other Alternative Work Arrangements</li> </ol> <p>The guidelines provided for the parameters in the implementation of Alternative Work Arrangements.</p> <p>The Alternative Work Arrangement shall be adopted only for the duration of the State of National Emergency or until lifted by the President. For those, which required physical presence in the office, the safety and health protocols (such as physical distancing, wearing of face masks) shall be implemented.</p> <p>The government agencies shall adopt a monitoring mechanism and shall formulate their internal rules and regulations governing the new arrangement they adopted and implemented. They shall likewise submit a report on the implementation of Alternative Work Arrangements to the Civil Service Commission through the Regional Officers for policy formulation and records purposes.</p>