



MEMORANDUM

May 1, 2020

TO : ALL POGO LICENSEES AND SERVICE PROVIDERS

FROM : THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER

SUBJECT : REQUIREMENTS AND SAFETY PROTOCOLS - PARTIAL RESUMPTION OF PHILIPPINE OFFSHORE GAMING OPERATIONS

In our effort to raise substantial revenues to fund government efforts in its fight against the spread and pernicious effects of the Covid-19 pandemic, and to preserve the continuous employment of the 30,000 Filipino employees directly hired by the POGO industry, we have been allowed to partially resume Philippine Offshore Gaming Operations, under the following requirements and safety protocols:

Requirements:

1. Interested Operators and Service Providers must be duly registered with the Bureau of Internal Revenue (BIR), update all their payments for the tax liabilities due, to include remittance of Withholding Taxes of their employees;
2. Must also update their payments for any regulatory fee, license fee, performance bond or penalties due to PAGCOR;
3. Must remit the regulatory fee for the month of April 2020 regardless of non-operation; and
4. Must pass evaluation on the readiness and ability to implement safety protocols.

Safety Protocols:

1. Only 30% of the workforce per shift shall be permitted in the authorized operating sites. Priority shall be given to Filipino employees who are willing to report back for work.
2. Except for those residing inside the authorized operating site, all employees must be shuttled from their residences to the offices and back. Passenger number per shuttle van, coasters or buses must adhere to DOTR issued guidelines on the observance of social distancing in public transport vehicles;
3. The following persons shall not be part of the workforce to be deployed:
 - a. Persons who are confirmed with COVID-19, or those considered as Suspect and Probable Cases;
 - b. Persons with symptoms of COVID-19 infection, or similar illness;
 - c. Persons with high risk of infection, such as, but not limited to those who are:
 - i. Sickly, or have pre-existing medical conditions;

- ii. Immuno-compromised, or with co-morbidities;
- iii. Elderly, or sixty (60) years old and above;
- iv. Pregnant or lactating.

In no case however, shall an employee qualify for the skeletal workforce unless he/she has undergone and obtained a negative result from a Covid-19 test duly registered with the Food and Drugs Administration;

4. For those who will test positive for the virus, they shall be immediately referred to Covid-19 referral hospitals, with contacts tested and properly isolated. Moreover, 3% of the negative results shall be referred for PCR confirmatory tests to evaluate prevalence of false negative results. Expenses for these required tests shall be on the account of the company;
5. All employees shall at all times practice social distancing and proper hygiene. Face masks shall at all times be worn at the workplace, body temperatures checked before entry into the office, disinfectants, sanitizers and alcohols placed at strategic locations for employee use;
6. Frequent and proper handwashing, coughing and sneezing etiquettes, proper garbage and waste disposal must likewise be observed at all times;
7. Foreign workers are be strongly advised to be sensitive to Filipino's social concerns and habits such as: no spitting on the floor, not making too much noise and observing generally acceptable good manners and right conduct to avoid conflict and friction;
8. All foreign workers must be properly documented aliens and holders of valid working visas;
9. The work environment must be sanitized and disinfected regularly. Proper office breaks shall be observed for this purpose;
10. Food and beverages must be provided to the employees within office premises at all times. Eating in canteens or restaurants accessible by other occupants in the building or site shall not be allowed;
11. Employees must not be allowed to congregate inside or outside the office at all times;
12. There shall be established a designated "Isolation Room" at the operating site. In cases where an employee starts to exhibit symptoms of the virus, he/she must be immediately placed in the said room and referred for proper medical attention and not allowed to return to his/her residence. Said employee or any employee for that matter, who subsequently tests positive for the Covid-19 virus, must be promptly referred to a Covid-19 referral hospital, again with contacts tested and isolated. The operations of the company in the said site shall be automatically shut down until further notice and clearance;
13. All service vehicles used by the company for their operations must be disinfected before it is allowed to enter or leave the operating site; and

14. These protocols must be read together with all guidelines issued by the IATF and other respective government agencies.

Your strict compliance with these safety protocols is enjoined.


ANDREA D. DOMINGO