



Republic of the Philippines  
Department of Finance  
**INSURANCE COMMISSION**  
1071 United Nations Avenue  
Manila



## **PRESS RELEASE**

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### **INSURANCE COMMISSIONER FUNA ENFORCES DRUG-FREE WORKPLACE POLICY**

Insurance Commissioner Dennis B. Funa has directed all officials and employees of the Insurance Commission (IC), regardless of rank, status or salaries to strictly follow the newly approved drug-free workplace policy of the IC.

Approved on 07 August 2017 by Commissioner Funa, the policy provides for the institutionalization of the drug-free workplace policy and the adoption of the guidelines on the conduct of authorized drug testing.

The said approved drug-free workplace policy also applies to personnel hired under Contract of Services and Services Agreement.

Under the IC Circular, mandatory drug testing shall include drug testing required for all officials and employees entering the government service as prescribed under the Civil Service Memorandum Circular No 34, series of 1997 and 13, series of 2010 and under the Random Drug Testing prescribed by the Dangerous Drug Board.

Commissioner Funa said, "The drug testing shall be carried out not to harass but rather to prevent the entry of illegal drugs and the abuse thereof in the IC."

A mandatory drug test shall be conducted in cases of pre-employment, as a requirement for promotion, persons in high-risk/decision-making positions, past history of drug use, involvement in accidents and discovery of dangerous drug or drug paraphernalia, among others.

Random drug testing shall also be conducted pursuant to Civil Service Memorandum Circular No. 13, series of 2017 which shall cover all officials and employees within six months from 18 April 2017. As a condition for retention in government service, succeeding similar tests shall be periodically conducted in an interval not to exceed two (2) years. Such mandatory random drug testing shall be done strictly without prior notice of the date and venue, based on random selection process.

Commissioner Funa said, "Any personnel found positive for use of dangerous drugs after a confirmatory test may challenge such test. If such personnel failed to file a challenge against the result of a confirmatory test and the positive challenge test result shall be deemed final, the official or employee shall be immediately subjected to Drug Dependency Examination and administrative liabilities."

An IC personnel found to have used dangerous drugs during the prescribed intervention or rehabilitation, refused to undergo treatment or rehabilitation, or failure to complete such program after being tested positive of drug use, or those with positive result in the random drug test for the second time after completion of treatment of rehabilitation program, or those caught using or peddling drugs shall be charged with administrative offense of Grave Misconduct.

Pursuant to the Civil Rules on Administrative Cases, grave misconduct shall be punishable by dismissal from service.

In addition, those found guilty of the unlawful acts provided under the Comprehensive Dangerous Drugs Act shall be imposed with the penalty of absolute perpetual disqualification to hold any public office.

A continuing and sustainable substance abuse awareness program was likewise adopted with the following major components: Advocacy, Education and Training and General Health and Well-Being Programs.

"As we continue to support the President's thrust against illegal drugs, it is only appropriate that all government agencies, including the IC, are unified to ensure a drug-free government institution," said Commissioner Funa.



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