



**COMMITTEE ON HEALTH AND SANITATION**

**COMMITTEE REPORT**

CHS-006-2026  
PCO-2026-092

Office of the Sangguniang Panlungsod  
Received by: Janet Pring  
Date: 30 MAR 2026  
Time: 8:16 am

Subject: *An ordinance establishing a drug-free workplace in the city, providing for comprehensive policies on advocacy, education and training, drug testing, treatment and rehabilitation referral, monitoring and evaluation, and the creation of a drug-free workplace assessment team.*

*(Date referred: March 23, 2026)*

The above-mentioned proposed ordinance underwent its first reading on March 23, 2026 during the 35<sup>th</sup> Regular Session of the 6<sup>th</sup> Sangguniang Panlungsod. The said proposed ordinance was referred by the Presiding Officer, City Vice Mayor Hon. Rowena Bautista Mendiola to the Committee on Health and Sanitation.

The Committee on Health and Sanitation sent out invitations to the resource persons and conducted a committee hearing on March 26, 2026 at the Session Hall of the Sangguniang Panlungsod.

After due consultation and deliberation hereby report back to this August Body the findings, information gathered, and recommendation on the above-subject matter. Attached hereto are the attendance sheet and photos taken during the said hearing.

**FINDINGS:**

This proposed ordinance was written and submitted due to the compelling need to formalize the creation of a Drug-Free Workplace Committee and an





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Assessment Team in the City Government of Bacoor to effectively implement, oversee, and evaluate the Drug-Free Workplace Policy and Program in full compliance with national laws, administrative guidelines, and best practices.

Pursuant to Republic Act 7160 also known as the Local Government Code empowers local chief executives to ensure peace and order within their territorial jurisdictions and to implement programs that promote the general welfare of their constituents.

The Civil Service Commission (CSC), through their Memorandum Circular No. 13, Series of 2010, entitled "Guidelines for a Drug-Free Workplace in the Bureaucracy", requires the head of government agencies to adopt the Dangerous Drugs Board's (DDB) Drug-Free Workplace Program, including mandatory drug testing, advocacy, training and education campaign, and, general health and well-being programs are implemented to safeguard integrity, health, and productivity in public service.

As stated in the DDB Regulation No. 13, Series of 2018, mandates the establishment and institutionalization of Drug-Free Workplace policies in all government officers including conduct of authorized drug testing for elective local officials and appointive public officers, ensuring that sustainable abuse awareness and prevention programs are in place to promote effective and efficient delivery of government services free from the ill-effects of drug use in the workplace.

The creation of a Drug-Free Workplace Committee (DFWC) in the City of Bacoor will serve as the lead implementing, coordinating, and policy-making body of the Drug-Free Workplace Policy and Program while the creation of the Drug-Free Workplace Assessment Team (DFWAT) will provide technical support to the Committee (DFWC) in evaluating, monitoring, auditing, and reporting on the implementation of the Drug-Free Workplace Program.

Also, provided in this proposed ordinance requires that drug testing shall be done and conducted by the DOH-accredited laboratories using scientifically validated methods as prescribed by the Department of Health (DOH) and the Dangerous Drugs Board (DDB). The testing procedure will also ensure the safety and security of the samples, treating them with utmost confidentiality and adhering to a strict chain of custody protocol to guarantee the integrity of the



results. This procedure shall be implemented in accordance with existing laws, relevant issuances, and with full respect to the rights of all public officers or employees at all times, and due process shall be observed in all disciplinary proceedings.

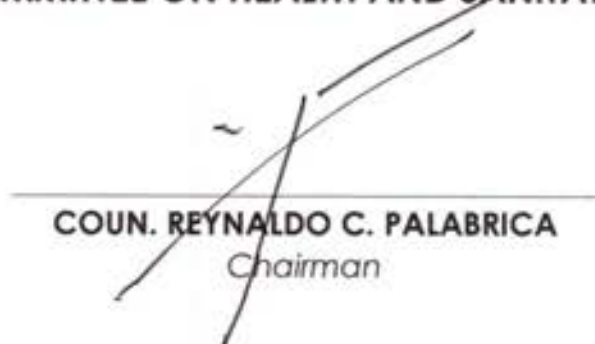
Disciplinary action for violations in this proposed ordinance is also provided. Disciplinary actions for violations of the Drug-Free Workplace Policy shall be forwarded to the Board of Discipline established by the City Government, in accordance with CSC Resolution No. 2500357 (2025 RACCS), and other applicable civil service laws and regulations. The range of penalties may include counselling, reprimand, suspension, demotion, or dismissal from service, depending on the gravity of the offense and other circumstances.

**RECOMMENDATION:**

After a thorough review of all the circumstances and statements from the resource persons, and the provisions of the proposed ordinance, the Committee respectfully recommends that the Sangguniang Panlungsod **approve** the above subject matter on 2<sup>nd</sup> reading during its next regular session.

**WE HEREBY CERTIFY** that the contents of the foregoing report are true and correct. Issued this 30<sup>th</sup> day of March 2026 at the City of Bacoor, Cavite.

**COMMITTEE ON HEALTH AND SANITATION**

  
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**COUN. REYNALDO C. PALABRICA**  
*Chairman*






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 Member

