

**[POEA MEMORANDUM CIRCULAR NO. 30, SERIES
OF 1996, June 25, 1996]**

**ADDITIONAL GUIDELINES ON THE HIRING OF FILIPINO
WORKERS FOR THE FOLLOW-ON DIEGO GARCIA BASE
OPERATION SUPPORT CONTRACT**

Further to Memorandum Circular No. 50, Series of 1992, Annex II, on the hiring of Filipino manpower for the construction of the United States Navy — Base Operations Support Contracts for Diego Garcia, the Philippine Overseas Employment Administration hereby issues the following additional employment benefits for Filipino workers contracted for the said project:

1. Company-paid processing fees of workers comprising of:
 - a. Medical examination fees
 - b. POEA fees
 - c. OWWA fees
 - d. Medicare Program fees
2. Company-paid recruitment agency fees/placement fees;
3. Company-paid compassionate leave program;
4. Company-paid Commercial Workmens Compensation Insurance with 100% coverage for lost wages and medical expenses;
5. Company-paid commercial life insurance in addition to OWWA life insurance;
6. Company-paid P10,000.00 funeral benefits;
7. Company-supported no interest loan program;
8. Company-supported optional commercial pension plan enrollment;
9. Assistance to employees in the new SSS overseas program for Filipino workers.

These benefits are over and above the previous grants provided by Memorandum Circular No. 50 Series of 1992, particularly Annex II thereof, on employment benefits.

For strict compliance.

Adopted: 25 June 1996