



Republic of the Philippines

Civil Service Commission

Constitution Hall, Balasang Pamantasan Complex, DRR Area, 1126 Quezon City

109 Years of Service
Civil Service at its Best

2010

MC No. 13, s. 2010

MEMORANDUM CIRCULAR

TO : ALL HEADS OF CONSTITUTIONAL BODIES, DEPARTMENTS, BUREAUS, AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS; AND STATE UNIVERSITIES AND COLLEGES

SUBJECT : Guidelines for a Drug-Free Workplace in the Bureaucracy

Pursuant to Republic Act No. 9165, otherwise known as the "*Comprehensive Dangerous Drugs Act of 2002*", the Dangerous Drugs Board (DDB), as the premier agency responsible for formulating policies and programs on drug prevention and control recommended the adoption of the DDB's Drug-Free Workplace Program or a similar program in all government agencies in order to achieve the vision of a national drug-free workplace.

In compliance with RA 9165 and in support of the DDB's undertaking, the Civil Service Commission pursuant to CSC Resolution No. 101359 dated July 6, 2010, prescribes the guidelines for a drug-free workplace in the bureaucracy, as follows:

1. Mandatory Drug Test

To ensure that only those qualified shall be screened and recruited and to prevent the detrimental effects (e.g. lower productivity; poor decision making; increased accidents; more compensation claims; and reduced team effort) which drug use and abuse may cause in the workplace, the conduct of mandatory drug test shall be required for pre-employment.

Hence, in consonance with MC No. 34, s. 1997, all officials and employees entering the government service shall be required to undergo drug test, as follows:

- a. Authorized drug testing shall be done by any government forensic laboratories or by any of the drug testing laboratories accredited and monitored by the DOH to safeguard the quality of test results. The list of accredited centers may be accessed through <http://www.lto.gov.ph/DrugTestCenters/As%20of%20May%202005.pdf>
- b. The drug testing shall employ, among others, two (2) testing methods, the screening test which will determine the positive result as well as the type of the drug used and the confirmatory test which will confirm a positive screening test.