



# DepEd – DIVISION OF QUEZON

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## UNNUMBERED MEMORANDUM

**TO:** Asst. Schools Division Superintendent,  
Curriculum Implementation Division Chief,  
School Governance and Operations Division Chief,  
Education Program Supervisors,  
Public Schools District Supervisors,  
School Heads, Section Heads, All Concerned

**FROM:** CATHERINE P. TALAVERA, CESO V  
Schools Division Superintendent

**SUBJECT:** Payment of Salaries/Wages of COS and JO workers

**DATE :** May 7, 2020

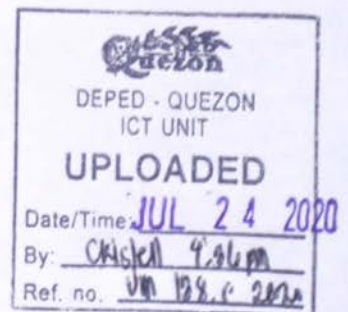
It has come to our attention that there are schools that does not pay the salaries/wages of the personnel with Job Order status during the effectivity of the Enhanced Community Quarantine, stating that the checkers of the Division Office stated the "no work, no pay" principle.

This Office would like to clarify that there is an interim guideline governing Contract of Service (COS) and Job Order (JO) workers in Government for the Duration of the State of Calamity and Community Quarantine due to the COVID-19. This is the COA DBM Joint Circular No. 1, S. 2020 published on March 19, 2020.

Under 3.4 of the Joint Circular, it is stated that COS and JO workers who will be required to work from home shall be paid their corresponding salaries/wages during community quarantine period. Moreover, Under 3.5 of the Joint Circular, it is stated that COS and JO workers who will not be required to report for work due to work suspension and those who are not part of the agency skeletal workforce shall be paid their corresponding salaries/wages during community quarantine period as exception to the "no work, no pay" principle for this occasion only.

This Office hopes that this clarifies the issue on the payment of salaries/wages of those COS and JO workers.

Thank you and keep safe.



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