

OCCUPATIONAL HEALTH & SAFETY



Pacific Online is committed to provide safe, healthy and environmentally-friendly areas for all its employees.

It promotes fair, safe and productive work practices in all its business aspects.

The Company will at all times comply with all regulatory requirements of the Philippines, its customers and other external parties.

BENEFITS PROVIDED TO EMPLOYEES FOR PROMOTION OF WORKER HEALTH

- Full HMO coverage (room & board and maximum benefit limit based on rank) of all employees upon hiring and extended to 2 dependents upon regularization. Benefit package includes preventive healthcare, out-patient care and hospitalization, emergency care, dental care, and financial assistance.

HMO CLAIMS BY EMPLOYEES		
CLAIM TYPE	AMOUNT	%
In-Patient	1,096,686.57	36%
Out-Patient	1,542,907.35	50%
Annual Physical Examination	83,749.50	3%
Dental Care	84,700.00	3%
Emergency Care	263,309.92	9%
TOTAL	3,071,353.34	100%

- Life Insurance coverage upon hiring, amount of insurance is based on rank. Benefit coverage includes basic life, accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, and accident medical reimbursement.
- Group Accident Insurance coverage upon hiring. Benefit coverage includes accidental death, dismemberment & disablement, total & permanent disability, unproved murder & assault, accident medical reimbursement, accident burial benefit, and daily hospital income.
- Wellness Benefit Allowance for Managers-Up – qualified Officers are allowed to reimburse their health and wellness related expenses up to certain amount per year.
- Uniform Allowance for all regular employees
- Annual Physical Exam / Executive Check-Up – this is being scheduled annually to check the employees' health condition and suitability to perform their job.

ANNUAL PHYSICAL EXAMINATION OF EMPLOYEES

	NO. OF PERSONNEL	DATES
Manila	63	March 1 - April 15, 2019
Cebu	117	October 1 - 31, 2019

- Various health and wellness activities are being conducted to help employees improve further their health and well-being.





WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH & SAFETY	2019
Safe man-hours recorded, in man-hours	722,485
No. of work-related injuries reported	3
No. of work-related fatalities reported	-
No. of work-related ill-health	-
No. of safety drills conducted	5

POSC SEMINARS/TRAININGS:

Disaster Preparedness Training (May 6, 2019)

Conducted to orient the attendees on various disaster scenarios and train them on what to do before, during and after the disaster

Occupational First Aid & CPR with AED Workshop (July 11-12, 2019)

Designed to help non-medical professionals provide assistance in times of emergency situations

Road Safety & Disaster Preparedness Seminar (Dec. 11, 2019)

Aimed to remind and refresh our Field Service Representatives on the importance of road safety and disaster preparedness

WELLNESS ACTIVITIES

MANILA

WELLNESS PROGRAM / ACTIVITY	TIMES CONDUCTED
Skin Wellness	2
Basketball	5
Badminton	1
Trampoline	1
Ice Skating	1
Wall Climbing	1
Lazer Tagging	2
Health Talk: Workplace Hygiene	1
Mystery Manila	1
Bowling	1
Archery	1

CEBU

WELLNESS PROGRAM / ACTIVITY	TIMES CONDUCTED
Yoga	3
Basketball	9
Zumba	7
Taichi	9
Badminton	6
Massage	10
Ice Skating	2
Swimming	1