

Safety and Health Committee 2024 Report of Accomplishments and Initiatives

The Safety and Health Committee of DTI 12 has been actively engaged in promoting workplace safety, health awareness, and disaster preparedness throughout the year. This report highlights the major accomplishments and initiatives undertaken in 2024, demonstrating our commitment to the welfare of our employees, the community, and the organization as a whole.

Posting of World No Tobacco Day Awareness on Social Media (DTI 12 Official Facebook Page)

In observance of World No Tobacco Day on May 31, 2024, the Safety and Health Committee leveraged DTI 12's official Facebook page to promote awareness on the dangers of tobacco use. The post highlighted the health risks associated with smoking and encouraged employees and the public to adopt a tobacco-free lifestyle. This social media campaign effectively reached a wide audience, contributing to the advocacy of a healthier and tobacco-free workplace.



Learning Session on the Effects of Illegal Substances and Alcohol Addiction



The session was facilitated by a resource speaker from the Department of Health (DOH), who provided valuable insights into the physical, mental, and societal impacts of substance abuse. This session aimed to educate employees and promote a supportive and health-conscious work environment.



Participation in the National Simultaneous Earthquake Drill



DTI 12 actively participated in the National Simultaneous Earthquake Drill (NSED) held during the first to third quarters of 2024. All employees participated in the drill, which aimed to enhance disaster preparedness and ensure that everyone knows how to respond during an earthquake. This initiative was an essential step in strengthening our readiness for any seismic events, providing employees with the knowledge and practice needed to safeguard themselves in the event of a disaster.

Cardiopulmonary Resuscitation (CPR) Orientation by the Provincial Red Cross



On July 25, 2024, the Safety and Health Committee requested the presence of the Provincial Red Cross South Cotabato Chapter to conduct a Cardiopulmonary Resuscitation (CPR) orientation for all employees. This

orientation aimed to equip employees with the essential life-saving skills needed in case of emergencies. The session was informative and hands-on, providing employees with a greater sense of confidence and preparedness to act in critical situations.

Road Safety Reorientation for DTI 12 Drivers



DTI 12 organized a Road Safety Reorientation for all DTI 12 drivers. The training was conducted by TESDA and took place simultaneously with the Mancom Meeting on July 28, 2024. The session focused on road safety rules, defensive driving techniques, and vehicle maintenance, ensuring that DTI 12's drivers are equipped with the knowledge to maintain safety on the road, reduce accidents, and promote responsible driving.

Launch of the Official Safety and Disaster Preparedness Video



On July 28, 2024, the Safety and Health Committee officially launched a safety and disaster preparedness video aimed at further strengthening the organization's commitment to employee safety. The video covers essential topics such as workplace safety protocols, emergency evacuation procedures, first aid, and disaster preparedness measures. The video is now accessible to all employees for reference, ensuring continuous learning and preparedness in times of crisis.

Participation in the DOH FIT Tools (Healthy Workplace) Program



On August 6, 2024, DTI 12 participated in the Department of Health's (DOH) FIT Tools program aimed at promoting a healthy workplace. This program

involved a comprehensive assessment of DTI 12's work environment, looking into various health and wellness factors. The participation in this program underscores DTI 12's ongoing commitment to creating a healthier work environment and providing employees with resources to lead healthier lives both at work and at home.

DTI 12 Sports Festival



In line with promoting employee wellness and team spirit, the Safety and Health Committee organized the DTI 12 Sports Festival on August 13, 2024. The event brought employees together through a series of fun, competitive sports activities. These activities were designed to promote physical fitness, teamwork, and a sense of camaraderie among staff. The festival also served as a reminder of the importance of balancing work with physical activity for overall health.

Attendance to MPOX Orientation by DOH/DILG

On September 4, 2024, DTI 12 representative attended the MPOX orientation conducted by the Department of Health (DOH) and the Department of the Interior and Local Government (DILG). This session provided important information on the emerging health issue, MPOX, its symptoms, transmission, and preventive measures. The committee ensured that all staff were informed of this important health concern to keep them aware and prepared for any potential outbreaks.

First Aid Training for Safety Officers of DTI R12



To enhance the safety preparedness of the organization, the Safety and Health Committee organized First Aid Training on September 2024, for the designated safety officers of DTI Region 12. The training covered a variety of emergency response techniques, including CPR, wound care, and how to manage common injuries in the workplace. The training was an essential step in empowering employees to handle emergency situations efficiently and confidently.

Partnership with DATRC/DOH for Drug Testing and Other Drug-Related Advocacies

In November 2024, DTI 12 entered into a partnership with the Drug Abuse Treatment and Rehabilitation Center (DATRC) and the Department of Health (DOH) to conduct drug testing and raise awareness on drug-related issues. This partnership was part of DTI 12's commitment to maintaining a drug-free workplace. The initiative also included educational programs aimed at informing employees about the harmful effects of drug abuse and the importance of supporting a drug-free environment.

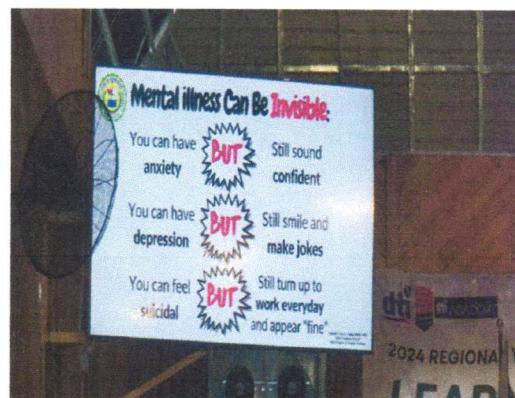


Tobacco Smoking and Vape Use Survey for DTI Region 12 Employees

In October 2024, a survey was conducted to assess the prevalence of tobacco smoking and vape use among DTI Region 12 employees. The goal of this survey was to gather data on tobacco and vape use trends within the organization, which will help inform future health programs and interventions. The survey was part of DTI 12's ongoing efforts to reduce smoking-related health risks and to encourage a tobacco-free environment.

Learning Session on Mental Health Awareness and Stress Debriefing

As part of its commitment to mental well-being, the Safety and Health Committee held a Learning Session on Mental Health Awareness and Stress Debriefing in November 2024. The session aimed to raise awareness about mental health issues, reduce the stigma surrounding mental illness, and provide employees with practical tools to manage stress and maintain mental well-being. The session included tips on stress management techniques and how to seek help when needed, promoting a supportive and mentally healthy work environment.



Repair of DTI Regional Office Ceiling

In November 2024, the Safety and Health Committee oversaw the repair of the DTI Regional Office ceiling. The repair was necessary to maintain a safe work environment for all employees by addressing any structural issues that could pose a risk. Ensuring that the physical infrastructure is safe and well-maintained is a critical aspect of the committee's role in preventing workplace accidents and hazards.

Mandatory Drug Testing



In December 2024, DTI 12 conducted mandatory drug testing for employees in South Cotabato, Sarangani Province, General Santos Satellite Office, and the Regional Office.

This initiative was part of the company's continued efforts to maintain a drug-free workplace, ensuring that employees are fit for work and that the organization fosters a safe, healthy, and productive environment.

DTI Regional Office Family Day



To foster family bonding and promote a healthy work-life balance, the Safety and Health Committee organized the DTI Regional Office Family Day in December 26, 2024. The event allowed employees to bring their families and participate in fun and engaging activities that promoted family unity, relaxation, and social



interaction. The Family Day event also highlighted the importance of family support in maintaining a healthy and well-rounded lifestyle.

Regular Attendance to NDRRM Regional Council and Other Related DRRM Activities

Throughout 2024, DTI XII regularly attended the National Disaster Risk Reduction and Management (NDRRM) Regional Council meetings, along with other related DRRM activities. These meetings and engagements allowed DTI 12 to stay updated on national and regional disaster preparedness plans,



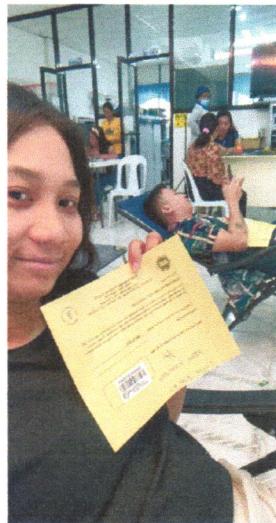
ensuring that our organization aligns with best practices in risk management, emergency response, and disaster preparedness. This involvement further strengthened our commitment to ensuring the safety and readiness of the workplace in the face of natural and man-made disasters.

Participation in Blood Letting Activities



DTI 12 participated in several bloodletting activities organized by local health institutions and the Philippine Red Cross. These events, aimed at saving lives and promoting community welfare, saw active participation from DTI 12 employees who generously donated blood to help those in need.

This initiative underscored our dedication to community health and social responsibility, encouraging staff to contribute positively to society.



Flu and Pneumonia Vaccination, Free Check-up, and RBS Test



To promote the overall health of employees, DTI 12 facilitated flu and pneumonia vaccination drives, free health check-ups, and random blood sugar (RBS) testing for staff throughout the year. These health initiatives were aimed at preventing common illnesses, ensuring early detection of

health conditions, and promoting preventive care. By offering these services, the Safety and Health Committee aimed to reduce absenteeism and improve the general well-being of all employees.



Valentine's Celebration with Staff

To celebrate and foster a positive work environment, DTI 12 organized a Valentine's Day celebration for employees. The event was designed to show appreciation for the hard work and dedication of staff, while also strengthening bonds and morale within the team. The celebration featured various fun

and engaging activities, providing a much-needed break from the daily work routine and enhancing team spirit.

Conduct of Organizational Culture Initiative (OCI) for Staff and Outreach Programs

The initiative focused on improving communication, collaboration, and employee engagement, creating a more positive and inclusive work atmosphere. Additionally, outreach programs were carried out to engage with local communities, promoting social responsibility and community development. The OCI and outreach activities contributed to creating a sense of belonging, support, and pride within the organization.



Conduct of Spiritual Wellness Activities



mindfulness workshops to support the emotional and spiritual well-being of employees. DTI 12 understands the critical role that spirituality and mental resilience play in overall health, especially in high-stress environments, and these activities helped employees cope better with work-related challenges.

Recognizing the importance of mental and spiritual health, DTI 12 organized spiritual wellness activities throughout 2024. These activities included meditation, monthly mass, and



Issuance of Office Policies Related to Safety and Health

A major focus of the Safety and Health Committee in 2024 was the development and adoption of key office policies to enhance workplace safety and employee health. These policies have been instrumental in setting clear guidelines for the welfare of all DTI 12 employees:

- **Adoption of the DTI 12 Regional Office Public Service Continuity Plan:** This plan outlines the steps and procedures to ensure uninterrupted public service in times of crisis, such as natural disasters, pandemics, or other emergencies. It was designed to guarantee that essential services continue even during challenging circumstances. Additionally, all provincial and satellite offices have also drafted their own Public Service Continuity Plans (PSCP), ensuring a coordinated approach to maintaining operations across all levels of the organization.
- **Smoke and Vape-Free Workplace Policy and Program:** In line with DTI 12's commitment to maintaining a healthy work environment, this policy was adopted to promote a smoke and vape-free workplace. The policy includes education on the health risks of smoking and vaping, and encourages employees to maintain a smoke-free lifestyle.
- **Workplace Safety and Disaster Preparedness Policy:** This policy aims to define and ensure consistent protocols related to workplace safety and emergency response measures. It outlines the steps to be taken in the event of a fire, earthquake, or other emergencies, and emphasizes the importance of regular safety drills and preparedness.
- **Establishment of a Healthy Workplace Policy:** This policy is centered on fostering a culture of health and well-being in the workplace. It encourages practices that improve employees' physical, mental, and emotional health, and promotes a balanced work-life environment. It includes provisions for health screenings, mental wellness activities, and ergonomic assessments.
- **Mental Health Program of DTI 12:** Recognizing the growing importance of mental health in the workplace, DTI 12 implemented a comprehensive mental health program that includes stress management workshops, counseling services, and mental health awareness campaigns to provide employees with support and resources.
- **Healthy Workplace Letter of Commitment:** The management of DTI 12 signed a formal commitment to prioritize the health and safety of employees, ensuring that the office environment supports the well-being of all staff. This letter reflects DTI 12's continuous efforts to uphold health and safety standards and foster a supportive, health-conscious workplace culture.

Gender and Development (GAD) Program

DTI 12 remains committed to promoting gender equality and supporting the empowerment of women, as evidenced by the following activities:

Participation in Fun Run and Fitness Activities:



DTI 12 employees participated in various fun runs and fitness activities. These events encouraged physical health and wellness while promoting inclusivity, team spirit, and a strong sense of community within the organization. It also emphasized the importance of fitness in maintaining overall well-being for both men and women.

Women's Month and CSC Month Celebration

In celebration of National Women's Month, DTI 12 participated in activities that highlighted the achievements and contributions of women in the workplace and society. These activities included workshops, seminars, and collaborative efforts to foster an inclusive work environment where gender equality is a priority. The Civil Service Commission (CSC) Month Celebration also took place in March, with events recognizing public servants, including women leaders in DTI 12.



Outreach Program to the Center and Residential Care Facility - Home of Girls and Women at Tantangan, South Cotabato



DTI 12 organized an outreach program to the Home of Girls and Women in Tantangan,

In celebration of National Women's Month,



South Cotabato. This program aimed to support and uplift women and girls who are residents of the facility, providing them with basic necessities and showcasing DTI 12's commitment to social responsibility and advocacy for women's rights and welfare.

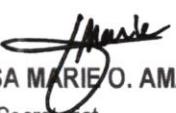
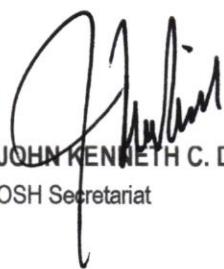
Extension of GAD Seal's Validity

DTI 12's commitment to gender equality was reinforced when the validity of the Gender and Development (GAD) Seal was extended until June 2025. This recognition reflects the successful integration of gender-responsive programs and activities within DTI 12's operations, contributing to the empowerment of women and the advancement of gender equality in the workplace.

As 2024 draws to a close, the Safety and Health Committee of DTI 12 has successfully implemented a wide range of initiatives aimed at improving the physical, mental, and emotional well-being of employees. From regular health services such as vaccinations and bloodletting activities to programs focused on spiritual wellness and organizational culture, the committee has continuously worked toward fostering a work environment that supports the holistic health of all staff members.

Our involvement in disaster preparedness, health initiatives, and employee engagement programs has played a significant role in enhancing workplace safety, employee satisfaction, and overall organizational effectiveness. As we look forward to 2025, we remain committed to implementing more impactful initiatives to ensure the continued well-being of DTI 12 employees and the success of our organization as a whole.

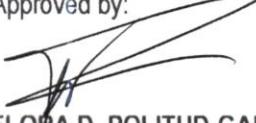
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