



Republic of the Philippines
CITY COUNCIL
City of Manila

REGULAR SESSION NO. 39

13TH CITY COUNCIL

Begun and held in the City Council on Thursday,
the sixth day of November, Two Thousand Twenty-Five

ORDINANCE NO. 9155

AN ORDINANCE MANDATING ALL BUSINESS ESTABLISHMENTS IN THE CITY OF MANILA TO DESIGNATE AT LEAST TWO (2) EMPLOYEES FOR EVERY TEN (10) EMPLOYEES, OR A FRACTION THEREOF, TO UNDERGO FIRST AID TRAINING FROM THE PHILIPPINE RED CROSS-MANILA CHAPTER OR ANY GOVERNMENT ACCREDITED INSTITUTION OR AGENCY TO INSTITUTIONALIZE FIRST AID READINESS AND PROVIDING PENALTIES FOR NON-COMPLIANCE

PRINCIPAL AUTHORS: HON. ROSALINO "Jhun" P. IBAY, JR., HON. ATTY. JAYBEE S. HIZON, HON. LOUISA MARIE "Lady" J. QUINTOS-TAN, HON. RAFAEL "Che" P. BORROMEO, HON. TIMOTHY OLIVER "ToI" I. ZARCAL, President Pro-Tempore, HON. DON JUAN "DJ" BAGATSING, HON. DARWIN "Awi" B. SIA, HON. MARK ANTHONY "ToI Mac" A. IGNACIO, HON. JOAQUIN ANDRE "JD" D. DOMAGOSO, HON. ERICK IAN O. NIEVA, HON. JESUS "Taga" E. FAJARDO, JR., HON. DRA. IRMA C. ALFONSO-JUSON, HON. EDWARD M. TAN, HON. JOHN CHRISTOPHER "Bolong" SY, HON. EUNICE ANN DENICE G. CASTRO, HON. KUYA DOK FRANCIS MICHAEL U. ALMIRON, HON. LUCIANO "Lou" M. VELOSO, HON. CHRISTIAN PAUL L. UY, HON. ELMER "Joel" M. PAR, HON. VOLTAIRE "Caloy" D. CASTAÑEDA, HON. FERNANDO "Doc" S. MERCADO, HON. JULIANA RAE "Yanyan" M. IBAY, HON. DRA. IRMA C. ALFONSO-JUSON, HON. RUBEN "Dr. J" F. BUENAVENTURA, HON. ARLENE MAILE I. ATIENZA, HON. KAREN C. ALIBARBAR, HON. ATTY. ERNESTO "Jong" C. ISIP, JR., HON. CHARRY R. ORTEGA, HON. ROBERTO "Bobby" S. ESPIRITU II, HON. JEFFERSON "Jeff" C. LAU, HON. RAYMUNDO "Mon" R. YUPANGCO and HON. ANGELA LEI "Chi" I. ATIENZA, Vice-Mayor and Presiding Officer



EXPLANATORY NOTE

Section 15, Article II of the 1987 Constitution of the Republic of the Philippines provides that the State shall protect and promote the right to health of the people and instill health consciousness among them.

Section 16, Chapter II of Republic Act No. 7160 otherwise known as the "Local Government Code of 1991" provides that local government units shall ensure and support the preservation of public health and safety, promote social welfare, and enhance the general welfare of their residents.

Republic Act No. 11058 (Strengthening Compliance with Occupational Safety and Health Standards Act) and DOLE Department Order No. 198-18 (IRR) require employers to provide adequate first-aid arrangements, facilities, and trained first aiders appropriate to workplace risks, and recognize first aid as a core Occupational Safety and Health (OSH) control.

Related to national issuances, including the National Disaster Risk Reduction Management Act (RA 10121) and the Department of Health, promotes preparedness and timely lifesaving response at the level of every workplace and community.

The City of Manila is committed to ensuring the safety and well-being of its residents, workers, and visitors.

The Philippine Red Cross–Manila Chapter or any government accredited institution or agency offers comprehensive and certified first aid training programs for immediate access to first aid in emergencies can significantly reduce the severity of injuries and save lives.

Equipping establishments with personnel trained in first aid is essential to respond effectively to medical emergencies within workplaces.

Private companies and establishments must work hand-in-hand with the city to promote public health and safety.

The city recognizes the need to mitigate health and safety risks by requiring at least two (2) trained first aiders for every ten (10) employees, or a fraction thereof.

Section 16, Article II of the Constitution likewise provides that the State shall protect and advance the right of the people to a balanced and healthful ecology.



ROSALINO "Jhun" P. IBAY, JR.
Councilor, First District
Manila

Be it ordained by the City Council of Manila, in session assembled, *THAT*:

SECTION. 1. Title. – This Ordinance shall be known as the "**Business Establishment Emergency Preparedness Ordinance of 2025**".

SEC. 2. Declaration of Policy. – It is the policy of the Local Government of Manila to promote occupational safety and health by ensuring that all private companies and business establishments have personnel adequately trained in first aid to respond to medical emergencies in the work place.

SEC. 3. Coverage. – This Ordinance shall apply to all business establishments and workplaces operating within the territorial jurisdiction of the City of Manila, regardless of size or nature of business.

SEC. 4. Implementation. – Every company or establishment covered by this Ordinance shall:

- Designate at least two (2) trained first aiders for every ten (10) employees, or a fraction thereof.
- Ensure that designated first aiders undergo Occupational First Aid Training from any Philippine Red Cross-Manila Chapter or any government accredited institution or agency.
- Maintain a first aid kit and basic emergency medical supplies as recommended by the Philippine Red Cross-Manila Chapter or any government accredited institution or agency, accessible in the workplace.

SEC. 5. Definition of Terms. –

- First Aider - means worker who holds a current first-aid training certificate issued by the Philippine Red Cross-Manila Chapter or any government accredited institution or agency.
- Worker/Employee - includes any person physically reporting on site (regular, probationary, project based, contractual, apprentice, or similarly engaged).
- Establishment - refers to any business, institution, office, facility, or enterprise operating in the city that is required to secure a Mayor's/Business permit.
- On-Site workers per shift - refers to the number of workers physically present during a particular operating shift at a specific site/branch.

SEC. 6. Validity, Certification and Refresher. –

- All first aid training and certification required by this Ordinance shall be issued by the Philippine Red Cross-Manila Chapter or any government accredited institution or agency.
- The Occupational First Aid Training and Certificates are valid for Two (2) years upon issuance, unless otherwise provided under updated national standards.
- Establishments shall ensure that all designated first aiders undergo timely refresher or re-certification training prior to the expiration of their certificates. For compliance verification, every establishment shall maintain an updated roster of certified first aiders, indicating their respective certificate numbers (if applicable), issuing providers, dates of training and expiry.

SEC. 7. Monitoring and Compliance. – The Manila Health Department, in coordination with the Bureau of Permits and Licensing Office shall ensure compliance with this Ordinance. Proof of compliance shall be submitted as a requirement for business permit renewal.

SEC. 8. Penalties. – Failure to comply with the provisions of this Ordinance shall subject the erring establishment to the following penalties:

- First Offense: Written warning and order to comply within Thirty (30) days;
- Second offense: Fine of Three Thousand Pesos (PhP3,000.00); and
- Third and Subsequent Offenses: Fine of Five Thousand Pesos (PhP5,000.00) and/or suspension of business permit until full compliance.

SEC. 9. Incentives. – Compliant establishments shall receive a Certificate of Compliance from the Manila Health Department and may be recognized by the City Government of Manila.

SEC. 10. Separability Clause. – If any of the provision of this Ordinance is declared unconstitutional nor void by any court of competent jurisdiction, the rest of the unaffected provisions shall remain in effect.

SEC. 11. Effectivity. – This Ordinance shall take effect Fifteen (15) days after its publication in a newspaper of a local circulation.

SEC. 12. Implementing Rules and Regulations. – Within Sixty (60) days from the approval of this Ordinance, the Manila Health Department (MHD) and Bureau of Permits and Licensing Office (BPLO) shall formulate and issue the necessary Implementing Rules and Regulations (IRR) to ensure the effective implementation of this Ordinance.

This Ordinance was enacted by the City Council of Manila on December 2, 2025.

PRESIDED BY:

ANGELA LEI "Chi" I. ATIENZA
Vice-Mayor and Presiding Officer
City Council, Manila

ATTESTED:

ATTY. HANS ROGER S. LUNA
City Government Department Head III
(Secretary to the City Council)

APPROVED BY HIS HONOR, THE MAYOR, ON

DEC 19 2025

FRANCISCO "ISKO MORENO" M. DOMAGOSO
Mayor
City of Manila

ATTESTED:

MANUEL M. ZARCAL
Secretary to the Mayor

CLN: jhb/md/agv/egv/jrp