



MARIANO MARCOS STATE UNIVERSITY

MMSU Strengthens Resilience and Well-Being with Flexible Work and Continuity Plan

Mariano Marcos State University (MMSU) has integrated flexible working arrangements into its Public Service Continuity Plan (PSCP) to support employee well-being and ensure operational continuity during disruptive events. Following Civil Service Commission guidelines, MMSU implemented a four-day workweek from Monday to Thursday starting June 27, with extended hours from 7:00 am to 6:00 pm. This arrangement reduces employee commuting time and expenses while maintaining a 40-hour workweek. However, essential units such as the Graduate School, College of Law, College of Medicine, and security services continue with a five-day work schedule to meet their unique operational demands.

The four-day workweek is part of MMSU's structured approach, but the PSCP also provides for remote work options, particularly during emergencies that disrupt regular campus operations. For instance, during the COVID-19 pandemic, MMSU's Virtual Learning Environment (mVLE) enabled teachers and students to transition smoothly to online classes, ensuring learning continuity. The university also shared its research-derived resources, such as ethyl alcohol production, and established quarantine and evacuation facilities to protect the campus and the surrounding community.

The PSCP further underscores MMSU's commitment to employee health and welfare through initiatives like mental health assessments, wellness activities, and regular mental health and values formation programs. These activities are designed to create a supportive and resilient workplace.

Through flexible work arrangements, remote work capabilities, and a comprehensive continuity plan, MMSU has built a resilient framework that aligns with its mission of delivering essential services and supporting its stakeholders. The integration of these elements into the PSCP reinforces MMSU's dedication to public service, organizational adaptability, and the overall well-being of its employees and students.

Evidences:

MMSU celebrates 2023 Mental Health and Values Formation

<https://www.mmsu.edu.ph/news/mmsu-celebrates-2023-mental-health-and-values-formation>

Four-day work scheme to start in MMSU on Monday

<https://www.mmsu.edu.ph/news/four-day-work-scheme-to-start-in-mmsu-on-monday-june-27>

COVID-19 Advisory No. 2

<https://www.facebook.com/MMSUofficial/posts/pfbid0X7cuxkYY3xH6GtJHAEctxyHEYC2sWxXmF22gEFQC1xxXzPNGHVJsBzb7T9cqz1QKl>