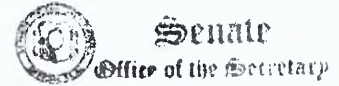


NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



'22 JUL 14 AIO 53

SENATE

S. B. NO. 578

RECEIVED BY: \_\_\_\_\_

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Introduced by **SENATOR JOEL VILLANUEVA**

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**AN ACT GRANTING HAZARD PAY TO COVERED EMPLOYEES OF  
THE GOVERNMENT AND APPROPRIATING FUNDS THEREFOR**

**EXPLANATORY NOTE**

COVID-19 was declared by the World Health Organization as a public health emergency of international concern as early as January 30, 2020.

Meanwhile, due to the increasing number of confirmed COVID-19 patients in the Philippines, the country was placed under enhanced community quarantine as of midnight of March 17, 2020. However, even while most people are advised to stay home, several workers in the government were still required to go to work to ensure that government services continue. But despite the increased risk to their lives, no appropriate additional compensation was given to them.

This bill seeks to recognize the hard work and the invaluable service rendered by our government workers by mandating the payment of hazard pay to frontline government workers, in cases where they are assigned to areas, such as, but not limited, to hazardous, isolated and inaccessible environment, x-ray units, institutions that care for the users of mental health services, places that are subject to depredation by criminal elements, plants and installation of arsenal, aboard aircrafts and watercrafts in crossing bodies of water and other similar areas.

Given the extraordinary and invaluable service of these workers in critical times, such as what we are facing today with the COVID-19 pandemic, it is just and right that we give them proper benefits.

Thus, the immediate passage of this bill is earnestly sought.



**SENATOR JOEL VILLANUEVA**



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**AN ACT GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT AND APPROPRIATING FUNDS THEREFOR**

*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1           **SECTION. 1. Short Title.** – This Act shall be known as the “Hazard Pay for  
2 Government Employees Act.”  
3

4           **SEC. 2. Declaration of Policy.** – It is hereby declared the policy of the State  
5 to protect and promote the welfare of public servants by providing them with additional  
6 compensation taking into account the nature of their responsibilities and exposure to  
7 hazard or possible dangers attendant to the position they are occupying and the  
8 functions of their office.  
9

10           **SEC. 3. Coverage.** – The benefits provided under this Act shall be given to all  
11 government employees who are exposed to the conditions identified in Section 4 of  
12 this Act, regardless of status, nature of appointment, whether casual, temporary,  
13 contract of service (institutional or otherwise), or job order, or place of work (whether  
14 in medical or non-medical offices); *Provided*, That government employees currently  
15 receiving hazard pay under other laws, rules or regulations shall only be entitled to  
16 one (1) hazard pay or benefit, whichever is higher.  
17

18           **SEC. 4. Hazard Pay.** – All employees of the Government shall be paid hazard  
19 pay equivalent to at least twenty five percent (25%) of the monthly basic salary of the  
20 employee concerned when stationed or assigned to work as frontline workers in or  
21 under the following circumstances or conditions:  
22

- 23 (a) When a state of calamity or emergency or a public health emergency, as defined  
24 under Republic Act No. 11332, otherwise known as the Mandatory Reporting of

1 Notifiable Diseases and Health Events of Public Health Concern, has been  
2 declared;

- 3
- 4 (b) Hazardous or less hazardous areas, as may be declared by the Secretary of  
5 National Defense and other appropriate agencies;
- 6
- 7 (c) Difficult areas or hardship posts characterized by distance, inconvenience of  
8 travel due to bad roads and conditions of the terrain, isolation, inaccessibility,  
9 and extreme weather conditions;
- 10
- 11 (d) X-ray units, clinics, laboratories, sanitarium, leprosy, observation posts and  
12 other similar stations which offer risks to health and safety due to exposure to  
13 radiation, contagious diseases and, volcanic activity;
- 14
- 15 (e) Institutions or facilities that tend or care for persons with mental health conditions;
- 16
- 17 (f) Places that are subject to depredation by criminal elements as those in prison  
18 reservations and penal colonies without adequate police protection;
- 19
- 20 (g) Plants and installations of the arsenal;
- 21
- 22 (h) Aboard aircraft and watercraft in crossing bodies of water; and
- 23
- 24 (i) Other similar work conditions which the Department of Budget and Management  
25 (DBM), in consultation with the Office of Civil Defense and the Civil Service  
26 Commission and other appropriate agencies, shall consider as hazardous on the  
27 basis of exposure to environment, health and social risks.

28

29 **SEC. 5. Implementing Rules and Regulations.** – Within sixty (60) days from  
30 the effectivity of this Act, the Civil Service Commission (CSC) in coordination with the  
31 Office of Civil Defense (OCD), Department of Budget and Management (DBM), and  
32 other relevant government offices, shall formulate the rules and regulations to  
33 effectively implement the provisions of this Act.

34

35 **SEC. 6. Appropriations.** – The amount necessary for the effective  
36 implementation of this Act shall be charged against the appropriations of government  
37 agencies where the covered government employees are employed. Thereafter, the  
38 funds for the effective implementation of this Act shall be included in the General  
39 Appropriations Act (GAA).

40

41 **SEC. 7. Separability Clause.** – Any portion or provisions of this Act that may  
42 be declared unconstitutional or invalid shall not have the effect of nullifying other  
43 portions and provisions hereof as long as such remaining portions or provisions can  
44 still subsist and be given effect in their entirety.

45

46 **SEC. 8. Repealing Clause.** – All laws, decrees, executive orders,  
47 proclamations and administrative regulations, or any parts thereof inconsistent with  
48 the provisions of this Act are hereby revoked, repealed or modified accordingly.

49  
50

1           **SEC. 9. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after  
2 its publication in the *Official Gazette* or in at least two (2) newspapers of general  
3 circulation.

4  
5 **Approved,**