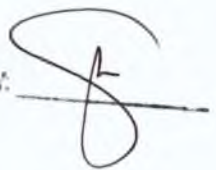




**NINETEENTH CONGRESS OF THE REPUBLIC)**  
**OF THE PHILIPPINES )**  
*First Regular Session )*

23 JAN 18 P5:17

RECEIVED BY: 

**SENATE**  
**Senate Bill No. 1692**

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**Introduced by: Senator Raffy T. Tulfo**

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**AN ACT PROVIDING FOR THE MAGNA CARTA FOR THE PUBLIC DISASTER  
RISK REDUCTION AND MANAGEMENT WORKERS**

EXPLANATORY NOTE

Article II, Section 18 of the 1987 Philippine Constitution provides that it is the duty of the State to protect the rights of workers and promote their welfare. Since the implementation of Republic Act (RA) No. 10121, or the Philippine Disaster Risk Reduction and Management Act of 2010" as the legislative anchor of Disaster Risk Reduction and Management Councils from the National to Local levels and the Office of Civil Defense, no legislative measure has been undertaken to ensure the protection of the DRRM Workers.

The Philippines is a typhoon-prone country that deals with 20 typhoons per year on average. The worst was super typhoon Yolanda (international name: Haiyan), which killed an estimated 10,000 people and displaced millions. The number of typhoons is set to increase as the issues brought about by climate change become more pronounced.

Furthermore, the government must guarantee that we have an adequate workforce to safeguard and save our citizens during emergencies. For that to happen, our Disaster Risk Reduction and Management (DRRM) Workers must receive consideration, appreciation, and care since they tirelessly battle the difficulties associated with protecting and serving our communities and rendering 24/7 public service. The need for better benefits or at the very least hazard pay for DRRM Workers must be addressed as their exposure to threats from nearly all types of hazards ceaselessly grow.

The bill aims to provide measures that promote the socioeconomic and psychological well-being of DRRM personnel, as well as their working conditions, employment terms, and the development and improvement of their skills. More

importantly, this aims to encourage those with the right credentials and strong talents to join or continue working in government services.

This bill honors "exemplary heroism and bravery" of many men and women disaster responders who died in the performance of their duty. This measure is endorsed by the Office of Civil Defense.

In view of the foregoing, immediate approval of this bill is earnestly sought.



**RAFFY T. TULFO**

Senator



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**AN ACT PROVIDING FOR THE MAGNA CARTA FOR THE PUBLIC  
DISASTER RISK REDUCTION AND MANAGEMENT WORKERS**

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

1           **Section 1.** Short Title. - This Act shall be known as the "Magna Carta  
2           for Public Disaster Risk Reduction and Management (DRRM) Workers'.

3           **Sec 2.** Declaration of Policy. — It shall be the policy of the State to:

4           a. Uphold the people's constitutional rights to life and property by  
5           addressing the root causes of vulnerabilities to disasters, strengthening  
6           the country's institutional capacity for disaster risk reduction and  
7           management, and building the resilience of local communities to disasters  
8           including climate change impacts;

9           b. Recognize and strengthen the capacities of Local Government Units  
10           (LGUs) and communities in mitigating, preparing for, responding to, and  
11           recovering from the impact of hazards and disasters; and

12           c. Enhance the implementation of RA 10121, otherwise known as the  
13           "Philippine Disaster Risk Reduction and Management Act of 2010" by enacting  
14           measures with special reference to the welfare of all Public DRRM Workers in  
15           the country.

16           Towards this end, this Act aims to:

17

18           a. Promote and improve socio-economic and psychological well-being of  
19           Public DRRM Workers, through the improvement of working conditions,  
20           environment and terms of employment;

- 1 b. Promote the development of skills and capabilities of Public DRRNI  
2 Workers for them to be more responsive and be-better equipped for the  
3 delivery of DRRM services and programs; and  
4 c. Encourage those with proper qualifications and excellent abilities to join  
5 and remain in the government service and DRRM profession.

6 **Sec. 3.** Definition. - For purposes of this Act, "Public DRRM Workers'  
7 refers to all persons who are engaged in the performance of duties covering  
8 any or all Thematic Pillars of DRRM- Prevention and Mitigation,  
9 Preparedness, Response, and Rehabilitation and Recovery-  
10 employed by the government or any of its political subdivisions,  
11 instrumentalities, or agencies. The Public DRRM Worker may either be civilian  
12 personnel engaged in a permanent, temporary, contractual, or casual  
13 employment or a Public DRRM Worker engaged through a Contract of Service  
14 (CoS) and Job Order (JO) and such other appointments, so long as their  
15 position or designation or actual work performed involves government service  
16 work and those functions provided under Section 5 of this Act.

17 **Sec. 4.** Certification. — The National Disaster Risk Reduction and  
18 Management Council (NDRRMC), shall be the certifying body to oversee the  
19 following: (i) That the DRRM functions or activities of an agency or LGU are  
20 authorized by law and/or proper authority; (ii) The positions are part of the  
21 authorized staffing of the organizational units performing the DRRM functions;  
22 and (iii) Monitor that the incumbents thereof are actually engaged in DRRM  
23 work.

24 **Sec. 5.** Classification of DRR/ Activities. — The following DRRM activities  
25 shall be classified according to the risks involved based on the nature of work  
26 or location that they are working in:

27 a. Low Risk DRRM Activities - DRRM activities that subject a Public DRRM  
28 Worker to minimal exposure or lesser degree of occupational risks or perils to  
29 life, such as but not limited to, regular office or clerical work and those  
30 personnel that are not deployed for DRRM activities in high-risk areas.

31 b. High Risk DRRM Activities - DRRM activities that expose the Public DRRM  
32 Worker to occupational risks or perils to life, such as, but not limited to, search,  
33 rescue, and retrieval operations, management of the dead and missing, rapid  
34 damage needs assessment, post-disaster needs assessment,  
35 emergency response activities, post-disaster activities, health and  
36 epidemic/pandemic response operations, and Low Risk DRRM Activities in high-  
37 risk areas such as those Public DRRM workers deployed in identified activities  
38 under the different Thematic Pillars and in critical areas that are about to be  
39 affected, is affected, and during the early recovery from natural or human-  
40 induced hazards. Such activities shall also cover those that are to be performed  
41 in high-risk areas. Low Risk DRRM activities shall be considered as high risk  
42 DRRN activities when the same is being performed in an affected area or in  
43 areas deemed high risk: Provided, That the determination of such classification  
44 shall be under the discretion of the respective heads of agencies concerned.

1           **Sec. 6.** Recruitment and Qualification. - Recruitment policy and  
2 minimum requirements with respect to the selection and appointment and/or  
3 assignment of Public DRRM Workers shall be developed by the NDRRMC, in  
4 accordance with the policies and standards of the Civil Service Commission  
5 (CSC) and implemented by the respective agencies concerned: Provided, That  
6 in the absence of qualified "eligible" and it becomes necessary in the public  
7 interest to fill a vacancy, a temporary appointment shall be issued to the  
8 person, including persons with disability (PWD), who meets all the  
9 requirements for the position to which one is being appointed, except the  
10 appropriate civil service eligibility: Provided, further, That such temporary  
11 appointment shall not exceed twelve (12) months nor be less than three (3)  
12 months, renewable only once thereafter but that the appointee may be  
13 replaced sooner if a qualified civil service eligible becomes available, or the  
14 appointee is found wanting in capacity or delivering poor performance or  
15 conduct unbefitting a government employee.

16           **Sec. 7.** DRRM Volunteers. — DRRM Volunteers shall not be covered by  
17 this Act, but shall otherwise be covered by the Guidelines on Accredited  
18 Community Disaster Volunteers (ACDV) and pursuant to Section 9(o) of RA  
19 10121 and its implementing rules and regulations issued by the NDRRMC. For  
20 those that are not covered by the ACDV Guidelines, their respective  
21 organizations shall provide ample protection to their personnel-volunteers, in  
22 consonance with the provisions of this Act.

23           **Sec. 8.** Non-Permanent Public DRRM Workers. - Non-permanent Public  
24 DRRM Workers engaged by the Government, such as Job Order, Contract of  
25 Service 1 personnel, and consultants may be provided with such welfare  
26 benefits under Sections 25, 26, and 32 of this Act, in relation to the performance  
27 of their duties premiums thereof should their contracts require or allow them  
28 to provide services that are deemed high risk in nature: Provided, That the  
29 Non-permanent Public DRRM Worker shall secure a certification from the  
30 head of agency or its duly designated representative that one has performed  
31 either of the DRRM functions or activities as provided for under Section 5 of  
32 this Act as a requirement to avail such benefits.

33           **Sec. 9.** Performance evaluation and Merit Promotion. — All concerned  
34 agencies, in consultation under Section 39 of this Act, shall prepare a uniform  
35 career and personnel development plan applicable to all Public DRRM Workers.  
36 Such career and personnel development plan shall include provisions on merit  
37 promotion, performance evaluation, in-service training grants, job rotation, and  
38 incentive and award system.

39           The performance evaluation plan shall consider foremost the  
40 improvement of individual employee efficiency and organizational  
41 effectiveness: Provided, That each employee shall be informed regularly by the  
42 supervisor of said performance evaluation.

1           The merit promotion plan shall be in consonance with the rules of the  
2 Civil Service Commission.

3           **Sec. 10.** Transfer or Geographical/ Reassignment of Public DRRM  
4 Workers-

5       a.     Transfer is the movement of an employee from one organizational unit  
6 to another in the same department or agency, or from one department or  
7 agency to another which is of equivalent rank, level, or salary without gap in  
8 service. On the other hand, Re-assignment is a movement of an employee  
9 across the organizational structure within the same department or agency  
10 which does not involve a reduction in rank, level, or salary. A transfer requires  
11 an issuance of appointment while geographical re-assignment does not.

12       b.     A Public DRRM Worker shall not be transferred and/or reassigned,  
13 except when made in the interest of public service, in which case, the employee  
14 concerned shall be informed of the reasons therefor in writing. If the Public  
15 DRRM Worker believes that there is no justification for the transfer and/or  
16 reassignment, one may appeal the case to the CSC. In  
17       case of an appeal, the transfer/reassignment shall be  
18 held in abeyance and shall only take effect if the appeal is denied: Provided,  
19 That no transfer and/or reassignment shall be made for reasons merely of  
20 political affiliation: Provided further, That no transfer and/or reassignment  
21 whatsoever shall be made three (3) months before and three (3) months after  
22 any local or national elections: Provided furthermore, That the  
23 transfer/reassignment of Public DRRPI Workers' nature of work shall remain to  
24 be DRRM in nature: Provided finally, That the necessary expenses of the  
25 transfer and/or reassignment of the Public DRRPI Worker and the immediate  
26 family shall be paid for by the Government.

27           **Sec. 11.** Carried Public DRRM Workers. - Whenever possible, the proper  
28 authorities shall take steps to enable married couples, both of whom are Public  
29 DRRM Workers, to be employed or assigned in the same LGU or government  
30 agency, but not necessarily in the same office department or division.

31           **Sec. 12.** Security of Tenure. - In case of permanent employment of  
32 Public DRRM Workers, their services shall not be terminated, except for cause  
33 provided by law and after due process: Provided, That if a Public DRRNI Worker  
34 is funded by the CSC to be unjustly dismissed from work, Public DRRM Worker  
35 shall be entitled to reinstatement without loss of seniority rights and to back  
36 wages with applicable commensurate interest, subject to prevailing laws and  
37 policies computed from the time the compensation was withheld from up to the  
38 time of reinstatement.

39           **Sec. 13.** Protection from Discrimination. -Public DRRM Workers shall be  
40 protected from discrimination, regardless of their sex, age, gender, sexual  
41 orientation, race, ethnicity, pregnancy, physical disability or characteristics, civil  
42 status, creed, religious and political beliefs, or any other status in the exercise  
43 of profession: Provided, That the disability of the Public DRRM Worker shall not

1 limit the effective performance of the DRRPI profession which the Public DRRM  
2 Worker is hired and/or appointed to.

3 **Sec. 14.** Duties and Obligations. - The Public DRRM Workers shall:

- 4 a. Perform their duty with utmost respect for life, race, sex, ethnicity,  
5 gender, sexual orientation, religion, nationality, party policies, and social status;
- 6 b. Discharge their duty humanely with conscience and dignity;
- 7 c. Be duty-ready at all times and prepared to be deployed in any kind of  
8 emergencies and disasters, adhering to all emergency protocols: Provided, That  
9 in the event where the family of the Public DRRM Worker is directly affected by  
10 the disaster, they shall first ensure their safety and well-being;
- 11 d. Be properly trained and proficient in their assigned position and tasks;
- 12 e. Always endeavor to maintain a level of health and fitness consistent with  
13 the demands of the DRRM profession;
- 14 f. Actively participate in all in-service training, drills, and simulation  
15 exercises that will enhance their capacity in performing their functions as Public  
16 DRRM Workers;
- 17 g. Be familiar with the Disaster Risk Reduction  
18 and management Plan,
- 19 h. Contingency Plans, and Public Service Continuity Plan of the agency or  
20 LGU to which they are employed or engaged, and contribute in their  
21 Occupational Safety and Health efforts;
- 22 i. Conduct needs assessment as part of risk reduction and planning;
- 23 j. Not consume liquor or any substances, legal or illegal, prior or while in  
24 the performance of duties that could impair their vigilance or judgement;
- 25 k. Maintain an in-depth understanding of the emergency and DRRM  
26 procedures;
- 27 l. Practice utmost safety and diligence in the performance of duty; and
- 28 m. Always adhere that Disaster Prevention and mitigation is first and  
29 foremost the most essential and that the same saves lives.

30 **Sec. 15.** Code of Conduct. - Within six (6) months from the approval of  
31 this Act, the NDRRMC, upon consultation with the appropriate agencies and  
32 instrumentalities of the government, and appropriate DRRPI workers'  
33 organizations, shall formulate and prepare a Code of Conduct for Public DRRN  
34 Workers, in consonance with RA 6714 or the "Code of Conduct and  
35 Ethics/Standards for Public Officials and Employees", which Shall be  
36 disseminated as widely as possible.

37 **Sec. 16.** Administrative Charges. - Administrative charges against a  
38 DRRM Worker shall be heard by a committee created by the agency/office  
39 where the Public DRRM Worker belongs pursuant to the existing "Revised Rules  
40 on Administrative Cases the Civil Service (RRACCS)". The committee shall  
41 submit its findings and recommendations to the head of agency/office within  
42 thirty (30) days from the termination Of the hearings.

1           The Committee shall be appointed by the Head of Agency or LGU and  
2 shall be composed of seven (7) members, including the Chairperson. It shall be  
3 composed of the following:

- 4 a.     Second highest ranking official, for NGAs, or Vice-Mayor for LGUs, or  
5 Vice- Governor for Provincial Level, as its Chairperson;
- 6 b.     The Head of Human Resource as its Vice-Chairperson;
- 7 c.     One (1) Division Chief with a salary grade of not lower than 22;
- 8 d.     Two (2) Section Chiefs or employees with salary grade not lower than  
9 18;
- 10 e.     One (1) representative from a recognized Public DRRM Workers'  
11 Association or its equivalent: Provided, That the said representative also  
12 belongs to the agency, in the absence thereof, an employee with a salary grade  
13 of not lower than 18; and
- 14 f.     One (1) representative from the legal section or division, or its  
15 equivalent. The Head of Office may reorganize the composition of the  
16 Committee in such cases where one or more members of the Committee is/are  
17 the interested party or in cases necessary to discharge the functions of the  
18 Committee, such as when the prescribed composition of the Committee cannot  
19 be met due to insufficiency, unavailability, or absence of the position, rank, or  
20 office in the agency. In such a case, the Head of Office shall exercise diligence  
21 in choosing the members in accordance with their ranks or functions consistent  
22 with the prescribed composition.

23           **Sec. 17.** Legal Support. — Public DRRM Workers shall be exempted  
24 from any liability as to damage to any property or injury to a person caused in  
25 the direct performance of their duty relative to disaster or emergency response  
26 and other related activities where the same is necessary in order to save lives  
27 or properties, in accordance with Art. 11, Par. 5 of the Revised Penal Code  
28 and/or other applicable laws and issuances. In any case, however, the Public  
29 DRRM Worker shall be afforded with appropriate assistance by their respective  
30 agency or LGU concerned in view that any conflict that may arise shall be  
31 resolved amicably or extra-judicially through commensurate and peaceful  
32 means.

33           In cases where injury or death is involved and a case has been filed  
34 against the Public DRRM Worker, the latter shall be afforded with all possible  
35 legal assistance by the Agency or LGU concerned: *Provided*, That it is  
36 established by the Public DRRM Worker, through a Sworn Affidavit, that the  
37 injury or death caused is in direct connection of their duty, without any criminal  
38 or malicious intent.

39           **Sec. 18.** Safeguards in Disciplinary Procedures. -     In every  
40 disciplinary proceeding, the Public DRRM Worker shall have:

- 41 a.     The right to be informed, in writing, of the charges;
- 42 b.     The right to full access to the evidence in the case;



- 1 c. The right to defend oneself and to be defended by a representative of
- 2 one's choice and/or by the organization, with adequate time given to the Public
- 3 DRRM Worker for the preparation of defense;
- 4 d. The right to confront witnesses presented against the Public DRRM
- 5 Worker and summon witnesses in its behalf;
- 6 e. The right to appeal to designated authorities;
- 7 f. The right to reimbursement of reasonable expenses incurred in their
- 8 defense in case of exoneration or dismissal of the charges; and
- 9 g. Other rights that will ensure fairness and impartiality during proceedings
- 10 is

11 **Sec. 19. Normal Hours of Work.** - The normal hours of work of any  
12 Public DRRM Worker shall not exceed eight (8) hours a day or forty (40) hours  
13 a week hours worked shall include:

- 14 a. All the time during which a Public DRRM Worker is required to be on
- 15 active duty or to be at a prescribed workplace; and
- 16 b. All the time during which a Public DRRM Worker is placed in On-Call
- 17 status: *Provided*, That a Public DRRM Worker particularly placed in "On Call"
- 18 status shall be entitled to an "On-Call" pay equivalent to fifty percent (50%) of
- 19 their regular wage: *Provided*, further, That no Public DRRM Worker shall be
- 20 place "On-Call" status beyond seven (7) days per month. "On-Call" status refers
- 21 to a status where a Public DRRM Worker not on active duty is called upon to
- 22 respond to urgent or immediate need for response-related activities relative to
- 23 emergencies such that the Public DRRM Worker cannot devote the time for the
- 24 latter's own use.

25 **Sec. 20. Overtime Work.** - Where the exigencies of the service so  
26 require, any Public DRRM Worker may be required to render service beyond  
27 the normal eight (8) hours a day. In such a case, the workers shall be paid an  
28 additional compensation in accordance with existing laws and prevailing  
29 practices: *Provided*, That such compensation shall be subject to the same rates,  
30 conditions, and limitations applicable to qualified government personnel  
31 provided under relevant issuances of Civil Service Commission (CSC) —  
32 Department of Budget and Management (DBM).

33 **Sec. 21. Work During Rest Day.** -

- 34 a. Where a Public DRRM Worker is made to work on its scheduled rest day,
- 35 an additional compensation shall be paid, in accordance with existing laws.
- 36 b. Where a Public DRRM Worker is made to work on any special holiday,
- 37 an additional compensation shall be paid, in accordance with existing laws.
- 38 Where such holiday work falls on the worker's scheduled rest day, the latter
- 39 shall be entitled to an additional compensation as may be provided by existing
- 40 laws.

41

1           **Sec. 22. Night-Shift Differential. -**

2       a.       Every Public DRRM Worker shall be paid a night-shift differential of ten  
3 percent (10%) of its regular wage for each hour of work performed during the  
4 night- shifts;

5       b.       Every Public DRRM Worker required to work on the period covered after  
6 its regular schedule shall be entitled to regular wage plus the regular overtime  
7 rate and an additional amount of ten percent (10%) of such overtime rate for  
8 each hour of work performed between ten (10) o'clock in the evening to six (6)  
9 o'clock in the morning.

10           **Sec. 23. Salaries. -** In the determination of the salary scale of Public  
11 DRRM Workers, the existing applicable law on the salary scheme of government  
12 employees shall govern.

13       a.       Salary Scale for Local Public DRRM Worker - The salary scales of Public  
14 DRRM Workers whose salaries are appropriated by a municipality, city, or  
15 provincial government shall be based on the salary schedule being implemented  
16 by the LGU concerned.

17       b.       Salaries to be Paid in Legal Tender - Salaries of Public DRRPM Workers  
18 shall be paid in legal tender of the Philippines or the equivalent in checks or  
19 treasury warrants: *Provided*, however, That such checks or treasury warrants  
20 shall be convertible to cash in any national, provincial, city or municipal  
21 treasurers' office or any banking institution operating under the laws of the  
22 Republic of the Philippines.

23       c.       Deductions Prohibited - No person shall make any deduction whatsoever  
24 from the salaries of Public DRRM Workers, except under specific provision of  
25 law authorizing such deductions: *Provided*, however, That upon written  
26 authority executed by the Public DRRM Worker concerned, a) lawful dues or  
27 fees owing to any organization/ association where such Public DRRM Worker is  
28 an officer or member; and b) premiums properly due all insurance policies,  
29 retirement and medicare, shall be considered deductible.

30           **Sec. 24. Additional Compensation. -** Notwithstanding Section 12 of RA  
31 6758, also known as the "Compensation and Position Classification Act of  
32 1989", Public DRRM Workers shall receive the following allowances: hazard  
33 allowance, subsistence allowance, reimbursement of allowable communication  
34 expense, longevity pay, laundry allowance, and quarters allowance.

35           **Sec. 25. Hazard Allowance. -** As provided under Section 5 of this Act,  
36 Public DRRPI Workers, who are exposed to high risks or perils to life in the  
37 performance of their duties and responsibilities, shall be compensated  
38 with hazard allowance equivalent to not exceeding twenty-five (25%) of  
39 their daily basic salary, and at least five percent (5%) for Public DRRM Workers  
40 exposed in low-risk activities when deployed to or are working in affected areas:

1 Provided, That Public DRRM Workers under low risk DRRM activities shall be  
2 eligible to avail an increase hazard allowance equivalent to that of high risk  
3 DRRM Workers in the event that they are called to perform or are deployed for  
4 a limited period to high-risk DRRM activities, subject to appropriate  
5 computation of days rendered. The determination of the compensation of  
6 Hazard Allowance shall be based on the actual working days of exposure of the  
7 Public DRRM Worker to any given risks or perils to life.

8

9 **Sec. 26.** Transportation, Communication, and Subsistence Allowance. -  
10 Public DRRM Workers who are required to render service in the field during  
11 emergencies and disasters in order to make their services available at any and  
12 all times, shall be entitled to full subsistence allowance of three (3) meals, which  
13 may be computed in accordance with prevailing circumstances: Provided, That,  
14 no subsistence allowance shall be given in the event where the concerned  
15 agency has already prescribed meals for the Public DRRM Worker.

16 Public DRRM workers required to report outside of their regular  
17 workstations other than responding to disasters or emergencies shall be  
18 entitled to such transportation and travel expenses pursuant E.O No. 77. S.  
19 2019 or other existing budgeting, accounting and auditing guidelines, as well  
20 as reimbursement of allowable communication expenses.

21 **Sec. 27.** Longevity Pay. - A monthly longevity pay equivalent to five  
22 percent (5% ) of the monthly basic pay shall be paid to a Public DRRM Worker  
23 for every five (5) years of continuous, efficient, and meritorious service  
24 rendered as certified by the chief of office concerned, commencing with the  
25 Public DRRM Worker's service upon the effectivity of this Act.

26 Those entitled to Longevity Pay can no longer avail of the Step  
27 Increment benefit due to length of service.

28 **Sec. 28.** Laundry Allowance. — All Public DRRM Workers who are  
29 required to wear uniforms regularly shall be entitled to laundry allowance  
30 equivalent to One Hundred Fifty Pesos (Php 150) per month: Provided, That  
31 this rate shall be reviewed periodically and increased accordingly by the  
32 NDRRMC in consultation with the appropriate government agencies concerned  
33 taking into account existing laws and prevailing practices.

34 **Sec. 29.** Housing. - All Public DRRM Workers who are on tour of duty  
35 and those who, because of unavoidable circumstances are forced to stay in  
36 their offices, shall be entitled to free living quarters within the office, or if such  
37 quarters are not available, shall receive quarters allowance, as may be  
38 determined by their respective agencies.

39 A qualified Public DRRM Worker who has no residence within a fifty (50)  
40 kilometer radius from such government facility or deployment area shall be  
41 granted quarters allowance at the local room rental rate in the area until free  
42 living quarters are available.

1           **Sec. 30.** Medical, Mental, and Psychosocial Examination. - Compulsory  
2 medical, mental, and psychosocial examination shall be provided free of charge  
3 to all Public DRRM Workers before entering the service in the Government or  
4 its subdivisions, and shall be repeated once a year during the tenure of  
5 employment of all Public DRRM Workers, and after every deployment of Public  
6 DRRM Workers for more than three (3) days to seven (7) days in high-risk  
7 areas, as may be determined by the agency where the Public DRRM Worker  
8 belongs: Provided, That where medical examination shows that medical  
9 treatment, mental, or psychosocial intervention, and/or hospitalization is  
10 necessary for those already in government service, the  
11 treatment and/or hospitalization, including medicines shall be  
12 provided free either in a government or a private hospital by the government  
13 entity paying the salary of the Public DRRM Worker: Provided, further, That the  
14 cost of such medical examination and treatment shall be determined by the  
15 respective agency who the Public DRRM Worker is engaged with, and such  
16 amount be subject to process of the agency. In cases of extreme exposure to  
17 a traumatic experience while rendering DRRM Work, the agency shall, aside  
18 from those that are provided for above, provide necessary support for the  
19 rehabilitation of the Public DRRM Worker. A post medical examination shall be  
20 provided for the Public DRRM Worker prior to leaving the service.

21           **Sec. 31.** Personal Protective Equipment, Vaccination, and other  
22 Prophylaxis. — Public DRRM Workers, as frontliners in disaster response, shall  
23 be provided with appropriate personal protective equipment, free vaccinations  
24 and other prophylactic medicines against common and present diseases in the  
25 locality where the Public DRRM Worker is assigned. The immediate family of  
26 Public DRRM Workers deployed in high risk areas who are exposed to any highly  
27 contagious disease/illness shall also be entitled to vaccinations or any available  
28 immediate medical intervention.

29           **Sec. 32.** Compensation for Work-Related injuries and Illnesses. - Public  
30 DRRM Workers shall be protected against the consequences of employment  
31 injuries or sickness in accordance with existing laws. Injuries or sickness  
32 incurred in line of duty shall be presumed work-connected.

33           **Sec. 33.** Leave Benefits for Public DRRM Workers. - Public DRRM  
34 Workers are entitled to such vacation, sick leaves as provided by existing laws  
35 and prevailing practices: Provided, That in addition to the leave privilege now  
36 enjoyed by Public DRRM Workers - men and women Public DRRM Workers are  
37 entitled to such paternity and maternity leaves, respectively, provided by  
38 existing laws and prevailing practices: Provided, further, That upon separation  
39 of the Public DRRM Workers from the service, they shall be entitled to all  
40 accumulated leave credits with pay. Public DRRM Workers are also entitled to  
41 rehabilitation leave privilege for physical, mental, or emotional injuries/damage  
42 sustained in the performance of official duties, subject to the provisions under  
43 relevant issuances of CSC — DBM.

1           **Sec. 34.** Capacity Building, Scholarships and Grants. - Public DRRM  
2 Workers shall undergo the necessary training and other capacity building  
3 activities on a regular basis. They shall also be given opportunity to avail of  
4 scholarship benefits and grants for pursuing graduate and post-graduate  
5 studies, in accordance with existing rules to be implemented by the concerned  
6 agencies or LGUs. Grantees of the program may study within the Philippines or  
7 abroad: Provided, That the concerned agency or LGU shall provide strict  
8 measures to ensure continuity and render service obligation. The concerned  
9 agency shall give utmost preference to post-graduate DRRN-related studies in  
10 granting such benefits.

11           **Sec. 35.** Mandatory Insurance Coverage - Public DRRM Workers shall  
12 be entitled to insurance coverage as provided by the Social Security System  
13 (SSS), as mandated under RA 8282, otherwise known as the "Social Security  
14 Law", the Government Service Insurance System (GSIS) as provided by RA  
15 8291, also known as " the Government Service insurance System Act of 1997",  
16 the Universal Health Care Act as mandated by RA 11223; and the Philippine  
17 Health Insurance (PhilHealth) as mandated by RA 7875, or the " National Health  
18 Insurance Act of 1995", whichever is applicable.

19           **Sec. 36.** Highest Basic Salary Upon Retirement. - Three (3) months prior  
20 to compulsory retirement, the Public DRRM Worker shall automatically be  
21 granted one (1) salary range or grade higher than the basic salary, and the  
22 retirement benefit thereafter computed on the basis of the highest salary:  
23 *Provided*, That the age and fulfilled service requirements are met under existing  
24 laws.

25           **Sec. 37.** Right to Self-Organization. - Public DRRM Workers shall have  
26 the right to freely form, join or assist organizations or associations, to the extent  
27 allowable by law and/or existing policies, for purposes not contrary to law in  
28 order to defend and protect their mutual interests and to obtain redress for  
29 their grievances through peaceful concerted activities.

30           **Sec. 38.** Freedom from Interference or Coercion. - It shall be unlawful  
31 for any person to commit any of the following acts of interference or coercion:

32 a. To require as a condition of employment that a Public DRRM Worker  
33 shall not join a DRRM Workers' organization, association, or union, or shall  
34 relinquish membership therein;

35 b. To discriminate in regard to hiring or tenure of employment or any item  
36 or condition of employment, in order to encourage or discourage membership  
37 in any DRRM Workers' organization, association, or union;

38 c. To prevent Public DRRM Workers from carrying out duties laid upon  
39 them by their position in the organization, association, or union, or to penalize  
40 them for the action undertaken in such capacity;

41 d. To harass or interfere with the discharge of the functions of the Public  
42 DRRM Worker when these are calculated to intimidate, or to prevent the  
43 performance of duties and responsibilities; and

1 e. To otherwise interfere in the establishment, functioning, or  
2 administration of DRRM Workers' organizations or unions through acts designed  
3 to place such organization or union under the control of government authority.

4 **Sec. 39.** Consultation with Public DRRM Workers' Organizations. - In the  
5 formulation of national policies governing the social security of Public DRRM  
6 Workers, professional and Public DRRM Workers' organizations, the appropriate  
7 government agencies concerned shall be consulted by the NDRRMC. For this  
8 purpose, Management-DRRM Workers' Consultative Councils for national,  
9 regional and other appropriate levels shall be established and operationalized.

10 **Sec. 40.** Human Resource Development Management Study. - The  
11 Human Resource Department/Division of respective concerned agencies shall  
12 conduct a periodic human resource development/management study into,  
13 among others, the following areas:

- 14 a. Adequacy of facilities and supplies to render quality DRRM services to  
15 client population;
- 16 b. Opportunity for Public DRRPI Workers to grow and develop their  
17 potentials and experience a sense of worth and dignity in their work;
- 18 c. Mechanisms for democratic consultation in government DRRM  
19 institutions;
- 20 d. Appropriate organizational and staffing patterns;
- 21 e. Ways and means of enabling the rank-and-file workers to avail of  
22 educational opportunities for personal growth and development;
- 23 f. Upgrading of working conditions, reclassification of positions and salaries  
24 of Public DRRM Workers to correct disparity vis-a-vis other professions such  
25 that positions requiring longer study be upgraded and given corresponding pay  
26 scale; and
- 27 g. Assessment of the national policy on exportation of skilled human  
28 resources to focus on how these resources could instead be utilized  
29 productively for the country's needs.

30 There is hereby created a Congressional Oversight Committee to review  
31 and assess human resource development, particularly on continuing education  
32 and training and the other areas described above. The Committee shall be  
33 composed of five (5) members of the House of Representatives and five (5)  
34 members of the Senate. It shall be co-chaired by the Chairpersons of the House  
35 Committee on Disaster Resilience and Senate Committee on National  
36 Defense and Security, Peace, Unification and Reconciliation.

37 It shall render a report and recommendation to Congress which shall be  
38 the basis for policy legislation in the field of Disaster Resilience or DRRM. A  
39 congressional review shall be undertaken once every five (5) years.

40 **Sec. 41.** Implementing Rules and Regulations (IRR). - Within thirty (30)  
41 days from effectivity of this Act, the NDRRMC, in consultation with appropriate  
42 government agencies and professional DRRM Workers' organizations or

1 associations, shall formulate and prepare the IRR to implement the provisions  
2 of this Act.

3 Further, the DBM, in coordination with the NDRRMC, shall issue the  
4 guidelines on the grant of compensation-related benefits to Public DRRM  
5 Workers. Rules and regulations issued pursuant to this Section shall take effect  
6 thirty (30) days after publication in a newspaper of general circulation.

7 **Sec. 42. Prohibition Against Double Recovery of Benefits.** - Whenever  
8 other laws provide for the same benefits covered by this Act, the Public DRRM  
9 Worker shall have the option to choose which benefits will be paid. However,  
10 in the event that the benefits chosen are less than that provided under this Act,  
11 the worker shall be paid only the difference.

12

**Approved,**