

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

'04 JUN 30 P5 04

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S E N A T E

S. No. 388

Introduced by Senator Osmeña III

EXPLANATORY NOTE

Service to the nation is the primary concern of each government employee. Although the pay is low the employees are content knowing that they are contributing to the betterment of our nation. It is usually this sense of altruism that pushes one to engage in public service. To date, the government remains to be the single biggest employer. Despite this fact, the government continues to recruit the best individuals in their respective fields. In order to entice and lure these individuals into government service it is incumbent upon the government to promote the welfare of its public servants in all ways possible. The protection of its public servants should be its paramount interest.

In the past, many instances have occurred whereby a number of government employees have been killed or hurt in the pursuance of their duties. In most of these cases, the families of the deceased were unable to accord their departed relatives a descent burial to say the least. Thus, it is only fitting that they be provided compensation for the risks connected with their duties.

This bill is being proposed in order to provide all officials and employees of the government hazard pay especially in cases where they are assigned to hazardous areas, isolated and inaccessible areas, x-ray units, institutions that care for the mentally deranged, places that are subject to depredation by criminal elements, plants and installations of the arsenal, aboard aircrafts and watercrafts in crossing bodies of water and other similar situations.

In view of the foregoing, the immediate passage of this measure is earnestly requested.

S. Osmeña III
SERGIO OSMEÑA III
Senator

THIRTEENTH CONGRESS OF THE REPUBLIC)
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SENATE
OFFICE OF THE SECRETARY

04 JUN 30 P5:04

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SENATE

S. No. 388

Introduced by Senator S. R. Osmeña III

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. *Declaration of Policy.* – It is hereby declared the policy of
2 the State to protect and promote the welfare of public servants by providing them
3 with additional compensation taking into account the nature of the responsibilities
4 pertaining to their positions.

5 SEC. 2. *Hazard Pay.* – All employees and officials of the Government
6 shall be paid hazard pay when stationed or assigned to work in or under the
7 following circumstances/conditions:

8 (a) hazardous or less hazardous areas that may be declared as such
9 by the Secretary of National Defense;

10 (b) difficult areas or hardship posts characterized by distance,
11 inconvenience of travel due to bad roads and conditions of the terrain, isolation,
12 inaccessibility and extreme weather conditions;

13 (c) x-ray units, clinics, laboratories, sanitarium, leprosaria and other
14 similar stations which offer risks to health and safety due to exposure to
15 radiation, contagious diseases and volcanic activity;

16 (d) institutions that tend or care for mentally-deranged patients;

17 (e) places that are subject to depredation by criminal elements as
18 those in prison reservations and penal colonies without adequate police
19 protection;

- 1 (f) plants and installations of the arsenal;
2 (g) aboard aircraft and watercraft in crossing bodies of water;
3 (h) other similar work conditions which the DBM shall consider
4 hazardous on the basis of exposure to environmental, health and social risks.

5 SEC. 3. *Coverage.* – The benefits provided herein are payable to all
6 officials and employees who have rendered at least one (1) year of continuous
7 and faithful government service.

8 SEC. 4. *Rules and Regulations.* – The Department of Budget and
9 Management shall issue the necessary rules and regulations to implement the
10 provisions of this Act.

11 SEC. 5. *Funding.* – The funds to implements this Act shall be included in
12 the General Appropriations Act.

13 SEC. 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its
14 publication in the Official Gazette or in at least two (2) newspapers of general
15 circulation whichever comes earlier.

Approved,