

SIXTEENTH CONGRESS OF THE REPUBLIC
OF THE PHILIPPINES
First Regular Session

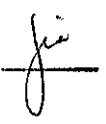


Senate
Office of the Secretary

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SENATE

S. No. 1274

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Introduced by Senator Manuel "Lito" M. Lapid

EXPLANATORY NOTE

During the first quarter of 2013 the Department of Environment and Natural Resources ("DENR") launched a scholarship program for the children of DENR workers who are killed in the performance of their duties. This program reflected recognition by the DENR that dangers are intrinsic to the work of their employees and that the latter's basic compensation is not sufficient to remunerate any loss to life or limb.

Likewise, Republic Act No. 7305, otherwise known as the Magna Carta of Public Health Workers, mandates the release of allowances to public health workers in consideration of their exposure to risks to health and life in the course of the performance of their functions. This is a clear reflection of the State's interest to compensate public servants for any exposure to danger to health or life that may result from the performance of official duties.

The proposed measure grants hazard pay to all officials and employees when their functions expose them to health and life risks, particularly when they are assigned to hazardous areas, isolated and inaccessible areas, x-ray units, institutions that care for those with severe psychological disorders, places that are subject to depredation by criminal elements, plants and installations of arsenals, 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.


MANUEL "LITO" M. LAPID
Senator



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SENATE

S. No. 1274

RECEIVED BY: *[Signature]*

Introduced by Senator Manuel "Lito" M. Lapid

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 the policy of the State to protect
2 and promote the welfare of public servants by providing them with additional benefits
3 that take into account the nature of their responsibilities and the risks that may be
4 inherent thereto.

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

9 (a) Hazardous or less hazardous areas, as may be declared by the Secretary
10 of National Defense;

11 (b) Difficult areas or posts characterized by inaccessibility, inordinate distance
12 of travel, inconvenience of travel due to bad roads and terrain conditions, isolation, and
13 severe, inclement weather conditions, and the like;

14 (c) X-ray units, clinics, laboratories, sanitarium, leprosaria, and other similar
15 stations which entail health and safety risks due to exposure to radiation, contagious
16 diseases, volcanic activity, and the like;

17 (d) Institutions that tend to or care for patients diagnosed with severe
18 psychological disorders, such as those who are prone to inflicting harm on others;

19 (e) Places easily accessible by criminal elements, such as prison reservations
20 and penal colonies without adequate police protection;

21 (f) Plants and installations of arsenals;

22 (g) Aboard aircrafts or watercrafts while the same are in transit;

1 (h) Such other similar work conditions to be considered hazardous on the
2 basis of exposure to environmental, health, and social risks.

3
4 **SEC. 3. Coverage.** - The benefits provided shall be given to all government
5 officials and employees who have rendered at least one (1) year of continuous and
6 faithful government service.

7
8 **SEC. 4. Amount of Hazard Pay.** - The amount or rate of hazard pay shall
9 be determined by the government agencies employing covered officials and employees
10 based on the nature of their work and the extent of their exposure to risk.

11
12 **SEC. 5. Implementing Rules and Regulations (IRR).** - The Department of
13 Budget and Management shall issue the necessary rules and regulations to implement
14 the provisions of this Act.

15
16 **SEC. 6. Funding.** - The funds to implements this Act shall be included in
17 the General Appropriations Act.

18
19 **SEC. 7. Separability Clause.** - Should any provision of this Act be declared
20 unconstitutional or invalid, the other provisions hereof which are not affected thereby
21 shall continue to be in full force and effect.

22
23 **SEC. 8. Repealing Clause.** - All laws, decrees, orders, rules and
24 regulations, or parts thereof inconsistent with the provisions of this Act are hereby
25 repealed, amended, or modified accordingly.

26
27 **SEC. 9. Effectivity.** - This Act shall take effect fifteen (15) days after its
28 complete publication in the *Official Gazette* or in at least two (2) newspapers of general
29 circulation.

Approved,