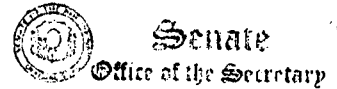


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



20 APR 27 12:37

SENATE  
S. B. NO. 1455

RECEIVED BY: [Signature]

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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. As of 4:00 PM of April 12, 2020, a total of 4,648 patients in the Philippines have been confirmed positive with COVID-19,<sup>1</sup> and as of April 13, it has also infected 1,850,220 persons in 185 countries all over the world.<sup>2</sup>

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 are required to go to work to ensure that government services continue. But despite the increased risk to their lives, no appropriate additional compensation is 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 all 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 the arsenal, aboard aircrafts and watercrafts in crossing bodies of water and other similar areas.

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<sup>1</sup> COVID-19 Case Tracker. DOH. Available at <https://www.doh.gov.ph/covid-19/case-tracker> (date last accessed: April 13, 2020).  
<sup>2</sup> Coronavirus COVID-19 Global Cases. Johns Hopkins University and Medicine. Available at <https://coronavirus.jhu.edu/map.html> (date last accessed: April 13, 2020).

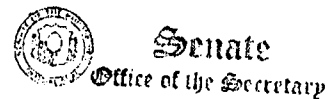
Given the extraordinary and invaluable service of these workers in critical times, such as what we are facing today with the COVID-19 pandemic, it is just and right that we give them proper benefits.

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



**SENATOR JOEL VILLANUEVA**

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



20 APR 27 (PI2:37)

SENATE

S. B. NO. 1455

RECEIVED

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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**

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

18 **SEC. 4. Hazard Pay.** – All employees of the Government shall be paid hazard pay  
19 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  
24 defined under Republic Act No. 11332, otherwise known as the Mandatory

1 Reporting of Notifiable Diseases and Health Events of Public Health Concern,  
2 has been 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, leprosia, 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  
16 conditions;

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

20  
21 (g) Plants and installations of the arsenal;

22  
23 (h) Aboard aircraft and watercraft in crossing bodies of water; and

24  
25 (i) Other similar work conditions which the Department of Budget and  
26 Management (DBM), in consultation with the Office of Civil Defense and the  
27 Civil Service Commission and other appropriate agencies, shall consider  
28 hazardous on the basis of exposure to environment, health and social risks.

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

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

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

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

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

5  
6 **Approved,**