

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



'22 NOV 17 P4 :04

SENATE

S. No. 1518

RECEIVED BY:

Introduced by SENATOR RAMON BONG REVILLA, JR.

**AN ACT
PROVIDING FOR THE MAGNA CARTA FOR 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 growing number of people that provide essential and continuous delivery of public service 24/7 without having given much attention, recognition, and care — and the Disaster Risk Reduction and Management (DRRM) Workers are among these workforce. And there is no exact number of disaster rescuers in the public sector due to the lack of consolidated government data about it.

The recent disasters and constant exposure to threats from almost all types of hazards, coupled with the continued performance of the DRRM Workers of their duties as front liners during the current pandemic have intensified the call of welfare for improved benefits or at the very least hazard pay for DRRM Workers.

The tragic fate of five first responders who perished while trying to rescue people in flooded Bulacan villages at the height of Typhoon "Karding" has sparked calls for the regularization of state workers, especially disaster frontliners.

This bill seeks to provide a measure with special reference to DRRM workers and aims to promote the socio-economic and psychological well-being of the Public DRRM Workers, their working conditions, environment, and employment terms; and develop their skills and capabilities in order to be more responsive and better equipped to deliver DRRM services and programs; and more importantly, towards encouraging those with proper qualifications and excellent abilities in DRRM to join or remain in the government service.

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.



RAMON BONG REVILLA, JR.

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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 "*Magna Carta for Public*
2 *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 addressing the
5 root causes of vulnerabilities to disasters, strengthening the country's
6 institutional capacity for disaster risk reduction and management, and building
7 the resilience of local communities to disasters including climate change
8 impacts;

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

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

15 Towards this end, this Act aims to:

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

1 b. Promote the development of skills and capabilities of Public DRRM Workers for
2 them to be more responsive and be-better equipped for the delivery of DRRM
3 services and programs; and

4 c. Encourage those with proper qualifications and excellent abilities to join and
5 remain in the government service and DRRM profession.

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

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

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

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

29 b. High Risk DRRM Activities - DRRM activities that expose the Public DRRM
30 Worker to occupational risks or perils to life, such as, but not limited to, search,
31 rescue, and retrieval operations, management of the dead and missing, rapid
32 damage needs assessment, post-disaster needs assessment, emergency

1 response activities, post-disaster activities, health and epidemic/pandemic
2 response operations, and Low Risk DRRM Activities in high-risk areas such as
3 those Public DRRM workers deployed in identified activities under the different
4 Thematic Pillars and in critical areas that are about to be affected, is affected,
5 and during the early recovery from natural or human-induced hazards. Such
6 activities shall also cover those that are to be performed in high-risk areas.

7 Low Risk DRRM activities shall be considered as high risk DRRM activities when
8 the same is being performed in an affected area or in areas deemed high risk:
9 *Provided*, That the determination of such classification shall be under the discretion of
10 the respective heads of agencies concerned.

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

25 *Sec. 7. DRRM Volunteers.* – DRRM Volunteers shall not be covered by this Act,
26 but shall otherwise be covered by the Guidelines on Accredited Community Disaster
27 Volunteers (ACDV) and pursuant to Section 9(o) of RA 10121 and its implementing
28 rules and regulations issued by the NDRRMC. For those that are not covered by the
29 ACDV Guidelines, their respective organizations shall provide ample protection to their
30 personnel-volunteers, in consonance with the provisions of this Act.

31 *Sec. 8. Non-Permanent Public DRRM Workers.* – Non-permanent Public DRRM
32 Workers engaged by the Government, such as Job Order, Contract of Service

1 personnel, and consultants may be provided with such welfare benefits under Sections
2 25, 26, and 32 of this Act, in relation to the performance of their duties as premiums
3 thereof should their contracts require or allow them to provide services that are
4 deemed high risk in nature: *Provided*, That the Non-permanent Public DRRM Worker
5 shall secure a certification from the head of agency or its duly designated
6 representative that one has performed either of the DRRM functions or activities as
7 provided for under Section 5 of this Act as a requirement to avail such benefits.

8 *Sec. 9. Performance Evaluation and Merit Promotion.* – All concerned agencies,
9 in consultation under Section 39 of this Act, shall prepare a uniform career and
10 personnel development plan applicable to all Public DRRM Workers. Such career and
11 personnel development plan shall include provisions on merit promotion, performance
12 evaluation, in-service training grants, job rotation, and incentive and award system.

13 The performance evaluation plan shall consider foremost the improvement of
14 individual employee efficiency and organizational effectiveness: *Provided*, That each
15 employee shall be informed regularly by the supervisor of said performance
16 evaluation.

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

19 *Sec. 10. Transfer or Geographical Reassignment of Public DRRM Workers.* –

- 20 a. Transfer is the movement of an employee from one organizational unit to
21 another in the same department or agency, or from one department or agency
22 to another which is of equivalent rank, level, or salary without gap in service.
23 On the other hand, Re-assignment is a movement of an employee across the
24 organizational structure within the same department or agency which does not
25 involve a reduction in rank, level, or salary. A transfer requires an issuance of
26 appointment while geographical re-assignment does not.
- 27 b. A Public DRRM Worker shall not be transferred and/or reassigned, except when
28 made in the interest of public service, in which case, the employee concerned
29 shall be informed of the reasons therefor in writing. If the Public DRRM Worker
30 believes that there is no justification for the transfer and/or reassignment, one
31 may appeal the case to the CSC. In case of an appeal, the
32 transfer/reassignment shall be held in abeyance and shall only take effect if the

1 appeal is denied: *Provided*, That no transfer and/or reassignment shall be made
2 for reasons merely of political affiliation: *Provided further*, That no transfer
3 and/or reassignment whatsoever shall be made three (3) months before and
4 three (3) months after any local or national elections: *Provided furthermore*,
5 That the transfer/reassignment of Public DRRM Workers' nature of work shall
6 remain to be DRRM in nature: *Provided finally*, That the necessary expenses of
7 the transfer and/or reassignment of the Public DRRM Worker and the
8 immediate family shall be paid for by the Government.

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

13 *Sec. 12. Security of Tenure.* - In case of permanent employment of Public
14 DRRM Workers, their services shall not be terminated, except for cause provided by
15 law and after due process: *Provided*, That if a Public DRRM Worker is found by the
16 CSC to be unjustly dismissed from work, Public DRRM Worker shall be entitled to
17 reinstatement without loss of seniority rights and to back wages with applicable
18 commensurate interest, subject to prevailing laws and policies computed from the
19 time the compensation was withheld from up to the time of reinstatement.

20 *Sec. 13. Protection from Discrimination.* - Public DRRM Workers shall be
21 protected from discrimination, regardless of their sex, age, gender, sexual orientation,
22 race, ethnicity, pregnancy, physical disability or characteristics, civil status, creed,
23 religious and political beliefs, or any other status in the exercise of profession:
24 *Provided*, That the disability of the Public DRRM Worker shall not limit the effective
25 performance of the DRRM profession which the Public DRRM Worker is hired and/or
26 appointed to.

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

- 28 a. Perform their duty with utmost respect for life, race, sex, ethnicity, gender,
29 sexual orientation, religion, nationality, party policies, and social status;
- 30 b. Discharge their duty humanely with conscience and dignity;
- 31 c. Be duty-ready at all times and prepared to be deployed in any kind of
32 emergencies and disasters, adhering to all emergency protocols: *Provided*, That

1 in the event where the family of the Public DRRM Worker is directly affected by
2 the disaster, they shall first ensure their safety and well-being;

3 d. Be properly trained and proficient in their assigned position and tasks;

4 e. Always endeavor to maintain a level of health and fitness consistent with the
5 demands of the DRRM profession;

6 f. Actively participate in all in-service training, drills, and simulation exercises that
7 will enhance their capacity in performing their functions as Public DRRM
8 Workers;

9 g. Be familiar with the Disaster Risk Reduction and Management Plan,
10 Contingency Plans, and Public Service Continuity Plan of the agency or LGU to
11 which they are employed or engaged, and contribute in their Occupational
12 Safety and Health efforts;

13 h. Conduct needs assessment as part of risk reduction and planning;

14 i. Not consume liquor or any substances, legal or illegal, prior or while in the
15 performance of duties that could impair their vigilance or judgement;

16 j. Maintain an in-depth understanding of the emergency and DRRM procedures;

17 k. Practice utmost safety and diligence in the performance of duty; and

18 l. Always adhere that Disaster Prevention and Mitigation is first and foremost the
19 most essential and that the same saves lives.

20 *Sec. 15. Code of Conduct.* - Within six (6) months from the approval of this Act,
21 the NDRRMC, upon consultation with the appropriate agencies and instrumentalities
22 of the government, and appropriate DRRM workers' organizations, shall formulate and
23 prepare a Code of Conduct for Public DRRM Workers, in consonance with RA 6714 or
24 the "*Code of Conduct and Ethical Standards for Public Officials and Employees*", which
25 shall be disseminated as widely as possible.

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

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

- 4 a. Second highest ranking official, for NGAs, or Vice-Mayor for LGUs, or Vice-
5 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 18;
- 9 e. One (1) representative from a recognized Public DRRM Workers' Association or
10 its equivalent: *Provided*, That the said representative also belongs to the
11 agency, in the absence thereof, an employee with a salary grade of not lower
12 than 18; and
- 13 f. One (1) representative from the legal section or division, or its equivalent.

14 The Head of Office may reorganize the composition of the Committee in such
15 cases where one or more members of the Committee is/are the interested party or in
16 cases necessary to discharge the functions of the Committee, such as when the
17 prescribed composition of the Committee cannot be met due to insufficiency,
18 unavailability, or absence of the position, rank, or office in the agency. In such a case,
19 the Head of Office shall exercise diligence in choosing the members in accordance
20 with their ranks or functions consistent with the prescribed composition.

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

30 In cases where injury or death is involved and a case has been filed against the
31 Public DRRM Worker, the latter shall be afforded with all possible legal assistance by
32 the Agency or LGU concerned: *Provided*, That it is established by the Public DRRM

1 Worker, through a Sworn Affidavit, that the injury or death caused is in direct
2 connection of their duty, without any criminal or malicious intent.

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

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

16 Sec. 19. *Normal Hours of Work.* - The normal hours of work of any Public
17 DRRM Worker shall not exceed eight (8) hours a day or forty (40) hours a week.

18 Hours worked shall include:

- 19 a. All the time during which a Public DRRM Worker is required to be on active duty
20 or to be at a prescribed workplace; and
- 21 b. All the time during which a Public DRRM Worker is placed in On-Call status:
22 *Provided*, That a Public DRRM Worker particularly placed in "On Call" status
23 shall be entitled to an "*On Call*" pay equivalent to fifty percent (50%) of their
24 regular wage: *Provided, further*, That no Public DRRM Worker shall be placed
25 "*On-Call*" status beyond seven (7) days per month.

26 "*On Call*" status refers to a status where a Public DRRM Worker not on active
27 duty is called upon to respond to urgent or immediate need for response-related
28 activities relative to emergencies such that the Public DRRM Worker cannot devote
29 the time for the latter's own use.

30 Sec. 20. *Overtime Work.* - Where the exigencies of the service so require, any
31 Public DRRM Worker may be required to render service beyond the normal eight (8)
32 hours a day. In such a case, the workers shall be paid an additional compensation in

1 accordance with existing laws and prevailing practices: *Provided*, That such
2 compensation shall be subject to the same rates, conditions, and limitations applicable
3 to qualified government personnel provided under relevant issuances of Civil Service
4 Commission (CSC) – Department of Budget and Management (DBM).

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

- 6 a. Where a Public DRRM Worker is made to work on its scheduled rest day, an
7 additional compensation shall be paid, in accordance with existing laws.
8 b. Where a Public DRRM Worker is made to work on any special holiday, an
9 additional compensation shall be paid, in accordance with existing laws. Where
10 such holiday work falls on the worker's scheduled rest day, the latter shall be
11 entitled to an additional compensation as may be provided by existing laws.

12 *Sec. 22. Night-Shift Differential. –*

- 13 a. Every Public DRRM Worker shall be paid a night-shift differential of ten percent
14 (10%) of its regular wage for each hour of work performed during the night-
15 shifts;
16 b. Every Public DRRM Worker required to work on the period covered after its
17 regular schedule shall be entitled to regular wage plus the regular overtime rate
18 and an additional amount of ten percent (10%) of such overtime rate for each
19 hour of work performed between ten (10) o'clock in the evening to six (6)
20 o'clock in the morning.

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

- 24 a. *Salary Scale for Local Public DRRM Worker -* The salary scales of Public DRRM
25 Workers whose salaries are appropriated by a municipality, city, or provincial
26 government shall be based on the salary schedule being implemented by the
27 LGU concerned.
28 b. *Salaries to be Paid in Legal Tender -* Salaries of Public DRRM Workers shall be
29 paid in legal tender of the Philippines or the equivalent in checks or treasury
30 warrants: *Provided*, however, That such checks or treasury warrants shall be
31 convertible to cash in any national, provincial, city or municipal treasurers' office

1 or any banking institution operating under the laws of the Republic of the
2 Philippines.

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

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

15 Sec. 25. *Hazard Allowance*. - As provided under Section 5 of this Act, Public
16 DRRM Workers, who are exposed to high risks or perils to life in the performance of
17 their duties and responsibilities, shall be compensated with hazard allowance
18 equivalent to not exceeding twenty-five (25%) of their daily basic salary, and at least
19 five percent (5%) for Public DRRM Workers exposed in low-risk activities when
20 deployed to or are working in affected areas: *Provided*, That Public DRRM Workers
21 under low risk DRRM activities shall be eligible to avail an increase hazard allowance
22 equivalent to that of high risk DRRM Workers in the event that they are called to
23 perform or are deployed for a limited period to high-risk DRRM activities, subject to
24 appropriate computation of days rendered. The determination of the compensation of
25 Hazard Allowance shall be based on the actual working days of exposure of the Public
26 DRRM Worker to any given risks or perils to life.

27 Sec. 26. *Transportation, Communication, and Subsistence Allowance*. - Public
28 DRRM Workers who are required to render service in the field during emergencies and
29 disasters in order to make their services available at any and all times, shall be entitled
30 to full subsistence allowance of three (3) meals, which may be computed in
31 accordance with prevailing circumstances: *Provided*, That, no subsistence allowance

1 shall be given in the event where the concerned agency has already prescribed meals
2 for the Public DRRM Worker.

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

8 *Sec. 27. Longevity Pay.* - A monthly longevity pay equivalent to five percent
9 (5%) of the monthly basic pay shall be paid to a Public DRRM Worker for every five
10 (5) years of continuous, efficient, and meritorious service rendered as certified by the
11 chief of office concerned, commencing with the Public DRRM Worker's service upon
12 the effectivity of this Act.

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

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

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

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

29 *Sec. 30. Medical, Mental, and Psychosocial Examination.* - Compulsory medical,
30 mental, and psychosocial examination shall be provided free of charge to all Public
31 DRRM Workers before entering the service in the Government or its subdivisions, and
32 shall be repeated once a year during the tenure of employment of all Public DRRM

1 Workers, and after every deployment of Public DRRM Workers for more than three (3)
2 days to seven (7) days in high-risk areas, as may be determined by the agency where
3 the Public DRRM Worker belongs: *Provided*, That where medical examination shows
4 that medical treatment, mental, or psychosocial intervention, and/or hospitalization is
5 necessary for those already in government service, the treatment and/or
6 hospitalization, including medicines shall be provided free either in a government or a
7 private hospital by the government entity paying the salary of the Public DRRM
8 Worker: *Provided, further*, That the cost of such medical examination and treatment
9 shall be determined by the respective agency who the Public DRRM Worker is engaged
10 with, and such amount be subject to process of the agency.

11 In cases of extreme exposure to a traumatic experience while rendering DRRM
12 Work, the agency shall, aside from those that are provided for above, provide
13 necessary support for the rehabilitation of the Public DRRM Worker. A post medical
14 examination shall be provided for the Public DRRM Worker prior to leaving the service.

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

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

26 *Sec. 33. Leave Benefits for Public DRRM Workers.* - Public DRRM Workers are
27 entitled to such vacation, sick leaves as provided by existing laws and prevailing
28 practices: *Provided*, That in addition to the leave privilege now enjoyed by Public
29 DRRM Workers - men and women Public DRRM Workers are entitled to such paternity
30 and maternity leaves, respectively, provided by existing laws and prevailing practices:
31 *Provided, further*, That upon separation of the Public DRRM Workers from the service,
32 they shall be entitled to all accumulated leave credits with pay. Public DRRM Workers

1 are also entitled to rehabilitation leave privilege for physical, mental, or emotional
2 injuries/damage sustained in the performance of official duties, subject to the
3 provisions under relevant issuances of CSC – DBM.

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

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

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

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

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

- 1 a. To require as a condition of employment that a Public DRRM Worker shall not
2 join a DRRM Workers' organization, association, or union, or shall relinquish
3 membership therein;
- 4 b. To discriminate in regard to hiring or tenure of employment or any item or
5 condition of employment, in order to encourage or discourage membership in
6 any DRRM Workers' organization, association, or union;
- 7 c. To prevent Public DRRM Workers from carrying out duties laid upon them by
8 their position in the organization, association, or union, or to penalize them
9 for the action undertaken in such capacity;
- 10 d. To harass or interfere with the discharge of the functions of the Public DRRM
11 Worker when these are calculated to intimidate, or to prevent the
12 performance of duties and responsibilities; and
- 13 e. To otherwise interfere in the establishment, functioning, or administration of
14 DRRM Workers' organizations or unions through acts designed to place such
15 organization or union under the control of government authority.

16 *Sec. 39. Consultation with Public DRRM Workers' Organizations.* - In the
17 formulation of national policies governing the social security of Public DRRM Workers,
18 professional and Public DRRM Workers' organizations, the appropriate government
19 agencies concerned shall be consulted by the NDRRMC. For this purpose,
20 Management-DRRM Workers' Consultative Councils for national, regional and other
21 appropriate levels shall be established and operationalized.

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

- 26 a. Adequacy of facilities and supplies to render quality DRRM services to client
27 population;
- 28 b. Opportunity for Public DRRM Workers to grow and develop their potentials and
29 experience a sense of worth and dignity in their work;
- 30 c. Mechanisms for democratic consultation in government DRRM institutions;
- 31 d. Appropriate organizational and staffing patterns;

- 1 e. Ways and means of enabling the rank-and-file workers to avail of educational
2 opportunities for personal growth and development;
- 3 f. Upgrading of working conditions, reclassification of positions and salaries of
4 Public DRRM Workers to correct disparity vis-a-vis other professions such that
5 positions requiring longer study be upgraded and given corresponding pay
6 scale; and
- 7 g. Assessment of the national policy on exportation of skilled human resources to
8 focus on how these resources could instead be utilized productively for the
9 country's needs.

10 There is hereby created a Congressional Oversight Committee to review and
11 assess human resource development, particularly on continuing education and training
12 and the other areas described above. The Committee shall be composed of five (5)
13 members of the House of Representatives and five (5) members of the Senate. It shall
14 be co-chaired by the Chairpersons of the House Committee on Disaster Resilience and
15 Senate Committee on National Defense and Security, Peace, Unification and
16 Reconciliation.

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

20 *Sec. 41. Implementing Rules and Regulations (IRR).* - Within thirty (30) days
21 from effectivity of this Act, the NDRRMC, in consultation with appropriate government
22 agencies and professional DRRM Workers' organizations or associations, shall
23 formulate and prepare the IRR to implement the provisions of this Act.

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

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