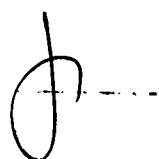


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

25 JAN 20 15:34

RECEIVED



SENATE
S. No. 2927

Introduced by Senator Loren Legarda

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

EXPLANATORY NOTE

The Philippines has consistently ranked the highest in the World Risk Index (WRI) among 193 countries as the country regularly faces typhoons, earthquakes, volcanic eruptions, and other natural and human-induced hazards. Public Disaster Risk Reduction and Management (DRRM) workers are at the forefront of addressing these challenges. They play a vital role in mitigating disaster risks, responding to emergencies, and aiding communities in their recovery efforts. Despite the significance of their contributions, DRRM workers often face inadequate support, insufficient benefits, and challenging working conditions, which limit their ability to perform effectively and sustainably.

The proposed Magna Carta for Public Disaster Risk Reduction and Management (DRRM) Workers seeks to address these gaps by institutionalizing measures that protect their welfare, promote professional growth, and enhance their capacity to deliver critical services. The bill aims to improve the socio-economic and psychological well-being of DRRM workers by creating better working environments, improving terms of employment, and providing robust benefits. It also focuses on professionalizing the DRRM workforce by offering capacity-building opportunities,

scholarships, and career advancement programs to ensure they are equipped for their demanding roles.

Key provisions of the bill include hazard allowances for high-risk activities, mandatory insurance coverage, and access to health, psychosocial, and medical services. DRRM workers will also be entitled to allowances for overtime, night shifts, and fieldwork. The bill ensures equitable work conditions by protecting workers from discrimination, safeguarding their security of tenure, and offering housing and transportation allowances.

Accountability and transparency are central to this bill, as it provides clear guidelines for grievance handling, administrative processes, and disciplinary measures. The bill also aligns with the goals of Republic Act No. 10121, the Philippine Disaster Risk Reduction and Management (PDRRM) Act of 2010, by equipping DRRM workers with the tools and resources necessary to perform their duties effectively and sustainably.

The proposed Magna Carta recognizes the critical role of DRRM workers in protecting the lives and properties of Filipinos. It acknowledges that investing in their welfare is an investment in the nation's disaster resilience and readiness. It will institutionalize these essential reforms, ensuring that DRRM workers are empowered, protected, and motivated to serve with excellence. This, in turn, will contribute to building a safer, more disaster-resilient Philippines.

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



LOREN LEGARDA
82

NINETEENTH CONGRESS OF THE)
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25 JAN 20 05:34

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AN ACT
PROVIDING FOR THE MAGNA CARTA FOR 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 for Public
2 Disaster Risk Reduction and Management (DRRM) Workers".

3 Sec. 2. *Statement 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
5 the root causes of vulnerabilities to disasters, strengthening the country's
6 institutional capacity for disaster risk reduction and management, and
7 building the resilience of local communities to disasters including climate
8 change impacts;

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

12 c) Enhance the implementation of Republic Act No. 10121, otherwise known
13 as the "Philippine Disaster Risk Reduction and Management Act of 2010" by
14 enacting measures with special reference to the welfare of all Public DRRM
15 Workers in the country.

16 Towards this end, this Act aims to:

- a) Promote and improve socio-economic and psychological well-being of Public DRRM Workers, through the improvement of working conditions, environment and terms of employment;
- b) Promote the development of skills and capabilities of Public DRRM Workers for them to be more responsive and be better equipped for the delivery of DRRM services and programs; and
- c) Encourage those with proper qualifications and excellent abilities to join and remain in the government service and DRRM profession.

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

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

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

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

1 Worker to occupational risks or perils to life, such as but not limited to,
2 search, rescue, and retrieval operations, management of the dead and
3 missing, rapid damage needs assessment, post-disaster needs assessment,
4 emergency response activities, post-disaster activities, health and
5 epidemic/pandemic response operations, and Low Risk DRRM Activities in
6 high-risk areas such as those Public DRRM workers deployed in identified
7 activities under the different Thematic Pillars and in critical areas that are
8 about to be affected, is affected, and during the early recovery from natural
9 or human-induced hazards. Such activities shall also cover those that are to
10 be performed in high-risk areas. Low Risk DRRM activities shall be
11 considered as high risk DRRM activities when the same is being performed
12 in an affected area or in areas deemed high risk; Provided, that the
13 determination of such classification shall be under the discretion of the
14 respective heads of agencies concerned.

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

29 *Sec. 7. DRRM Volunteers.* -DRRM Volunteers shall not be covered by this Act,
30 but shall otherwise be covered by the Guidelines on Accredited Community Disaster
31 Volunteers (ACDV) and pursuant to Section 9(o) of RA 10121 and its implementing

1 rules and regulations issued by the NDRRMC. For those that are not covered by the
2 ACDV Guidelines, their respective organizations shall provide ample protection to their
3 personnel-volunteers in consonance with the provisions of this Act.

4 *Sec. 8. Non-permanent Public DRRM Workers.* - Non-permanent Public DRRM
5 Workers engaged by the Government, such as Job Order, Contract of Service
6 personnel, and consultants may be provided with such welfare benefits under Sections
7 25, 26, and 32 of this Act in relation to the performance of their duties as premiums
8 thereof should their contracts require or allow them to provide services that are
9 deemed high risk in nature: Provided, that the Non-permanent Public DRRM Worker
10 shall secure a certification from the head of agency or its duly designated
11 representative that he/she has performed either of the DRRM functions or activities
12 as provided for under Section 5 of this Act as a requirement to avail such benefits.

13 *Sec. 9. Performance Evaluation and Merit Promotion.* - All concerned agencies,
14 in consultation under Section 39 of this Act, shall prepare a uniform career and
15 personnel development plan applicable to all Public DRRM Workers. Such career and
16 personnel development plan shall include provisions on merit promotion, performance
17 evaluation, in-service training grants, job rotation, and incentive and award system.
18 The performance evaluation plan shall consider foremost the improvement of
19 individual employee efficiency and organizational effectiveness: Provided, that each
20 employee shall be informed regularly by his/her supervisor of his/her performance
21 evaluation. The merit promotion plan shall be in consonance with the rules of the Civil
22 Service Commission.

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

24 a) Transfer is the movement of an employee from one organizational unit to
25 another in the same department or agency or from one department or
26 agency to another which is of equivalent rank, level, or salary without gap
27 in service. On the other hand, Re-assignment is a movement of an employee
28 across the organizational structure within the same department or agency
29 which does not involve a reduction in rank, level, or salary. A transfer
30 requires an issuance of appointment while geographical re-assignment does
31 not.

1 b) A Public DRRM Worker shall not be transferred and/or reassigned, except
2 when made in the interest of public service, in which case, the employee
3 concerned shall be informed of the reasons therefor in writing. If the Public
4 DRRM Worker believes that there is no justification for the transfer and/or
5 reassignment, he/she may appeal his/her case to the Civil Service
6 Commission. In case of an appeal, the transfer/reassignment shall be held
7 in abeyance and shall only take effect if the appeal is denied: Provided, that
8 no transfer and/or reassignment shall be made for reasons merely of
9 political affiliation; Provided further, that no transfer and/or reassignment
10 whatsoever shall be made three (3) months before and three (3) months
11 after any local or national elections: Provided furthermore, that the
12 transfer/reassignment of Public DRRM Workers' nature of work shall remain
13 to be DRRM in nature; Provided finally, that the necessary expenses of the
14 transfer and/or reassignment of the Public DRRM Worker and his/her
15 immediate family shall be paid for by the Government.

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

20 Sec. 12. *Security of Tenure.* - In case of permanent employment of Public DRRM
21 Workers, their services shall not be terminated except for cause provided by law and
22 after due process: Provided, that if a Public DRRM Worker is found by the Civil Service
23 Commission to be unjustly dismissed from work, he/she shall be entitled to
24 reinstatement without loss of seniority rights and to his/her back wages with applicable
25 commensurate interest, subject to prevailing laws and policies computed from the
26 time his/her compensation was withheld from his/her up to the time of reinstatement.

27 Sec. 13. *Protection from Discrimination.* - Public DRRM Workers shall be
28 protected from discrimination regardless of their sex, age, gender, sexual orientation,
29 race, ethnicity, pregnancy, physical disability or characteristics, civil status, creed,
30 religious and political beliefs, or any other status in the exercise of his/her profession:
31 Provided, that the disability of the Public DRRM Worker shall not limit his/her effective
32 performance of the DRRM profession which he/she is hired and/or appointed to.

1 Sec. 14. *Duties and Obligations.* -The Public DRRM Worker shall:

- 2 a) Perform his/her duty with utmost respect for life;
- 3 b) Exercise his/her functions without consideration to race, sex, ethnicity,
- 4 gender, sexual orientation, religion, nationality, party policies, and social
- 5 status;
- 6 c) Discharge his/her duty humanely with conscience and dignity;
- 7 d) Be duty-ready at all times and prepared to be deployed in any kind of
- 8 emergencies and disasters, adhering to all emergency protocol: *Provided,*
- 9 That in the event where the family of the Public DRRM Worker is directly
- 10 affected by the disaster, he/she shall first ensure their safety and well-
- 11 being;
- 12 e) Be properly trained and proficient in his/her assigned position and tasks;
- 13 f) Always endeavor to maintain a level of health and fitness consistent with
- 14 the demands of the DRRM profession;
- 15 g) Actively participate in all in-service training, drills, and simulation exercises
- 16 that will enhance his/her capacity in performing his functions as a Public
- 17 DRRM Worker;
- 18 h) Be familiar with the Disaster Risk Reduction and Management Plan,
- 19 Contingency Plans, and Public Service Continuity Plan of the agency or LGU
- 20 to which they are employed or engaged and contribute in their Occupational
- 21 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 the
- 24 performance of duties that could impair his/her vigilance or judgment;
- 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 foremost
- 29 the most essential and that the same saves lives.

30 Sec. 15. *Code of Conduct.* - Within six (6) months from the approval of this Act,

31 the NDRRMC, upon consultation with the appropriate agencies and instrumentalities

32 of the government, and appropriate DRRM worker's organizations, shall formulate and

1 prepare a Code of Conduct for Public DRRM Workers, in consonance with Republic Act
2 No. 6713 or the "Code of Conduct and Ethical Standards for Public Officials and
3 Employees", which shall be disseminated as widely as possible.

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

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

- 13 a) Second highest ranking official, for NGAs, or Vice-Mayor for LGUs, or Vice-
14 Governor for Provincial Level, as its Chairperson;
- 15 b) The Head of Human Resource as its Vice-Chairperson;
- 16 c) One (1) Division Chief with a salary grade of not lower than 22;
- 17 d) Two (2) Section Chiefs or employees with salary grade of not lower than
18 18;
- 19 e) One (1) representative from a recognized Public DRRM Worker's association
20 or its equivalent; Provided, that the said representative also belongs to the
21 agency, and in the absence thereof, an employee with a salary grade of not
22 lower than 18; and
- 23 f) One (1) representative from the legal section or division, or its equivalent.

24 The Head of Office may reorganize the composition of the Committee in such
25 cases where one or more members of the Committee is/are the interested party or in
26 cases necessary to discharge the functions of the Committee, such as when the
27 prescribed composition of the Committee cannot be met due to insufficiency,
28 unavailability, or absence of the position, rank, or office in the agency. In such case,
29 the Head of Office shall exercise diligence in choosing the members in accordance
30 with their ranks or functions consistent with the prescribed composition.

31 Sec. 17. *Legal Support.* - Public DRRM Workers shall be exempted from any
32 liability as to damage to any property or injury to a person caused in the direct

1 performance of their duty relative to disaster or emergency response and other related
2 activities where the same is necessary in order to save lives or properties, in
3 accordance with Art. 11, par. 5 of the Revised Penal Code and/or other applicable laws
4 and issuances. In any case, however, the Public DRRM Worker shall be afforded with
5 appropriate assistance by their respective agency or LGU concerned in view that any
6 conflict that may arise shall be resolved amicably or extra-judicially through
7 commensurate and peaceful means.

8 In cases where injury or death is involved and a case has been filed against the
9 Public DRRM Worker, he/she shall be afforded with all possible legal assistance by the
10 Agency or LGU concerned: Provided, that it is established by the Public DRRM Worker,
11 through a Sworn Affidavit, that the injury or death caused is in direct connection of
12 his/her duty, without any criminal or malicious intent.

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

- 15 a) the right to be informed, in writing, of the charges;
- 16 b) the right to full access to the evidence in the case;
- 17 c) the right to defend himself/herself and to be defended by a representative
18 of his/her choice and/or by his/her organization, with adequate time given
19 to the Public DRRM Worker for the preparation of his/her defense;
- 20 d) the right to confront witnesses presented against him/her and summon
21 witnesses in his/her behalf;
- 22 e) the right to appeal to designated authorities;
- 23 f) the right to reimbursement of reasonable expenses incurred in his/her
24 defense in case of exoneration or dismissal of the charges; and
- 25 g) such other rights as will ensure fairness and impartiality during proceedings.

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

28 Hours worked shall include: a) all the time during which a Public DRRM Worker is
29 required to be on active duty or to be at a prescribed workplace; and b) all the time
30 during which a Public DRRM Worker is placed in On-Call status; Provided, that, a Public
31 DRRM Worker particularly placed in "On Call" status shall be entitled to an "On Call"
32 pay equivalent to fifty percent (50%) of his/her regular wage; Provided, further, that

1 no Public DRRM Worker shall be placed "On-Call" status beyond seven (7) days per
2 month.

3 "On Call" status refers to a status where a Public DRRM Worker not on active
4 duty is called upon to respond to urgent or immediate need for response-related
5 activities relative to emergencies such that he/she cannot devote the time for his/her
6 own use.

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

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

15 a) Where a Public DRRM Worker is made to work on his/her scheduled rest
16 day, he/she shall be paid an additional compensation in accordance with
17 existing laws.

18 b) Where a Public DRRM Worker is made to work on any special holiday he/she
19 shall be paid an additional compensation in accordance with existing laws.
20 Where such holiday work falls on the worker's scheduled rest day, he/she
21 shall be entitled to an additional compensation as may be provided by
22 existing laws.

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

24 a) Every Public DRRM Worker shall be paid a night-shift differential of twenty
25 percent (20%) of his/her regular wage for each hour of work performed
26 during the night-shifts.

27 b) Every Public DRRM Worker required to work on the period covered after
28 his/her regular schedule shall be entitled to his/her regular wage plus the
29 regular overtime rate and an additional amount of twenty percent (20%) of
30 such overtime rate for each hour of work performed between six (6) o'clock
31 in the evening to six (6) o'clock in the morning.

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

4 a) Salary Scale for Local Public DRRM Worker - The salary scales of Public
5 DRRM Workers whose salaries are appropriated by a municipality, city, or
6 provincial government shall be based on the salary schedule being
7 implemented by the LGU concerned;

8 b) Salaries to be Paid in Legal Tender - Salaries of Public DRRM Workers shall
9 be paid in legal tender of the Philippines or the equivalent in checks or
10 treasury warrants: Provided, however, that such checks or treasury
11 warrants shall be convertible to cash in any national, provincial, city or
12 municipal treasurers' office or any banking institution operating under the
13 laws of the Republic of the Philippines.

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

21 Sec. 24. *Additional Compensation.* - Notwithstanding Section 12 of Republic Act
22 No. 6758 also known as the "Compensation and Position Classification Act of 1989",
23 Public DRRM Workers shall receive the following allowances: hazard allowance,
24 subsistence allowance, reimbursement of allowable communication expense, longevity
25 pay, laundry allowance, and quarters allowance.

26 Sec. 25. *Hazard Allowance.* - As provided under Section 5 of this Act, Public
27 DRRM Workers, who are exposed to high risks or perils to life in the performance of
28 their duties and responsibilities, shall be compensated with hazard allowance
29 equivalent to not exceeding twenty-five (25%) of their daily basic salary, and at least
30 five percent (5%) for Public DRRM Workers exposed in low-risk activities when
31 deployed to or are working in affected areas; Provided, that Public DRRM Workers
32 under low risk DRRM activities shall be eligible to avail an increase hazard allowance

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

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

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

18 *Sec. 27. Longevity Pay.* - A monthly longevity pay equivalent to five percent
19 (5%) of the monthly basic pay shall be paid to a Public DRRM Worker for every five
20 (5) years of continuous, efficient, and meritorious services rendered as certified by the
21 chief of office concerned, commencing with the Public DRRM Worker's service upon
22 the effectivity of this Act.

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

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

31 *Sec. 29. Housing.* -All Public DRRM Workers who are on tour of duty and those
32 who, because of unavoidable circumstances are forced to stay in their offices, shall be

1 entitled to free living quarters within the office, or if such quarters are not available,
2 shall receive quarters allowance as may be determined by their respective agencies.

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

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

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

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

1 Sec. 32. *Compensation for Work-Related Injuries and Sicknesses.* – Public
2 DRRM Workers shall be protected against the consequences of employment injuries
3 or sickness in accordance with existing laws. Injuries or sickness incurred in line of
4 duty shall be presumed work-connected.

5 Sec. 33. *Leave Benefits for Public DRRM Workers.* - Public DRRM Workers are
6 entitled to such vacation and sick leaves as provided by existing laws and prevailing
7 practices: Provided, that in addition to the leave privileges now enjoyed by Public
8 DRRM Workers - men and women Public DRRM Workers are entitled to such paternity
9 and maternity leaves, respectively, provided by existing laws and prevailing practices:
10 Provided, further, that upon separation of the Public DRRM Workers from service, they
11 shall be entitled to all accumulated leave credits with pay. Public DRRM Workers are
12 also entitled to rehabilitation leave privilege for physical, mental, or emotional
13 injuries/damage sustained in the performance of official duties subject to the
14 provisions under relevant issuances of Civil Service Commission (CSC) – Department
15 of Budget and Management (DBM).

16 Sec. 34. *Capacity Building, Scholarship and Grants.* - Public DRRM Workers shall
17 undergo necessary training and other capacity building activities on a regular basis.
18 They shall also be given opportunity to avail of scholarship benefits and grants for
19 pursuing graduate and post-graduate studies in accordance with the existing rules to
20 be implemented by the concerned agencies or LGUs. Grantees of the program may
21 study within the Philippines or abroad provided that the concerned agency or LGU
22 shall provide strict measures to ensure continuity and render service obligation. The
23 concerned agency shall give utmost preference to post-graduate DRRM-related studies
24 in granting such benefits.

25 Sec. 35. *Mandatory Insurance Coverage.* - Public DRRM Workers shall be
26 entitled to insurance coverage as provided by the Social Security System (SSS) as
27 mandated under Republic Act No. 8282 otherwise known as the "Social Security Law",
28 by the Government Service Insurance System (GSIS) as provided by Republic Act No.
29 8291 also known as "The Government Service Insurance System Act of 1997", by the
30 Universal Health Care Act as mandated by RA No. 11223, and by the Philippine Health
31 Insurance (Philhealth) as mandated by Republic Act No. 7875 or the "National Health
32 Insurance Act of 1995", whichever is applicable. Further, public DRRM workers holding

1 permanent positions and are assigned on field work shall also be entitled to personal
2 accident insurance amounting to P300,000.00; at a minimum, it must include coverage
3 for accidental death or dismemberment, permanent disability and hospitalization cost
4 reimbursement.

5 Sec. 36. Retirement Benefits for Public DRRM Workers - In recognition of the
6 invaluable service rendered by Public DRRM Workers throughout their careers, the
7 following retirement benefits shall be provided:

- 8 a) Public DRRM Workers who have rendered at least 15 years of continuous
9 service in the government, or have reached the age of 60, whichever comes
10 first, shall be eligible for retirement benefits under existing laws, including the
11 Government Service Insurance System (GSIS) or other applicable pension
12 programs.
- 13 b) In addition to the standard retirement benefits, Public DRRM Workers will be
14 entitled to an enhanced pension upon retirement based on their years of service
15 and level of exposure to high-risk DRRM activities as determined by their
16 agency. The enhanced pension will be equivalent to a minimum of 5% of the
17 worker's average monthly salary for each year of high-risk duty performed.
- 18 c) Public DRRM Workers who are retiring will be provided with transition
19 assistance to help reintegrate into civilian life, including financial literacy
20 programs, career counseling and job placement assistance and access to
21 mental health support to cope with the transition
- 22 d) In the event of the death of a Public DRRM Worker in service, the worker's
23 dependents will be entitled to a survivor's pension and additional death benefits
24 as provided under the existing laws and GSIS guidelines. The survivor's pension
25 will be equal to a percentage of the worker's final salary, and will be provided
26 to the worker's spouse, children, or other legal dependents.

27 This provision seeks to recognize the long-term commitment and sacrifice of DRRM
28 workers, while also ensuring their financial security upon retirement or in the case of
29 their death in the line of service.

30 Sec. 37. Creation of a Trust Fund for the Education of Dependents of Deceased
31 DRRM Workers - There is hereby established a Public DRRM Workers' Education Trust

1 Fund, which shall be used exclusively to provide educational assistance to the children
2 and dependents of Public DRRM Workers who die in the line of service.

3 The trust fund will be seeded through an initial appropriation from the national budget
4 in the General Appropriations Act, as well as annual contributions from the Local DRRM
5 Funds of the concerned agencies and LGUs. In addition, donations, grants, or other
6 sources of funds may be accepted into the Trust Fund.

7 The children or legal dependents of Public DRRM Workers who die in the line of duty
8 are eligible for educational assistance. This benefit will cover primary, secondary, and
9 tertiary education for a period of up to four (4) years of undergraduate studies in
10 accredited institutions

11 The NDRRMC, in coordination with the Department of Education (DepEd) and
12 Commission on Higher Education (CHED), will administer the distribution of funds,
13 ensuring that the educational assistance is used solely for the purpose intended.

14 An Advisory Board consisting of representatives from the NDRRMC, the Department
15 of Social Welfare and Development (DSWD), and the families of deceased DRRM
16 workers will be established to oversee the Fund's activities and ensure the efficient
17 use of resources.

18 Sec. 38. *Right to Self-Organization.* -Public DRRM Workers shall have the right
19 to freely form, join or assist organizations or associations, to the extent allowable by
20 law and/or existing policies, for purposes not contrary to law in order to defend and
21 protect their mutual interests and to obtain redress of their grievances through
22 peaceful concerted activities.

23 Sec. 39. *Freedom from Interference or Coercion.* - It shall be unlawful for any
24 person to commit any of the following acts of interference or coercion:

- 25 a) to require as a condition of employment that a Public DRRM Worker shall
26 not join a DRRM Workers' organization, association, or union or shall
27 relinquish membership therein;
- 28 b) to discriminate in regard to hiring or tenure of employment or any item or
29 condition of employment in order to encourage or discourage membership
30 in any DRRM Workers' organization, association, or union;

- c) to prevent a Public DRRM Worker from carrying out duties laid upon him/her by his/her position in the organization, association, or union, or to penalize him/her for the action undertaken in such capacity;
- d) to harass or interfere with the discharge of the functions of the Public DRRM Worker when these are calculated to intimidate or to prevent the performance of his/her duties and responsibilities; and
- e) to otherwise interfere in the establishment, functioning, or administration of DRRM Worker's organizations or unions through acts designed to place such organization or union under the control of government authority.

Sec. 40. *Consultation with Public DRRM Workers' Organizations.* - In the formulation of national policies governing the social security of Public DRRM Workers, professional and Public DRRM Workers' organizations as well as other appropriate government agencies concerned shall be consulted by the NDRRMC. For this purpose, Management-DRRM Workers' Consultative Councils for national, regional and other appropriate levels shall be established and operationalized.

Sec. 41. *Human Resource Development/Management Study.* - The Human Resource Department/Division of respective concerned agencies shall conduct a periodic human resource development/management study into, among others, the following areas:

- a) adequacy of facilities and supplies to render quality DRRM services to client population;
- b) opportunity for Public DRRM Workers to grow and develop their potentials and experience a sense of worth and dignity in their work;
- c) mechanisms for democratic consultation in government DRRM institutions;
- d) appropriate organizational and staffing patterns;
- e) ways and means of enabling the rank-and-file workers to avail of educational opportunities for personal growth and development;
- f) upgrading of working conditions, reclassification of positions and salaries of Public DRRM Workers to correct disparity vis-a-vis other professions such that positions requiring longer study be upgraded and given corresponding pay scale; and

1 g) assessment of the national policy on exportation of skilled human resources
2 to focus on how these resources could instead be utilized productively for
3 the country's needs.

4 *Sec. 42. Implementing Rules and Regulations.* - The NDRRMC after consultation
5 with appropriate agencies of the Government as well as professional and DRRM
6 Workers' organizations or associations, shall formulate and prepare the necessary
7 rules and regulations to implement the provisions of this Act. Moreover, the DBM, in
8 coordination with the NDRRMC, shall issue the guidelines on the grant of
9 compensation-related benefits to Public DRRM Workers. Rules and regulations issued
10 pursuant to this Section shall take effect thirty (30) days after publication in a
11 newspaper of general circulation.

12 *Sec. 43. Prohibition Against Double Recovery of Benefits.* - Whenever other
13 laws provide for the same benefits covered by this Act, the Public DRRM Worker shall
14 have the option to choose which benefits will be paid to him/her. However, in the
15 event that the benefits chosen are less than that provided under this Act, the worker
16 shall be paid only the difference.

17 *Sec. 44. Prohibition Against Elimination and/or Diminution of Benefits.* -
18 Nothing in this law shall be construed to eliminate or in any way diminish benefits
19 being enjoyed by Public DRRM Workers at the time of the effectivity of this Act.

20 *Sec. 45. Appropriations.* - The amount needed for the implementation of this
21 Act shall be determined by the concerned agencies and be included in the General
22 Appropriations Act of the year following its enactment under the budgetary
23 appropriations of concerned agencies or chargeable against local funds of Local
24 Government Units subject to Personal Service Limitations pursuant to Sec. 325 of RA
25 7160 where applicable.

26 However, such special benefits, including injury and burial benefits as well as
27 hazard pay may be sourced from the Local DRRM Fund of the agencies or Local
28 Government Units.

29 *Sec. 46. Penal Provision.* - Any person who shall willfully interfere with, restrain
30 or coerce any Public DRRM Worker in the exercise of his/her rights or shall in any
31 manner commit any act in violation of any of the provisions of this Act, upon
32 conviction, shall be punished by a fine of not less than Ten thousand pesos

1 (P10,000.00) or imprisonment of not more than one (1) year or both at the discretion
2 of the court.

3 If the offender is a public official, the court, in addition to the penalties provided
4 in the preceding paragraph, may impose the additional penalty of disqualification from
5 public office.

6 Sec. 47. *Separability Clause*. - If for any reason, any provision of this Act is
7 declared unconstitutional or invalid, such parts not affected thereby shall remain in
8 full force and effect.

9 Sec. 48. *Repealing Clause*. - All laws, decrees, executive orders, rules and
10 regulations and other issuances or parts thereof which are inconsistent with this Act
11 are hereby repealed, amended or modified accordingly.

12 Sec. 49. *Effectivity*. - This Act shall take effect fifteen (15) days after its
13 publication in the Official Gazette or in any two (2) newspapers of general circulations.

Approved,