

SENATE

S. No. 1027

Introduced by Senator Manuel "Lito" M. Lapid

EXPLANATORY NOTE

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

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

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

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


MANUEL "LITO" M. LAPID
Senator

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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:

SECTION 1. Declaration of Policy. - It is hereby declared the policy of the State to protect and promote the welfare of public servants by providing them with *additional compensation taking into account the nature of the responsibilities pertaining to their positions.*

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

- (a) hazardous or less hazardous areas that may be declared as such by the Secretary of National Defense;
- (b) difficult areas or hardship posts characterized by distance, inconvenience of travel due to bad roads and conditions of the terrain, isolation, inaccessibility and extreme weather conditions;
- (c) x-ray units, clinics, laboratories, sanitarium, leprosaria and other similar stations which offer risks to health and safety due to exposure to radiation, contagious diseases and volcanic activity;
- (d) institutions that tend or care for mentally-deranged patients;
- (e) places that are subject to depredation by criminal elements as those in prison reservations and penal colonies without adequate police protection;
- (f) plants and installations of the arsenal
- (g) aboard aircraft and watercraft in crossing bodies of water;

(h) other similar work conditions which the DBM shall consider hazardous on the basis of exposure to environmental, health and social risks.

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

SEC. 4. Implementing Rules and Regulations (IRR). - The Department of Budget and management shall issue the necessary rules and regulations to implement the provisions of this Act.

SEC. 5. Funding. - The funds to implements this Act shall be included in the General Appropriations Act.

SEC. 6. Separability Clause. - If, for any reason, any provision of this Act is declared to be unconstitutional or invalid, the other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 7. Repealing Clause. - All laws, decrees, orders, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 8. Effectivity. - This Act shall take effect fifteen (15) days after its complete publication in the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,