

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



Senate
Office of the Secretary

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SENATE

S. No. 1358

RECEIVED BY: *ji*

Introduced by Senator Ralph G. Recto

Explanatory Note

In this modern age when science and technology is recognized as an essential element for the attainment of national development and progress, there is a need to support the development and maintenance of a reservoir of scientists, engineers, researchers, experts and other technical manpower in the country.

Recognizing this principle, Republic Act No. 8439 or the *Magna Carta for Scientists, Engineers, Researchers and Other Science and Technology Personnel in the Government* was enacted. This law recognizes the contribution of science and technology (S&T) personnel in national development and further encourages them to stay and render services in the country by providing them a range of benefits which includes among others: *scholarship and research funds, subsistence and laundry allowances and longevity pay*. The law also provides for a hazard allowance ranging from 10% to 30% of the monthly basic salary of S&T personnel. These additional benefits are meant to augment the meager salaries of S&T personnel in the country.

This bill seeks to amend R.A. No. 8439 by pegging the hazard allowance to its maximum rate which is equivalent to 30% of the monthly basic salary for all S&T personnel. Hence, further increasing the take home pay of these personnel and to some extent will make them feel that the government is concerned with their welfare. While the increase may not be comparable to the pay being offered to S&T personnel abroad, adjusting the percentage of the hazard pay to its maximum rate is seen to be the most feasible and expeditious means to address the brain drain problem and exodus of technical personnel of many S&T agencies of the government.

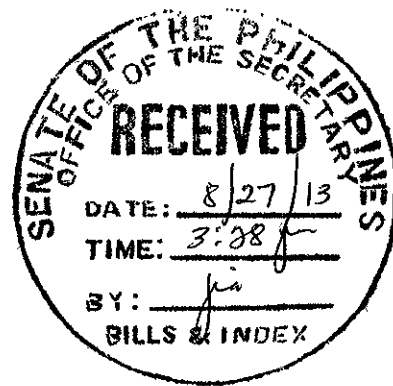
The bill also proposes to expand the coverage of workplaces considered as hazardous to include those work areas on land, air and seas that are vulnerable to natural hazards and those that are difficult or distressed or hardship posts. Expanding the coverage will enable more S&T personnel to avail of the hazard pay.

In the recent past, we have witnessed quite a number of seasoned weather forecasters of the Philippine Atmospheric Geophysical and Astronomical Services Administration (PAGASA) who resigned from their post to accept higher paying overseas work. Our country can no longer afford to continue losing a number of brilliant minds and S&T personnel to more lucrative jobs abroad. It is imperative that we act immediately in order to provide them incentives that are realistic and fair without violating the principles of the Salary Standardization Law.

It is in this regard that the passage of this bill is earnestly sought.


RALPH G. RECTO

SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
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SENATE

S. No. 1358

Introduced by Senator Ralph G. Recto

AN ACT

PRESCRIBING THE HAZARD ALLOWANCE OF THIRTY PERCENT (30%) OF THE MONTHLY BASIC SALARY FOR ALL SCIENCE AND TECHNOLOGY (S&T) PERSONNEL IN THE GOVERNMENT AND FOR OTHER PURPOSES, THEREBY AMENDING REPUBLIC ACT NO. 8439, OTHERWISE KNOWN AS "THE MAGNA CARTA FOR SCIENTISTS, ENGINEERS, RESEARCHERS AND OTHER SCIENCE AND TECHNOLOGY PERSONNEL IN GOVERNMENT"

Be it enacted by the Senate and the House of Representatives of the Philippines in Congress assembled:

1 **SECTION 1.** Section 7, sub-paragraph (c) of Republic Act No. 8439, is hereby further
2 amended to read as follows:

3 "Section 7. *Other Benefits.* – Notwithstanding Section 12 of Republic Act No.
4 6758, science and technology personnel defined under Section 5 of this Act shall receive
5 the following:

6 "xxx

7 "(c) *Hazard allowance.* – S & T personnel involved in hazardous
8 undertakings or assigned in hazardous workplaces, shall be paid hazard
9 allowances **EQUIVALENT** [ranging from ten (10%)] to thirty (30%) percent of
10 their monthly basic salary [depending on the nature and extent of the hazard
11 involved]. The following shall be considered hazardous workplaces:

12 "(1) Radiation-exposed laboratories and service workshops;

13 "(2) Remote/depressed areas;

14 "(3) Areas declared under a state of calamity or emergency;

15 "(4) Strife-torn or embattled areas;

16 "(5) Laboratories and other disease-infested areas;

17 **"(6) WORK AREAS ON LAND, AIR AND SEAS THAT ARE**
18 **HIGH DANGER ZONES TO NATURAL HAZARDS; AND**

19 **"(7) DIFFICULT/DISTRESSED OR HARDSHIP POSTS.**

20 "xxx."

1 **Sec. 2. *Funding.*** – The initial amount necessary to implement this Act shall be charged
2 against the current appropriations of the Department of Science and Technology (DOST) and
3 other agencies concerned.

4 Thereafter, the funds necessary to fully implement this Act shall be included in the
5 General Appropriations Act (GAA) under the budgetary appropriations of the DOST and other
6 agencies concerned.

7 **Sec. 3. *Repealing Clause.*** – All laws, decrees, executive orders, rules and regulations, or
8 parts thereof which are inconsistent with this Act are hereby repealed, amended or modified
9 accordingly.

10 **Sec. 4. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the
11 Official Gazette or in at least two (2) newspapers of general circulation.

Approved,