

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



Senate  
Office of the Secretary

16 FEB -1 P3 21

SENATE  
S. No. 3199

RECEIVED BY: *J.*

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Introduced by Senator Miriam Defensor Santiago

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AN ACT  
PROVIDING HAZARDOUS PAY TO PROBATION AND PAROLE OFFICERS WHO  
PERFORM THE DUTY OF SUPERVISING AND COUNSELING PAROLEES

EXPLANATORY NOTE

Hazard pay means additional pay for performing hazardous duty or work involving physical hardship. Work duty that causes extreme physical discomfort and distress which is not adequately alleviated by protective devices is deemed to impose a physical hardship.

It is evident that the hazardous condition attributable to a prisoner while incarcerated is not extinguished when the same prisoner is released on parole and subsequently supervised and counseled by a Probation and Parole Officer.

In this regard, Probation and Parole Officers should be entitled to hazard pay since they are in constant contact with convicted and hardened criminals whom they supervise and investigate.

Probation and Parole Officers go to far-flung barrios infested with NPAs, in cramped informal settler areas where recidivists frequent, and across raging seas and mountains in order to get the most reliable information required in assessing the potential of an applicant to be granted the privilege of pardon, probation or parole.

The environment and circumstances frequented by these officers are without doubt, hazardous and constitute arduous activities which should at least entitle them to a hazard pay.

The proposed legislation seeks to entitle Probation and Parole Officers to a hazard pay calculated at the rate of the officer's regular wage plus ten percent (10%) for all periods he is on such duty.<sup>1</sup>

*Miriam Defensor Santiago*  
MIRIAM DEFENSOR SANTIAGO  
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<sup>1</sup> This bill was originally filed during the Fourteenth Congress, Third Regular Session.

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*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 “Probation and Parole  
2 Officers Hazardous Pay Act.”

3 SECTION 2. *In-duty Hazardous Pay* – A probation and parole officer or any  
4 employee of the government who performs the duty of supervising or counseling  
5 parolees shall be entitled to hazardous pay calculated at the rate of his or her regular wage  
6 plus ten percent for all periods he or she is on such duty. The differential shall be  
7 applicable only during time of exposure.

8 SECTION 3. *Field Duty Hazardous Pay* – A probation and parole officer who  
9 performs a duty outside of the direct supervision of the Probation and Parole  
10 Administration, that if performance by another law enforcement or public safety officer  
11 would entitle such officer to hazardous pay, shall be entitled to hazardous pay calculated  
12 at the rate of his or her regular wage plus ten percent for all periods he or she is on such  
13 duty. The differential shall be applicable only during time of exposure.

1           SECTION 4. *Appropriations.* – To carry out the provisions of this Act, such  
2 amount as hereby necessary is hereby authorized to be appropriated from the National  
3 Treasury.

4           SECTION 9. *Separability Clause.* – If any provision or part hereof, is held invalid  
5 or unconstitutional, the remainder of the law or the provision not otherwise affected shall  
6 remain valid and subsisting.

7           SECTION 10. *Repealing Clause.* – Any law, presidential decree or issuance,  
8 executive order, letter of instruction, administrative order, rule or regulation contrary to,  
9 or inconsistent with the provisions of this Act is hereby repealed, modified or amended  
10 accordingly.

11           SECTION 11. *Effectivity Clause.* – This Act shall take effect fifteen (15) days  
12 after its publication in at least two (2) newspapers of general circulation.

Approved,

/ersmg6Jan2016