

SENATE

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S. No. **1559**

(In Substitution of Senate Bill No. 503)

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Prepared jointly by the Committees on Civil Service, Government Reorganization and Professional Regulation and Finance with Senators Antonio "Sonny" F. Trillanes IV and Loren B. Legarda as authors

AN ACT
GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT
AND APPROPRIATING FUNDS THEREFOR

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

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

5
6 **SEC. 2. Hazard Pay.** - All employees and officials of the Government shall be paid
7 hazard pay when stationed or assigned to work in or under the following
8 circumstances/conditions:

- 9
10 a) Hazardous or less hazardous areas, as may be declared as such by the Secretary of
11 National Defense;
12
13 b) Difficult areas or hardship posts characterized by distance, inconvenience of travel
14 due to bad roads and conditions of the terrain, isolation, inaccessibility and
15 extreme weather conditions;
16
17 c) X-ray units, clinics, laboratories, sanitarium, leprosaria, observation posts and other
18 similar stations which offer risks to health and safety due to exposure to radiation,
19 contagious diseases and volcanic activity;
20
21 d) Institutions that tend or care for mentally-deranged patients;
22
23 e) Places that are subject to depredation by criminal elements as those in prison
24 reservations and penal colonies without adequate police protection;
25
26 f) Plants and installations of the arsenal;
27
28 g) Aboard aircraft and watercraft in crossing bodies of water; and
29

1 h) Other similar work conditions which the Department of Budget and Management
2 (DBM) shall consider hazardous on the basis of exposure to environment, health
3 and social risks.
4

5 **SEC. 3. Coverage.** - The benefits provided herein are payable to all government
6 officials and employees who are exposed to the conditions mentioned in section 2 regardless
7 of their status or the nature of their appointment. This Act may also apply to government
8 employees receiving similar benefits under existing laws, decrees and/or orders; *Provided,*
9 That the covered employees shall be entitled to only one such pay or benefit, whether the
10 hazard pay provided herein or the benefits provided under the existing laws, decrees and/or
11 laws, whichever is higher.
12

13 **SEC. 4. Implementing Rules and Regulations.** - The Civil Service Commission
14 (CSC), in coordination with the Department of Budget and Management (DBM), shall
15 promulgate the necessary rules and regulations for the effective implementation of this Act.
16

17 **SEC. 5. Appropriations.** - The amount necessary for the effective implementation of
18 this act shall be charged against the appropriations of the respective government agencies
19 where the covered government officials and employees are employed and hereinafter shall be
20 included in the General Appropriations Act (GAA) every year after its enactment into law.
21

22 **SEC. 6. Effectivity.** - This Act shall take effect fifteen (15) days after its publication
23 in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,