

SENATE

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S. No. **1560**

(In Substitution of Senate Bill No. 610)

RECEIVED BY: 

Prepared jointly by the Committees on Civil Service, Government Reorganization and Professional Regulation; and Labor, Employment and Human Resources Development with Senators Antonio "Sonny" F. Trillanes IV and Joel Villanueva as authors

AN ACT  
GRANTING DISASTER SERVICE VOLUNTEERS PAID LEAVE DURING PERIOD  
OF DISASTERS

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

1        **SECTION 1. Short Title.** - This Act shall be known as the "Disaster Service  
2 Volunteer Leave Act of 2017".

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4        **SEC. 2. Definition of Terms.** - For purposes of this Act, the following terms shall  
5 mean:

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7        a) "Department" or "agency" refers to any of the various units of the government  
8 including a department, bureau, office, instrumentality or government-owned or  
9 controlled corporations;
- 10  
11        b) "Disaster" includes a local disaster designated at level I or higher in the Philippine  
12 Red Cross (PRC) Regulations and Procedures or a national disaster at level III or  
13 higher in the PRC Regulations;
- 14  
15        c) "Certified disaster service volunteer" or "volunteer" means any person who has  
16 completed the necessary training and has been certified as a disaster service specialist  
17 by the PRC.

18  
19        **SEC. 3. Disaster Service Volunteer Leave.** -  
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21        (a) An employee of an agency who is a certified disaster service volunteer shall be  
22 granted leave from work with pay, for up to an aggregate of fifteen (15) days, consecutively  
23 or non-consecutively, in any twelve-month period, to participate in specialized disaster relief  
24 services for the Philippine Red Cross (PRC) in connection with any disaster, upon the request  
25 of the PRC for such employee's services and upon the approval of such employee's  
26 employing agency. An employee of any private sector business who is a certified disaster  
27 service volunteer may be granted the same benefits.

28  
29        (b) An employee of an agency granted leave pursuant to Subsection (a) of this Section  
30 shall be compensated by the employing agency at the employee's regular rate of pay for those

1 regular work hours during which the employee is absent from work, but shall not receive  
2 overtime pay, night shift differential pay, hazardous duty pay or any other form of pay or  
3 compensation in addition to the employee's regular pay. An employee who is granted leave  
4 pursuant to Subsection (a) of this Section shall not lose any seniority or any already  
5 accumulated vacation time, sick time or earned overtime due to such leave.  
6

7 (c) The government shall not be liable for workers' compensation claims arising from  
8 accident or injury while an employee is on assignment as a certified disaster service volunteer  
9 for the PRC. Duties performed while on disaster leave shall not be considered to be a work  
10 assignment by any department or agency. In determining whether to grant leave to an  
11 employee, the employing agency may consider the needs of the PRC for expertise in a  
12 particular certified area. The employee's activities and job functions while on leave, however,  
13 shall not be directed by the government but shall be determined and controlled solely by the  
14 PRC.  
15

16 **SEC. 4. *Certification as a Disaster Service Volunteer.*** - No employee shall be paid  
17 during regular work hours in the completion of any training towards certification as a disaster  
18 service volunteer unless such employee uses personal or annual leave.  
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20 **SEC. 5. *Implementing Rules and Regulations.*** - The Civil Service Commission  
21 (CSC), after consultation and coordination with the government agencies and/or  
22 instrumentalities affected by this Act, including, but not limited to, the National Disaster Risk  
23 Reduction and Management Council (NDRRMC), the Philippine Red Cross (PRC), the  
24 Department of Labor and Employment (DOLE) and the Department of Interior and Local  
25 Government (DILG), shall promulgate and issue the appropriate rules and regulations for the  
26 proper implementation of this Act.  
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28 **SEC. 6. *Separability Clause.*** - If any provision of this Act is declared  
29 unconstitutional, the other provisions not affected thereby shall remain in full force and  
30 effect.  
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32 **SEC. 7. *Repealing Clause.*** - All laws, decrees, orders, rules and regulations or parts  
33 thereof which are inconsistent with the provisions of this Act are hereby repealed or modified  
34 accordingly.  
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36 **SEC. 8. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication  
37 in two (2) national newspapers of general circulation.

*Approved,*