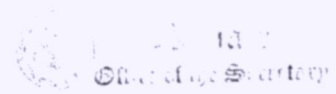


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )

**SENATE**

**S.B. No. 676**



19 JUL 22 P2:19

**Introduced by SENATOR RAMON BONG REVILLA, JR.**

RECEIVED

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

**EXPLANATORY NOTE**

Various positions in the public sector entails being exposed to risky, sometimes significantly dangerous, environment. Sometimes, their work itself exposes some government employees to possible occupational risks. These risks are inevitable since our selfless and hard-working government employees want to discharge their obligations in the delivery of social services to the public.

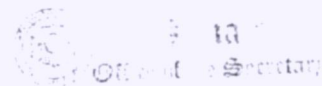
This proposed measure seeks to recognize our government employees' dedication in serving the people by institutionalizing the grant of hazard pay to all covered employees of the government. Some sectors already enjoy this grant by virtue of their individual charters. This bill aims to complement those by centralizing all covered employees into one enactment so that those who are not yet enjoying the benefit will now be covered.

Hazard pay is already being received by a number of sectors in our labor force. Let us not deprive our government employees of this benefit by considering this bill at the soonest possible time.

**RAMON BONG REVILLA, JR.**

**SENATE**

**S.B. No. 676**



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**AN ACT  
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AND APPROPRIATING FUNDS THEREFOR**

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

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

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

- 9 a) Hazardous or less hazardous areas, as may be declared as such by the  
10 Secretary of National Defense;
- 11 b) Difficult areas or hardship posts characterized by distance, inconvenience of  
12 travel due to bad roads and conditions of the terrain, isolation inaccessibility  
13 and extreme weather conditions;
- 14 c) X-ray units, clinics, laboratories, sanitarium, leprosaria, observation posts and  
15 other similar stations which offer risks to health and safety due to exposure  
16 to radiation, contagious diseases and volcanic activity;
- 17 d) Institutions that tend or care for mentally-deranged patients;

- 1 e) Places that are subject to depredation by criminal elements as those in  
2 prison reservations and penal colonies without adequate police protection;  
3 f) Plants and installations of the arsenal;  
4 g) Aboard aircraft and watercraft in crossing bodies of water; and  
5 h) Other similar work conditions which the Department of Budget and  
6 Management (DBM) shall consider hazardous on the basis of exposure to  
7 environment, health and social risks.

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

16  
17 *Sec. 4. Implementing Rules and Regulations.* – The Civil Service Commission  
18 (CSC), in consultation with the Department of Budget and Management (DBM), shall  
19 promulgate the necessary rules and regulations for the effective implementation of  
20 this Act.

21  
22 *Sec. 5. Appropriations.* – The amount necessary for the effective  
23 implementation of this Act shall be charged against the appropriations of the  
24 respective government agencies where the covered government officials and  
25 employees are employed and hereinafter shall be included in the General  
26 Appropriations Act every year after its enactment into law.

27  
28 *Sec. 6. Separability Clause.* If any provision or part hereof, is held invalid or  
29 unconstitutional, the remainder of the law or the provision not otherwise affected shall  
30 remain valid and subsisting.

31

1            *Sec. 7. Repealing Clause.* Any law, presidential decree or issuance, executive  
2 order, letter of instruction, administrative order, rule or regulation contrary to, or  
3 inconsistent with the provisions of this Act is hereby repealed, modified or amended  
4 accordingly.

5

6            *Sec. 8. Effectivity Clause.* This Act shall take effect fifteen (15) days after its  
7 publication in at least two (2) newspapers of general circulation.

8

9

10           *Approved,*