

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Philippines

EIGHTEENTH CONGRESS
First Regular Session

2022

HOUSE BILL NO. _____



INTRODUCED BY REPRESENTATIVE ALFRED VARGAS

EXPLANATORY NOTE

There are instances that in the performance of their obligations, government workers get hurt or, worst case scenario, perish. When the government worker is also the breadwinner, the family is often left to fend for themselves. The life of a public servant, more often than not, is one of uncertainty and thus, it is just fitting they be given remunerations commensurate to the dangers associated with their obligations.

This bill seeks to provide a hazard pay for government employees detailed to hazardous areas; isolated and inaccessible regions; stations with exposure to radiation and contagious diseases; organizations that administer to the mentally-deranged; places that are subject to the depredation by criminal components; and other similar work conditions identified as hazardous by the Department of Budget and Management.

The immediate approval of this proposed measure is urged.


ALFRED VARGAS

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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:

SECTION 1. Declaration of Policy. – It is hereby declared the policy of the State to protect and promote the welfare of public servants by providing them with additional compensation taking into account the nature of the responsibilities pertaining to their positions.

SEC. 2. Hazard Pay. – All employees and officials of the Government shall be paid when stationed or assigned to work in or under the following circumstances/conditions:

- a) Hazardous or less hazardous areas that may be declared as such by the Secretary of National Defense;
- b) Difficult areas of hardship posts characterized by distance, inconvenience of travel due to bad roads and conditions of the terrain, isolation, inaccessibility and extreme weather conditions;
- c) X-ray units, clinics, laboratories, sanitarium, leprosaria and other similar stations which offer risks to health and safety due to exposure to radiations, contagious diseases and volcanic activity;
- d) Institutions that tend or care for mentally-deranged patients;
- e) Places that are subject to depredation by criminal elements as those in prison reservations and penal colonies without adequate police protection;

- f) Plants and installations of the arsenal;
- g) Aboard aircraft and watercraft in crossing bodies of water; and
- h) Other similar work conditions which the Department of Budget and Management (DBM) shall consider hazardous on the basis of exposure to environment, health and social risks.

SEC. 3. Coverage. - The benefits provided herein are payable to all officials and employees who have rendered at least one (1) year of continuous and faithful government service.

SEC. 4. Rules and Regulations. - The Secretary of Budget and Management shall issue the necessary rules and regulations to implement the provisions of this Act.

SEC. 5. Funding. - The funds to implement this Act shall be included in the General Appropriations Act.

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

Approved,