

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 3535**



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**Introduced by Rep. Precious Hipolito Castelo**

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**EXPLANATORY NOTE**

There is no gainsaying that firefighters are at high risk on account of the nature of their work. Their very existence is in jeopardy each time they discharge their sworn duty. They selflessly risk their lives in order to save those of the others who are caught in a fire outbreak.

It is about time that the hazard pay of these unsung heroes got an upgrade from the meager P12 per day to at least 20% of their basic salary and the same shall not be subject to tax. It should be a matter of State policy to uphold the welfare of government workers who offer their very lives in the fulfilment of their duties.

The immediate passage of this proposed measure is most earnestly sought.

  
**PRECIOUS HIPOLITO CASTELO**

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**AN ACT**  
**INCREASING THE HAZARD PAY OF ALL FIREFIGHTERS IN THE COUNTRY TO AT LEAST TWENTY PERCENT (20%) OF THEIR MONTHLY BASIC SALARY, APPROPRIATING FUNDS THEREFOR AND FOR OTHER PURPOSES**

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

SECTION 1. This Act shall be known as the 'Firefighters Hazard Pay Act.'

SEC. 2. The hazard pay granted to every *bonafide* and duly appointed firefighter in the Philippines shall hereby be increased to at least twenty percent (20%) of their monthly basic salary.

SEC. 3. Under this Act, such increase of hazard pay or its equivalent shall not be subject to tax consistent with the very purpose of this grant of incentives to all *bonafide* and duly appointed firefighters in the country.

SEC. 4. The amount necessary for the effective implementation of this Act shall be charged against the appropriations for the Department of Interior and Local Government under the current General Appropriations Act. Thereafter, such amount as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 5. The Department of Interior and Local Government shall issue the rules and regulations necessary for the effective implementation of this Act.

SEC. 6. This Act shall take effect thirty (30) days upon its approval, publication in the Official Gazette, and in at least three (3) newspapers of general circulation.

*Approved,*