

**NINETEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES**
First Regular Session

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Senate
Office of the Secretary

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SENATE
S.B. No. 1493

RECEIVED BY:

Introduced by Senator Ramon Bong Revilla, Jr.

**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.



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Be it enacted by the Senate and House of Representatives of the 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 entitled to only one
14 such pay or benefit, whether the hazard pay provided herein or the benefits provided
15 under 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.

Approved.