

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1268



Introduced by **HONORABLE LUIS RAYMUND F. VILLAFUERTE, JR.**

EXPLANATORY NOTE

Hazard pay is the additional pay to employees for performing hazardous duty or work involving physical hardship or potentially dangerous work environment. Work duty that causes extreme physical discomfort and distress, which is not adequately alleviated by protective devices, is deemed to impose a physical hardship.

In the past, a number of government employees have been harmed, and worse, killed in pursuance of their duties. Worse, occupational related diseases and injuries are increasing as the economy continues to grow. Workplace accidents had a slight increase from 2011 to 2013 from 46,655 to 47,440.¹ Workplace injuries are also increasing from 2011 to 2013 (48,957 to 49,118) with manufacturing industry accounting for the highest share in workplace injuries (51% to 48%). The Philippine Statistics Authority (PSA) recorded a growth in occupational diseases across eleven industries.² The steady incline in occupation related injuries and disease are also speculated to continue as these industries expand.

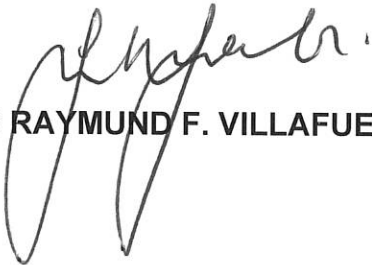
In addition, most of government employees who are injured in fulfilling their duties could not afford the medical treatment. Worse, the families of the deceased have been unable to afford their departed relatives a decent burial. Thus, it is only fitting that they be provided compensation for the risks connected with their duties.

This re-filed version of the bill seeks to provide all government officials and employees hazard pay especially in cases where they are assigned to areas such as but not limited to hazardous, isolated and inaccessible environment, x-ray units, institutions that care for the mentally deranged, places that are subject to depredation by criminal elements, plants and installations of the arsenal, aboard aircrafts and watercrafts in crossing bodies of water and other similar areas.

¹ LABSTAT Updates (Vol. 19 No. 14)

² LABSTAT Updates (Vol. 19 No. 19)

In view of the foregoing, the immediate passage of this measure is earnestly sought.



LUIS RAYMUND F. VILLAFUERTE, JR.

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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 their responsibilities and exposure to hazard or possible dangers pertaining to their positions.

SEC. 2. Hazard Pay. - All employees and officials of the Government shall receive hazard pay when stationed or assigned to work in or under the following circumstances/ conditions:

- a) Hazardous or less hazardous areas, as may be declared as such by the Secretary of National Defense;
- b) Difficult areas or 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, observation posts and other similar stations which offer risks to health and safety due to exposure to radiation, 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 government officials and employees who are exposed to the conditions mentioned in Section 2 regardless of their status or the nature of their appointment. This Act may also apply to government employees receiving similar benefits under existing laws, decrees and/or orders; Provided, That the covered employees shall be entitled to only one such pay or benefit, whether the hazard pay provided herein or the benefits provided under the existing laws, decrees and/or laws, whichever is higher

SEC. 4. Implementing Rules and Regulations. - The Civil Service Commission (CSC), in coordination with the Department of Budget and Management (DBM), shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 5. Appropriations. - The amount necessary for the effective implementation of this act shall be charged against the appropriations of the respective government agencies where the covered government officials and employees are employed and hereinafter shall be included in the General Appropriations Act (GAA) every year after its enactment into law.

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.

Approved,