

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

EIGHTEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. 6750



Introduced by Hon. Anthony Peter “Onyx” D. Crisologo

AN ACT  
PROVIDING HAZARD DUTY PAY TO FRONTLINERS  
AND OTHER ESSENTIAL WORKERS DURING  
PANDEMICS, EPIDEMICS, OUTBREAKS, AND OTHER  
PUBLIC HEALTH EMERGENCIES

EXPLANATORY NOTE

Frontliners such as medical practitioners and other workers in essential industries cater to the needs of the country during public health emergencies. They go beyond the call of duty by carrying out their tasks, given the perils of the situation, to ensure that the nation and its people are safe and their basic needs are met.

The existence of COVID-19 has revealed many of the unsung heroes in our country who serve as the backbone of our communities during this difficult time. These include not only those in the medical field but also their support team, grocery stores and delivery staff, security personnel, garbage collectors, sanitation employees, and all other workers who are at the forefront of the battle against this virus. The seriousness of the daily risk that they face affects their lives and jeopardizes the safety of their families, and it is admirable that they continue to render their services to the people amidst all of these.

This bill aims to acknowledge the exceptional contribution, effort, and commitment of our frontliners and other employees in essential industries by introducing an inclusive measure to provide them with additional support and protection through mandated hazard payments to improve their financial security.

In view of the foregoing, the approval of this bill is earnestly sought.

  
ANTHONY PETER “ONYX” D. CRISOLOGO  
*Representative*  
First District of Quezon City

**Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila**

**EIGHTEENTH CONGRESS  
First Regular Session**

**HOUSE BILL NO. 6750**

**Introduced by Hon. Anthony Peter “Onyx” D. Crisologo**

**AN ACT  
PROVIDING HAZARD DUTY PAY TO FRONTLINERS  
AND OTHER ESSENTIAL WORKERS DURING  
PANDEMICS, EPIDEMICS, OUTBREAKS, AND OTHER  
PUBLIC HEALTH EMERGENCIES**

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

**SECTION 1. Declaration of Policy** - It hereby declared a policy of the state to constantly strengthen the support to frontliners and other essential workers of the country during public health emergencies by providing them with additional pay to ensure financial security.

**SECTION 2. Hazard Duty Pay** - All frontliners and other essential workers of public and private sectors who are required to report for duty during pandemics, epidemics, outbreaks, and other public health emergencies defined in Republic Act 11332, shall be given non-taxable additional compensation equivalent to Twenty Five Percent (25%) of their current basic salary.

**SECTION 3. Scope** - The coverage of this Act shall include all frontline regular, contractual and/or job order employees who do not receive hazard pay, of the following essential industries in public and private sectors:

- a) Medical and health facilities, laboratories, and other related establishments;
- b) Pharmacies, drugstores, medical laboratories, and other firms that produce and deliver medicine and other health products;
- c) Mortuaries, crematoriums, and other establishments that offer funeral services;
- d) Grocery and Convenience Stores, Wet and Dry Markets, Restaurants, and other businesses related to food, non-alcoholic beverages, and other basic consumer goods;
- e) Law enforcement and security agencies;



- f) Public Utility Companies;
- g) Telecommunications Companies;
- h) Television, Newspaper, Radio and other mass media companies that help disseminate information to the public;
- i) Waste Management and Sanitation Companies;
- j) Banks and Financial Institutions providing money transfer services;
- k) Mass Public Transportation and Delivery Companies;
- l) Gas Stations, and Car Service Centers; and
- m) Other companies that provide essential services to the general public, and/or establishments that require their staff to report for duty during the occurrence of a public health emergency.

**SECTION 4. Prohibition Against Elimination or Diminution of Benefits** - This additional remuneration shall not affect or reduce any of the existing benefits under the current policies of the state and all concerned agencies

**SECTION 5. Implementing Rules and Regulations** - The Department of Budget and Management and the Civil Service Commission shall develop the implementing rules and regulations of this Act thirty (30) days after its effectivity.

**SECTION 6. Separability Clause** - If any of the sections or provisions of this Act is held invalid, all other provisions not affected shall remain valid.

**SECTION 7. Repealing Clause** - All laws, decrees, executive orders, rules and regulations or other issuances or parts thereof contrary to inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

**SECTION 8. Effectivity** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

*Approved.*