

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

EIGHTEENTH CONGRESS
1st Regular Session

House Bill No. 6755



Introduced by Representative ERIC GO YAP

EXPLANATORY NOTE

Significant number of the confirmed 2019 Coronavirus Disease (COVID-19) cases in the country are healthcare workers. Among the frontliners, they are the most at risk to be infected by the disease as they deal with suspected, probable, and confirmed patients throughout their recovery process. The World Health Organization (WHO) also expressed concern over this high COVID-19 incidence among the country's medical frontliners.

Thus, with the risks associated with their occupation, healthcare workers must be entitled with hazard pay. As the grant of it is left entirely to the discretion of the employer, the hazard pay received by healthcare workers are not commensurate of their efforts and sacrifices.

This bill seeks to recognize the hard work and the service rendered by the public and private healthcare workers by mandating that they are given hazard pay for the duration of the COVID-19 pandemic. The hazard pay shall be equivalent to at least thirty percent (30%) of their basic salary.

This measure covers the medical practitioners, staff, and aide working in healthcare institutions exposed to COVID-19. Also, workers from third-party service contractors deployed in these institutions shall also be covered.

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

ERIC GO YAP

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AN ACT
GRANTING HAZARD PAY TO PRIVATE AND PUBLIC HEALTHCARE
WORKERS DURING THE 2019 CORONAVIRUS DISEASE (COVID-19)
PANDEMIC

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

SECTION 1. This Act shall be known as the *COVID-19 Hazard Pay for Healthcare Workers Act of 2020*.

SEC. 2. Declaration of Policy. It is hereby declared a policy of the State to safeguard healthcare workers against injury, sickness, death, or any hazards in their work environment. This is with the end in view of fulfilling the State policy of protecting the rights of workers and promoting their welfare.

SEC. 3. Coverage. – This Act shall apply to all healthcare workers in the public and private sector. This includes medical practitioners, staff, and aide in hospitals, sanatoria, rural health units, main health centers, health infirmaries, barangay health stations, clinics, laboratories, and other health-related establishments who are exposed to the 2019 Coronavirus Disease (COVID-19).

For the avoidance of doubt, workers of third-party service contractors, such as security guards and janitors, who are deployed to any of the aforementioned institutions shall also receive the benefit provided under this Act for the duration of the COVID-19 pandemic.

SEC. 4. Hazard Pay. – Workers covered by this Act shall be compensated with hazard allowances equivalent to at least thirty percent (30%) of their respective monthly basic salary for the duration of COVID-19 pandemic.

SEC. 5. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed to diminish existing benefits under present laws, company policies, and collective bargaining agreements

SEC. 6. 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 public and private medical workers assigned exposed to the danger of COVID-19.

SEC. 7. *Implementing Rules and Regulations.* – Within sixty (60) days from the effectivity of this Act, the Department of Health (DOH) and Department of Labor and Employment (DOLE), in consultation with appropriate government agencies and other relevant stakeholders, shall formulate the rules and regulations to effectively implement the provisions of this Act.

SEC. 8. *Separability Clause.* – If for any reason or reasons, part of the provision of this Act shall be held to be unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 9. *Repealing Clause.* – All other laws, decrees, executive orders and issuances, resolutions, ordinances or circulars inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC. 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette at least two (2) national newspaper of general circulation.

Approved,