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REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

HOUSE BILL No. 610



Introduced by REP. FRANCIS G. ESCUDERO

EXPLANATORY NOTE

Government presence has always been better felt in the accessible, more urbanized areas. This is ironic since service delivery is particularly crucial in places where economic or access difficulties preclude other service alternatives. This proposal for a *difficulty differential* seeks to encourage government workers to go where they are most needed. In return for additional incentives, it is hoped that qualified teachers, doctors, nurses and other government functionaries would be more visible in the underserved countryside. At the same time, this Bill seeks to reward the pioneering few who continue to labor in far-flung and difficult to reach communities, unmindful of the dangers and hardship that go with working with less privileged *Filipinos*.

This proposed Measure will be a perfect complement to the Local Government Code and may in fact serve to solve some of the present problems after the devolution of basic services to LGU's.

Early approval hereof is earnestly sought.

FRANCIS G. ESCUDERO

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AN ACT
GRANTING DIFFICULTY DIFFERENTIAL TO GOVERNMENT EMPLOYEES, AND FOR OTHER PURPOSES

Be it enacted by SENATE and HOUSE OF REPRESENTATIVES of the Philippines in Congress assembled:

SECTION 1. *Policy* - It is the policy of Government, to increase its presence and improve the delivery of public services in remote and far-flung areas of the country. To this end, it shall encourage the dispersal of government employees to the underserved countryside through a graduated and standardized system of incentives.

SECTION 3. *Difficulty Considerations* - A government employee shall be paid a monthly difficulty differential amounting to ten (10%) percent of his/her basic salary (or a total of 50% for all factors) for each of the following factors:

a. *Mode of Access and Distance* - When access to the work station involves either a one hour walk through footrails or one hour trip through any of the following conveyances: banca, pumpboat, animal-ride and/or animal-drawn vehicle;
b. *Absence of electricity;*
c. *Absence of running water/waterworks system;*
d. *Absence of Primary Health Care Facility, except that which the employee is supposed to man, in the case of health workers; and*
e. *Absence of school, except that which the employee is supposed to man, in the case of teachers.*

SECTION 3. *Administration* - The benefits under this Act shall be granted upon the approval of the respective department heads of government pursuant to the rules and regulations prepared by the Civil Service Commission.

SECTION 4. *Implementing Rules* – The Civil Service Commission shall promulgate the necessary rules and regulations of this Act.

SECTION 5. *Appropriations* – There is hereby authorized to be appropriated, out of any funds of the National Treasury not otherwise appropriated, the sum to carry out the provisions of this Act. Thereafter, such sum any increase thereof shall be included in the General Appropriations Act.

SECTION 6. *Hazard Pay* - The grant of access and difficulty allowances under this Act shall be without prejudice to the grant of hazard pay under the existing laws.

SECTION 7. *Repealing Clause* – All Acts, Presidential Decrees and Issuances inconsistent with this Act are hereby repealed. No provisions of this Act shall be construed to authorize a diminution of benefits presently enjoyed by government employees.

SECTION 8. *Separability Clause* – If any provision of this Act is declared unconstitutional or inoperative, the other provisions not so declared shall remain in force and effect.

This Act shall take effect upon its approval.

SECTION 7. *Effectivity Clause* – This Act shall take effect fifteen (15) days after publication in any newspaper of general circulation and to the Official Gazette.

Approved,