

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. 5427



Introduced by **MAGDALO Party-List Representative**
HON. GARY C. ALEJANO

EXPLANATORY NOTE

In the past, a number of government employees have been harmed, and worse, killed in pursuance of their duties. More often than not, the families of the deceased have been unable to afford their departed relatives a decent burial, to say the least. Thus, it is only fitting that they be provided compensation for the risks connected with their duties.

This bill is being proposed in order to provide all officials and employees of the government a hazard pay especially in cases where they are assigned to hazardous, isolated and inaccessible areas, 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 situations.

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


GARY C. ALEJANO

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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:

1 **SECTION 1. Declaration of Policy.** - It is hereby declared the policy of the State to
2 protect and promote the welfare of public servants by providing them with additional
3 compensation taking into account the nature of the responsibilities pertaining to their
4 positions.

5
6 **SEC. 2. Hazard Pay.** - All employees and officials of the Government shall be paid
7 when stationed or assigned to work in or under the following circumstances/conditions:

- 8 a) Hazardous or less hazardous areas that may be declared as such by the Secretary
9 of National Defense;
- 10 b) Difficult areas of hardship posts characterized by distance, inconvenience of travel
11 due to bad roads and conditions of the terrain, isolation, inaccessibility and
12 extreme weather conditions;
- 13 c) X-ray units, clinics, laboratories, sanitarium, leprosaria and other similar stations
14 which offer risks to health and safety due to exposure to radiation, contagious
15 diseases and volcanic activity;
- 16 d) Institutions that tend or care for mentally-deranged patients;
- 17 e) Places that are subject to depredation by criminal elements as those in prison
18 reservations and penal colonies without adequate police protection;
- 19 f) Plants and installations of the arsenal;
- 20 g) Aboard aircraft and watercraft in crossing bodies of water; and

1 h) Other similar work conditions which the Department of Budget and Management
2 (DBM) shall consider hazardous on the basis of exposure to environment, health
3 and social risks.
4

5 **SEC. 3. Coverage.** - The benefits provided herein are payable to all officials and
6 employees who have rendered at least one (1) year of continuous and faithful government
7 service.
8

9 **SEC. 4. Rules and Regulations.** - The DBM shall issue the necessary rules and
10 regulations to implement the provisions of this Act.
11

12 **SEC 5. Funding.** - The funds to implement this Act shall be included in the General
13 Appropriations Act.
14

15 **SEC. 6. Effectivity.** - This Act shall take effect fifteen (15) days after its publication
16 in the Official Gazette or in at least two (2) national newspapers of general circulation
17 whichever comes earlier.

Approved,