

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 81



Introduced by **HONORABLE RAMON JOLO B. REVILLA III,**
HONORABLE LANI MERCADO-REVILLA, and
HONORABLE BRYAN B. REVILLA

EXPLANATORY NOTE

This bill seeks to establish a Magna Carta for Public Disaster Risk Reduction and Management (DRRM) Workers and aims to promote and improve their socio-economic and psychological well-being. It aims to advance their working conditions and environment, as well as their terms of employment. Likewise, it shall further develop their skills and capabilities in order to be more responsive and better equipped to deliver DRRM services and programs.

The Constitution provides that it is the duty of the State to protect the rights of workers and promote their welfare. It has been our national policy to maintain these tenets in all aspects of governance, as shown in various laws and policies created, implemented, and upheld by all branches of the Government.

As much as we strive to provide ample protection to our workforce and other labor sectors such as teachers, healthcare workers, engineers and scientists, there are, however, a growing number of people that provides essential and

continuous delivery of 24/7 public service without having given much attention to, recognition, and care – our DRRM Workers.

Since the implementation of Republic Act No. 10121, or the “Philippine Disaster Risk Reduction and Management Act of 2010,” as the legislative anchor of Disaster Risk Reduction and Management Councils, no legislative measure has been undertaken to ensure the protection of the DRRM Workers.

Considering our country’s constant exposure to threats from different hazards such as fire, floods, earthquakes, storm surges, and the challenges brought by the pandemic, the importance of our DRRM Workers cannot be undermined. Moreover, their clamor for welfare benefits, or at the very least hazard pay assistance, has never been louder and more present particularly to those belonging in the local government as they continue to perform their duties as frontliners in times of disasters.

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


RAMON JOLO B. REVILLA III


LANI MERCADO-REVILLA


BRYAN B. REVILLA

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AN ACT PROVIDING FOR THE
MAGNA CARTA FOR PUBLIC DISASTER RISK REDUCTION AND
MANAGEMENT WORKERS

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

1 **SECTION 1. *Title.*** – This Act shall be known as the “Magna Carta for
2 Public Disaster Risk Reduction and Management Workers”.

3

4 **SEC. 2. *Declaration of Policy.*** – It is hereby declared the policy of the
5 State to uphold the people’s constitutional rights to life and property by
6 addressing the root causes of vulnerabilities to disasters, strengthening the
7 country’s institutional capacity for disaster risk reduction and management, and
8 building the resilience of local communities to disasters including climate change
9 impacts. It shall recognize and strengthen the capacities of Local Government
10 Units (LGUs) and communities in mitigating, preparing for, responding to, and

1 recovering from the impact of hazards and disasters. Further, it shall enhance the
2 implementation of Republic Act No. 10121, otherwise known as the “Philippine
3 Disaster Risk Reduction and Management Act of 2010” by enacting measures
4 with special reference to the welfare of all Public Disaster Risk Reduction and
5 Management Workers in the country.

6

7 Towards this end, the State shall promote the socio-economic and
8 psychological well-being of Public Disaster Risk Reduction and Management
9 Workers, through the improvement of working conditions, environment, and
10 terms of employment. It shall promote the development of skills and capabilities
11 of Public Disaster Risk Reduction and Management Workers for them to be more
12 responsive and better equipped for the delivery of disaster risk reduction and
13 management services and programs. It shall also encourage those with proper
14 qualifications and excellent abilities to join and remain in the government service.

15

16 **SEC. 3. *Definition of Terms.*** – For purposes of this Act, the following
17 terms shall mean:

18

19 (a) Public Disaster Risk Reduction and Management Workers refers to
20 persons who engage in the performance of duties covering any or all
21 Thematic Pillars of Disaster Risk Reduction and Management
22 (DRRM) which includes Prevention and Mitigation, Preparedness,
23 Response, and Rehabilitation and Recovery employed by the
24 government or any of its political subdivisions,
25 instrumentalities, or agencies. The Public Disaster Risk Reduction
26 and Management Workers may either be civilian personnel engaged
27 in a permanent, temporary, contractual, or casual employment or

1 engaged in a Contract of Service (COS), Job Order (JO) and such
2 other appointments, so as their position or designation or actual
3 work performed involves government service work and those
4 functions provided hereunder Section 5 of this Act.

5
6 **SEC. 4. *Certification.*** – The National Disaster Risk Reduction and
7 Management Council (NDRRMC) shall be the certifying body to oversee the
8 following functions:

- 9
- 10 (a) That the DRRM functions or activities of an agency or LGU are
11 authorized by law and/or proper authority;
 - 12 (b) That the positions are part of the authorized staffing of the
13 organizational units performing the DRRM functions; and
 - 14 (c) Monitor that the incumbents thereof are actually engaged in DRRM
15 work.

16 **SEC. 5. *Classification of DRRM Activities.*** – The following DRRM
17 activities shall be classified according to the risks involved based on the nature
18 of work or location that they are working in:

- 19
- 20 (a) **Low Risk DRRM Activities** – DRRM activities that subject a Public
21 DRRM Worker to minimal exposure or lesser degree of occupational
22 risks or perils to life, such as but not limited, to regular office or
23 clerical work and those personnel that are not deployed for DRRM
24 activities in high risk areas; and

1 (b) High Risk DRRM Activities – DRRM activities that expose the
2 Public DRRM Worker to occupational risks to life, such as but not
3 limited, to search, rescue, and retrieval operations, management of
4 the dead and missing, rapid damage needs assessment, post-disaster
5 needs assessment, emergency response activities, post-disaster
6 activities, health and epidemic/pandemic response operations, and
7 Low Risk DRRM Activities in high-risk areas such as those Public
8 DRRM Workers deployed in identified activities under the different
9 Thematic Pillars and in critical areas that are about to be affected, is
10 affected, and during the early recovery from natural or human-
11 induced hazards. Such activities shall also cover those that are to be
12 performed in high-risk areas.

13
14 Low Risk DRRM activities shall be considered as high risk DRRM
15 activities when the same is being performed in an affected area or in areas deemed
16 high risk. Provided, That the determination of such classification shall be under
17 the discretion of the respective heads of agencies concerned.

18
19 **SEC. 6. Recruitment and Qualifications.** – Recruitment policy and
20 minimum requirements with respect to the selection and appointment and/or
21 assignment of Public DRRM Workers shall be developed by the NDRRMC in
22 accordance with the policies and standards of the Civil Service Commission
23 (CSC) and implemented by the respective agencies concerned: *Provided*, That in
24 the absence of qualified “eligibles” and it becomes necessary in the public interest
25 to fill a vacancy, a temporary appointment shall be issued to the person, including
26 Persons with Disabilities, (PWDs), who meets all the requirements for the
27 position to which he/she is being appointed except the appropriate civil service
28 eligibility: *Provided further*, That such temporary appointment shall not exceed
29 twelve (12) months nor be less than three (3) months, renewable only once

1 thereafter but that the appointee may be replaced sooner if (a) a qualified civil
2 service eligible becomes available, or (b) the appointee is found wanting in
3 capacity or delivering poor performance or conduct unbefitting a government
4 employee.

5

6 **SEC.7. *Disaster Risk Reduction and Management Volunteers.*** – DRRM
7 Volunteers shall not be covered by this Act, but shall otherwise be covered by the
8 Guidelines on Accredited Community Disaster Volunteers (ACDV) and pursuant
9 to Section 9(o) of RA 10121 and its implementing rules and regulations issued by
10 the NDRRMC. For those that are not covered by the ACDV Guidelines, their
11 respective organizations shall provide ample protection to their personnel-
12 volunteers in consonance with the provisions of this Act.

13

14 **SEC. 8. *Non-Permanent Public DRRM Workers.*** – Non-permanent
15 Public DRRM Workers engaged by the Government, such as Job Order, Contract
16 of Service personnel, and consultants may be provided with such welfare benefits
17 under Sections 25, 26, and 32 of this Act in relation to the performance of their
18 duties as premiums thereof should their contracts require or allow the mto provide
19 services that are deemed high risk in nature. *Provided,* That the Non-permanent
20 Public DRRM Worker shall secure a certification from the head of agency or its
21 duly designated representative that he/she has performed either of the DRRM
22 functions or activities as provided for under Section 5 of this Act as a requirement
23 to avail such benefits.

24

25 **SEC. 9. *Performance Evaluation and Merit Promotion.*** – All concerned
26 agencies, in consultation under Section 39 of this Act, shall prepare a uniform
27 career and personnel development plan applicable to all Public DRRM Workers.
28 Such career and personnel development plan shall include provisions on merit

1 promotion, performance evaluation, in-service training grants, job rotation, and
2 incentive and award system.

3

4 The performance evaluation plan shall consider foremost the improvement
5 of individual efficiency and organizational effectiveness: provided, that each
6 employee shall be informed regularly by his/her supervisor of his/her
7 performance evaluation.

8

9 The merit promotion plan shall be in consonance with the rules of the Civil
10 Service Commission.

11

12 **SEC. 10. *Transfer or Geographical Reassignment of Public DRRM***
13 ***Workers.*** – As used in this Act:

14

15 (a) Transfer refers to the movement of an employee from one
16 organizational unit to another in the same department or agency or
17 from one department or agency to another which is of equivalent
18 rank, level, or salary without gap in service. On the other hand, Re-
19 assignment is a movement of an employee across the organizational
20 structure within the same department or agency which does not
21 involve a reduction in rank, level, or salary. A transfer requires an
22 issuance of appointment while geographical re-assignment does not;
23 and

24

25 (b) A Public DRRM Worker shall not be transferred and/or reassigned,
26 except when made in the interest of public service, in which case,
27 the employee concerned shall be informed of the reasons therefore
28 in writing. If the public DRRM Worker believes that there is no
29 justification for the transfer and/or reassignment, he/she may appeal

1 his/her case to the Civil Service Commission. In case of an appeal,
2 the transfer/reassignment shall be held in abeyance and shall only
3 take effect if the appeal is denied: provided, that no transfer and/or
4 reassignment shall be made for reasons merely of political
5 affiliation; provided further, that no transfer and/or reassignment
6 whatsoever shall be made three (3) months before and three (3)
7 months after any local or national elections: provided furthermore,
8 that the transfer/reassignment of Public DRRM Workers' nature of
9 work shall remain to be DRRM in nature; provided lastly, that the
10 necessary expenses of the transfer and/or reassignment of the Public
11 DRRM Worker and his/her immediate family shall be paid for by the
12 Government.

13
14 **SEC. 11. *Married Public DRRM Workers.*** – Whenever possible, the
15 proper authorities shall take steps to enable married couples, both of whom are
16 Public DRRM Workers, to be employed or assigned in the same LGU or
17 government agency, but not necessarily in the same office department or division.

18
19 **SEC. 12. *Security of Tenure.*** – In case of permanent employment of Public
20 DRRM Workers, their services shall not be terminated, except for cause provided
21 by law and after due process: Provided, That if a Public DRRM Worker is found
22 by the CSC to be unjustly dismissed from work. Public DRRM Worker shall be
23 entitled to reinstatement without loss of seniority rights and to back wages with
24 applicable commensurate interest, subject to prevailing laws and policies
25 computed from the time the compensation was withheld from up to the time of
26 reinstatement.

27
28 **SEC. 13. *Protection from Discrimination.*** – Public DRRM Workers shall
29 be protected from discrimination, regardless of their sex, age, gender, sexual

1 orientation, race, ethnicity, pregnancy, physical disability or characteristics, civil
2 status, creed, religious and political beliefs, or any other status in the exercise of
3 profession: Provided, That the disability of the Public DRRM Worker shall not
4 limit the effective performance of the DRRM profession which the Public DRRM
5 Worker is hired and/or appointed to.

6

7 **SEC. 14. *Duties and Obligations.*** – The Public DRRM Workers shall:

8

9 (a) Perform their duty with utmost respect for life, race, sex, ethnicity,
10 gender, sexual orientation, religion, nationality, party policies, and
11 social status;

12

13 (b) Discharge their duty humanely with conscience and dignity;

14

15 (c) Be duty-ready at all times and prepared to be deployed in any kind
16 of emergencies and disasters, adhering to all emergency protocols:
17 Provided, That in the event where the family of the Public DRRM
18 Worker is directly affected by the disaster, they shall first ensure
19 their safety and well-being;

20

21 (d) Be properly trained and proficient in their assigned position and
22 tasks;

23

24 (e) Always endeavor to maintain a level of health and fitness consistent
25 with the demands of the DRRM profession;

26

27 (f) Actively participate in all in-service training, drills, and simulation
28 exercises that will enhance their capacity in performing their
29 functions as Public DRRM Workers;

- 1 (g) Be familiar with the Disaster Risk Reduction and Management Plan,
2 Contingency Plans, and Public Service Continuity Plan of the
3 agency or LCD to which they are employed or engaged, and
4 contribute in their Occupational Safety and Health efforts;
5
- 6 (h) Conduct needs assessment as part of risk reduction and planning;
7
- 8 (i) Not consume liquor or any substances, legal or illegal, prior or while
9 in the performance of duties that could impair their vigilance or
10 judgement;
11
- 12 (j) Maintain an in-depth understanding of the emergency and DRRM
13 procedures;
14
- 15 (k) Practice utmost safety and diligence in the performance of duty; and
16
- 17 (l) Always adhere that Disaster Prevention and Mitigation is first and
18 foremost the most essential and that the same saves lives.
19

20 **SEC. 15. Code of Conduct.** – Within six (6) months from the approval of
21 this Act, the NDRRMC, upon consultation with the appropriate agencies and
22 instrumentalities of the government, and appropriate DRRM workers'
23 organizations, shall formulate and prepare a Code of Conduct for Public DRRM
24 Workers, in consonance with RA 6714 or the “Code of Conduct and Ethical
25 Standards for Public Officials and Employees,” which shall be disseminated as
26 widely as possible.
27

28 **SEC. 16. Administrative Charges.** – Administrative charges against a
29 DRRM Worker shall be heard by a committee created by the agency/office where

1 the Public DRRM Worker belongs pursuant to the existing "Revised Rules on
2 Administrative Cases in the Civil Service (RRACCS)". The committee shall
3 submit its findings and recommendations to the head of agency/office within
4 thirty (30) days from the termination of the hearings.

5
6 The Committee shall be appointed by the Head of Agency or LGU and
7 shall be composed of seven (7) members, including the Chairperson. It shall be
8 composed of the following:

- 9
- 10 (a) Second highest ranking official, for NGAs, or Vice-Mayor for
11 LGUs, or Vice- Governor for Provincial Level, as its Chairperson;
12
 - 13 (b) The Head of Human Resource as its Vice-Chairperson;
14
 - 15 (c) One (1) Division Chief with a salary grade of not lower than 22;
16
 - 17 (d) Two (2) Section Chiefs or employees with salary grade not lower
18 than 18;
19
 - 20 (e) One (1) representative from a recognized Public DRRM Workers'
21 Association or its equivalent: Provided, That the said representative
22 also belongs to the agency, in the absence thereof, an employee with
23 a salary grade of not lower than 18; and
24
 - 25 (f) One (1) representative from the legal section or division, or its
26 equivalent.
27

28 The Head of Office may reorganize the composition of the Committee in
29 such cases where one or more members of the Committee is/are the interested

1 party or in cases necessary to discharge the functions of the Committee, such as
2 when the prescribed composition of the Committee cannot be met due to
3 insufficiency, unavailability, or absence of the position, rank, or office in the
4 agency. In such a case, the Head of Office shall exercise diligence in choosing the
5 members in accordance with their ranks or functions consistent with the
6 prescribed composition.

7

8 **SEC. 17. *Legal Support.*** – Public DRRM Workers shall be exempted from
9 any liability as to damage to any property or injury to a person caused in the direct
10 performance of their duty relative to disaster or emergency response and other
11 related activities where the same is necessary in order to save lives or properties,
12 in accordance with Art. 11, Par. 5 of the Revised Penal Code and/or other
13 applicable laws and issuances. In any case, however, the Public DRRM Worker
14 shall be afforded with appropriate assistance by their respective agency or LGU
15 concerned in view that any conflict that may arise shall be resolved amicably or
16 extra-judicially through commensurate and peaceful means.

17

18 In cases where injury or death is involved and a case has been filed against
19 the Public DRRM Worker, the latter shall be afforded with all possible legal
20 assistance by the Agency or LGU concerned: Provided, That it is established by
21 the Public DRRM Worker, through a Sworn Affidavit, that the injury or death
22 caused is in direct connection of their duty, without any criminal or malicious
23 intent.

24

25 **SEC. 18. *Safeguards in Disciplinary Procedures.*** – In every disciplinary
26 proceeding, the Public DRRM Worker shall have:

27

28 (a) The right to be informed, in writing, of the charges;

- 1 (b) The right to full access to the evidence in the case;
2
- 3 (c) The right to defend oneself and to be defended by a representative
4 of one's choice and/or by the organization, with adequate time given
5 to the Public DRRM Worker for the preparation of defense;
6
- 7 (d) The right to confront witnesses presented against the Public DRRM
8 Worker and summon witnesses in its behalf;
9
- 10 (e) The right to appeal to designated authorities;
11
- 12 (f) The right to reimbursement of reasonable expenses incurred in their
13 defense in case of exoneration or dismissal of the charges; and
14
- 15 (g) Such other rights that will ensure fairness and impartiality during
16 proceedings.
17

18 **SEC. 19. *Normal Hours of Work.*** – The normal hours of work of any
19 Public DRRM Worker shall not exceed eight (8) hours a day or forty (40) hours
20 a week.
21

22 Hours worked shall include: a) all the time during which a Public DRRM
23 Worker is required to be on active duty or to be at a prescribed workplace; and
24 b) All the time during which a Public DRRM Worker is placed in On-Call status:
25 Provided, That a Public DRRM Worker particularly placed in "On Call" status
26 shall be entitled to an "On Call" pay equivalent to fifty percent (50%) of their
27 regular wage: Provided, further, that no Public DRRM Worker shall be placed
28 "On Call" status beyond seven (7) days per month.

1 "On Call" status refers to a status where a Public DRRM Worker not on
2 active duty is called upon to respond to urgent or immediate need for response-
3 related activities relative to emergencies such that the Public DRRM Worker
4 cannot devote the time for the latter's own use.

5
6 **SEC. 20. *Overtime Work.*** – Where the exigencies of the service so require,
7 any Public DRRM Worker may be required to render service beyond the normal
8 eight (8) hours a day. In such a case, the workers shall be paid an additional
9 compensation in accordance with existing laws and prevailing practices;
10 Provided, That such compensation shall be subject to the same rates, conditions,
11 and limitations applicable to qualified government personnel provided under
12 relevant issuances of Civil Service Commission (CSC) – Department of Budget
13 and Management (DBM).

14
15 **SEC. 21. *Work During Rest Day.*** – Where a Public DRRM Worker is
16 made to work on its scheduled rest day, an additional compensation shall be paid,
17 in accordance with existing laws. *Further,* That where a Public DRRM Worker is
18 made to work on any special holiday, an additional compensation shall be paid,
19 in accordance with existing laws. Where such holiday work falls on the worker's
20 scheduled rest day, the latter shall be entitled to an additional compensation as
21 may be provided by existing laws.

22
23
24 **SEC. 22. *Night-Shift Differential.*** –

- 25
26 (a) Every Public DRRM Worker shall be paid a night-shift differentia
27 often percent (10%) of its regular wage for each hour of work
28 performed during the night- shifts; and
29

1 (b) Every Public DRRM Worker required to work on the period covered
2 after its regular schedule shall be entitled to regular wage plus the
3 regular overtime rate and an additional amount of ten percent (10%)
4 of such overtime rate for each hour of work performed between ten
5 (10) o'clock in the evening to six (6) o'clock in the morning.
6

7 **SEC. 23. *Salaries.*** – In the determination of the salary scale of Public
8 DRRM Workers, the existing applicable law on the salary scheme of government
9 employees shall govern.
10

11 (a) **Salary Scale for Local Public DRRM Worker** – The salary scales of
12 Public DRRM Workers whose salaries are appropriated by a
13 municipality, city, or provincial government shall be based on the
14 salary schedule being implemented by the LGU concerned;
15

16 (b) **Salaries to be Paid in Legal Tender** – Salaries of Public DRRM
17 Workers shall be paid in legal tender of the Philippines or the
18 equivalent in checks or treasury warrants: Provided, however, That
19 such checks or treasury warrants shall be convertible to cash in any
20 national, provincial, city or municipal treasurers' office or any
21 banking institution operating under the laws of the Republic of the
22 Philippines; and
23

24 (c) **Deductions Prohibited** – No person shall make any deduction
25 whatsoever from the salaries of Public DRRM Workers, except
26 under specific provision of law authorizing such deductions:
27 Provided, however, That upon written authority executed by the
28 Public DRRM Worker concerned, a) lawful dues or fees owing to
29 any organization/ association where such Public DRRM Worker is

1 an officer or member; and b) premiums properly due all insurance
2 policies, retirement and medicare, shall be considered deductible.

3
4 **SEC. 24. *Additional Compensation.*** – Notwithstanding Section 12 of RA
5 6758, also known as the " Compensation and Position Classification Act of 1989,"
6 Public DRRM Workers shall receive the following allowances: hazard allowance,
7 subsistence allowance, reimbursement of allowable communication expense,
8 longevity pay, laundry allowance, and quarters allowance.

9
10 **SEC. 25. *Hazard Allowance.*** – As provided under Section 5 of this Act,
11 Public DRRM Workers, who are exposed to high risks or perils to life in the
12 performance of their duties and responsibilities, shall be compensated with hazard
13 allowance equivalent to not exceeding twenty-five (25%) of their daily basic
14 salary, and at least five percent (5%) for Public DRRM Workers exposed in low-
15 risk activities when deployed to or are working in affected areas: Provided, That
16 Public DRRM Workers under low risk DRRM activities shall be eligible to avail
17 an increase hazard allowance equivalent to that of high risk DRRM Workers in
18 the event that they are called to perform or are deployed for a limited period to
19 high-risk DRRM activities, subject to appropriate computation of days rendered.
20 The determination of the compensation of Hazard Allowance shall be based on
21 the actual working days of exposure of the Public DRRM Worker to any given
22 risks or perils to life.

23
24 **SEC. 26. *Transportation, Communication, and Subsistence Allowance.***
25 – Public DRRM Workers who are required to render service in the field during
26 emergencies and disasters in order to make their services available at any and all
27 times, shall be entitled to full subsistence allowance of three (3) meals, which
28 may be computed in accordance with prevailing circumstances: Provided, That,

1 no subsistence allowance shall be given in the event where the concerned agency
2 has already prescribed meals for the Public DRRM Worker.

3 Public DRRM workers required to report outside of their regular
4 workstations other than responding to disasters or emergencies shall be entitled
5 to such transportation and travel expenses pursuant E.O No. 77. S. 2019 or other
6 existing budgeting, accounting and auditing guidelines, as well as reimbursement
7 of allowable communication expenses.

8
9 **SEC. 27. Longevity Pay.** – A monthly longevity pay equivalent to five
10 percent (5%) of the monthly basic pay shall be paid to a Public DRRM Worker
11 for every five (5) years of continuous, efficient, and meritorious service rendered
12 as certified by the chief of office concerned, commencing with the Public DRRM
13 Worker's service upon the effectivity of this Act.

14
15 Those entitled to Longevity Pay can no longer avail of the Step Increment
16 benefit due to length of service.

17
18 **SEC. 28. Laundry Allowance.** – All Public DRRM Workers who are
19 required to wear uniforms regularly shall be entitled to laundry allowance
20 equivalent to One Hundred Fifty Pesos (Php 150) per month: Provided, That this
21 rate shall be reviewed periodically and increased accordingly by the NDRRMC
22 in consultation with the appropriate government agencies concerned taking into
23 account existing laws and prevailing practices.

24
25 **SEC. 29. Housing.** – All Public DRRM Workers who are on tour of duty
26 and those who, because of unavoidable circumstances are forced to stay in their
27 offices, shall be entitled to free living quarters within the office, or if such quarters
28 are not available, shall receive quarters allowance, as may be determined by their
29 respective agencies.

1 A qualified Public DRRM Worker who has no residence within a fifty (50)
2 kilometer radius from such government facility or deployment area shall be
3 granted quarters allowance at the local room rental rate in the area until free living
4 quarters are available.

5
6 **SEC. 30. *Medical, Mental, and Psychosocial Examination.*** –
7 Compulsory medical, mental, and psychosocial examination shall be provided
8 free of charge to all Public DRRM Workers before entering the service in the
9 Government or its subdivisions, and shall be repeated once a year during the
10 tenure of employment of all Public DRRM Workers, and after every deployment
11 of Public DRRM Workers for more than three (3) days to seven (7) days in high-
12 risk areas, as may be determined by the agency where the Public DRRM Worker
13 belongs: *Provided*, That where medical examination shows that medical
14 treatment, mental, or psychosocial intervention, and/or hospitalization is
15 necessary for those already in government service, the treatment and/or
16 hospitalization, including medicines shall be provided free either in a government
17 or a private hospital by the government entity paying the salary of the Public
18 DRRM Worker: *Provided*, further, That the cost of such medical examination and
19 treatment shall be determined by the respective agency who the Public DRRM
20 Worker is engaged with, and such amount be subject to process of the agency. In
21 cases of extreme exposure to a traumatic experience while rendering DRRM
22 Work, the agency shall, aside from those that are provided for above, provide
23 necessary support for the rehabilitation of the Public DRRM Worker. A post
24 medical examination shall be provided for the Public DRRM Worker prior to
25 leaving the service.

26
27 **SEC. 31. *Personal Protective Equipment, Vaccination, and other***
28 ***Prophylaxis.*** – Public DRRM Workers, as frontliners in disaster response, shall
29 be provided with appropriate personal protective equipment, free vaccinations

1 and other prophylactic medicines against common and present diseases in the
2 locality where the Public DRRM Worker is assigned. The immediate family of
3 Public DRRM Workers deployed in high risk areas who are exposed to any highly
4 contagious disease/illness shall also be entitled to vaccinations or any available
5 immediate medical intervention.

6

7 **SEC. 32. *Compensation for Work-Related Injuries and Illnesses.*** – Public
8 DRRM Workers shall be protected against the consequences of employment
9 injuries or sickness in accordance with existing laws. Injuries or sickness incurred
10 in line of duty shall be presumed work-connected.

11

12 **SEC. 33. *Leave Benefits for Public DRRM Workers.*** – Public DRRM
13 Workers are entitled to such vacation, sick leaves as provided by existing laws
14 and prevailing practices: Provided, That in addition to the leave privilege now
15 enjoyed by Public DRRM Workers - men and women Public DRRM Workers are
16 entitled to such paternity and maternity leaves, respectively, provided by existing
17 laws and prevailing practices: Provided, further. That upon separation of the
18 Public DRRM Workers from the service, they shall be entitled to all accumulated
19 leave credits with pay. Public DRRM Workers are also entitled to rehabilitation
20 leave privilege for physical, mental, or emotional injuries/damage sustained in
21 the performance of official duties, subject to the provisions under relevant
22 issuances of CSC – DBM.

23

24 **SEC. 34. *Capacity Building, Scholarships and Grants.*** – Public DRRM
25 Workers shall undergo the necessary training and other capacity building
26 activities on a regular basis. They shall also be given opportunity to avail of
27 scholarship benefits and grants for pursuing graduate and post-graduate studies,
28 in accordance with existing rules to be implemented by the concerned agencies
29 or LGUs. Grantees of the program may study within the Philippines or abroad:

1 Provided, That the concerned agency or LGU shall provide strict measures to
2 ensure continuity and render service obligation. The concerned agency shall give
3 utmost preference to post-graduate DRRM-related studies in granting such
4 benefits.

5
6 **SEC. 35. *Mandatory Insurance Coverage.*** – Public DRRM Workers shall
7 be entitled to insurance coverage as follows:

- 8
- 9 (a) Social Security System (SSS), as mandated under RA 8282,
10 otherwise known as the "Social Security Law";
 - 11 (b) Government Service Insurance System (GSIS) as provided by RA
12 8291, also known as "The Government Service Insurance System
13 Act of 1997"; and
 - 14 (c) Universal Health Care Act as mandated by RA 11223; and the
15 Philippine Health Insurance (PhilHealth) as mandated by RA 7875,
16 or the "National Health Insurance Act of 1995", whichever is
17 applicable.
- 18

19 **SEC. 36. *Highest Basic Salary Upon Retirement.*** – Three (3) months prior
20 to compulsory retirement, the Public DRRM Worker shall automatically be
21 granted one (1) salary range or grade higher than the basic salary, and the
22 retirement benefit thereafter computed on the basis of the highest salary:
23 Provided, That the age and fulfilled service requirements are met under existing
24 laws.

25
26 **SEC. 37. *Right to Seif-Organization.*** – Public DRRM Workers shall have
27 the right to freely form, join or assist organizations or associations, to the extent
28 allowable by law and/or existing policies, for purposes not contrary to law in

1 order to defend and protect their mutual interests and to obtain redress for their
2 grievances through peaceful concerted activities.

3

4 **SEC. 38. *Freedom from Interference or Coercion.*** – It shall be unlawful
5 for any person to commit any of the following acts of interference or coercion:

6

7 (a) To require as a condition of employment that a Public DRRM
8 Worker shall not join a DRRM Workers' organization, association,
9 or union, or shall relinquish
10 membership therein;

11

12 (c) To discriminate in regard to hiring or tenure of employment or any
13 item or condition of employment, in order to encourage or
14 discourage membership in any DRRM Workers' organization,
15 association, or union;

16

17 (c) To prevent Public DRRM Workers from carrying out duties laid
18 upon them by their position in the organization, association, or
19 union, or to penalize them for the action undertaken in such
20 capacity;

21

22 (d) To harass or interfere with the discharge of the functions of the
23 Public DRRM Worker when these are calculated to intimidate, or to
24 prevent the performance of duties and responsibilities; and

25

26 (e) To otherwise interfere in the establishment, functioning, or
27 administration of DRRM Workers' organizations or unions through
28 acts designed to place such organization or union under the
29 control of government authority.

1 **SEC. 39. Consultation with Public DRRM Workers' Organizations.** – In
2 the formulation of national policies governing the social security of Public
3 DRRM Workers, professional and Public DRRM Workers' organizations, the
4 appropriate government agencies concerned shall be consulted by the NDRRMC.
5 For this purpose, Management-DRRM Workers' Consultative Councils for
6 national, regional and other appropriate levels shall be established and
7 operationalized.

8

9 **SEC. 40. Human Resource Development/ Management Study.** – The
10 Human Resource Department/Division of respective concerned agencies shall
11 conduct a periodic human resource development/management study into, among
12 others, the following areas:

13

14 (a) Adequacy of facilities and supplies to render quality DRRM services
15 to client population;

16

17 (b) Opportunity for Public DRRM Workers to grow and develop their
18 potentials and experience a sense of worth and dignity in their work;

19

20 (c) Mechanisms for democratic consultation in government DRRM
21 institutions;

22

23 (d) Appropriate organizational and staffing patterns;

24

25 (e) Ways and means of enabling the rank-and-file workers to avail of
26 educational opportunities for personal growth and development;

27

28 (f) Upgrading of working conditions, reclassification of positions and
29 salaries of Public DRRM Workers to correct disparity vis-a-vis other

1 professions such that positions requiring longer study be upgraded
2 and given corresponding pay scale; and

3
4 (g) Assessment of the national policy on exportation of skilled human resources
5 to focus on how these resources could instead be utilized
6 productively for the country's needs.
7

8 There is hereby created a Congressional Oversight Committee to review
9 and assess human resource development, particularly on continuing education
10 and training and the other areas described above. The Committee shall be
11 composed of five (5) members of the House of Representatives and five (5)
12 members of the Senate. It shall be co-chaired by the Chairpersons of the House
13 Committee on Disaster Resilience and Senate Committee on National Defense
14 and Security, Peace, Unification and Reconciliation. It shall render a report and
15 recommendation to Congress which shall be the basis for policy legislation in the
16 field of Disaster Resilience or DRRM. A congressional review shall be
17 undertaken once every five (5) years.
18

19 **SEC. 41. *Implementing Rules and Regulations (IRR)*.** – Within thirty (30)
20 days from effectivity of this Act, the NDRRMC, in consultation with appropriate
21 government agencies and professional DRRM Workers' organizations or
22 associations, shall formulate and prepare the IRR to implement the provisions of
23 this Act. Further, the DBM, in coordination with the NDRRMC, shall issue the
24 guidelines on the grant of compensation-related benefits to Public DRRM
25 Workers. Rules and regulations issued pursuant to this Section shall take effect
26 thirty (30) days after publication in a newspaper of general circulation.
27

28 **SEC. 42. *Prohibition Against Double Recovery of Benefits*.** – Whenever
29 other laws provide for the same benefits covered by this Act, the Public DRRM

1 Worker shall have the option to choose which benefits will be paid. However, in
2 the event that the benefits chosen are less than that provided under this Act, the
3 worker shall be paid only the difference.

4

5 **SEC. 43. *Prohibition Against Elimination and/or Diminution.*** —

6 Nothing in this Act shall be construed to eliminate or in any way diminish benefits
7 being enjoyed by Public DRRM Workers at the time of the effectivity of this Act.

8

9 **SEC. 44. *Appropriations.*** – The amount needed for the implementation of
10 this Act shall be determined by the concerned agencies and be included in the
11 General Appropriations Act of the year following its enactment under the
12 budgetary appropriations of concerned agencies or chargeable against local funds
13 of Local Government Units subject to Personal Service Limitations pursuant to
14 Sec. 325 of RA 7160, as applicable. *However,* That such special benefits,
15 including injury and burial benefits as well as hazard pay may be sourced from
16 the Local DRRM Fund of the agencies or Local Government Units.

17

18 **SEC. 45. *Penal Provisions.*** – Any person who shall willfully interfere
19 with, restrain or coerce any Public DRRM Worker in the exercise of his/her rights
20 or shall in any manner commit an act in violation of any of the provisions of this
21 Act, upon conviction, shall be punished by a fine of not less than Ten thousand
22 pesos (P10,000.00) or imprisonment of not more than one (1) year or both at the
23 discretion of the court.

24

25 If the offender is a public official, the court, in addition to the penalties in
26 the provided in the preceding paragraph, may impose the additional penalty
27 perpetual disqualification from office.

1 **SEC. 46. *Separability Clause.*** – If any provision of this law or the
2 application thereof to any person or circumstance, is held invalid, the remainder
3 of this law, or the application of such provision or part to other persons of
4 circumstances, shall not be affected thereby.

5
6 **SEC. 47. *Repealing Clause.*** – All laws, decrees, rules, and regulations or
7 parts thereof, which are contrary to or inconsistent with this Act are hereby
8 repealed or modified accordingly.

9
10 **SEC. 48. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
11 publication in the Official Gazette or in a newspaper of general circulation.

Approved,