



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



TWENTIETH CONGRESS
First Regular Session

House Bill No. 4131

Introduced by Representative Nelson S. Legacion
Third Congressional District, Camarines Sur

The Philippines' inherent vulnerability to natural disasters places immense reliance on the unwavering dedication of its local government frontline workers. Among these are the personnel of Disaster Risk Reduction and Management Offices (DRRMOs), Solid Waste Management Offices (SWMOs), and Local Government Unit (LGU) Electrician units. Their duties during calamities are exceptionally perilous, demanding immediate response and exposing them to severe environmental, health, and physical dangers.

In particular, recent onslaught of Typhoons Crising, Dante and Emong in July 2025 serves as a stark and timely illustration of their critical and hazardous roles. These powerful typhoons unleashed devastating impacts across numerous areas in the Philippines. During their respective onslaughts, these dedicated personnel bravely engaged in vital search and rescue operations, extensive debris clearing, and critical power restoration amidst extreme and life-threatening conditions. Their swift and courageous actions were critical in minimizing casualties and facilitating early recovery efforts across the affected regions.

Despite these indispensable and often life-saving contributions, the provision of adequate hazard pay for these essential workers remains inconsistent or entirely absent, particularly for those under job order, contract of service, or other non-permanent employment statuses. This disparity not only undermines their morale but also fails to provide just compensation for their extraordinary sacrifices.

The justification for a 30% hazard pay during a declared State of Calamity stems from the extraordinarily heightened risks and life-threatening conditions these specific workers face. While the standard hazard pay (such as the 25% proposed by this representation's general "Local Government Hazard Pay Act") addresses inherent occupational dangers, a State of Calamity presents an exponentially more hazardous environment. Said personnel are exposed to collapsed structures, fast-moving floodwaters, live electrical wires, disease vectors from unsanitary conditions, and the extreme physical demands of search, rescue,

and restoration, often for prolonged periods with minimal rest. This intensified and immediate threat to life and limb warrants a higher premium. The 30% rate for calamity responders recognizes this exceptional level of danger and serves as a significant, yet deserved, incentive and compensation for their heroic service.

This proposed measure further builds upon legislative efforts for hazard pay during a state of calamity undertaken during the 19th Congress by the following distinguished members of both Houses: Representative Rosanna V. Vergara and Senator Christopher Lawrence T. Go.

This proposed "*Enhanced Calamity Hazard Pay Act*" directly addresses this inequity. By mandating enhanced hazard pay for these LGU employees during a declared State of Calamity, this bill serves to recognize their extraordinary courage, ensure equitable compensation regardless of employment status, and strengthen the nation's overall disaster response capabilities. Its timely passage is a crucial step in upholding the State's commitment to protecting and valuing its most vulnerable and indispensable public servants.

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



NELSON S. LEGACION

Representative, Third District, Camarines Sur



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH (20th) CONGRESS
First Regular Session

House Bill No. 4131

Introduced by Representative Nelson S. Legacion
Third Congressional District, Camarines Sur

**AN ACT GRANTING ENHANCED HAZARD PAY TO EMPLOYEES OF
DISASTER RISK REDUCTION AND MANAGEMENT OFFICES (DRRMO),
SOLID WASTE MANAGEMENT OFFICES (SWMO), AND ELECTRICIAN
EMPLOYEES IN LOCAL GOVERNMENT UNITS, REGARDLESS OF
EMPLOYMENT STATUS, FOR SERVICES RENDERED DURING A
DECLARED STATE OF CALAMITY, AND APPROPRIATING FUNDS
THEREFOR**

SECTION 1. *Short Title.* This Act shall be known as the "*Enhanced Calamity Hazard Pay Act.*"

SECTION 2. *Declaration of Policy.* It is hereby declared the policy of the State to protect and promote the well-being of its public servants, particularly those who render essential and high-risk services during times of natural or human-induced calamities. Recognizing the extraordinary courage and indispensable roles played by employees involved in disaster risk reduction and management, solid waste management, and electrical restoration, the State shall ensure that they receive appropriate and enhanced compensation for the life-threatening risks they undertake during a declared State of Calamity, regardless of their employment status.

SECTION 3. *Definition of Terms.* For purposes of this Act, the following terms are defined, to wit:

- a. *Enhanced Hazard Pay* – refers to the additional compensation granted to qualified local government employees for the performance of duties that expose them to imminent danger, extreme difficulty, or severe health risks specifically during a declared State of Calamity.
- b. *Local Government Unit (LGU)* – refers to a province, city, municipality, or barangay.

- c. *Qualified Calamity Responder Employee* – refers to any official or employee of an LGU, regardless of employment status, whose primary duties involve direct, on-site response or critical support during a declared State of Calamity. This shall specifically include, but not be limited to:
- (1) Employees of the Disaster Risk Reduction and Management Office (DRRMO) or its equivalent;
 - (2) Employees of the Solid Waste Management Office (SWMO) or its equivalent, specifically when engaged in post-calamity clearing, sanitation, and debris management;
 - (3) Electrician Employees of the LGU or its attached utilities, specifically when engaged in power restoration and maintenance during and immediately after a calamity; and
 - (4) Other LGU employees whose duties are certified by the Local Chief Executive as essential and directly exposing them to specific, heightened hazards due to the declared State of Calamity.
- d. *Employment Status* – refers to any form of engagement with the LGU, including permanent, temporary, casual, contractual, contract of service, or job order positions.
- e. *State of Calamity* – refers to a condition involving the widespread effects of a disaster, which has been officially declared by the President of the Philippines or by the Local Sanggunian, as defined in Republic Act No. 10121, otherwise known as the "*Philippine Disaster Risk Reduction and Management Act of 2010*."

SECTION 4. *Grant of Enhanced Hazard Pay.* All Qualified Calamity Responder Employees shall be entitled to Enhanced Hazard Pay for services rendered during a period when a State of Calamity has been officially declared in their respective LGU's jurisdiction. This entitlement shall apply regardless of their employment status.

SECTION 5. *Amount and Release of Enhanced Hazard Pay.* For services rendered by Qualified Calamity Responder Employees during an officially declared State of Calamity, the Enhanced Hazard Pay will be thirty percent (30%) of their basic monthly salary. This amount will be prorated based on the actual calendar days the employee performed duties under the declared State of Calamity, as certified by their office head. The Enhanced Hazard Pay will be released within fifteen (15) calendar days after the lifting of the State of Calamity, or at the end of each month if the State of Calamity extends beyond a month. It will be disbursed concurrently with the employee's regular salary, upon certification of actual services rendered.

SECTION 6. *Conditions for Entitlement.* Enhanced Hazard Pay will be granted solely for actual services rendered by the Qualified Calamity Responder Employee during the conditions of an officially declared State of Calamity. This pay is not considered part of the employee's basic salary for computing other benefits,

except for contributions to the Government Service Insurance System (GSIS) and Pag-IBIG Fund, if applicable based on their employment status. This Enhanced Hazard Pay is separate from and in addition to any regular hazard pay or other allowances the employee may already be receiving for their usual duties.

SECTION 7. *Funding.* The initial amount necessary for the implementation of this Act shall be included in the annual General Appropriations Act for the ensuing fiscal year following its approval, to be appropriated from the National Treasury as financial assistance to LGUs. Thereafter, the necessary funds for the continuous grant of Enhanced Hazard Pay under this Act shall be sourced primarily from the National Disaster Risk Reduction and Management Fund (NDRRMF) and the respective LGUs' calamity funds. The National Government, through the Department of Budget and Management, shall provide supplementary financial assistance to LGUs with limited fiscal capacity to ensure compliance, subject to the availability of funds and specific guidelines.

SECTION 8. *Implementing Rules and Regulations (IRR).* Within ninety (90) days from the effectivity of this Act, the Department of Budget and Management (DBM), in coordination with the Department of the Interior and Local Government (DILG), the National Disaster Risk Reduction and Management Council (NDRRMC), the Civil Service Commission (CSC), and the Department of Labor and Employment (DOLE), shall jointly promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 9. *Separability Clause.* If any provision or part of this Act is declared unconstitutional or invalid, the validity of the other provisions shall not be affected by such declaration and shall remain in full force and effect.

SECTION 10. *Repealing Clause.* All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 11. *Effectivity.* This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,