

TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 4357

Introduced by Rep. CARMELO G. LAZATIN, JR.

AN ACT

MANDATING LOCAL GOVERNMENT UNITS TO GRANT HAZARD PAY TO ALL LOCAL GOVERNMENT EMPLOYEES WHOSE WORK ENTAILS INHERENT RISK OR DANGER TO THEIR HEALTH AND SAFETY REGARDLESS OF EMPLOYMENT STATUS, AND PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

During the COVID 19 pandemic, many government employees were exposed to the dangers of being infected with the virus while performing their duties. These employees include not only health workers, but also those public cemetery workers, traffic enforcers, street sweepers, and even treasury personnel who were assigned to provide social assistance to their constituents.

However, not all of these government employees received hazard pay despite the inherent risks or dangers to their health and safety during that period.

Under Magna Carta of Public Health Workers, the government is mandated to provide hazard pay to public health workers equivalent to 25% of the monthly basic salary of those receiving salary grade 19 and below and 5% for health workers with salary grade 20 and above.

This proposed measure seeks to establish an equitable distribution of hazard pay to all government employees who are exposed to risk and dangers that their work assignment entails, regardless of their employment status.

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


CARMELO G. LAZATIN, JR.



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

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

1 **SECTION 1.** *Title-*This Act shall be known as the “*Local Government Employees’*
2 *Hazard Pay Act*”

3 **SECTION 2.** *Declaration of Policy-* it is hereby declared that the State shall protect and
4 promote the well-being of all public servants mostly those essential workers who are constantly
5 exposed to risks and dangers to their health and safety. The State shall provide due additional
6 compensation, in consideration of the occupational exposure of an employee, regardless of
7 employment status.

8

SECTION 3. *Definition of Terms* -For the purposes of this Act, the following terms shall mean:

a. Hazard Pay- refers to the additional compensation granted to qualified local government employee for the performance of duties that expose them to imminent danger, difficulty and health risks, which are over and above their usual risks in public service.

b. Work entailing Risk or Danger -refers to duties that regularly expose an employee to:

(1) Physical hazards such as dangerous machinery, vehicular traffic, unstable structures, or working at heights;

(2) Chemical hazards such as toxic, corrosive, or flammable substances;

(3) Biological hazards such as infectious agents, human or animal waste, or contaminated environments;

(4) Environmental hazards, such as extreme weather conditions, pollution, or prolonged exposure to unsanitary outdoor environments; or

(5) Situations involving direct threat to personal safety or life\ due to the nature of the work environment or interaction with the public in high-risk scenarios.

(6) Employment Status - refers to any form of engagement with the LGU, including permanent temporary, casual, contractual, contract of service, or job order positions.

SECTION 4. *Grant of Hazard Pay* – All government employees whose work assignments are deemed by their respective Local Government Unit to entail inherent risk or danger to their health and safety shall be eligible to receive hazard pay. The grant of hazard pay shall apply regardless of the employment status of the eligible employee.

SECTION 5. *Amount of the Hazard pay* – the amount of Hazard Pay shall be equivalent to a minimum of 25% of the employee’s basic monthly salary and shall be granted monthly or alongside the employee’s regular salary.

SECTION 6. *Conditions for Entitlement*- The grant of hazard pay shall be based on the actual services rendered by the qualified employee under hazardous conditions. It shall not be considered as part of the employee’s basic salary for purposes of computing other benefits, except for contributions to GSIS and Pag-ibig Fund.

SECTION 7. *Appropriations*. – The funding for the continuous grant of Hazard pay under this Act shall be sourced from the annual General Fund of the LGUs and shall be allocated in their respective annual budgets.

1 The National Government through the Department of Budget and Management (DBM)
2 shall establish a means to provide supplementary financial assistance for LGUs with insufficient
3 fiscal capacity to fully implement such grant.

4 **SECTION 8. *Implementing Rules and Regulations.*** The Department of the Interior and
5 Local Government, in coordination with the DBM, the Civil Service Commission (CSC) and the
6 Department of Labor and Employment (DOLE), shall jointly promulgate the necessary rules and
7 regulation for the implementation of this Act within ninety (90) days from its effectivity.
8

9 **SECTION 9. *Separability Clause.*** - If any part or provision of this Act is declared invalid
10 or unconstitutional, the other parts hereof not affected thereby shall remain valid.
11

12 **SECTION 10. *Repealing Clause-*** All laws, acts, presidential decrees, executive orders,
13 administrative orders, rules and regulations inconsistent with or contrary to the provisions of this
14 Act are deemed amended, modified or repealed accordingly.
15

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

18 Approved,