



**Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila**

**TWENTIETH CONGRESS
FIRST REGULAR SESSION**

HOUSE BILL NO. 5040



**Introduced by Representative
ZIAUR-RAHMAN "ZIA" ALONTO ADIONG**

EXPLANATORY NOTE

This bill seeks to grant Hazard Pay to all Court Sheriffs of the Municipal Trial Courts in Cities (MTCC), Metropolitan Trial Courts (MeTC), Regional Trial Courts (RTC), and Shari'ah Courts of the Philippines.

Court Sheriffs, as quasi-law enforcement officers, are tasked to implement Court Orders and Writs. Their work often extends late into the night and the early hours of the morning, exposing them to violent or criminal acts from individuals adversely affected by such Orders or Writs they are duty-bound to enforce. In the course of executing Writs of Execution, Writs of Possession, Writs of Replevin, Writs of Demolition, and similar court processes, Sheriffs frequently encounter hostility and aggression. Not only are they exposed to direct threats to their safety, but they are also burdened by retaliatory administrative or criminal cases filed against them even when acting within the bounds of their duties. These circumstances subject Sheriffs to emotional torment, mental health strain, and financial expense.

The incidents documented in Sheriff's Reports clearly show that their functions are marked by physical hardship, psychological distress, and constant risks to life and limb. Hazard pay, by principle, serves as additional compensation for work that subjects an employee to danger, contagion, or perils to life or serious bodily injury, which cannot be completely eliminated through engineering or administrative controls.

This policy finds firm grounding in the Constitution. Article II, Section 18 and Article XIII, Section 3 mandate the State to protect labor and promote safe and healthful working conditions. In addition, Articles 3 and 4 of the Labor Code enshrine the rule that all doubts in the implementation and interpretation of labor laws shall be resolved in favor of labor and its full protection.

By granting hazard pay to Court Sheriffs, this bill affirms the State's duty to protect those who faithfully carry out the orders of the courts despite the grave dangers involved. It extends not only financial recognition but also

institutional support for their indispensable role in the administration of justice.

Thus, the immediate passage of this bill is earnestly sought.



REP. ZIAUR-RAHMAN "ZIA" ALONTO ADIONG
1ST. District, Lanao del Sur



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**AN ACT
GRANTING HAZARD PAY TO ALL COURT SHERIFFS OF THE
MUNICIPAL TRIAL COURTS IN CITIES (MTCC), METROPOLITAN
TRIAL COURTS (MeTC), REGIONAL TRIAL COURTS (RTC), AND
SHARI'AH COURTS OF THE PHILIPPINES AND APPROPRIATING
FUNDS THEREFOR**

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

Section 1. Title. – This Act shall be known as the "Hazard Pay for Sheriffs Act of 2025".

Section 2. Declaration of State Policy. – It is hereby declared the policy of the State to recognize and address the inherently hazardous nature of the work performed by Court Sheriffs, who, as quasi-law enforcement officers, are tasked with the implementation and enforcement of Court Orders and Writs. Their duties frequently require them to operate beyond regular hours and in conditions that expose them to violent confrontations, criminal acts, or other threats arising from individuals adversely affected by judicial directives.

In line with established principles of labor protection, hazard pay constitutes additional compensation for work that subjects employees to danger, contagion, or serious bodily injury. This policy is grounded in the Constitution, particularly Article II, Section 18, and Article XIII, Section 3, which mandate the State to protect labor and promote safe and healthful working conditions. It is further supported by Articles 3 and 4 of the Labor Code, which direct that all doubts in the implementation and interpretation of labor laws be resolved in favor of labor and its full protection.

Accordingly, the State affirms its commitment to provide just compensation and institutional support by granting hazard pay to Court Sheriffs in recognition of the indispensable role they play in the administration of justice and the extraordinary risks they face in the performance of their official duties.

Section 3. Coverage. – This Act shall apply to all Court Sheriffs assigned in the Municipal Trial Courts in Cities (MTCC), Metropolitan Trial Courts (MeTC), Regional Trial Courts (RTC), and Shari’ah Courts of the Philippines.

Section 4. Hazard Pay. – All Court Sheriffs covered under Section 3 shall be entitled to receive a monthly hazard pay of Ten Thousand Pesos (₱10,000.00). The entitlement to such pay recognizes the risks and hazards encountered by Sheriffs in the discharge of their functions, including but not limited to:

1. Implementing court processes in areas or situations that may provoke violence or resistance;
2. Carrying out duties in unsafe environments, including late at night or during high-risk operations; and
3. Facing retaliatory suits, harassment, or threats directly arising from the faithful performance of their duties.

Section 5. Tax Exemption. – The hazard pay granted under this Act shall be exempt from all forms of taxes, fees, and other charges imposed by the national or local government.

Section 6. Implementation. – The grant of the above Hazard Pay shall be implemented not more one (1) year after the effectivity of this Act.

Section 7. Appropriations. – The Office of the Court Administrator of the Supreme Court of the Philippines shall immediately include in the Judiciary’s programs the implementation of this Act, the funding of which shall be included in the Annual General Appropriations Act.

Section 8. Separability Clause. – If any provision or part of this Act is declared unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

Section 9. Repealing Clause. – All other laws, decrees, orders, issuances, rules and regulations or parts thereof which are inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

Section 10. Effectivity. – This law shall take effect fifteen (15) days after its complete publication in the Official Gazette or two newspapers of general circulation.

Approved.