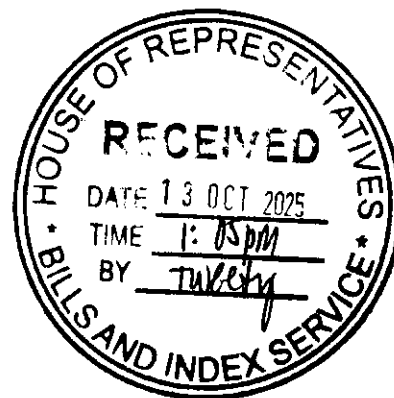




Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

TWENTIETH CONGRESS  
First Regular Session

HOUSE BILL NO. 5492



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Introduced by Representative LEONEL "JHONG" D. CENIZA

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#### EXPLANATORY NOTE

In recent years, the Philippines has faced a series of devastating calamities – from typhoons, landslides, and flooding to the more recent earthquakes that struck several parts of the country. In every disaster, our **Disaster Risk Reduction and Management (DRRM) Officers and Personnel** stand at the frontlines, risking their safety to save lives, reduce damage, and coordinate recovery operations.

During the 19<sup>th</sup> Congress, several versions of a proposed Magna Carta for DRRM Officers and Personnel were filed both in the House and the Senate. These sought to institutionalize comprehensive benefits and professionalization for disaster workers. However, the proposals did not push through due to budgetary constraints, administrative overlaps, and fiscal implementation concerns raised during committee deliberations.

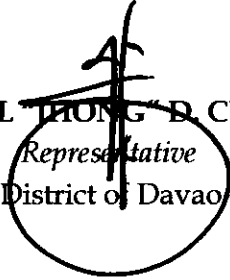
This bill seeks to address those limitations by presenting a **simplified and fiscally viable version** that focuses on only two core benefits:

1. **Hazard Pay** – to provide just compensation for DRRM personnel who are exposed to danger during emergency response and recovery operations.
2. **Continuing Education, Specialized Training, and Scholarship Programs** – to strengthen the professional competence and preparedness of DRRM personnel, ensuring that local and national disaster response systems remain adaptive and effective.

By narrowing the scope of benefits to these two key provisions, this measure balances **fiscal responsibility with human security**, providing meaningful support without overburdening public resources. It acknowledges DRRM workers while ensuring that the bill remains achievable, implementable, and responsive to current realities.

Considering the increasing frequency and intensity of natural calamities and the growing need for skilled and well-supported disaster responders, the immediate passage of this measure is **timely, relevant, and necessary**.

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

  
LEONEL "THONG" D. CENIZA  
*Representative*  
Second District of Davao de Oro



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**TWENTIETH CONGRESS**  
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**AN ACT**

**PROVIDING HAZARD PAY AND CONTINUING EDUCATION, SPECIALIZED TRAINING, AND SCHOLARSHIP PROGRAMS FOR DISASTER RISK REDUCTION AND MANAGEMENT OFFICERS AND PERSONNEL, AND FOR OTHER PURPOSES**

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

**SECTION 1.** This Act shall be known as the "**Magna Carta for Disaster Risk Reduction and Management Officers and Personnel Act of 2025 (Simplified Version).**"

**SECTION 2.** It is hereby declared the policy of the State to recognize the indispensable role of Disaster Risk Reduction and Management (DRRM) Officers and Personnel in protecting lives and property before, during, and after calamities. To ensure their competence and motivation, the State shall provide reasonable hazard compensation and continuous professional development opportunities to strengthen the country's disaster resilience and response capabilities.

**SECTION 3. Coverage.** - This Act shall apply to all DRRM Officers and Personnel employed by national government agencies, local government units, and other public entities directly involved in disaster preparedness, response, recovery, and rehabilitation operations.

**SECTION 4. Benefits** - DRRM Officers and Personnel shall be entitled to the following benefits:

- (a) **Hazard Pay** - When exposed to hazardous or life-threatening conditions during official duties or disaster response operations, qualified DRRM Officers and Personnel shall be entitled to a **hazard pay equivalent to not less than ten percent (20%) of their monthly basic salary**, subject to availability of funds and to guidelines to be issued by the Department of Budget and Management (DBM) and the Office of Civil Defense (OCD):

30 *Funding for this benefit may be sourced from the Local Disaster Risk Reduction and*  
31 *Management Fund (LDRRMF) of the concerned agency or local government unit,*  
32 *subject to existing budgeting, accounting, and auditing rules and regulations.*  
33

34 **(b) Continuing Education, Specialized Training, and Scholarship Programs -**  
35 DRRM Officers and Personnel shall have access to continuing education, capacity-  
36 building programs, specialized technical training, and scholarship or certification  
37 opportunities relevant to disaster risk management, emergency operations,  
38 climate resilience, and public safety. Such programs shall be coordinated by the  
39 Office of Civil Defense (OCD), in partnership with the Civil Service Commission  
40 (CSC), the Department of the Interior and Local Government (DILG), and  
41 accredited academic and training institutions, subject to the availability of funds  
42 and applicable government guidelines.  
43

44 **SECTION 5. Funding.** - The amount necessary for the initial implementation of this Act shall  
45 be included in the annual General Appropriations Act (GAA). Subsequent and supplementary  
46 funding requirements for hazard pay and training programs may also be sourced from the  
47 Local Disaster Risk Reduction and Management Fund (LDRRMF) or other available funds of  
48 the concerned agency or LGU, in accordance with existing laws and regulations.  
49

50 **SECTION 6. Implementing Rules and Regulations (IRR).** - Within ninety (90) days from  
51 the effectivity of this Act, the Office of Civil Defense (OCD), in coordination with the  
52 Department of Budget and Management (DBM), Department of the Interior and Local  
53 Government (DILG), and the Civil Service Commission (CSC), shall promulgate the necessary  
54 rules and regulations for the effective implementation of this Act.  
55

56 **SECTION 7. Separability Clause.** - If any provision of this Act is declared unconstitutional  
57 or invalid, the remaining provisions shall not be affected.  
58

59 **SECTION 8. Repealing Clause.** - All laws, decrees, orders, rules, and regulations  
60 inconsistent with this Act are hereby repealed or modified accordingly.  
61

62 **SECTION 9. Effectivity.** - This Act shall take effect fifteen (15) days after its publication in  
63 at least two (2) newspapers of general circulation.  
64

65  
66 *Approved,*