



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



House Bill No. 5730

Introduced by CIBAC Party-List Representative
EDUARDO "BRO. EDDIE" C. VILLANUEVA

EXPLANATORY NOTE

Frontline government workers in the Philippines face increased risks particularly during calamities or emergencies like the COVID-19 pandemic. While most people are advised to stay home, several workers in the government are still required to go to work to ensure that government services continue. However, despite the high-nature risk that comes with their work, no appropriate additional compensation is given to them.

Thus, this bill seeks to address the critical need to protect and compensate government employees who face hazardous working conditions. By providing a hazard pay equivalent to at least 25% of their monthly basic salary, this measure aims to recognize the sacrifices and dangers these employees endure while performing their duties. Furthermore, the coverage of the proposed hazard pay includes all eligible government employees, regardless of their employment status or place of work, ensuring inclusivity and fairness in implementation.

Passing this bill into law would strengthen the government's commitment to fostering a safe and supportive work environment for its employees. This would not only provide tangible benefits to government workers but also boost morale, encourage productivity, and reinforce the value of public service in the country.

For the foregoing reasons, the immediate passage of this bill is earnestly sought.


EDUARDO "BRO. EDDIE" C. VILLANUEVA



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AN ACT
GRANTING HAZARD PAY TO COVERED EMPLOYEES OF THE GOVERNMENT
AND APPROPRIATING FUNDS THEREFOR

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

1 **SECTION 1. Short Title.** - This Act shall be known as the "*Hazard Pay for*
2 *Government Employees Act*".

3
4 **SEC. 2. Declaration of Policy.** - It is hereby declared the policy of the State to
5 protect and promote the welfare of public servants by providing them with additional
6 compensation, taking into account the nature of their responsibilities and exposure to
7 hazard or possible dangers attendant to the position they are occupying and the
8 functions of their office.

9
10 **SEC. 3. Coverage.** – The benefits provided under this Act shall be given to all
11 government employees who are exposed to the conditions identified in Section 4 of
12 this Act, regardless of status, nature of appointment, whether casual, temporary,
13 contract of service (institutional or otherwise), or job order, or place of work (whether
14 in medical or non-medical offices): *Provided*, That government employees currently
15 receiving hazard pay under other laws, rules, or regulations shall only be entitled to
16 one (1) hazard pay or benefit, whichever is higher.

17
18 **SEC. 4. Hazard Pay.** – All employees of the Government shall be provided a
19 hazard pay equivalent to at least twenty five percent (25%) of the monthly basic salary
20 of the employee concerned when stationed or assigned to work as frontline workers
21 in or under the following circumstances or conditions:

- 22 a) When a state of calamity or emergency, or a public health emergency, as
23 defined under Republic Act No. 11332, otherwise known as the "Mandatory
24 Reporting of Notifiable Diseases and Health Events of Public Health Concern
25 Act," has been declared;
26

- 1 b) Hazardous areas, as may be declared by the Secretary of National Defense
2 and other appropriate agencies;
3
4 c) Difficult areas or hardship posts characterized by distance, inconvenience of
5 travel due to bad roads and conditions of the terrain, isolation, inaccessibility,
6 and extreme weather conditions;
7
8 d) X-ray units, clinics, laboratories, sanitaria, leprosaria, observation posts, and
9 other similar stations which offer risks to health and safety due to exposure to
10 radiation, contagious diseases, and volcanic activity;
11
12 e) Institutions or facilities that tend to or care for persons with mental health
13 conditions;
14
15 f) Places that are subject to depredation by criminal elements, such as those in
16 prison reservations and penal colonies without adequate police protection;
17
18 g) Plants and installations of arsenal;
19
20 h) When aboard an aircraft or watercraft crossing bodies of water; and
21
22 i) Other similar work conditions which the Department of Budget and
23 Management (DBM), in consultation with the Office of Civil Defense (OCD) and
24 the Civil Service Commission (CSC) and other appropriate agencies, shall
25 consider as hazardous on the basis of exposure to environment, health, and
26 social risks.
27

28 **SEC. 5. Appropriations.** - The amount necessary for the effective
29 implementation of this Act shall be charged against the current year's appropriations
30 of government agencies where the covered employees are employed. Thereafter,
31 such sums as may be necessary for the continued implementation of this Act shall be
32 included in the annual General Appropriations Act.
33

34 **SEC. 6. Implementing Rules and Regulations.** - Within sixty (60) days from
35 the effectivity of this Act, the CSC shall, in coordination with the OCD, DBM, and other
36 relevant government offices, promulgate the implementing rules and regulations (IRR)
37 to effectively carry out the provisions of this Act.
38

39 **SEC. 7. Separability Clause.** - If any portion or provision of this Act is declared
40 unconstitutional, the remainder hereof or any provisions not affected thereby shall
41 remain in force and effect.
42

43 **SEC. 8. Repealing Clause.** - Any law, presidential decree or issuance, executive
44 order, letter of instruction, rule, or regulation inconsistent with the provisions of this Act
45 is hereby repealed or modified accordingly.
46

47 **SEC. 9. Effectivity.** - This Act shall take effect fifteen (15) days after its complete
48 publication in the Official Gazette or in a newspaper of general circulation.
49

50 *Approved,*