

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 9014



Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

EXPLANATORY NOTE

Access to a fair, independent, and effective judiciary is a cornerstone of any democratic society. Judges serve as the guardians of the rule of law, tasked with resolving disputes, upholding rights, and ensuring that justice is administered without fear or favor. However, the very nature of their duties exposes them to significant risks to their safety and well-being, and these remain largely unaddressed in the current system of compensation and protection.

By reason of their profession, members of the judiciary are often placed in situations entailing dangerous, high-stakes cases, including those involving heinous crimes or organized criminal activity. In the course of dispensing justice, judges inevitably encounter disgruntled parties who may resort to threats, harassment, or even violence. Throughout Philippine history, members of the judiciary have been subjected to assaults and even assassination attempts, underscoring the real and present dangers attached to their role.

Despite these realities, judges are not accorded hazard pay comparable to other government personnel whose duties similarly expose them to occupational risks or perils to life. Existing policies recognize the necessity of providing additional compensation to public servants operating under hazardous conditions. Yet, the judiciary remains excluded from such benefits, notwithstanding the high-risk classification often attributed to their profession.

Therefore, this bill seeks to remove this disparity by granting hazard pay to members of the judiciary. Such compensation acknowledges the inherent dangers of judicial service and affirms the State's commitment to safeguarding those who dedicate their lives to the administration of justice.

Moreover, it aims to strengthen judicial independence by boosting morale and ensuring that judges can perform their duties without undue concern for their personal safety and security.

Ultimately, the measure is grounded on the principle that those who uphold the law must themselves be protected by it. By institutionalizing hazard pay for judges, the

State reinforces its duty to promote the general welfare, protect its public servants, and preserve the integrity of the justice system.

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



ATTY. MANUEL "WOWO" L. FORTES, JR.
Representative
Second District, Province of Sorsogon

Twentieth Congress of the
Republic of the Philippines
First Regular Session

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Introduced by **Rep. MANUEL “WOWO” L. FORTES, JR.**

**AN ACT MANDATING THE PAYMENT OF HAZARD PAY TO ALL JUDGES OF
COURTS IN THE PHILIPPINES, AND APPROPRIATING FUNDS THEREFOR**

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

SEC. 1. *Title.* – This Act shall be known as the “Hazard Pay for Judges Act”.

SEC. 2. *Hazard Pay for Regional Trial Court (RTC) Judges.* – All duly appointed judges in Regional Trial Courts (RTC) shall be granted a hazard pay during their incumbency in the amount equivalent to thirty percent (30%) of their basic monthly salary

SEC. 3. *Hazard Pay for MeTC, MCTC, and Shari’a Court Judges.* – All duly appointed judges in the Metropolitan Trial Courts (MeTC), Municipal Trial Courts in Cities (MCTC), Municipal Circuit Trial Courts (MCTC), and Shari’a Courts shall be granted a hazard pay during their incumbency in the amount equivalent to twenty five percent (25%) of their basic monthly salary.

SEC. 4. *Hazard Pay for Municipal Trial Court (MTC) Judges.* – All duly appointed judges in Municipal Trial Courts (MTC) shall be granted a hazard pay during their incumbency in the amount equivalent to twenty percent (20%) of their basic monthly salary.

SEC. 5. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be charged against the available appropriations of the Judiciary under the current General Appropriations Act. Thereafter, such sums as maybe necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 6. *Tax Exemption and Non-Diminution of Benefits.* – The hazard pay for the judges herein shall not be subject to tax and nothing in this Act shall be construed as to diminish in any manner, any benefit granted by existing laws, rules and regulations, local ordinances, and other issuances especially favorable to duly appointed judges of Philippine courts.

SEC. 7. *Implementing Rules and Regulations.* – The Department of Budget and Management in consultation with the Judiciary shall, within sixty (60) days after the effectivity of this Act, issue the implementing rules and regulations of this Act.

SEC. 8. *Repealing Clause.* – Any provisions, laws, decrees, executive orders, rules and regulations inconsistent with the provisions of this Act are hereby repealed and modified accordingly.

SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,