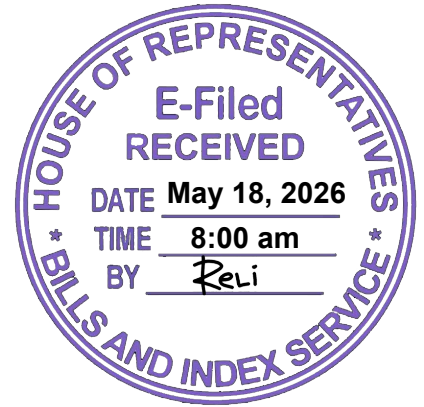


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. **9264**



Introduced by: **REPRESENTATIVE ERIC L. OLIVAREZ**

EXPLANATORY NOTE

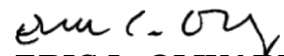
The Constitution recognizes the vital role of public servants and mandates the State to promote their welfare and ensure humane working conditions. Local government employees who perform duties involving exposure to physical, biological, chemical, environmental, and safety hazards play a crucial role in the delivery of essential public services.

During the COVID-19 pandemic, many local government personnel—including health workers, traffic enforcers, street sweepers, cemetery workers, social welfare personnel, and other frontline employees—continued to perform their duties despite serious risks to their health and safety. However, many of these workers did not receive adequate hazard compensation despite the dangerous nature of their assignments.

While existing laws provide hazard pay for specific sectors such as public health workers, there remains no comprehensive policy mandating all Local Government Units (LGUs) to grant hazard pay to local government personnel whose work inherently exposes them to danger, regardless of employment status.

This bill seeks to institutionalize the grant of hazard pay to qualified local government employees, including those under temporary, casual, contractual, job order, and contract of service arrangements, in recognition of the risks attendant to their work and their indispensable contribution to public service.

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


ERIC L. OLIVAREZ

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House Bill No. **9264**

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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

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

SECTION 1. Short Title - This Act shall be known as the “*Local Government Employees Hazard Pay Act of 2026.*”

SECTION 2. Declaration of Policy. - It is hereby declared the policy of the State to protect and promote the welfare of all public servants, especially those exposed to occupational risks and hazards in the performance of their duties. The State shall ensure the grant of just and equitable additional compensation to local government employees whose work entails inherent risk or danger to their health and safety, regardless of employment status.

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 employees 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.
- c) *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 local government employees whose work assignments involve inherent risk or danger to their health and safety, as determined in accordance with the guidelines issued pursuant to this Act, shall be entitled to Hazard Pay regardless of their Employment Status.

SECTION 5. *Amount of the Hazard pay.* - the amount of Hazard Pay shall be equivalent to not less than twenty-five percent (25%) of the employee's basic monthly salary and shall be paid monthly together with the employee's regular compensation.

SECTION 6. *Conditions for Entitlement.* - The grant of Hazard Pay shall be based on the actual services rendered by the qualified employees under hazardous conditions. It shall not be considered as part of the employees' 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.

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

SECTION 8. *Implementing Rules and Regulations.* - The Department of the Interior and Local Government, in coordination with the DBM, the Civil Service Commission (CSC) and the Department of Labor and Employment

(DOLE), shall jointly promulgate the necessary rules and regulations for the implementation of this Act within ninety (90) days from its effectivity.

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

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

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

Approved.