

Congress of the Philippines]
TWENTIETH CONGRESS]
Second Regular Session]

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
Second Regular Session



House Bill. No. 10740

BY REPRESENTATIVE SUN J. SHIMURA

AN ACT
PROVIDING FOR THE MAGNA CARTA OF DISASTER RISK
REDUCTION AND MANAGEMENT OFFICE (DRRMO) WORKERS,
GRANTING THEM HONORARIA, SOCIAL PROTECTION, BENEFITS,
INCENTIVES, SECURITY OF TENURE, AND OTHER PURPOSES

EXPLANATORY NOTE

Republic Act No. 10121, otherwise known as the "Philippine Disaster Risk Reduction and Management Act of 2010," established the Philippine Disaster Risk Reduction and Management System and adopted a comprehensive, all-hazards, multi-sectoral, inter-agency, and community-based framework for disaster risk reduction and management.

DRRMO workers are indispensable to this framework. They carry out critical functions in prevention, preparedness, response, rehabilitation, and recovery, often under hazardous and time-sensitive conditions. Yet many continue to receive compensation and benefits that do not reflect the importance, difficulty, and risk of their work.

This bill seeks to address that gap by providing DRRMO workers with just and reasonable honoraria, allowances, health and retirement protection, leave benefits, training opportunities, preferential access to loan facilities, and safeguards against discrimination and unjust removal. It also recognizes their role as essential public servants in strengthening local disaster resilience and protecting lives and property.

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


REP. SUN J. SHIMURA

Congress of the Philippines]
TWENTIETH CONGRESS]
Second Regular Session]

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City
TWENTIETH CONGRESS
Second Regular Session

House Bill. No. 10740

BY REPRESENTATIVE SUN J. SHIMURA

AN ACT
PROVIDING FOR THE MAGNA CARTA OF DISASTER RISK
REDUCTION AND MANAGEMENT OFFICE (DRRMO) WORKERS,
GRANTING THEM HONORARIA, SOCIAL PROTECTION, BENEFITS,
INCENTIVES, SECURITY OF TENURE, AND OTHER PURPOSES

BE IT ENACTED BY THE SENATE AND HOUSE OF REPRESENTATIVES OF THE
PHILIPPINES IN CONGRESS ASSEMBLED:

Section 1. Short Title. This Act shall be known as the **"Magna Carta of DRRMO Workers Act."**

Section 2. Declaration of Policy. — It is the policy of the State to recognize, protect, and promote the welfare of DRRMO workers as essential public servants in the implementation of Republic Act No. 10121. Toward this end, the State shall:

- (a) ensure just and reasonable honoraria commensurate with the nature, importance, and risks of their work;
- (b) provide social protection, including health coverage, insurance coverage, and retirement benefits;
- (c) grant allowances and incentives to enable the effective and safe performance of their duties; and
- (d) promote professional growth, continuing training, and protection from discrimination and arbitrary removal, consistent with civil service laws, rules, and regulations.

Section 3. Definition of Terms. — For purposes of this Act, the following terms shall mean:

- (a) DRRMO workers — persons officially appointed, designated, employed, or otherwise authorized to perform disaster risk reduction and management functions, including planning, preparedness, mitigation, response, recovery, rehabilitation, logistics, operations, training, monitoring, information management, coordination, and other related duties;
- (b) DRRMO personnel — permanent, temporary, casual, coterminous, contractual, job order, and other similarly situated workers in local disaster risk reduction and management offices and equivalent disaster response structures recognized under Republic Act No. 10121 and related laws;
- (c) DRRMO worker — any person covered by this Act and included in the term DRRMO workers;
- (d) honoraria — regular monetary compensation received by DRRMO workers for services rendered, over and above any allowance or benefit granted under existing laws;
- (e) confidential positions — highly confidential positions that require trust, discretion, and a close working relationship with the appointing authority, as defined in the implementing rules and regulations consistent with civil service laws, rules, and regulations; and
- (f) LGU — a province, city, municipality, or barangay as defined under Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

Section 4. Coverage. — This Act shall apply to all DRRMO workers who perform actual, regular, and continuous disaster risk reduction and management functions, whether in permanent, temporary, coterminous, contractual, or other authorized capacities, as may be recognized under the implementing rules and regulations.

Section 5. Registry of DRRMO Workers. — Each province, city, and municipality, through its local DRRMO or equivalent office, shall maintain an updated Registry of DRRMO Workers within its jurisdiction. The Registry shall contain the name, position, nature of appointment or designation, classification of position, status of service, and such other relevant information as may be required by the implementing rules and regulations. It shall be updated at least once every year and submitted to the Department of the Interior and Local Government, the Department of Budget and Management, and such other agencies as may be necessary for monitoring and policy-making purposes. All duly registered DRRMO workers shall be issued appropriate proof of registration and service.

Section 6. Qualifications. — To qualify as a DRRMO worker covered by this Act, a person must:

- (a) be officially appointed, designated, employed, or authorized to perform DRRMO functions under this Act and existing laws;
- (b) be at least eighteen (18) years of age at the time of appointment or designation, unless otherwise provided by law for specific positions;
- (c) be a Filipino citizen;
- (d) be physically and mentally fit to discharge the duties of the office; and
- (e) have fulfilled the minimum requirements for seminar participation, training, and workshops as mandated by this Act, as specified in the implementing rules and regulations.

Additional qualifications, including specialized training in emergency response, incident command, rescue operations, communications, logistics, first aid, and disaster management, may be prescribed by the proper agencies, consistent with existing laws.

Section 7. Duties and Functions. — The duties and functions of DRRMO workers shall include, but shall not be limited to, the following:

- (a) disaster preparedness planning, risk assessment, and contingency planning;
- (b) early warning, monitoring, data gathering, and incident reporting;
- (c) emergency response, evacuation support, search and rescue assistance, and relief coordination;
- (d) logistics, warehousing, communications, and incident documentation;
- (e) rehabilitation, recovery, and post-disaster coordination; and
- (f) community training, drills, information campaigns, and capacity-building activities.

No DRRMO worker shall be required to engage in partisan political activity as a condition for appointment, retention, or continued service.

Section 9. Hazard, Emergency, and High-Risk Duty Allowance. — All DRRMO workers shall be entitled to hazard and emergency allowances for actual deployment in disaster response, rescue, retrieval, evacuation, hazardous field assignments, and other similar high-risk duties. DRRMO workers assigned to extended or high-risk operations shall likewise be entitled to subsistence pay, overtime compensation, and night-shift differentials, in accordance with the implementing rules and regulations.

Section 11. Subsistence and Meal Allowance. — All DRRMO workers who render service during extended field operations, emergency deployments, overnight duty, or continuous incident response shall be entitled to a subsistence or meal allowance equivalent to the meals reasonably taken in the course of duty.

Section 12. Health Coverage and Medical Support. — All DRRMO workers covered by this Act shall be mandatorily enrolled in the National Health Insurance Program as direct or indirect contributors, subject to PhilHealth guidelines. They shall also be entitled to periodic medical, physical, and psychosocial assessments, as well as compensation, medical assistance, and rehabilitation support for work-related injuries, illnesses, or other conditions sustained in the performance of duty.

Section 13. GSIS Coverage, Legal Assistance, and Other Social Security Benefits. — The Government Service Insurance System shall design and administer a special insurance and retirement benefits package suited to the status and unique circumstances of DRRMO workers. To the extent allowable under existing laws, rules, and regulations:

- (a) qualified DRRMO workers shall be enrolled in the proper GSIS coverage or such equivalent retirement and insurance scheme as may be applicable;
- (b) the concerned LGU or national office shall allocate a partial share of contributions, subject to GSIS and Department of Budget and Management guidelines;
- (c) years of continuous service as a covered DRRMO worker shall be creditable for the computation of retirement, insurance, and other benefits, insofar as permitted by law; and
- (d) DRRMO workers shall be entitled to government-funded legal assistance for acts performed in good faith in the course of emergency response or disaster operations.

Section 14. One-Time Retirement Cash Incentive. A DRRMO worker who has continuously and satisfactorily served for at least fifteen (15) years shall be entitled to a one-time retirement cash incentive of not less than **One Hundred Thousand Pesos (P100,000.00)**.

The retirement cash incentive shall be borne by the municipality, city, or province concerned, subject to availability of funds.

Section 15. Leave Benefits. All DRRMO workers covered by this Act shall be entitled to sick, vacation, emergency, and maternity leave benefits, as may be prescribed in the implementing rules and regulations consistent with civil service laws and applicable policies.

During such approved leaves, DRRMO workers shall continue to receive their honoraria or such corresponding compensation as may be provided under the implementing rules and regulations and existing laws.

Section 16. Preferential Access to Loan Facilities. Within one hundred eighty (180) days after the effectivity of this Act, the Department of the Interior and Local Government, in coordination with the Government Service Insurance System, Land Bank of the Philippines, Development Bank of the Philippines, and other concerned government financial institutions, shall establish a mechanism that will provide organized DRRMO workers access to loan services.

The agencies providing loan services shall set aside at least one percent (1%) of their loanable funds for organized groups of DRRMO workers engaged in community-based income-generating projects or livelihood undertakings.

Section 17. Other Benefits and Incentives. Subject to availability of funds and in accordance with the guidelines of the Department of Budget and Management, Department of the Interior and Local Government, and Civil Service Commission, DRRMO workers may additionally be granted:

- a. **Christmas or Year-End Cash Gift** – A cash gift not less than the minimum monthly honoraria, to be given every December;
- b. **Free or Subsidized Training** – Access to capacity-building programs, seminars, certifications, and skills development activities relevant to disaster preparedness and response; and
- c. **Emergency and Medical Assistance** – Emergency assistance, medical support, or equivalent benefits analogous to those granted to similarly situated public personnel.

Section 18. Security of Tenure and Removal from Service. No DRRMO worker duly covered under this Act shall be removed from office except for just cause, after due process, and in accordance with applicable laws, rules, and regulations.

This protection shall not apply to highly confidential appointments as defined in this Act and under existing civil service laws, rules, and regulations. Such confidential DRRMO workers may be replaced at the pleasure of the appointing authority, without prejudice to accrued benefits due them under existing laws.

In cases of alleged unjust removal of non-confidential DRRMO workers, the concerned individual may file a complaint before the appropriate office of the Department of the Interior and Local Government, the Civil Service Commission, or other bodies as provided in the implementing rules and regulations. If found to be unjustly removed, the DRRMO worker shall be entitled to reinstatement without loss of honoraria and benefits from the time of termination up to the time of reinstatement.

Section 19. Protection Against Discrimination. Discrimination against any DRRMO worker by reason of gender, civil status, creed, religious or political beliefs, ethnicity, disability, or other similar status is hereby prohibited.

The Department of the Interior and Local Government, Civil Service Commission, and Commission on Human Rights shall establish mechanisms for receiving and resolving discrimination complaints involving DRRMO workers.

Section 20. Right to Self-Organization. DRRMO workers shall have the right to freely form, join, or assist organizations, associations, or federations to protect and promote their welfare, and to seek redress of grievances through peaceful and lawful means, with due regard to the continuous operation of essential disaster response services.

Section 21. Representation in Local Disaster Risk Reduction and Management Bodies. The Department of the Interior and Local Government shall issue guidelines to ensure appropriate representation of DRRMO workers in consultation, coordination, planning, and capacity-building mechanisms, where practicable, including local disaster risk reduction and management councils and related local special bodies.

Section 22. Capacity Building and Professional Development. The Department of the Interior and Local Government, in coordination with the Department of Budget and Management, Civil Service Commission, Government Service Insurance System, PhilHealth, Department of Health, Department of Social Welfare and Development, Department of Science and Technology, and other concerned agencies, shall:

- a. Develop and implement training modules addressing disaster preparedness, incident command, emergency operations, rescue and evacuation, first aid, logistics, communications, records management, public safety, and other relevant competencies for DRRMO workers;
- b. Encourage LGUs to establish local training centers or to partner with academic institutions, civil society organizations, and NGOs for the professional development of DRRMO workers; and
- c. Promote ladderized and accredited training programs aligned with the Philippine Qualifications Framework to allow DRRMO workers to pursue higher education or career advancement.

Section 23. Penalty Clause. Any local government official or responsible officer who willfully and unjustifiably refuses to implement the provisions of this Act, or who discriminates against or unjustly removes any DRRMO worker in violation hereof, may be administratively and criminally charged in accordance with existing laws.

Section 24. Appropriations. The amount necessary for the initial implementation of this Act shall be charged against the National Tax Allotment of LGUs, other local funds, and, where applicable, national funds and special appropriations authorized by law.

Thereafter, such sums as may be necessary shall be included in the annual budgets of the concerned LGUs and national agencies, subject to existing budgetary and auditing rules and regulations.

Section 25. Implementing Rules and Regulations. Within one hundred eighty (180) days from the effectivity of this Act, the Department of the Interior and Local Government and the Department of Budget and Management shall, in consultation with the Civil Service Commission, Government Service Insurance System, PhilHealth, Department of Health, Department of Social Welfare and Development, Department of Science and Technology, Department of Finance, the League of Provinces, League of Cities, League of Municipalities, Liga ng mga Barangay, and organizations of DRRMO workers, promulgate the rules and regulations necessary to effectively implement this Act.

Section 26. Separability Clause. If any portion or provision of this Act is declared invalid or unconstitutional, the remaining portions or provisions hereof shall remain in full force and effect.

Section 27. Repealing Clause. All laws, decrees, executive orders, rules, and regulations, or parts thereof inconsistent with this Act are hereby repealed, amended, or modified accordingly.

Section 28. Effectivity. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least one (1) newspaper of general circulation.

Approved.