



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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11261



Introduced by **Representative EDUARDO R. RAMA JR.**

EXPLANATORY NOTE

Public prosecutors are the State's principal litigators. They are responsible for enforcing the law, protecting the public, and ensuring that justice is served. In the discharge of their duties, they handle sensitive and high-risk cases involving drug syndicates, terrorist groups, organized crime, corrupt officials, and other dangerous criminal elements.

The nature of their work exposes prosecutors to threats, harassment, intimidation, and violence, with some even losing their lives in the line of duty. Records from 2013 to 2024 show that at least 14 prosecutors have been killed in connection with their official duties. These incidents demonstrate the serious risks associated with prosecutorial work and the need for the State to provide adequate protection and support to those who perform these vital functions.

Despite the risks inherent in their work, public prosecutors do not currently receive hazard pay or a similar risk allowance under existing laws. This is in contrast to other frontline government workers, such as health personnel, disaster responders, and law enforcement officers, who are granted additional compensation for performing hazardous duties. Extending a similar benefit to public prosecutors is a recognition of the risks they face in the performance of their official functions.

This measure seeks to address this disparity by granting a monthly hazard pay of **Five Thousand Pesos (₱5,000.00)** to qualified public prosecutors who are involved in the investigation or prosecution of cases involving crimes against national security, illegal drugs, graft and corruption, money laundering, terrorism, and other analogous offenses. The hazard pay shall be granted in

addition to their basic salary and other existing allowances and shall not be subject to reduction or diminution.

This measure recognizes the hazardous nature of prosecutorial work and the personal risks undertaken by public prosecutors in the pursuit of justice. It seeks to provide appropriate compensation for such risks and affirm the State's support for those who uphold the rule of law.

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

A stylized, handwritten signature in black ink, consisting of a large, sweeping loop followed by a horizontal line.

REP. EDUARDO R. RAMA, JR.

2nd District, City of Cebu



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AN ACT
GRANTING HAZARD PAY TO PUBLIC PROSECUTORS EXPOSED TO
HAZARDOUS SITUATIONS AND PERFORMING HAZARDOUS DUTIES
RELATED TO ASSIGNED CASES, AND APPROPRIATING FUNDS THEREFOR

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

SECTION 1. *Short Title.* - This Act shall be known as the “*Hazard Pay for Public Prosecutors Act.*”

SECTION 2. *Declaration of Policy.* - It is the policy of the State to maintain peace and order, protect life, liberty and property, and promote the general welfare of the people for the enjoyment of the blessings of democracy. To realize this policy, the State recognizes the indispensable role of the public prosecutors in our criminal justice system. To this end, the State shall provide the necessary support to ensure that public prosecutors are properly compensated as they perform their functions in hazardous situations related to their assigned cases.

SECTION 3. *Coverage.* - All public prosecutors of the National Prosecution Service of the Department of Justice who are actually performing any of the hazardous duties and are exposed to the conditions described in Section 4 of this Act, as certified by the Secretary of Justice or a duly authorized representative, including public prosecutors who are tasked to authorize the prosecution of hazardous cases mentioned in this Section, or who approve, review, reverse, or

modify resolutions on inquest proceedings or preliminary investigations involving such hazardous cases, are likewise entitled to receive hazard pay as provided in this Act.

SECTION 4. *Hazard Pay.* - All covered public prosecutors are entitled to receive a monthly hazard pay of **Five thousand pesos (₱5,000.00)** in addition to their regular compensation, while in the performance of the following hazardous duties:

- a. Assigned to conduct the inquest proceeding, preliminary investigation, or prosecution of cases involving crimes against national security and the law of nations, the fundamental laws of the State, public order, and those crimes committed by public officers as defined and penalized under Act No. 3815, otherwise known as “The Revised Penal Code”;
- b. Assigned to conduct the inquest proceeding, preliminary investigation, or prosecution of cases involving Republic Act No. (RA) 9165, as amended, otherwise known as the “Comprehensive Dangerous Drugs Act of 2002”, RA 10591, otherwise known as the “Comprehensive Firearms and Ammunition Regulation Act”, RA 3019, as amended, otherwise known as the “Anti-Graft and Corrupt Practices Act”, RA 9160, as amended, otherwise known as the “Anti-Money Laundering Act of 2001”, and RA 11479, otherwise known as “The Anti-Terrorism Act of 2020”;
- c. Assigned to conduct the inquest proceeding, preliminary investigation, and prosecution of cases involving transnational crimes, including illicit trafficking of narcotic drugs and psychotropic substances, money laundering, terrorism, arms smuggling, trafficking in persons, piracy, and other crimes with significant impact on the political, economic and socio-cultural stability and security of the country;
- d. Assigned to conduct the inquest proceeding, preliminary investigation, and prosecution of cases involving illegal logging, illegal mining, illegal fishing, illegal dumping of hazardous waste, as well as the destruction, exploitation, illegal gathering, smuggling, illegal trade, or trafficking of all kinds of flora, fauna, marine life, minerals, precious metals, and other natural resources, and all other crimes, offenses and prohibited acts with significant impact on the environment;
- e. Assigned or exposed to hazardous situations, including assignment in strife-torn or embattled areas, distressed or isolated stations, disease-infested areas, and areas declared by a competent authority to be under a state of calamity or emergency;

- f. Assigned to conduct the inquest proceeding, preliminary investigation, and prosecution of offenders who have been previously convicted of any of the crimes mentioned in paragraphs (a) to (d) of this Section; and
- g. Assigned to other hazardous duties and circumstances analogous to the foregoing, as determined by the Secretary of Justice.

SECTION 5. *Tax Exemption and Non-Diminution of Benefits.* - The hazard pay provided in this Act shall form part of the exclusions from taxable gross income in accordance with Section 32 (b) (7) (e) of the National Internal Revenue Code of 1997, as amended: Provided, That nothing in this Act shall be construed to diminish, in any manner, any benefit granted to duly appointed public prosecutors under existing laws, rules and regulations, local ordinances, and other issuances.

SECTION 6. *Implementing Rules and Regulations.* - Within sixty (60) days from the effectivity of this Act, the Secretary of Budget and Management and the Secretary of Justice shall jointly promulgate rules and regulations for the effective implementation of this Act.

SECTION 7. *Appropriations.* - The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriation of the Department of Justice. Thereafter, such amount shall be included in the annual General Appropriations Act.

SECTION 8. *Separability Clause.* - If any provision or part of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall remain in force and effect.

SECTION 9. *Repealing Clause.* - All laws, decrees, executive orders, rules and regulations, or parts thereof contrary to or inconsistent with the provisions of this Act are amended, repealed or modified accordingly.

SECTION 10. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,