



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

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11436



Introduced by: **REPRESENTATIVE FERDINAND L. HERNANDEZ**

AN ACT
GRANTING HAZARD PAY TO LOCAL GOVERNMENT ENVIRONMENT AND
NATURAL RESOURCES PERSONNEL EXPOSED TO OCCUPATIONAL HAZARDS
IN THE PERFORMANCE OF THEIR DUTIES, AND PROVIDING FUNDS
THEREFOR

EXPLANATORY NOTE

Local government environment and natural resources personnel serve at the frontlines of environmental protection, conservation, solid waste management, pollution control, forest and watershed protection, environmental enforcement, and other environmental programs of local government units.

The nature of their work regularly exposes some of these personnel to occupational hazards, including extreme weather, contaminated waste, polluted environments, dangerous terrain, poisonous plants, venomous animals, and other conditions that may endanger their health and safety.

Recognizing these risks, the Philippine League of Local Environment and Natural Resources Officers, Inc. (PLLENRO-SOC), South Cotabato Chapter, through Resolution No. 01, Series of 2026, approved on July 26, 2026, requested the Representatives of the Province of South Cotabato to sponsor legislation granting hazard pay to qualified environmental workers regularly exposed to occupational hazards in the performance of their official duties.

While existing government compensation rules provide hazard duty pay under particular circumstances, there is a need for a specific statutory benefit for local environmental personnel who are actually exposed to occupational hazards in the performance of their duties.

This measure therefore seeks to recognize the risks borne by local environmental personnel by granting hazard pay when they are actually exposed to occupational hazards in the performance of their official duties.

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

A handwritten signature in black ink, appearing to read 'F. Hernandez', is positioned above a horizontal line.

FERDINAND L. HERNANDEZ
Representative, Second District of South Cotabato



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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 "*Local Environmental Workers Hazard Pay Act.*"

SEC. 2. Coverage. — All personnel employed or engaged by provincial, city, or municipal governments whose principal duties involve environmental and natural resources protection, conservation, management, regulation, enforcement, or related field operations shall be entitled to hazard pay when actually exposed to occupational hazards in the performance of their official duties.

For purposes of this Act, occupational hazards shall include exposure to contaminated or hazardous waste, polluted or disease-prone environments, dangerous terrain, extreme weather conditions, hazardous substances, poisonous plants, venomous or dangerous animals, and other comparable risks to health or safety.

SEC. 3. Hazard Pay. — Covered personnel shall be entitled to hazard pay at such rates as may be determined by the Department of Budget and Management (DBM), in coordination with the Department of the Interior and Local Government (DILG) and the Department of Environment and Natural Resources (DENR), taking into consideration the nature, duration, and degree of occupational exposure.

SEC. 4. Prohibition Against Double Payment. — Personnel already receiving hazard pay or an equivalent allowance under another law, rule, or regulation for the same occupational hazard and for the same period shall not receive hazard pay under this Act for such hazard and period.

SEC. 5. Funding. — The amounts necessary for the implementation of this Act shall be charged against the respective funds of the local government units concerned, subject to applicable budgeting, accounting, and auditing laws, rules, and regulations.

SEC. 6. Implementing Rules and Regulations. — Within ninety (90) days from the effectivity of this Act, the DBM, in coordination with the DILG and DENR, shall issue the rules and regulations necessary for its implementation.

SEC. 7. Separability Clause. — If any provision of this Act is declared unconstitutional or invalid, the remaining provisions shall remain in full force and effect.

SEC. 8. Repealing Clause. — All laws, rules, regulations, and issuances inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 9. Effectivity. — This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved.