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

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 6750

Introduced by Hon. Anthony Peter “Onyx” D. Crisologo

AN ACT
PROVIDING HAZARD DUTY PAY TO FRONTLINERS
AND OTHER ESSENTIAL WORKERS DURING
PANDEMICS, EPIDEMICS, OUTBREAKS, AND OTHER
PUBLIC HEALTH EMERGENCIES

EXPLANATORY NOTE

Frontliners such as medical practitioners and other workers in essential industries cater to the needs of the country during public health emergencies. They go beyond the call of duty by carrying out their tasks, given the perils of the situation, to ensure that the nation and its people are safe and their basic needs are met.

The existence of COVID-19 has revealed many of the unsung heroes in our country who serve as the backbone of our communities during this difficult time. These include not only those in the medical field but also their support team, grocery stores and delivery staff, security personnel, garbage collectors, sanitation employees, and all other workers who are at the forefront of the battle against this virus. The seriousness of the daily risk that they face affects their lives and jeopardizes the safety of their families, and it is admirable that they continue to render their services to the people amidst all of these.

This bill aims to acknowledge the exceptional contribution, effort, and commitment of our frontliners and other employees in essential industries by introducing an inclusive measure to provide them with additional support and protection through mandated hazard payments to improve their financial security.

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

ANTHONY PETER “ONYX” D. CRISOLOGO
Representative
First District of Quezon City
Republic of the Philippines
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Be it enacted by the Senate and House of Representatives of the
Philippines in Congress Assembled:

SECTION 1. Declaration of Policy - It hereby declared a policy of
the state to constantly strengthen the support to frontliners and other
essential workers of the country during public health emergencies by
providing them with additional pay to ensure financial security.

SECTION 2. Hazard Duty Pay - All frontliners and other essential
workers of public and private sectors who are required to report for duty
during pandemics, epidemics, outbreaks, and other public health
emergencies defined in Republic Act 11332, shall be given non-taxable
additional compensation equivalent to Twenty Five Percent (25%) of their
current basic salary.

SECTION 3. Scope - The coverage of this Act shall include all
frontline regular, contractual and/or job order employees who do not receive
hazard pay, of the following essential industries in public and private
sectors:

a) Medical and health facilities, laboratories, and
other related establishments;
b) Pharmacies, drugstores, medical laboratories, and
other firms that produce and deliver medicine and other health
products;
c) Mortuaries, crematoriums, and other
establishments that offer funeral services;
d) Grocery and Convenience Stores, Wet and Dry
Markets, Restaurants, and other businesses related to food, non-
alcoholic beverages, and other basic consumer goods;
e) Law enforcement and security agencies;
f) Public Utility Companies;  
g) Telecommunications Companies;  
h) Television, Newspaper, Radio and other mass  
media companies that help disseminate information to the  
public;  
i) Waste Management and Sanitation Companies;  
j) Banks and Financial Institutions providing money  
transfer services;  
k) Mass Public Transportation and Delivery  
Companies;  
l) Gas Stations, and Car Service Centers; and  
m) Other companies that provide essential services to  
the general public, and/or establishments that require their staff  
to report for duty during the occurrence of a public health  
emergency.

SECTION 4. Prohibition Against Elimination or Diminution of  
Benefits - This additional remuneration shall not affect or reduce any of the  
existing benefits under the current policies of the state and all concerned  
agencies.

SECTION 5. Implementing Rules and Regulations - The  
Department of Budget and Management and the Civil Service Commission  
shall develop the implementing rules and regulations of this Act thirty (30)  
days after its effectivity.

SECTION 6. Separability Clause - If any of the sections or  
provisions of this Act is held invalid, all other provisions not affected shall  
remain valid.

SECTION 7. Repealing Clause - All laws, decrees, executive orders,  
rules and regulations or other issuances or parts thereof contrary to  
inconsistent with the provisions of this Act are hereby repealed, amended or  
modified accordingly.

SECTION 8. Effectivity - This Act shall take effect fifteen (15) days  
after its publication in the Official Gazette or in a newspaper of general  
circulation.

Approved.