Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 7490

Introduced by HON. LUIS RAYMUND “LRAY” F. VILLAFUERTE, JR.

AN ACT
GRANTING HAZARD PAY TO PRIVATE AND PUBLIC HEALTHCARE WORKERS DURING THE 2019 CORONAVIRUS DISEASE (COVID-19) PANDEMIC

Since the Philippines was first placed under quarantine measures in March 2020, several doctors, nurses and other health workers have caught the coronavirus disease (COVID-19). Some have recovered but some passed away and recognized as heroes. COVID-19 was declared by the World Health Organization as a public health emergency of international concern as early as January 30, 2020.

This bill seeks to recognize the hard work and the invaluable service rendered by these healthcare workers by mandating that they are given hazard pay for the duration the COVID-19 pandemic as a public health emergency. The hazard pay shall be equivalent to at least 30% of the basic monthly salary of the affected worker.

The hazard pay can never truly compensate the invaluable service of our healthcare workers but it at least gives recognition to the extraordinary and invaluable service of these workers in these critical times. It is only right that we give them proper benefits.

The immediate passage of this bill is most earnestly sought.

LUIS RAYMUND “LRAY” F. VILLAFUERTE, JR.
AN ACT
GRANTING HAZARD PAY TO PRIVATE AND PUBLIC HEALTHCARE WORKERS DURING THE 2019 CORONAVIRUS DISEASE (COVID-19) PANDEMIC

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

SECTION 1. This Act shall be known as the COVID-19 Hazard Pay for Healthcare Workers Act of 2020.

SEC. 2. Declaration of Policy. It is hereby declared a policy of the State to safeguard healthcare workers against injury, sickness, death, or any hazards in their work environment. This is with the end in view of fulfilling the State policy of protecting the rights of workers and promoting their welfare.

SEC. 3. Coverage. — This Act shall apply to all healthcare workers in the public and private sector. This includes medical practitioners, staff, and aide in hospitals, sanitarium, rural health units, main health centers, health infirmaries, barangay health stations, clinics, laboratories, and other health-related establishments who are exposed to the 2019 Coronavirus Disease (COVID-19).

For the avoidance of doubt, workers of third-party service contractors, such as security guards and janitors, who are deployed to any of the aforementioned institutions shall also receive the benefit provided under this Act for the duration of the COVID-19 pandemic.

SEC. 4. Hazard Pay. - Workers covered by this Act shall be compensated with hazard allowances equivalent to at least thirty percent (30%) of their respective monthly basic salary for the duration of COVID-19 pandemic.

SEC. 5. Non-Diminution of Benefits. - Nothing in this Act shall be construed to diminish existing benefits under present laws, company policies, and collective bargaining agreements.
SEC. 6. Under this Act, such increase of hazard pay or its equivalent shall not be subject to tax consistent with the very purpose of this grant of incentives to all public and private medical workers assigned exposed to the danger of COVID-19.

SEC. 7. Implementing Rules and Regulations. — Within sixty (60) days from the effectivity of this Act, the Department of Health (DOH) and Department of Labor and Employment (DOLE), in consultation with appropriate government agencies and other relevant stakeholders, shall formulate the rules and regulations to effectively implement the provisions of this Act.

SEC. 8. Separability Clause. — If for any reason or reasons, part of the provision of this Act shall be held to be unconstitutional or invalid, other parts or provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 9. Repealing Clause. All other laws, decrees, executive orders and issuances, resolutions, ordinances or circulars inconsistent with this Act are hereby repealed, amended, or modified accordingly.

SEC. 10. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette at least two (2) national newspaper of general circulation.

Approved,