

AMENDED GUIDELINES ON THE PAYMENT OF HAZARD PAY TO PUBLIC HEALTH WORKERS (PHWS) UNDER R.A. 7305

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I. RATIONALE

In order to set the policy which shall serve as basis in claiming hazard Pay of Public Health Workers (PHW) exposed to risk by nature of their respective duties, workplace and clientele, the following guidelines are hereby prescribed:

II. COVERAGE

All Public Health Workers regardless of the nature of their appointments.

III. MECHANICS OF PAYMENT

Payment of Hazard Pay shall be:

- for SG-1 to SG-19 = 25% of the actual present salary received
- for SG-20 and above = shall be pegged at the amount of Php 4,989.75-00 and no increase shall be made

IV. EXEMPTIONS

Officials and employees falling under any of the following instances for more one (1) full calendar month shall not be entitled to Hazard Pay:

- those on vacation, sick, and study leave with or without pay;
- those on maternity/paternity and terminal leave; and
- those on full time attendance in training grants, scholarship grants, seminar or any other similar activity.

V. RULES AND REGULATIONS

- Part time officials and employees shall receive half of the amount received by a full-time officials or employee in the same situation.
- Hazard Pay of officials and employees who are on full-time or part-time detail at another agency/office shall be paid by their mother agency.
- Consultants are not entitled to this benefit.
- Officials and employees, who would appear to be entitled to more than one type of Hazard Pay due to the peculiar nature of their work, shall only be allowed to enjoy the type of Hazard Pay that is more advantageous to them.

VI. REPEALING CLAUSE.

All other issuances inconsistent herewith are hereby repealed/rescinded.

VII. EFFECTIVITY

This Order shall take effect July 1, 2006.

Adopted: 16 May 2006

(SGD.) FRANCISCO T. DUQUE III, MD, MSc.

Secretary of Health

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