

[ADMINISTRATIVE ORDER NO. 26, March 23, 2020]

AUTHORIZING THE GRANT OF HAZARD PAY TO GOVERNMENT PERSONNEL WHO PHYSICALLY REPORT FOR WORK DURING THE PERIOD OF IMPLEMENTATION OF AN ENHANCED COMMUNITY QUARANTINE RELATIVE TO THE COVID-19 OUTBREAK

WHEREAS, Proclamation No. 922 (s. 2020) declared a State of Public Health Emergency in recognition of the COVID-19 public health event as a threat to national security, and to prompt a whole-of-government approach in addressing the COVID-19 outbreak in the country;

WHEREAS, upon the recommendation of the Inter-Agency Task Force for the Management of Emerging Infectious Diseases in the Philippines (IATF) established under Executive Order (EO) No. 168 (s. 2014), the President directed the adoption of stringent social distancing and community quarantine measures and guidelines in the National Capital Region (NCR), effective 15 March 2020, to contain the spread of COVID-19;

WHEREAS, Proclamation No. 929 (s. 2020) declared a State of Calamity in the entire country for a period of six (6) months, imposed an Enhanced Community Quarantine over the entire Luzon effective 17 March 2020 and expiring on 13 April 2020, and enjoined government agencies and LGUs to render full assistance to and cooperation with each other, and mobilize the necessary resources to undertake critical, urgent and appropriate disaster response aid and measures in a timely manner, in light of the COVID-19 situation;

WHEREAS, as part of such social distancing and Enhanced Community Quarantine measures, the Memorandum from the Executive Secretary dated 16 March 2020 directed the adoption of work from home and skeletal workforce arrangements in the Executive Branch to ensure the delivery of services to the public;

WHEREAS, government employees and workers engaged through contract of service (COS) or job order (JO), whose services are urgently necessary and who physically report for work during the period of an Enhanced Community Quarantine are inevitably exposed to health risks and hazards; and

WHEREAS, Congressional Joint Resolution No. 4 (s. 2009) authorizes the grant of Hazard Pay to government personnel exposed to hazardous situations, such as, but not limited to, disease-infested places, which pose occupational risks or perils to life;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Republic of the Philippines, by virtue of the powers vested in me by law, do hereby order:

SECTION 1. Grant of the COVID-19 Hazard Pay. National government agencies (NGAs), including state universities and colleges (SUCs) and government- owned or -controlled corporations (GOCCs), are authorized to grant **COVID-19 Hazard Pay** to personnel who physically report for work during the implementation of an Enhanced Community Quarantine in their respective work stations, in an amount not exceeding P500 per day per person, which shall be computed as follows:

COVID-19 Hazard Pay = P500 x number of days physically reporting for work during the quarantine period

Personnel who are already entitled to Hazard Pay, Hazardous Duty Pay, Hazard Allowance or other similar benefits under existing laws, issuances, rules and regulations, such as public health workers, public social workers, science and technology personnel and military and uniformed personnel, shall continue to be entitled to such benefits or the COVID-19 Hazard Pay, whichever is higher.

SECTION 2. Conditions on **the** Grant of the COVID-19 Hazard Pay. The heads of government agencies may grant the COVID-19 Hazard Pay to their personnel without the need for further approval of the Department of Budget and Management (DBM), provided the following conditions are met:

- a. The personnel are occupying regular, contractual or casual positions, or are engaged through COS, JO or other similar schemes;
- b. The personnel have been authorized to physically report for work at their respective offices or work stations on the prescribed official working hours by the head of agency or office during the period of implementation of Enhanced Community Quarantine measures in the area of such office or work station; and
- c. The rate of COVID-19 Hazard Pay shall be based on the number of days an employee physically reports for work using the formula under Section 1 hereof.

SECTION 3. Fund Sources of the COVID-19 Hazard Pay for Employees in the Executive Branch. The funds needed for the grant of the COVID-19 Hazard Pay to employees in the Executive Branch shall be charged against the following sources:

- a. For NGAs and SUCs, the amount required for personnel occupying regular, contractual or casual positions shall be charged against their available released Personnel Services (PS) allotments, while the amount required for COS or JO workers shall be charged against their available released Maintenance and Other Operating Expenses (MOOE) allotments, without need for prior authority from the DBM, provided that all authorized mandatory expenses shall have been paid first. Should an NGA or SUC have insufficient PS or MOOE allotments, as the case may be, to fully cover the COVID-19 Hazard Pay at the rate of P500 per day per person, a lower but uniform rate may be granted for all qualified personnel; and
- b. For GOCCs, the amount required shall be charged against their respective approved corporate operating budgets (COBs) for Fiscal Year (FY) 2020. Should a GOCC have insufficient funds to fully cover the COVID-19 Hazard Pay at P500 per day per person, a lower but uniform rate may be granted for all qualified personnel.