

**[DBM NATIONAL COMPENSATION CIRCULAR NO.
76, March 31, 1995]**

GUIDELINES ON THE GRANT OF HAZARD DUTY PAY

1

Purpose

This Circular is being issued to provide rules and regulations to implement the pertinent provisions on Hazard Duty Pay under the annual General Appropriations Act.

2

Coverage and Exemption

This Guidelines shall apply to all positions, whether permanent, temporary, casual or emergency in nature, on full-time or part-time basis now existing or hereafter created in the national government, state universities and colleges, government-owned and/or -controlled corporations and for financial institutions except those where rates of hazard duty pay benefits are specifically provided by special laws, charters or enabling acts.

3

Definition of Terms

As used in this Circular Hazard Duty Pay refers to compensation premium or allowance paid to officials and employees assigned or stationed in the following work areas.

3.1 Embattled or strife-torn work areas which refer to the site of armed encounters between government troops and enemy forces and/or enemy-initiated attacks, raids or armed ambushes as may be declared and duly certified as such by the Secretary of National Defense. It is also an area where enemy concentration/training camps are reported to exist;

3.2 Difficult/distressed/isolated work areas or hardship posts characterized by distance, inconvenience of travel due to bad roads and conditions of the terrain, isolation, inaccessibility and extreme weather conditions as may be declared and duly certified as such by the head of agency concerned;

3.3 Work areas affected by volcanic activity/eruption including subsequent flow of lahar and other pyroplastic material as may be declared and duly certified as such by the Director of the Philippine Institute of Volcanology and Seismology;

3.4 Work areas which offer risks or danger to health and safety due to exposure to radiation, communicable/contagious/infectious disease; explosives; combustible,