

**[ DBM NATIONAL BUDGET CIRCULAR NO. 451,  
March 14, 1996 ]**

**GUIDELINES ON THE GRANT OF HAZARD DUTY PAY**

**1. *PURPOSE***

This Circular is being issued to rationalize the guidelines on the grant of Hazard Duty Pay as authorized under the pertinent provisions of the annual General Appropriations Act.

**2. *CONCEPT OF HAZARD DUTY PAY***

Hazard Duty Pay is a compensation premium or allowance which is generally paid to officials and employees who, because of the nature and/or location of their work are exposed to hazards. However, exposure to hazards which affect the entire population in a locality as air, land and water borne and noise hazards are not compensable under the terms and conditions of this Circular.

**3. *COVERAGE***

All government officials and employees, under permanent, temporary, or casual status, and contractual personnel whose employment is in the nature of a regular employee and whose compensation is charged from lump-sum for the purpose or from personal services component of a project fund, on full-time or part-time basis, of the national government, government-owned and/or -controlled corporations and government financial institutions.

**4. *EXEMPTIONS***

4.1 All government officials and employees assigned or stationed to work areas where the entire population in a locality are also exposed to the same air, land and water borne, and noise hazards.

4.2 All government officials and employees entitled to Hazard Duty Pay under special laws, charters or enabling acts which are already being implemented.

**5. *DEFINITION OF TERMS***

As used in this Circular hazardous work areas shall mean any of the following:

5.1 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 department secretary concerned or equivalent officer in the case of the government-owned and/or -controlled corporations and government

financial institutions;

5.2 Work areas affected by volcanic activity/eruption including subsequent flow of lahar and other pyroclastic materials, as may be solely declared and duly certified as such by the Secretary of Science and Technology upon recommendation of the Director of the Philippine Institute of Volcanology and Seismology;

5.3 Work areas which entail risks or danger to health and safety due to direct unavoidable exposure to radiation, communicable/contagious/infectious diseases; combustible, dangerous, noxious odor/toxic chemicals/gas/biological hazards and substances as may be solely declared and duly certified as such by the Secretary of Health upon recommendation of the inter-agency committee created for the purpose;

5.4 Work areas which entail risks or danger to health and safety due to direct unavoidable exposure to hazardous pollutants as may be solely declared and duly certified as such by the Secretary of Environment and Natural Resources upon recommendation of the inter-agency committee created for the purpose;

5.5 Institutions for mental health where exposure to bodily harm and risks from psychiatric patients actually exist as may be solely declared and duly certified as such by the Secretary of Health;

5.6 Prison camps/reservations or penal colonies without adequate police protection as may be declared and duly certified as such by the Secretary of Justice upon recommendation of the Director of the Bureau of Corrections;

5.7 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; and work areas which entail risks or danger due to direct unavoidable exposure to explosives as may be solely 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; and

5.8 Work areas where rescue operations/ evacuation had to be carried out due to natural calamities, where the rescuers are directly and actually exposed to harm, danger or occupational risks or perils to life in the course of performing their duties as may be solely declared and duly certified by the Chairman of the National Disaster Control Coordinating Council (NDCCC) upon recommendation of the Director of the Office of Civil Defense (OCD).

## **6. GENERAL GUIDELINES**

6.1 Heads of national government agencies, including government-owned and/or -controlled corporations and government financial institutions, are hereby authorized to grant Hazard Duty Pay to their officials and employees in accordance with the rules prescribed in this Circular without the need for approval by the Department of Budget and Management (DBM).

6.2 Where more incentives are needed to attract qualified applicants to the government service, the rates authorized herein may be augmented subject, however, to the approval of the DBM.