

[DBM BUDGET CIRCULAR NO. 8, S. 95, December 04, 1995]

PRESCRIBING GUIDELINES AND PROCEDURES FOR THE GRANT OF NIGHT-SHIFT DIFFERENTIAL PAY TO GOVERNMENT EMPLOYEES

1.0

Purpose

This Circular is being issued to rationalize and standardize rates of night-shift differential pay granted to government employees pursuant to Presidential Decree No. 985 and Republic Act No. 6758, as amended.

2.0

Coverage

All government employees, except those enumerated in Section 3.0 hereof, irrespective of employment status, whether permanent, casual, temporary and contractual, whose regular schedule of work fall partly or wholly between the hours of 6:00 Post Meridian (PM) and 6:00 Ante Meridian (AM) of the following day.

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Exemption

The following government employees are not covered by this Circular:

3.1 Public health workers, who are already covered by RA 7305;

3.2 Government employees whose schedule of office hours fall between 6:00 AM to 6:00 PM. Services rendered beyond the regular eight hour work schedules are paid over-time pay in accordance with existing laws, rules and regulations.

3.3 Government employees whose services are required or are on call 24 hours a day such as the uniformed personnel of the Armed Forces of the Philippines (AFP), the Philippine National Police (PNP), the Bureau of Jail Management (BJMP) and the Bureau of Fire Protection (BFP).

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Definition of Terms

4.1 Night-shift Differential Pay — Compensation premium granted to government