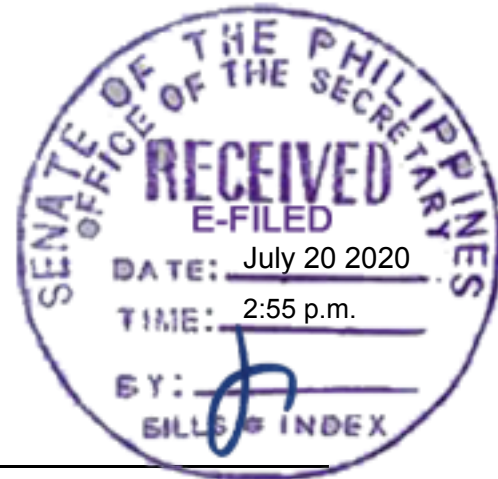


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
Second Regular Session )

**SENATE**  
**P.S. Res. No. 467**



Introduced by Senator Grace Poe

**RESOLUTION**

**DIRECTING THE APPROPRIATE SENATE COMMITTEE/S TO CONDUCT AN INQUIRY, IN AID OF LEGISLATION, ON THE REPORTED UNREASONABLE AND DIVISIVE IMPLEMENTATION OF HAZARD PAY UNDER ADMINISTRATIVE ORDER NO. 26, S. 2020 WITH THE END IN VIEW OF PROVIDING JUST AND HUMANE HAZARD PAY TO ALL MEDICAL FRONTLINERS RENDERING SERVICES DURING THE COVID-19 PANDEMIC**

1 WHEREAS, the easing of the quarantine restrictions from enhanced community  
2 quarantine (ECQ) to general community quarantine (GCQ) brought about an alarming  
3 surge in the number of COVID-19 cases in the country;

4 WHEREAS, the increase in the number of cases was followed by  
5 announcements from hospitals, both public and private, being at full capacity and no  
6 longer capable of handling COVID-19 patients;<sup>1</sup>

7 WHEREAS, according to Filipino Nurses United (FNU), full hospitals lead to too  
8 much physical, emotional, and mental exhaustion among health workers;<sup>2</sup>

9 WHEREAS, health workers from San Lazaro Hospital said that aside from work  
10 overload, they are also dealing with unacceptable salary and unreasonable  
11 implementation of hazard pay.<sup>3</sup> These sentiments were echoed by health workers in  
12 Cebu who are on the verge of quitting and are appealing for the government to release  
13 their hazard pay in a timely manner;<sup>4</sup>

<sup>1</sup> Jalandoni, A. (2020 July 14). Ilang Metro Manila hospitals 'di na kayang tumanggap ng COVID-19 patients. Retrieved from <https://news.abs-cbn.com/news/07/14/20/ilang-metro-manila-hospitals-di-na-kayang-tumanggap-ng-covid-19-patients>

<sup>2</sup> Sabillo, K. (2020 July 10). Nurses at San Lazaro Hospital seek relief from work overload. Retrieved from <https://news.abs-cbn.com/news/07/10/20/nurses-at-san-lazaro-hospital-seek-relief-from-work-overload>

<sup>3</sup> Ibid.

<sup>4</sup> (2020 June 27). Understaffed Cebu nurses appeal for PPE, hazard pay amid surge in COVID-19 cases. Retrieved from <https://www.cnnphilippines.com/regional/2020/6/27/Cebu-nurses-PPE-hazard-pay-appeal-.html>

1 WHEREAS, several organizations of health workers also lamented that existing  
2 measures aimed at granting hazard pay to them are “divisive, deceptive, and  
3 insulting”;<sup>5</sup>

4 WHEREAS, under Administrative Order No. 26 s. 2020, the hazard pay granted  
5 to government personnel who physically report to work during the period of  
6 implementation of an ECQ relative to the COVID-19 outbreak shall not exceed five  
7 hundred pesos (P500.00) per day;<sup>6</sup>

8 WHEREAS, funds needed to provide the COVID-19 hazard pay shall be sourced  
9 from the 2020 personnel services (PS) and maintenance and other operating expenses  
10 (MOOE) allotments of the government agencies or the 2020 corporate operating  
11 budgets (COBs) of government owned or controlled corporations (GOCCs);<sup>7</sup>

12 WHEREAS, the problem with this, as raised by health workers, is that the said  
13 allotments are already almost depleted<sup>8</sup> and government agencies are allowed to grant  
14 a lower but uniform rate to qualified personnel should their respective PS, MOOE, or  
15 COB be insufficient to provide hazard pay at the rate of P500 per day, per person;<sup>9</sup>

16 WHEREAS, under the Administrative Order, government personnel who are  
17 already entitled to hazard pay or other similar benefits under existing laws and  
18 regulations<sup>10</sup>, such as public health workers, shall continue to be entitled to such  
19 benefits or the COVID-19 hazard pay, whichever is higher;<sup>11</sup>

20 WHEREAS, the hazard pay intended in Administrative Order No. 26 is therefore  
21 not really an additional hazard pay to be provided to health workers at a time when  
22 the performance of their jobs entail greater risk to their health and well-being;

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<sup>5</sup> Gonzales, C. (2020 June 10). Hazard pay for gov’t workers ‘deceptive,’ ‘divisive’ — health workers’ group. Retrieved from <https://newsinfo.inquirer.net/1289284/hazard-pay-for-govt-workers-deceptive-divisive-health-workers-group>

<sup>6</sup> Administrative Order No. 26, s. 2020. Retrieved from <https://www.officialgazette.gov.ph/downloads/2020/03mar/20200323-AO-26-RRD.pdf>

<sup>7</sup> Ibid.

<sup>8</sup> Gonzales, C. (2020 June 10). Hazard pay for gov’t workers ‘deceptive,’ ‘divisive’ — health workers’ group. Retrieved from <https://newsinfo.inquirer.net/1289284/hazard-pay-for-govt-workers-deceptive-divisive-health-workers-group>

<sup>9</sup> Ibid.

<sup>10</sup> Under RA 7305 or the Magna Carta for Public Health Workers, public health workers shall receive hazard allowance equivalent to at least 25% of their monthly basic salary for those with salary grade 19 and below and 5% for health workers with salary grade 20 and above.

<sup>11</sup> Ibid.

1 WHEREAS, the only additional allowance provided to health workers is the  
2 special risk allowance (SRA) under Administrative Order No. 28 and pursuant to RA  
3 11469 or the Bayanihan to Heal As One Act, which is merely a one-time grant  
4 equivalent to not more than 25% of the monthly basic pay of health workers;<sup>12</sup>

5 WHEREAS, while the SRA is very much welcome and appreciated, it is no longer  
6 enough to aid the health workers as we are now in the fourth month of our fight  
7 against COVID-19 and the contagion in the country still shows no sign of waning;

8 WHEREAS, there is a need to provide our healthcare workers, both in public  
9 and private, substantial hazard pay commensurate to the vital services they are  
10 rendering and the health risks they are facing day-to-day;

11 WHEREAS, the additional hazard pay can be sourced from the foreign loans the  
12 government is acquiring to fund its COVID-19 response efforts;

13 WHEREAS, aside from regarding them as heroes, providing additional hazard  
14 pay to medical workers is one of the more substantive ways the government can ease  
15 their burdens and recognize their sacrifices;

16 WHEREAS, it is time for the government to show our health workers that we  
17 value them and the work that they do. It is our turn to take care of them;

18 RESOLVED BY THE SENATE, as it is hereby resolved, to conduct an inquiry, in  
19 aid of legislation, on the reported unreasonable and divisive implementation of hazard  
20 pay under Administrative Order No. 26, s. 2020 with the end in view of providing just  
21 and humane hazard pay to all medical frontliners rendering services during the COVID-  
22 19 pandemic.

Adopted,



GRACE POE

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<sup>12</sup> Administrative Order No. 28, s. 2020. Retrieved from  
<https://www.officialgazette.gov.ph/downloads/2020/04apr/20200406-AO-28-RRD.pdf>