



Republic of the Philippines
SANGGUNIANG PANLUNGSOD
City Government of Pasig

Ordinance No. 51
Series of 2023

AN ORDINANCE INCREASING THE MONTHLY HAZARD PAY TO TWO THOUSAND PESOS (PHP 2,000.00) OF THE EMPLOYEES OF PASIG CITY KABATAAN PATROL DIVISION WHO ARE PERFORMING DUTIES AND FUNCTIONS UNDER HAZARDOUS CONDITIONS, AND FOR OTHER PURPOSES.

Authors: **Councilors Marion Rosalio M. Martires and Mark Gil M. Delos Santos**

WHEREAS, Section 458 (viii) provides that the Sangguniang Panlungsod shall enact ordinances, approve resolutions, and determine the position and salaries, wages, allowances and other emoluments and benefits of officials and employees paid wholly or mainly from City funds and provided for expenditures necessary for the proper conduct of programs, projects, services, and activities of the City Government;

WHEREAS, hazard duty pay is an additional compensation for performing hazardous duties and for enduring physical hardships in the course of performance of official duties;

WHEREAS, currently, the amount of hazard pay of employees under the Kabataan Patrol Division is One Thousand Pesos (PHP 1,000.00) per month. As such, the increase in hazard pay is deemed necessary to cope with the current high cost of living nowadays;

NOW, THEREFORE, BE IT ORDAINED, by the Sangguniang Panlungsod that:

SECTION 1. AMOUNT OF HAZARD PAY. – Kabataan Patrol Division employees, who in the nature of the duties and responsibilities of their positions, their actual services and location of work expose them to great danger, occupational risk and perils to life, health, and safety, shall be entitled to hazard duty pay of Two Thousand Pesos (PHP 2,000.00) per month.

Provided, however, that employees belonging to the same position classification but actually performing office functions shall not be eligible to the additional hazard duty pay.

SECTION 2. RULES AND REGULATIONS. – The Pasig City Government shall grant hazard pay to its concerned Kabataan Patrol Division employees, provided that the following conditions are met:

1. They are actually performing official duties under hazardous conditions for the following periods in a month:





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Period of Assignment in Work Days	Monthly Rates
1 to 7 days	PHP 1,000.00
8 to 14 days	PHP 1,500.00
15 or more days	PHP 2,000.00

2. The periods of entitlement to hazard pay shall be coterminous with the duration of the actual assignments of the employees in hazardous conditions.
3. Those who work on part-time basis shall receive half of the amount received by full-time employees in the same situation.
4. Kabataan Patrol Division employees who are assigned in hazardous conditions are not entitled to receive hazard pay when they are under the following instances for one (1) full calendar month or more:
 - a. When on vacation, sick or study leave with or without pay;
 - b. When on maternity leave;
 - c. When on summer vacation, such as teachers;
 - d. When on terminal leave;
 - e. When on detail with another agency which work is not under hazardous conditions;
 - f. When on attendance in training courses/scholarship grants/seminars, similar activities; and
 - g. When on official travel outside their official stations.

SECTION 3. REPEALING CLAUSE. – All ordinances, rules and regulations which are inconsistent with or contrary to the provisions of this Ordinance are hereby amended or repealed accordingly.

SECTION 4. SEPARABILITY CLAUSE. – If for any reason, any section or provision of this Ordinance is held to be unconstitutional or invalid by competent authority, such judgement or action shall not affect or impair the other sections or provision hereof.

SECTION 5. EFFECTIVITY. – This Ordinance shall take effect on January 2024.

APPROVED, this 14th day of **August 2023** at Pasig City.





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HON. RAYMUND FRANCIS S. RUSTIA
City Councilor

HON. CORAZON M. RAYMUNDO
City Councilor

HON. SIMON GERARD R. TANTOCO
City Councilor

HON. SYVEL ASILO-GUPILAN
City Councilor

HON. PAUL ROMAN C. SANTIAGO
City Councilor

HON. NOEL L. AGUSTIN
City Councilor

HON. RODERICK MARIO U. GONZALES
City Councilor

HON. QUIN A. CRUZ
City Councilor

HON. REGINO S. BALDERRAMA
City Councilor

HON. MARION ROSALIO M. MARTIRES
City Councilor

HON. RIGOR J. ENRIQUEZ
LIGA President

HON. GEORGIA LYNNE P. CLEMENTE
SK Fed. President

HON. MARIA LUISA "ANGELU" M. DE LEON
City Councilor
Minority Floor Leader

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HON. MARK GIL M. DELOS SANTOS
City Councilor
Majority Floor Leader

Attested by:

[Signature]
HON. ROBERT VINCENT JUDE B. JAWORSKI, JR.
City Vice-Mayor
Presiding Officer

APPROVED:

[Signature]
HON. VICTOR MA. REGIS N. SOTTO
City Mayor

Attested by:

[Signature]
ATTY. NICOLO JOEL B. GUTIERREZ
Acting City Council Secretary

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