



Republic of the Philippines
QUEZON CITY COUNCIL
Quezon City
20th City Council

PO20CC-473

82nd Regular Session

ORDINANCE NO. SP- **2816**, S-2019

AN ORDINANCE GRANTING HAZARD PAY TO CONTRACTUAL PUBLIC HEALTH WORKERS OF NOVALICHES DISTRICT HOSPITAL (NDH), QUEZON CITY GENERAL HOSPITAL (QCGH), AND QUEZON CITY HEALTH DEPARTMENT (QCHD), THIS CITY, PURSUANT TO REPUBLIC ACT NO. 7305, OTHERWISE KNOWN AS THE "MAGNA CARTA OF PUBLIC HEALTH WORKERS", AND APPROPRIATING ANNUALLY THE NECESSARY FUNDS THEREFOR.

Introduced by Councilors GODOFREDO T. LIBAN II and ALEXIS R. HERRERA.

Co-Introduced by Anthony Peter D. Crisologo, Lena Marie P. Juico, Elizabeth A. Delarmente, Victor V. Ferrer, Jr., Oliviere T. Belmonte, Precious Hipolito Castelo, Voltaire Godofredo L. Liban III, Ramon P. Medalla, Ranulfo Z. Ludovica, Estrella C. Valmocina, Roderick M. Paulate, Allan Benedict S. Reyes, Gian Carlo G. Sotto, Kate Abigael G. Coseteng, Jose Mario Don S. De Leon, Franz S. Pumaren, Eufemio C. Lagumbay, Marvin C. Rillo, Raquel S. Malañgen, Irene R. Belmonte, Ivy Xenia L. Lagman, Marra C. Suntay, Hero Clarence M. Bautista, Jose A. Visaya, Karl Edgar C. Castelo, Julianne Alyson Rae V. Medalla, Andres Jose G. Yllana, Jr., Allan Butch T. Francisco, Marivic Co-Pilar, Melencio "Bobby" T. Castelo, Jr., Rogelio "Roger" P. Juan, Diorella Maria G. Sotto, Donato C. Matias, Eric Z. Medina, Alfredo S. Roxas and Noe Lorenzo B. Dela Fuente III.

WHEREAS, Section 3 of Republic Act No. 7305, otherwise known as the "Magna Carta of Public Health Workers", clearly provides that:

"SEC. 3. These Rules and Regulations shall cover all persons engaged in health and health-related work, employed in all hospitals, sanitation, health centers, x x x and other health-related establishments, owned and operated by the government or its political subdivisions, regardless of their employment status. x x x"

WHEREAS, paragraph a.3 of Section 7 of Rule III of the 2017 Omnibus Rules on Appointment and Other Human Resource Action defined employment status as:

“Employment Status. x x x It may be permanent, temporary, coterminous, fixed term, contractual, substitute or provisional status. x x x”;

WHEREAS, paragraph b of Rule II of the Revised Implementing Rules and Regulations of Republic Act No. 7305 states that:

“All covered are medical and allied health professionals, as well as administrative and support personnel, regardless of their employment status.”;

WHEREAS, paragraph II of Administrative Order No. 2006-0011 dated May 16, 2006 re: Amended Guidelines on the Payment of Hazard Pay to Public Health Workers (PHWs) under Republic Act No. 7305 provides that:

“COVERAGE. All Public Health Workers regardless of the nature of appointments.”;

WHEREAS, Section 21 of Republic Act No. 7305 likewise provides that:

“SEC. 21. Hazard Allowance. Public health workers in hospitals, x x x, shall be compensated hazard allowances equivalent to at least twenty-five percent (25%) of the monthly basic salary of health workers x x x.”;

WHEREAS, under Department of Budget and Management (DBM) and Department of Health (DOH) Joint Circular No. 01, Series of 2016 states that as a general compensation policy, and in line with Section 21 of Republic Act No. 7305, Hazard Pay may be granted to PHWs if the nature of their duties and responsibilities, their actual services, and location of work expose them to great danger, occupational risks, perils to life and physical hardships, as determined by the Secretary of Health, or by the Head of the Agency or the Local Chief Executive, with the approval of the Secretary of Health;

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WHEREAS, the contractual public health workers of Novaliches District Hospital, Quezon City General Hospital and Quezon City Health Department despite being equally exposed to various hazard/risks with the permanent health workers were not given their hazard pay;

WHEREAS, there is a need to grant hazard pay to the contractual public health workers of Novaliches District Hospital, Quezon City General Hospital and Quezon City Health Department so as not to deprive them of the additional compensation given to them by Republic Act No. 7305;

WHEREAS, the prolonged withholding of the additional compensation of contractual employees of Novaliches District Hospital, Quezon City General Hospital and Quezon City Health Department causes demoralization among them and envious to their counterpart permanent health workers.

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED:

SECTION 1. TITLE – “Hazard Pay to Contractual Public Health Workers of Novaliches District Hospital, Quezon City General Hospital, and Quezon City Health Department Ordinance”,

SECTION 2. DEFINITION OF TERMS – For purposes of this Ordinance, the following terms shall be defined:

“Contractual Health Workers” shall mean all persons who are engaged in health and health-related work, and employed in the hospital under contractual status.

“Hazard Pay” is defined as an additional compensation for performing hazardous duties and for enduring physical hardships in the course of the performance of their duties.


SECTION 3. WHO ARE ENTITLED – Contractual Health Workers of the Novaliches District Hospital, Quezon City General Hospital, and Quezon City Health Department performing hazardous duties in the course of the performance of their duties and functions shall be entitled to Hazard Pay, which is equivalent to Twenty-Five percent (25%) of their basic monthly salary as an additional compensation.

SECTION 4. ANNUAL APPROPRIATION - The necessary funds shall be appropriated annually for the payment of Hazard Pay to Contractual Health Workers of Novaliches District Hospital, Quezon City General Hospital, and Quezon City Health Department.

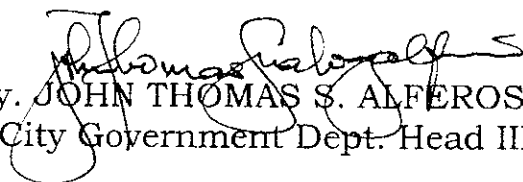
SECTION 5. COPY OF ORDINANCE - A copy of this Ordinance shall be furnished to the Department of Health and to the Officer-In-Charge of Novaliches District Hospital, the Director of Quezon City General Hospital and the Quezon City Health Department, for their information and guidance.

SECTION 6. EFFECTIVITY - This Ordinance shall take effect immediately upon its approval.

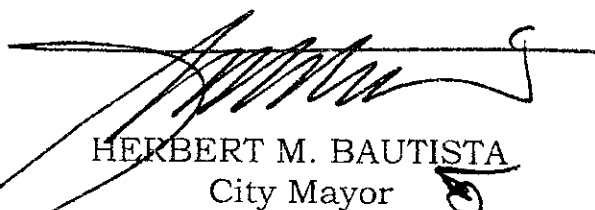
ENACTED: February 4, 2019.


MA. JOSEFINA G. BELMONTE
City Vice Mayor
Presiding Officer

ATTESTED:

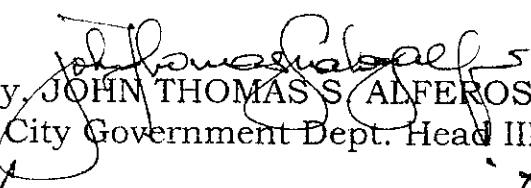

Atty. JOHN THOMAS S. ALFEROS III
City Government Dept. Head III

APPROVED: _____


HERBERT M. BAUTISTA
City Mayor

CERTIFICATION

This is to certify that this Ordinance was APPROVED by the City Council on Second Reading on February 4, 2019 and was PASSED on Third/Final Reading on February 18, 2019.


Atty. JOHN THOMAS S. ALFEROS III
City Government Dept. Head III
