

**[DOST ADMINISTRATIVE ORDER NO. 010, S.
2013, September 10, 2013]**

**REVISED GUIDELINES ON PAYMENT OF HAZARD ALLOWANCE TO
S& T PERSONNEL UNDER RA NO. 8439 KNOWN AS MAGNA
CARTA FOR SCIENTISTS, ENGINEERS, RESEARCHERS AND
OTHER SCIENCE AND TECHNOLOGY PERSONNEL IN
GOVERNMENT**

1.0 PURPOSE

These revised guidelines shall serve as basis in the processing and payment of hazard allowance of S&T personnel in view of the Joint Circular No. 1, series of 2013 of the Department of Science and Technology and Department of Budget and Management dated June 25, 2013.

2.0 DEFINITION OF TERMS

2.1 Hazard Allowance is an additional compensation for performing hazardous duties and for enduring physical hardships in the course of performance of duties.

As a general compensation policy, and in line with Section 7 (c) of RA No. 8439, S&T Personnel whose nature of duties and responsibilities, actual services, and location of work expose them to great danger, occupational risks, perils to life, and physical hardships, may be granted Hazard Allowance, but only during periods of actual exposure to hazards and hardships.

2.2 Hazard Allowance may be granted to S & T Personnel if they are at high risk or low risk to hazards as defined below.

A. High Risk to Hazards - S&T Personnel that are at high risk to hazards are those that have direct and unavoidable exposure in the following areas:

A.1 Work areas including laboratories and service workshops that pose risks or dangers to health and safety due to dangerous working conditions or environmental elements such as: contaminants; ionizing radiation; electromagnetic radiation, communicable and contagious diseases; combustible, explosive, reactive, corrosive, and toxic chemicals and biological substances; absence of adequate supply of safe and potable water; and operation of hazardous equipment;

A.2 Remote areas, depressed areas, and hardships posts characterized by difficult terrain, distance, inconvenience

- of travel due to bad roads and conditions of the terrain, isolation, inaccessibility, and extreme weather conditions;
- A.3 Embattled or strife-torn which are sites of armed encounters between government troops and enemy forces and/or enemy-initiated attacks, raids, or ambushes, as may be declared by the Department of National Defense;
- A.4 Work areas under state of calamity or emergency where there are: earthquake, tsunami, volcanic activity/eruption, lahar and pyroclastic flows, floods, landslides and other natural hazards; and
- A.5 Work areas that are considered natural danger zones.

B. Low Risk to Hazards - S & T Personnel that are at low risk to hazards are those exposed to less degree of:

- B.1 Occupational risks, perils to life, or physical hardships such as: in work areas in prison camps, drug rehabilitation centers and mental health institutions;
- B.2 In frequent interaction with employees working in the laboratory or highly hazardous areas.

3.0. COVERAGE

S&T personnel who occupy plantilla positions whether permanent or temporary, on full-time or part-time basis, and contractual, casual or emergency positions charged to lump-sum appropriations now existing or hereafter created provided that they conform with the provisions of Sec. 5 of R.A. No. 8439 and are exposed to hazards due to the nature and/or location of their work are entitled to allowance.

4.0 ALLOWABLE AMOUNT OF HAZARD ALLOWANCE

The Hazard Allowance for a month shall be based on the degree of risk to hazards as specified in sub-items A and B above, and the number of workdays of actual exposure over 22 workdays in a month, at rates not to exceed 30% of monthly basic salary. In case of exposure to both high risk and low risk to hazards, the Hazard Allowance for the month shall be based on only one risk level, whichever is more advantageous to the S&T Personnel.

Rates of Hazard Allowance

Level of Risk	High Risk	Low Risk
Actual Exposure		
15 or more days	30% of monthly basic salary	15% of monthly basic salary
8 to 14 days	23% of monthly basic salary	12% of monthly basic salary
Less than 8 days	15% of monthly basic salary	10% of monthly basic salary

5.0 COMMITTEE COMPOSITION AND FUNCTIONS