



10 April 2017

SENATOR ANTONIO F. TRILLANES IV

Chairperson
Committee on Civil Service, Government Reorganization
And Professional Regulation
Senate of the Philippines
Pasay City

Dear **Chairperson Trillanes:**

Our Department supports Senate Bill Nos. 494, 503 and 642 that seek to grant all contractual and casual employees in the government service with corresponding wages during special public holidays, hazard pay to cover government officials and employees assigned to hazardous work and night shift differential pay to government employees including those in government-owned or controlled corporations.

To contribute to the enhancement of the bills, our comments and inputs are:

1. On SBN 494, corresponding wages for the special public holidays should be paid even without the period of at least six (6) months. This is due to the fact that special public holidays are not within the control of the contractual and casual employees.

This bill should also cover Job Order (JO) workers who work under the principle of "no work, no pay" basis and who do not get paid during special and regular holidays and authorized work cancellations due to force majeure.

2. On SBN 503, explicitly state that this will cover all government employees including those in government-owned or controlled corporations regardless of their nature of employment.

Due to the exigency of service and to the fact that government employees cannot choose whether or not to be engaged in hazardous work, the period of one (1) year government service should also be lifted.

Further, the grant of hazard pay under the Magna Carta of Public Health Workers and the Magna Carta for Public Social Workers should be revisited and clarified for consistency and uniformity.

3. On SBN 642, consider Department of Budget and Management's Circular No. 8, series of 1995, prescribing guidelines and procedures for the grant of night shift differential pay to government employees.

Thank you.

Very truly yours,

JUDY M. TAGUIWALO
Secretary