



# Frequently Asked Questions (FAQs)

on the Grant of the COVID-19 Hazard Pay  
during the Enhanced Community Quarantine (ECQ)

# Legal Bases

## COVID-19 Hazard Pay



- **Administrative Order (AO) No. 26 dated March 23, 2020**  
*Authorizing the Grant of Hazard Pay to Government Personnel Who Physically Report for Work During the Period of Implementation of an Enhanced Community Quarantine Relative to the COVID-19 Outbreak*
- **Budget Circular (BC) No. 2020-1 dated March 24, 2020**  
*Guidelines on the Grant of the COVID-19 Hazard Pay*
- **AO No. 43 dated June 1, 2021**  
*Authorizing the Grant of Hazard Pay to Government Personnel Who Physically Report for Work During the Period of Implementation of an Enhanced Community Quarantine and a Modified Enhanced Community Quarantine, Amending Administrative Order No. 26 (S. 2020), and for Other Purposes*

**Q:** Whether or not the grant of COVID-19 Hazard Pay is allowed for the duration of the Modified ECQ (MECQ), General Community Quarantine (GCQ), and the Modified GCQ (MGCQ) periods.

Pursuant to AO No. 26, as amended by AO No. 43, national government agencies, including State Universities and Colleges and Government-Owned and/or Controlled Corporations, are authorized to grant COVID-19 Hazard Pay to personnel who physically report for work during the **ECQ and Modified ECQ (MECQ)** periods in their respective work stations, in an amount not exceeding PhP500 per day per person.

Quarantine Measure	COVID-19 Hazard Pay
ECQ	✓
MECQ	✓
GCQ	✗
MGQ	✗



**Q:** Whether or not the grant of COVID-19 Hazard Pay is allowed for the duration of the Modified ECQ (MECQ), General Community Quarantine (GCQ), and the Modified GCQ (MGCQ) periods.



In view of the clear provisions of AO No. 26, as amended by AO No. 43, the payment of said benefits shall **cease** once the area has been placed under GCQ or MGCQ pursuant to the said Omnibus Guidelines.



**Q:** Whether or not the COVID-19 Hazard Pay may be granted to job order (JO) workers and contract of service (COS) workers. / Whether or not the COVID-19 Hazard Pay may be granted to institutional COS workers.

- Only COS and JO workers whose services are **directly engaged** by government agencies are covered by the provisions of AO No. 26, as amended by AO No. 43, and BC No. 2020-1.
- On the other hand, **Item 6.1 of the Civil Service Commission (CSC)-Commission on Audit (COA)-DBM JC No. 1<sup>1</sup>** dated June 15, 2017 provides that workers hired through institutional COS scheme shall **remain to be employees of the contractor or service provider**.
- Said Item also states that the **contractor or service provider shall be responsible for providing the institutional COS workers with compensation and benefits compliant with existing labor laws<sup>2</sup>**, including the necessary social security and other benefits mandated by law, in addition to the direct compensation as payment for their services.

<sup>1</sup> Rules and Regulations Governing Contract of Service and Job Order Workers in the Government

<sup>2</sup> Title II, Book Three of Presidential Decree No. 442, s. 1974 (Labor Code of the Philippines), as amended

**Q:** Whether or not the COVID-19 Hazard Pay may be granted to job order (JO) workers and contract of service (COS) workers. / Whether or not the COVID-19 Hazard Pay may be granted to institutional COS workers.

In view of the foregoing, institutional COS workers, despite their deployment in government agencies, **remain to be employees of the service provider**. Hence, they are **not** included in the coverage of AO No. 26, as amended by AO No. 43.

The service provider concerned may, at their own discretion, grant a benefit similar to the COVID-19 Hazard Pay to their institutional COS workers who are deployed in government agencies during the implementation of ECQ or MECQ measures.

