



Frequently Asked Questions (FAQs)

**on the Grant of the COVID-19 Hazard Pay
and the COVID-19 Special Risk Allowance (SRA)**

Q: Is the grant of COVID-19 Hazard Pay and/or COVID-19 SRA allowed during the Modified Enhanced Community Quarantine (MECQ), General Community Quarantine (GCQ), and the Modified GCQ (MGCQ) periods?

A: Administrative Order (AO) Nos. 26 and 28 authorize the grant of the COVID-19 Hazard Pay and/or the COVID-19 SRA to qualified government personnel and contract of service (COS)/job order (JO) workers who physically report for work in areas under ECQ and MECQ.

Quarantine Measure	COVID-19 Hazard Pay	COVID-19 SRA
ECQ and MECQ	✓	✓
GCQ and MGCQ	×	×

However, the payment of these benefits will terminate once the area has been placed under GCQ or MGCQ*.

*Omnibus Guidelines on the Implementation of Community Quarantine in the Philippines amended as of July 2, 2020



COVID-19 Hazard Pay

Who are qualified to receive?

Regular, contractual, or casual government personnel and workers engaged under COS or JO who have been authorized to physically report for work by the head of their agencies/offices during the ECO

How much is authorized for the grant of COVID-19 Hazard Pay?

Amount **not exceeding ₱500/day per person** is authorized for the grant of COVID-19 Hazard Pay, subject to the guidelines prescribed in AO No. 26 and DBM BC No. 2020-1



COVID-19 Special Risk Allowance (SRA)

Who are qualified to receive?

Public health workers (PHWs)

- Refer to medical, allied medical, and other personnel assigned in hospitals and healthcare facilities and who are **directly catering to or in contact with COVID-19 patients, persons under investigation (PUIs) or persons under monitoring (PUMs)**



COVID-19 Special Risk Allowance (SRA)

What are the conditions for a PHW to be entitled to COVID-19 SRA?

- The PHWs provide critical and urgent services to respond to the public health emergency during the implementation of the Enhanced Community Quarantine (ECQ).
- The PHWs are either (i) civilian employees occupying regular, contractual or casual positions, on full-time or part-time basis; or (ii) workers engaged through COS or JO, including Barangay Health Workers (BHWs) regardless of the nature of engagement, provided they are assigned to hospitals and other health care facilities.
- The PHWs physically report for work at their respective offices or work stations on the prescribed official working hours, as authorized by the head of agency/office during the period of implementation of the ECQ measures.



COVID-19 Special Risk Allowance (SRA)

How much is authorized for the grant of a one-time COVID-19 SRA?

- Equivalent to a maximum of 25% of the monthly basic salary/pay
- Pro-rated based on the number of days that PHWs physically report for work during the period of the ECO

No. of Days Physically Reporting for Work	Percentage of the SRA*
3 to 7	25%
8 to 12	50%
13 to 17	75%
18 or more	100%

**where SRA=25% of monthly basic salary*



Q: Are institutional contract of service (COS) workers entitled to COVID-19 Hazard Pay and/or COVID-19 SRA?

A: Only COS and JO workers whose services are directly engaged by government agencies are covered by the provisions of AO No. 26 and BC No. 2020-1. Institutional COS workers remain to be employees of the contractor or service provider who will be responsible for providing them with compensation and benefits.*



* As provided for by Item 6.1 of Civil Service Commission (CSC)-Commission on Audit (COA)-DBM Joint Circular No. 1

Q: Are local government units (LGUs) outside Luzon or NCR authorized to grant the COVID-19 Hazard Pay and the COVID-19 SRA?

A: Agencies and LGUs within and outside Luzon may grant the COVID-19 Hazard Pay and the COVID-19 SRA effective on the **date when the ECQ/MECQ was imposed or reimposed** in their particular area/locality, but not earlier than March 17, 2020.



Q: Is a 12-hour or 24-hour duty considered as one (1) day only for purposes of granting the COVID-19 Hazard Pay and the SRA?

A: For purposes of granting the COVID-19 Hazard Pay and/or COVID-19 SRA, one (1) working day may be considered equivalent to up to eight (8) working hours, depending on the prescribed official working hours of an agency.

For agencies/hospitals adopting a 12-hour or 24-hour shift as their prescribed official working hours on a regular basis during the ECQ, the rate will be **adjusted proportionately**.



Q: Will the COVID-19 Hazard Pay be an add-on benefit to the existing Hazard Pay of certain government personnel or are they only entitled to the difference between the two benefits?

A: The COVID-19 Hazard Pay is **NOT** an add-on benefit to the existing Hazard Pay of government personnel. This is because double compensation or double recovery of benefits in government is prohibited.

An employee already entitled to Hazard Pay, Hazardous Duty Pay, Hazard Allowance or other similar benefits (e.g., public health workers, public social workers, science and technology personnel, and military and uniformed personnel) will continue to receive those benefits or the COVID-19 Hazard Pay, **WHICHEVER IS HIGHER.**



Legal Bases

COVID-19 Hazard Pay:

- Administrative Order (AO) No. 26 dated March 23, 2020
- DBM Budget Circular (BC) No. 2020-1 dated March 24, 2020

COVID-19 SRA:

- AO No. 28 dated April 6, 2020
- DBM BC No. 2020-2 dated April 7, 2020

