



Republika ng Pilipinas
SANGGUNIANG PANLUNGSOD
Lungsod Mandaluyong

ORDINANCE NO. 778, S-2020

**AN ORDINANCE GRANTING COVID-19
HAZARD PAY TO QUALIFIED PERSONNEL OF
THE CITY GOVERNMENT OF MANDALUYONG**

WHEREAS, the World Health Organization (WHO) has declared COVID-19 as a pandemic;

WHEREAS, on March 8, 2020, President Rodrigo Roa Duterte issued Proclamation No. 922 (s. 2020) declaring a Public Health Emergency throughout the Philippines due to COVID-19 after accounts of confirmed local transmission of the virus;

WHEREAS, Proclamation No. 929 (s. 2020) was later issued declaring a State of Calamity throughout the Philippines for six (6) months. All government agencies and local government units (LGUs) were enjoined to render full assistance and cooperation with each other and mobilize the necessary resources to undertake critical, urgent and appropriate disaster response aid and measures in a timely manner to curtail and eliminate the threat of COVID-19;

WHEREAS, on March 15, 2020, under Ordinance No. 759, S-2020, the City Council declared a state of calamity over Mandaluyong City, following the sharp increase in the number of confirmed COVID-19 cases throughout the country;

WHEREAS, on March 16, 2020, the President placed the entire Luzon under Enhanced Community Quarantine, and pursuant to the Memorandum from the Executive Secretary on Stringent Social Distancing Measures, the government agencies in the Executive Branch, including the LGUs, are directed to adopt alternative work arrangements such as skeletal workforces during the quarantine period to ensure delivery of public service;

WHEREAS, Administrative Order No. 26 (s. 2020) authorizes the grant of COVID-19 Hazard Pay to all frontline government employees, job order (JO) and contract of service (COS) workers who physically reported for work during the period of ECQ, depending on the LGU's financial capability, and at rates not exceeding P500.00 per day per person;

WHEREAS, under CSC Memorandum Circular 10, s. 2020 or the Interim Guidelines for Alternative Work Arrangements (AWA), the employees assigned as skeleton workforce shall be entitled to hazard pay;

WHEREAS, on May 12, 2020, the Presidential Spokesperson announced that the NCR would be placed on Modified Enhanced Community Quarantine (MECQ) from May 16, 2020 until May 31, 2020.

NOW, THEREFORE, be it ordained by the Sangguniang Panlungsod of the City of Mandaluyong, in session assembled:

SECTION 1. COVID-19 Hazard Pay. For purposes of this Ordinance:

- a.) Definition. The COVID-19 Hazard Pay is the additional pay given to persons who physically reported to work on the prescribed official working hours and (1) performed hazardous duty, or (2) urgent and necessary services for the delivery of basic goods and services to the public during the ECQ.
- b.) Covered Period. The COVID-19 Hazard Pay shall be given for physically reporting to work during the period covered by the Enhanced Community Quarantine (ECQ), from March 17, 2020 until May 15, 2020.
- c.) Who are Qualified to Receive COVID-19 Hazard Pay. The following persons shall be qualified to receive the COVID-19 Hazard Pay:
- (i) Those occupying a regular, contractual or casual position, or engaged through COS, JO, or other similar scheme in the City Government of Mandaluyong; who provide critical and urgent services to respond to the public health emergency during the implementation of the ECQ; who belong to the City Health Department, Mandaluyong City Medical Center, Garden of Life, or the City Disaster Risk Reduction and Management Office and; whose names were certified by their respective Department Heads and approved by the City Mayor;
 - (ii) Those whose names were certified by the Head of the City Social Welfare and Development Department (CSWDD) and approved by the City Mayor, and who were asked to report to work and render urgent and necessary services for the implementation of the national government's projects such as, but not limited to, the Social Amelioration Project;
 - (iii) Those occupying a regular, contractual or casual position, or engaged through COS, JO, or other similar scheme in the City Government of Mandaluyong from all other departments and offices not mentioned in Section 1, c(i); who were asked to report to work and render urgent and necessary services for the delivery of basic goods and services to the public during the ECQ and; whose names were certified by their respective Department Heads and approved by the City Mayor.

SECTION 2. Computation of COVID-19 Hazard Pay. – The rate of COVID-19 Hazard Pay shall be computed as follows:

$$\begin{array}{l} \text{COVID-19} \\ \text{Hazard} \\ \text{Pay} \end{array} = \text{Rate (depending on nature of work done)} \times \begin{array}{l} \text{Number of Days} \\ \text{physically reported} \\ \text{to work during ECQ} \end{array}$$

SECTION 3. Rate of COVID-19 Hazard Pay. - The rate of Hazard Pay shall be as follows:

- a.) For persons belonging to Section 1, c (i), the rate shall be P500.00 per day;
- b.) For persons belonging to Section 1, c (ii), the rate shall be P300.00 per day; and
- c.) For persons belonging to Section 1, c (iii), the rate shall be P200.00 per day.

SECTION 4. Conditions for the Grant of COVID-19 Hazard Pay. - To be entitled to the COVID-19 Hazard Pay, all of the conditions enumerated hereunder must be met. The absence of any of these conditions shall automatically disqualify the personnel from the COVID-19 Hazard Pay.

a.) Common conditions for all Qualified Personnel:

- (i) Physically reported for work during ECQ;
- (ii) Occupies a regular, contractual or casual position, or engaged through COS or JO in the City Government of Mandaluyong;
- (iii) Authorized to physically report for work at her or his work station on the prescribed official working hours during ECQ;
- (iv) Names were certified by their respective Department Heads and approved by the City Mayor; and
- (v) In the alternative, it is the approval by the City Mayor that should be a common condition;
- (vi) The total amount of the COVID-19 Hazard Pay shall be based on the number of days that the person physically reported to work during ECQ.

b.) Additional conditions for those under Section 1, c (i):

- (i) provided critical and urgent services to respond to the public health emergency during ECQ;
- (ii) belongs to the City Health Department, Mandaluyong City Medical Center, Garden of Life, or the City Disaster Risk Reduction and Management Office.

c.) Additional conditions for those under Section 1, c (iii):

- (i) rendered urgent and necessary services for the delivery of basic goods and services to the public during the ECQ and;
- (ii) belongs to other departments and offices not mentioned in Section 1, c (i).

SECTION 5. No Double Recovery. - Persons already entitled to Hazard Pay, Hazardous Duty Pay, Hazard Allowance or other similar benefits under existing laws, issuances, rules, and regulations shall continue to be entitled to such benefits or the COVID-19 Hazard Pay under this Ordinance, whichever is higher.

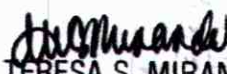
SECTION 6. Funding. - The amount necessary to grant the COVID-19 Hazard Pay shall be chargeable against the FY2020 General Fund, subject to the Personal Services (PS) limitation in LGU budgets under RA No. 7160 in the case of government employees, and available Maintenance and Other Operating Expenses (MOOE) allotment in the case of COS and JO workers.

SECTION 7. Liability. - The responsible officers shall be held liable for any payment not in accordance with the provisions of this Ordinance without prejudice to the refund by the employees or workers concerned of any excess or unauthorized payments.

SECTION 8. Effectivity. - This Ordinance shall take effect immediately upon approval.

ENACTED on this 18th day of May, 2020, in the City of Mandaluyong.

I HEREBY CERTIFY THAT THE FOREGOING ORDINANCE WAS ENACTED AND APPROVED BY THE SANGGUNIANG PANLUNGSOD OF MANDALUYONG IN A REGULAR SESSION HELD ON THE DATE AND PLACE FIRST ABOVE GIVEN.


MA. TERESA S. MIRANDA
Sanggunian Secretary

ATTESTED BY:

APPROVED:


ANTONIO DLS SUVA
Vice Mayor &
Presiding Officer


CARMELITA A. ABALOS
City Mayor

Date: MAY 18 2020