

REPUBLIC OF THE PHILIPPINES
Province of Leyte
Sangguniang Panlalawigan

**AN ORDINANCE GRANTING RISK EXPOSURE INCENTIVE AND OTHER BENEFITS
TO ALL QUALIFIED REGULAR, CASUAL AND JOB ORDER EMPLOYEES OF THE
PROVINCIAL GOVERNMENT OF LEYTE DURING CALAMITIES AND
EMERGENCY SITUATIONS.**

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Explanatory Note

In times of calamity, emergency, or crisis, the heart of public service beats strongest in the silent work of those who carry the weight of community resilience, whether they bear the title of regular, casual, or Job Order (JO) employee.

This ordinance grants a risk duty benefit to all personnel directly engaged in emergency response, rescue and recovery operations as a form of recognition for their exposure to hazardous conditions during calamities and/or emergencies. It is a frontline service motivation that acknowledges the commitment and resilience of personnels, regardless of status, in the face of risk.

This ordinance is founded on the principles enshrined in the Local Government Code (RA 7160) and the Civil Code of the Philippines, asserting the LGU's authority to recognize the service and sacrifice of its workforce, regardless of employment status, specifically the Job Order (JO) workers. The LGU Province of Leyte acknowledges that Job Order (JO) workers also perform hazardous duties, hence they are included in the coverage of this ordinance.

The factual reality is clear: JO employees, often unsung in times of risk, have repeatedly proven themselves indispensable in field operations, disaster response, sanitation, logistics, and public safety. Their exposure to danger is no less than that of regular employees, and their unwavering dedication deserves institutional recognition.

By extending incentives to regular, casual and JO workers, this ordinance does not merely comply with legal standards, it celebrates a shared ethos of community service, honors local unity, and affirms that in the eyes of the provincial government, every helping hand is of equal value. Hence this Ordinance entitled:

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Legal and Factual Basis

WHEREAS, Republic Act No. 10121 otherwise known as Philippine Disaster Risk Reduction and Management Act of 2010 institutionalizes the implementation of risk reduction and preparedness measures at the local level;

WHEREAS, the Local Government Code (RA 7160) empowers the Sangguniang Panlalawigan to legislate on matters promoting the general welfare of its constituents, including the fiscal allocation of resources for labor support;¹

WHEREAS, during periods of emergency or state of calamity, employees regardless of employment status to include Job Order Employees are often called upon to perform duties that place them at risk;

WHEREAS, the LGU Province of Leyte acknowledges the performance of the frontline duties of their employees during disaster and calamities. It values their critical role in maintaining LGU operations under hazardous conditions in disaster response, sanitation, logistics, and public safety during emergencies. Their exposure to danger and frequent mobilization to ensure uninterrupted public service is incomparable, making risk exposure incentives a matter of equity and recognition.

WHEREAS, this local government recognizes the invaluable contributions of all the employees of Leyte Provincial Disaster Risk Reduction and Management Office (PDRRMO) as well as members of the provincial rescue and response team, regardless of their employment status. Their commitment to public service under hazardous conditions is recognized and acknowledged.

WHEREAS, the personnel of the Leyte Provincial Disaster Risk Reduction and Management Office (PDRRMO) as well as members of the provincial rescue and response team, are regularly exposed to risk in times of disasters, emergencies and calamities;

NOW THEREFORE, be it ordained by the Sangguniang Panlalawigan of Leyte, in session duly assembled;

Section 1. Title. This Ordinance shall be known as the "Risk Exposure Incentive and Benefits Ordinance of the Province of Leyte"

Section 2. Declaration of Policy. It is hereby declared the policy of the provincial government of Leyte to recognize the invaluable contribution of its workforce, especially during times of calamity, disaster, and other emergency situations. It affirms its responsibility to protect and support its regular, casual, and job order employees who render essential services under hazardous conditions.

¹ Section 16, LCG of 1991. "Every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary, appropriate, or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare." xxx – xxx – xxx

Section 3. Purpose. This Ordinance aims to recognize and compensate the risk undertaken by its employees and staff to include the provincial rescue personnel and PDRRMO staff by granting a fixed compensation for risk exposure and other benefits for duties performed during disaster and emergency operations.

Section 4. Definition of Terms. As used in this ordinance, the following term shall mean as follows:

- a. *Risk Exposure Incentive – is a form of monetary recognition for personnel exposed to risk, danger and hazards during calamities and/or emergencies. It is classified as an operating expense which is only given to qualified personnel during calamity or emergency;*
- b. *Other Benefits – Non-monetary incentives or aid granted to personnel during and/or after calamities or emergencies for their exposure to hazardous situations while performing their duties or tasks assigned to them;*
- c. *Hazard Pay – additional compensation granted under national laws and DBM issuances to government employees regularly exposed to occupational risks. It is distinct from the Risk Exposure Incentive under this Ordinance, which is a local and situational benefit.*

Section 5. Covered Calamities and Emergencies. Covered calamities and emergencies shall include, but shall not be limited to, the following: typhoons, floods, earthquakes, volcanic eruptions, droughts, landslides, epidemics, pandemics, conflagrations, large-scale accidents, and other similar events which require the deployment of personnel under conditions of risk.

For clarity, coverage shall apply regardless of whether a formal State of Calamity is declared, provided that the occurrence is recognized and certified by the Provincial Governor or the PDRRMO as an emergency incident requiring risk-exposed duties.

The Risk Exposure Incentive Review Committee as mentioned in Section 12 in this ordinance shall further refine and update the list of covered situations through implementing guidelines.

Section 6. Coverage. This Ordinance shall apply to:

- a. Contractual, or job order personnel assigned under the PDRRMO;
- b. Members of the provincial rescue teams or emergency responders officially mobilized for disaster or emergency response;
- c. Other personnel authorized by the Provincial Governor or the PDRRMO Head to participate in life-threatening operations;

Employees who are already receiving hazard pay or similar compensation due to the nature of their duties shall be excluded from the coverage of this ordinance. However, they shall remain eligible to receive other benefits pursuant to Section 8 hereof.

Section 7. Conditions for Grant. Risk Exposure Incentive shall be granted to covered personnel who:

- a. Are directly exposed to risk during emergency or disaster operations; and,
- b. Have been authorized or deployed by the PDRRMO Head or the Provincial Governor for such duties.

Section 8. Grant of Risk Exposure Incentive. All covered personnel who are required to physically report for duty and/or render services during calamities, emergencies, pandemics, or similar hazardous conditions shall be entitled to this incentive, subject to:

- Certification of actual service rendered
- Availability of local funds
- Compliance with auditing and accounting rules prescribed by COA

Section 9. Other Benefits Grant. In addition to the risk exposure incentive, the provincial government may grant performance-based benefits, other forms of assistance, or special recognitions to deserving employees, subject to guidelines to be issued by the Governor and the Human Resource Management Office. Other forms of assistance may include the provision of relief goods, hygiene kits, and basic necessities to the immediate families of rescue personnel actively deployed during calamity, as a gesture of institutional support and recognition of their service.

This may also include assistance to families in case of injury, death, or incapacitation of qualified personnel during duty, which shall include:

- Immediate relief goods to affected families;
- Financial Assistance, subject to availability of funds and proper documentation; and,
- Psychological support services

Section 10. Risk Exposure Incentive for Emergency and Calamity Related Duties. Qualified personnel shall receive a Risk Exposure Incentive of ₱1,000.00 for each calendar month where they have rendered at least one (1) day of duty under hazardous conditions during any calamity or emergency recognized and certified in accordance with Section 5 of this Ordinance.

Section 11. Certification Process. The Provincial Governor and/or concerned Department Heads as the case may be, in coordination with the Provincial Disaster Risk Reduction and Management Office shall issue a formal certification using the prescribed template (see Annex A and B), attesting to:

- Nature of risk
- Duration and location
- Duties rendered

Section 12. Oversight and Review. A Risk Exposure Incentive Review Committee shall be established to oversee the implementation of this Ordinance, ensure fairness, conduct annual policy reviews, and issue guidelines for qualified beneficiaries. This committee may likewise recommend to the Sangguniang Panlalawigan such adjustments in the amount of the Risk Exposure Incentive as may be deemed necessary. Any change in the amount shall take effect only upon approval of the Sangguniang Panlalawigan through an amendatory ordinance. The Committee shall be composed of the following:

Position	Role in the Committee
Provincial Governor	Chairperson - Overall oversight and Policy Alignment
Provincial Budget Officer	Member – ensures fiscal compliance and fund availability
Provincial Accountant	Member – validates documentation and audit trail
Provincial Health Officer	Member – assess risk levels and hazard classification
HRMO (Human Resource Management Officer)	Member – verifies service records and personnel eligibility
Department Head (from deploying office)	Member – provides field-level certification and context
PDRMO (Provincial Disaster Risk Reduction Officer)	Member – Serves as the committee's subject matter expert on disaster operations and risk exposure. Also serves as deployment validator.
Member of the Rescue and Response Team	Member - Represents the concerns and experiences of regular staff exposed to hazards. Assists in verifying attendance, deployment logs, and hazard exposure records.

Section 13. Funding Source. The amount necessary to implement this Ordinance shall be sourced from the Local Disaster Risk Reduction and Management Fund (LDRRMF), or such other lawful appropriations as may be identified in the Annual Investment Program.

Section 14. Separability Clause. If any part or provision of this Ordinance is declared unconstitutional or invalid, other parts or provisions not affected shall remain in full force and effect.

Section 15. Effectivity. This Ordinance shall take effect immediately upon approval and compliance with the posting and publication requirements under the Local Government Code.