

DENR Memorandum Order
No. 96 - 05
February 09, 1996

SUBJECT : Grant of Hazard Duty Pay to DENR Personnel.

Pursuant to National Compensation Circular No. 76 "Guidelines on the Grant of Hazard Pay" and Civil Service Commission Memorandum Circular No. 28, series of 1995, enjoining government agencies to grant Hazard Pay to its officials and employees, payment of hazard pay to DENR employees is hereby authorized for the calendar year 1995 only, subject to the following guidelines:

1. All permanent, temporary, casual and contractual employees of DENR Central Office, who have rendered actual services, shall be entitled to hazard duty pay;
2. All Bureau Directors, Regional Executive Directors and Heads of Attached Agencies are hereby authorized to issue the authority to grant payment of hazard pay to their employees including personnel of projects within their respective jurisdictions, whenever they deem appropriate;
3. The hazard pay shall be P500 each per month;
4. Officials and employees who have received less than the herein authorized hazard pay shall be paid the difference;
5. Payment of hazard pay shall be chargeable against savings of respective offices, subject to the usual budgeting, accounting and auditing rules and regulations; and
6. If and when the grant of hazard pay be disallowed in audit, officials and employees shall be asked to refund the same through salary deduction(s).

All Orders or instructions inconsistent herewith are hereby repealed or amended accordingly.

This Order shall take effect immediately.

VICTOR O. RAMOS

Secretary