



Republic of the Philippines
Professional Regulation Commission
Manila



MEMORANDUM CIRCULAR NO. 03

Series of 2019

October 28, 2019

TO: ALL CHEMICAL LABORATORIES COVERED BY REPUBLIC ACT NO. 10657 OR THE CHEMISTRY PROFESSION ACT

RE: HAZARD PAY CLARIFICATION ON RISK FACTOR

Pursuant to the Guidelines on the Grant of Hazard Pay to Registered Chemists and Registered Chemical Technicians, the minimum amount of hazard pay per month is the total Social Security System (SSS) contribution from the employer and employee x (factor related to attendance) x (level of risk). Level of risk depends upon the degree of the Chemist's or Chemical Technician's exposure to the hazard.

To address varied interpretations on the value of level of risk, the Commission, upon recommendation of the Professional Regulatory Board for Chemistry (Board), hereby issues this Memorandum Circular for guidance with respect to the same.

All registered chemists and chemical technicians assigned in the laboratory, whether rank and file, supervisory, managerial, permanent, contractual or job order staff are entitled to hazard pay according to the following scheme:

A. For Personnel directly responsible for the analytical results (chemists, chemical technicians, supervisors, managers)

No of days of exposure (from a fraction of an hour to whole day)	Risk factor
≥ 15 days	1.00
8 - 14 days	0.80
<8 days	0.60

B. For Personnel who are not directly responsible but are in constant interaction with personnel in the lab (e.g. internal auditors, safety officer, PCO, document custodian).


No. of days of exposure (from a fraction of an hour to whole day)	Risk factor
≥ 15 days	0.50
8-14 days	0.35
< 8 days	0.25

The following have been considered in the tables above:

1. For all chemists and chemical technicians working full time in the laboratory all days of the week, risk factor is equal to one.
2. For chemists and chemical technicians whose work assignment is outside the laboratory for some days in a month and for supervisory and managerial staff who spend more time in the office than in the laboratory, the risk factor may be less than one.

Let a copy of this Memorandum Circular be published for compliance and information of all concerned.

By Authority of the Commission Chairman:


JOSE Y. CUETO, JR.
Commissioner
Oversight, PRB-Chemistry

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