



Republic of the Philippines

DEPARTMENT OF SCIENCE AND TECHNOLOGY



DOST Administrative Order No. 006  
Series of 2023

JUL 19 2023

**Subject: GRANT OF HAZARD PAY TO PROJECT-BASED AND/OR CONTRACT OF SERVICES (COS) REGISTERED CHEMISTS AND REGISTERED CHEMICAL TECHNICIANS WORKING IN CHEMICAL TESTING LABORATORIES**

### **I. Background**

Republic Act No. 10657 (RA 10657) otherwise known as the “*Chemistry Profession Act*” was signed into law on March 27, 2015. Its Implementing Rules and Regulations (IRR) duly issued by the Professional Regulatory Board of Chemistry (Board) took into effect on April 20, 2016. Pursuant to Sections 42 and 47 of RA 10657, the Board, with the approval of the Professional Regulation Commission (Commission), issued Board Resolution No. 11-2018, titled “Guidelines on the Grant of Hazard Pay to Registered Chemists and Registered Chemical Technicians”. To clarify further the guidelines, the Commission issued Memorandum Circular No. 01-2019 re “Adjusted Minimum Amount of Hazard Pay for Registered Chemists and Registered Chemical Technicians”, and Memorandum Circular No. 03-2019 re “Hazard Pay Clarification on Risk Factor”.

The said law and its IRR has vested power upon the Board together with the Commission to supervise and regulate the practice of the Chemistry profession including the issuance of Certificate of Authority to Operate (CATO) to chemical laboratories both in the government and private sectors. The issuance of CATO further requires that Registered Chemists and Registered Chemical Technicians working in chemical laboratories should be provided with hazard pay.

It should be noted that the payment of hazard pay for permanent employees of DOST is already part of the package of benefits being given to employees under Republic Act No. 8439 (RA 8439) or the Magna Carta for S&T Workers even before the passage of RA 10657. There is a need to revise or update the existing guidelines, to comply with the law and its IRR, and to be consistent with the Board Resolution and PRC Memorandum Circulars.

### **II. Purpose and Scope**

This Administrative Order is issued to comply with the “*Chemistry Profession Act*” of the Philippines and its IRR specifically for the payment of hazard pay for project-based and/or COS Registered Chemists and Chemical Technicians working in both DOST and non-DOST chemical laboratories under DOST-funded projects.

### **III. Payment and Rate of Hazard Pay**

All project-based and/or COS Registered Chemists and Chemical Technicians working in DOST and non-DOST chemical laboratories under DOST-funded projects shall be entitled to the payment of hazard pay over and above the compensation they are receiving.

As provided in the Board Resolution No. 11-2018, PRC Memorandum Circular No. 01-2019 and PRC Memorandum Circular No. 03-2019, the rate of hazard pay shall be computed as follows:

$$\text{Prevailing contribution rate to Social Security System (SSS)} \times \text{(Factor related to attendance)} \times \text{(Level of risk)}$$

The corresponding risk factor based on the number of days of exposure per month for personnel with or without direct exposure to laboratory works are provided below:

A. Personnel with direct exposure to laboratory work (i.e., personnel directly responsible for the analytical results):

Number of Days of Exposure per Month (Factor related to attendance)	Risk Factor (Level of risk)
15 days or more	1.00
8 - 14 days	0.80
7 days or less	0.60

B. Personnel without direct exposure to laboratory work (i.e. personnel who are not directly responsible but are in constant interaction with personnel in the laboratory):

Number of Days of Exposure per Month (Factor related to attendance)	Risk Factor (Level of risk)
15 days or more	0.50
8 - 14 days	0.35
7 days or less	0.25

#### IV. Source of Funds

The payment of hazard pay shall be charged against the appropriate project funds, subject to availability and in full compliance to government accounting rules and regulations. In case project funds are insufficient, other available funding source may be accessed, provided, that the same shall be in accordance to pertinent government rules and regulations.

#### V. Repealing Clause

This Administrative Order supersedes DOST Administrative Order No. 021, series of 2020, and DOST Administrative Order No. 006, series of 2021, and such other orders, rules and regulations, or parts thereof, inconsistent with the provisions of this Order.

#### VI. Effectivity

This Order shall take effect immediately.

  
**RENATO U. SOLIDUM, JR**  
 Secretary