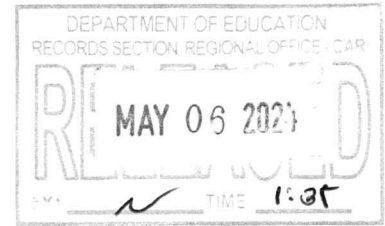




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION



03 May 2024

REGIONAL MEMORANDUM

No. 260.2024

**GUIDANCE ON THE GRANT OF HAZARD PAY AND OTHER MAGNA CARTA
BENEFITS TO SCHOOL HEALTH PERSONNEL**

To: Assistant Regional Director
Schools Division Superintendent
School Health Personnel
All Others Concerned

1. This office disseminates OM-OUOPS-2024-09-01259 titled "Guidance on the Grant of Hazard Pay and other Magna Carta benefits to School Health Personnel".
2. Attached is OM-OUOPS-2024-09-01259 and the communication letter from Bureau of Learner Support Services-School Health Division (BLSS-SHD) for details.
3. For more information, questions, or concerns, kindly contact Dr. Maria Corazon C. Dumlao, *Chief Health Program Officer*, or Dr. Lilibeth P. Mirando-Gonzales, *Supervising Health Program Officer*, BLSS-SHD, though (02) 8632-9935 or email at blss.shd@deped.gov.ph.
4. For immediate dissemination and proper guidance.


ESTELA P. LEON-CARIÑO EdD, CESO III
Director IV/Regional Director 

Enclosures: As Stated

ESSD/GCD/rsd. "Guidance on the Grant of Hazard Pay and other Magna Carta Benefits to School Health Personnel"
May 03, 2024



Address: DepEd-CAR Complex, Wangal, La Trinidad, Benguet, 2601

Telephone No: (074) 422 – 1318

Email Address: car@deped.gov.ph

 DepEd Tayo Cordillera

 <https://depedcar.ph>



Republika ng Pilipinas
Department of Education

OFFICE OF THE UNDERSECRETARY FOR OPERATIONS

MEMORANDUM

OM-OUOPS-2024-09 - 01259

TO : **REGIONAL DIRECTORS
SCHOOLS DIVISION SUPERINTENDENTS**

FROM : *Annalyn M. Sevilla*
ANNALYN M. SEVILLA
Undersecretary for Finance

Revsee A. Escobedo
Atty. REVSEE A. ESCOBEDO
Undersecretary for Operations

SUBJECT : **GUIDANCE ON THE GRANT OF HAZARD PAY AND OTHER
MAGNA CARTA BENEFITS TO SCHOOL HEALTH PERSONNEL**

DATE : March 11, 2024

This pertains to the concerns raised to the Operations Strand, through the Bureau of Learner Support Services-School Health Division (BLSS-SHD), regarding the grant of hazard pay and other magna carta benefits to DepEd's school health personnel in the Central Office (CO), Regional Offices (ROs), and Schools Division Offices (SDOs), as well as certain schools that also have qualified health personnel.

For the guidance of all concerned, the Operations and the Finance Strands would like to share the following information that emanate from BLSS-SHD's coordination with the DepEd's Legal and Legislative Affairs (LLA) Strand and the Department of Health (DOH) regarding this matter:

1. The LLA Strand, through its memorandum dated December 4, 2023, with subject *Request for Legal Opinion on the Entitlement of Hazard Pay of Officials and Employees (Annex A)*, assents that the previously DepEd Orders regarding the matter (i.e., DO 61, s. 2016; DO 3, s. 2014; DO 82, s. 2007; and DO 74, s. 2003) "indeed bolster the legality of the practice [of granting hazard pay to DepEd's school health personnel]."
2. The LLA Strand, in the same memorandum, recommended that "an updated certification signed by the Secretary of Health or the Head of the unit with the approval of the Secretary of Health, as specifically be secured, to comply with the provisions of law, before the payment of their hazard pay" and that a directive be issued to the field to this effect.

However, the DOH, through a correspondence to BLSS-SHD (**Annex B**), reiterates that “the certifications issued by the [National Management Health Workers’ Consultative Council (NMHWCC)] are **sufficient to be bases in payment of hazard pay and other applicable Magna Carta benefits of Public Health Workers.**” Per the DOH-Department Personnel Order No. 2019-3490 with the subject *Reconstitution of the National Management-Health Workers’ Consultative Council [NMHCCW]* states that the Chairperson of the NMHWCC is vested with authority to sign all administrative documents and other official communications pertaining to the Council’s operations including certifications attesting employees’ eligibility to receive Magna Carta benefits.

With this, the LLA Strand, in a more recent memorandum dated February 6, 2024, with subject *Legal clearance for the disbursement of Hazard Pay - Letter from the Department of Health (DOH) regarding the request for updated certification signed by the DOH Secretary (Annex C)*, “notes that the **recommendations provided in the December 4, 2024 Memorandum (OULLA-2023-485) have been fulfilled.**”

The LLA Strand also reiterates its previous legal opinion that “...DepEd Order No. 61, s. 2016, DepEd Order No. 3, s. 2014, DepEd Order No. 82, s. 2007, and DepEd Order No. 74, s. 2003, **indeed bolster the legality of the practice that the entitlement to hazard pay shall be granted** upon the parameters laid down... and a compliance with the requirements...”

The Operations and Finance Strands furnish all Regional Directors (RDs) and Schools Division Superintendents (SDSs) copies of the aforementioned documents to guide them on the grant of hazard pay and other relevant benefits to the health and nutrition personnel in their respective jurisdictions. As practiced, applications for certifications, as needed (e.g., for new personnel), shall be endorsed directly to the DOH and need not be coursed through the DepEd Central Office.

All RDs and SDSs are directed to ensure that hazard pay and related benefits be granted to all qualified personnel as provided by law.

For more information, questions, or concerns on the above-mentioned subject, please contact **Dr. Maria Corazon C. Dumlao**, Chief Health Program Officer, or **Dr. Lilibeth P. Miranda-Gonzales**, Supervising Health Program Officer, BLSS-SHD, through (02) 8632-9935 or email at blss.shd@deped.gov.ph.

For immediate dissemination and proper guidance.

BLSS-SHD/GMA