

Republic of the Philippines
DEPARTMENT OF EDUCATION, CULTURE AND SPORTS
Meralco Drive, Pasig, Metro Manila

August 13, 1993

DECS Order No. 65, s. 1993

HARDSHIP ALLOWANCE FOR ELIGIBLE PUBLIC SCHOOL TEACHERS

To: Bureau Directors, Regional Directors, Schools Superintendents
Principals of Public Schools, All Others Concerned

1. Special Provision No. 4 concerning a Special Hardship Allowance on page 94 of Republic Act No. 7645, otherwise known as the 1993 General Appropriations Act (GAA), states that "The amount herein appropriated shall be used to pay the allowance of teachers exposed to hardship or extreme difficulty in the place of work as determined by the Secretary of Education, Culture and Sports." Accordingly, special hardship allowances for public school teachers assigned to hardship posts shall be computed and paid as described below. The grant of this allowance shall be in lieu of the existing hazard duty pay under Section 39 of the General Provisions of the 1993 GAA, as stated in the President's veto message.


2. **Hardship posts** are hereby defined as public schools which are accessible only by hiking, animal ride or banca ride, partly or wholly. Schools which are directly accessible to motorized land or water transport do not qualify as hardship posts.

3. **Hardship allowance** shall be given to all teachers and principals assigned to hardship posts, whether resident or transient, regular or temporary, at the rate of two (2) percent per month of their basic monthly salary for each hour of hiking, animal ride or banca ride normally needed to reach their respective stations from the nearest point of available motorized transport. **Fractions** of an hour of qualified travel and **ratios** of days present to total class days shall be reckoned to the nearest peso, provided that qualified travel of less than one-third (1/3) of an hour or attendance ratio of less than one to three (1:3) for the month shall not be compensated.

4. **Certifications** as to qualified travel and attendance shall be submitted to the regional director by the division superintendent concerned using the prescribed form, sample attached, as basis for payment. **Funds** shall be sub-allotted and cash allocations obtained through the usual procedures, after verification, determination and submission of required amounts by the regional office or the division office. **Payment** shall be made by separate check issued to each qualified teacher either monthly or quarterly, or integrated into the basic salary check, whichever is more facilitative. **Erroneous or fraudulent payment** shall be subject to sanctions and penalties in accordance with existing law, rules and regulations.

5. **Accrual** of this allowance shall start with the School Year 1993-94 and cover the period that a teacher is assigned to a hardship post as defined above.

6. This Order shall be effective immediately.


ARMAND V. FABELLA
Secretary