



Republic of the Philippines
National Electrification Administration

27 July 2006

NEA MEMORANDUM No. 2006-025 _____

TO : ALL ELECTRIC COOPERATIVES (ECs)
SUBJECT : COMPULSORY RETIREMENT PLAN FOR EC LINEMEN

The manpower utilization in the electric cooperatives (ECs) should be further enhanced if ECs are to effectively compete in the deregulated electricity market. The EC linemen, in particular, perform an active and significant role in the operation of an electric distribution utility. The continual construction/rehabilitation of lines, connection of consumers, response to complaints/requests, apprehension of pilferages and improvement of power reliability are among their major responsibilities.

Necessarily, the degree of precision on their work coupled with physical fitness required in their job performance should be seriously considered along with the concomitant risks that are, most of the time, aggravated by their advanced age. Linemen must be of the right age with a sound health and alert in mind and body.

To effectively respond to this need, therefore, the mandatory retirement age of EC linemen is hereby set. The following shall serve as a guide in the implementation of this Policy:

1. Employees covered are those with permanent appointment as Linemen who shall be retired from the EC upon reaching the age of forty-five (45) years.
2. The Linemen's retirement scheme shall follow the existing coop's Retirement Plan. Nevertheless, the EC shall recommend a special computation scheme for the retirement pay. Additional benefits may also be given for remarkable and/or heroic performance, or in specific cases such as disability or death.

The EC shall create a committee to promulgate implementing rules/guidelines and be responsible for the orderly implementation of the plan subject to approval of the Board of Directors and confirmation by the NEA.


EDITA S. BUENO
Administrator

NATIONAL ELECTRIFICATION
ADMINISTRATION

IN REPLYING, PLEASE REFER TO: #OR009148



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