



Republic of the Philippines  
**National Electrification Administration**

16 February 2007

**MEMORANDUM No. 2007-008**

TO: **ALL ELECTRIC COOPERATIVES (ECs)**

SUBJECT: **CLARIFICATION ON THE COMPULSORY RETIREMENT POLICY FOR EC LINEMEN**

NEA Memorandum No. 2006-025 dated 27 July 2006 entitled "Compulsory Retirement Plan for EC Linemen" aims to enhance the manpower utilization and allow the ECs to effectively compete in a deregulated environment. However, we received some queries seeking the clarification and re-evaluation of the policy relative to its implications on labor relations, finances and the manpower and skills requirements of the coop, as well.

Below are the clarificatory provisions which shall serve as a guide in the implementation of the policy:

1. The compulsory retirement for EC Linemen with permanent appointments upon reaching the age of forty five (45) should apply prospectively or limited to incoming linemen only; and
2. The EC management has the discretion as to whether or not to retain the services of incumbent linemen who are 45 years of age, or to assign/transfer them to different work assignment/s where they may be qualified.

However, electric cooperatives which have previously adopted the policy with the corresponding approval by their respective Board of Directors and confirmation by NEA may continue to exercise such or propose amendments.

All ECs are thus accordingly enjoined to create a committee which shall promulgate implementing rules and regulations and be responsible for the orderly implementation of the plan.

For your guidance.

  
**EDITA S. BUENO**  
Administrator

NATIONAL ELECTRIFICATION  
ADMINISTRATION

IN REPLYING, PLS. CITE: #OR010055



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