



# POWER HOTLINE

Year 17/No. 22

Monday, June 29, 2009

## Reconstitution of Grievance Committee OK'd



VP Anguluan

President Froilan A. Tampinco has approved the reconstitution of the Grievance Committee, which will now be headed by Mr. Edmund P. Anguluan in his capacity as Vice President for Human Resources and Administration.

Under Memorandum Order No. 2009-065 which was issued last May 4, President Tampinco has delegated the Chairmanship of the Grievance Committee from the Senior Vice President to the Vice President for HRA. The reconstitution of the Grievance Committee was designed to speed up the resolution of grievance cases lodged before the Committee, according to the Industrial Relations Division (IRD).

The other members of the Grievance Committee will be:

- the Vice President and the Department and Division Managers who have jurisdiction over the employee who filed the complaint;
- the Department Manager for Human Resource Management Department; and
- the President of the Union or Association to which the complainant belongs.

The President has also appointed the Division Manager of the IRD to function as the Secretariat of the Grievance Committee.

Among other responsibilities, the Grievance Committee is tasked to conduct an investigation and a hearing on employee complaints within 10

working days of receiving the said grievance. Furthermore, the Committee is expected to render a decision on the grievance within five working days after it completes its investigation. (In cases where the Grievance Committee itself is the object of the complaint, the aggrieved party may submit the grievance to top management, according to the Memorandum.)

At the same time, the Grievance Committee is responsible for developing and implementing proactive measures or activities like employee assemblies and other HR interventions to prevent grievance. These proceedings will be documented for audit purposes, the Memo Order added.

The other functions of the Grievance Committee are:

- conduct a continuing information drive on the Grievance Machinery among officials and employees of the National Power Corporation;
- conduct a dialogue between the complainant and the other employees/officials named in the grievance;
- direct the documentation of the grievance, including the preparation and signing of the written agreements reached by the parties involved;
- issue a Certification on the Final Action on the Grievance, which will contain the history/background and final action taken by National Power on the grievance; and
- submit a quarterly report of its accomplishments, as well as the status of unresolved grievances to the concerned Regional Office of the Civil Service Commission.

*(Elizabeth I. Perez)*

# ANGAT RULES 1<sup>ST</sup> NPC FIRE BRIGADE TILT

The Angat Hydroelectric Power Plant Fire Brigade Team was declared over-all champion of the first-ever National Power Corporation Fire Brigade Competition held last Friday, June 26, at the NPC Head Office in Diliman, Quezon City.

Angat bagged the grand prize after topping the Busted Hose/Up the Ladder, Fire Extinguishment and the Bucket Relay events.

First runner-up honors went to the Batangas Coal-Fired Thermal Power Plant team, which ruled the Rescue and Transfer Operation event, and the Fire Whiz (a quiz on the Fire Code of the Philippines). The Head Office Fire Brigade Team was named second runner-up.

Plaques of Appreciation were handed out to the winners by Vice President for Human Resources and Administration Edmund P. Anguluan, and by Ms. Emilia Canar, Manager of the Facilities and Management Department, and NPC's Deputy Fire Marshall.

Among other objectives, the Fire Brigade Competition aims to recognize NPC employees who excel in the Field of Emergency Preparedness and Disaster Management. The day-long event was also designed to serve as a venue for networking and benchmarking on the best practices on safety and health.

Headed by Team Captain Pedro S. De Guzman, Jr., the Angat HEPP team is made up of Saturnino C. Espiritu; Danilo G. Sayco; Cecilia D. Pelejo; Noel A. Pinero; Roy Frederick R. Ulit; Dionisio E. Calalo; Remigio F. Lorenzo; Rhoel Ricarte P. Ragonhan; Lauro C. Cristobal; Leodegario C. Canlas; Danilyn Vivian P. Del Rosario; Jordan G. Cruz; Armando U. Cruz; and Jose Palermo C. Dela Cruz.

*(Elizabeth I. Perez)*

