

**VOLUNTARY CODE OF GOOD PRACTICES IN THE POWER INDUSTRY
BICOL REGION**

Introduction

This Code is a product of collaborative effort developed in various stages from the deliberations of the officers and members of the Bicol Region Power Industry Tripartite Council, Inc. (BRePITCI) until its presentation and approval by the general assembly. This is a guide document which will continually be attuned to the challenges of changing times and competitive power market.

This Code is crafted to provide practical benchmark and best practice to guide the energy sector to meet the moral, social and environmental obligations and maintain a high standard of service efficiency in addition to our commitment and adherence to state laws, good customs, morals and public policy.

Monitoring and reporting mechanisms thru self regulation and voluntary compliance, best practices, recognition and benchmarking shall be regularly observed by our members.

The Tripartite Council for the Power Industry, therefore, calls upon those in the industry and its stakeholders to support this voluntary code.

OBJECTIVES OF THE CODE

1. To endeavor to enhance and improve labor and management relations and commit to be responsible partners in the maintenance of industrial peace;
2. To adhere to positive values and attitudes in dealing with our everyday work and personal life.
3. To promote continuous growth and development in the power industry through proactive strategies in meeting the power market challenges and competitions, to promote and provide customer service satisfaction, meet business goals and provide decent work to employees and promote awareness on gender and development.
4. To promote effective communication principles and encourage positive interactions between employers and employees, among member companies and the community to identify and address issues relevant to the power industry.
5. To address issues of service competitions, skilled and well-trained employees within and outside the region by ensuring safety nets so as not to cause impairment to the industry.
6. To institutionalize productivity and performance based incentive schemes for better return of investments to the management and corresponding higher benefits to the workers.
7. To strengthen collaboration and partnership with DOLE, TESDA, RTWPB, NCMB, NEA, ERC & other agencies for unified strategies, approaches and programs in the advancement of the power industry.

VOLUNTARY CODE OF GOOD PRACTICES

I. ON SALARIES AND BENEFITS

1. We shall endeavor to provide our employees with performance based incentives, recognitions and awards for exemplary service.
2. We value loyalty of our employees and establish salary scales to provide longevity pay and incentives for their long and dedicated service.
3. We shall observe fair and reasonable terms in negotiation, and to balance the interest and needs of the parties.

II. ON TRAINING, EDUCATION AND CAREER DEVELOPMENT

1. We shall strengthen our linkages and coordination with TESDA for skills and certification of the manpower requirement of our industry and the Training Institutions of the DOLE and other lead agencies for the continuing education and training of its members.
2. We shall partner with the other Labor Tripartite Councils in designing proactive strategies to prepare the members with required skills and values that would match with their careers in the industry.
3. We shall collaborate with the lead agencies in its programs and promote awareness on gender and development policies and laws.

III. ON HIRING AND FIRING

1. We shall observe transparency of operations – giving its employees their fair share during the company's productive times of operations while recognizing all types of flexible work arrangements to prevent retrenchment.
2. We shall not in any way discriminate applicants and existing employees on account of age, religion, sex, and physical changes as when they get old or fat; neither shall we terminate employees on account of marriage with their co employees.
3. We shall limit the contracting-out or sub-contracting of our operations so as not to circumvent regular employment and labor laws.
4. To promote security of tenure and observe due process. Proper resignation notice shall also be observed to allow management to look for replacements.

IV. ON-THE-JOB TRAINEES AND INTERMITTENT WORKERS

1. We value the services of OJTs, seasonal and intermittent workers, being potential part of our workforce, ensure their capability building and equip them with practical knowledge and experience according to the skills they are being trained on.
2. We shall treat our OJTs with utmost care and extending them practical allowances and incentives based on the member company's rules that promote their health, safety and welfare.
3. We maintain and observe compliance on social legislation laws as far as hour of works, overtime pay and others.

V. OCCUPATIONAL SAFETY AND HEALTH

1. We shall strongly promote policies and programs to advocate healthy lifestyles and options to our employees as we commit to drug-free, accident free, HIV-Aids free and sexual harassment free workplaces.
2. We shall implement policies and programs on health, safety, security, and crisis management, and the implementation of which shall be clearly communicated to all levels of our organization to include sub-contractors and clients as we strive to achieve zero accident in our workplaces.
3. We shall promote "big brother – small brother" programs in our workplaces where we share responsibility with our sub-contractors in providing adequate trainings on occupational safety, security and health (OSSH) for the protection of our contractual employees.
4. We shall include in our contracts of services provisions on occupational safety, security and health in order to safeguard the lives and limbs of our contractual employees, OJTs and other intermittent workers.
5. We promote proactive best practices in security and crime prevention, thru security and emergency preparedness trainings and measures against terrorism attacks and the like; we shall equip our workplaces with emergency management and response capacity, lockdown and evacuation procedures, crisis media and communications in the event of disasters and crisis.
6. We shall adopt the green workplace program in our workplaces acknowledging the value of nature being the show case of our industry.
7. We support all OSSH programs of the DOLE, OSHC, DOH, DENR, and other agencies and ensure that we abide by their rules and regulations and support their programs.

VI. ON PRODUCTIVITY

1. We shall institutionalize productivity incentive and performance based schemes where both management and employees shall cooperate and commit towards continuous productivity improvement and organizational goals. We shall cooperate and coordinate with the Regional Tripartite Wages and Productivity Board in its policies and programs enhancing the productivity and quality of our services.

VII. ON DISPUTE RESOLUTION AND SETTLEMENT

1. We shall institutionalize conciliation and mediation and related voluntary modes of dispute settlement mechanisms in the industry. We shall create Labor Management Councils or its equivalent at both plant-level and industry level through this Council.
2. We shall take opportunity on the continuing labor and management education program of the Department of Labor and Employment and its attached agencies in order to enhance labor-management relations, human relations, and preserve employment and productivity in the workplace.
3. We shall continue to be active members of this industry which is an effective avenue for social dialogue, consultations and for capability trainings and seminars on conciliation and mediation techniques and other alternative dispute resolution mechanisms which are consensus based processes through the National Conciliation and Mediation Board.
4. We shall observe utmost tolerance in exercising our right to strike and/or lockout and to resort to same as last recourse.

