



Transco

**Performance-enhancing
mechanisms for employee
participation**



Practice of Profession

The Corporation allows its officials and employees to practice their profession outside of office hours but authority is limited a period of one year and renewable upon approval by the President and CEO



Program on Awards and Incentives for Service Excellence (PRAISE)

TRANSCO adopts the basic policies and principles under CSC MC No. 01, s. 2001 and designed a similar Program to be referred to as TRANSCO's PRAISE.



Career and Self-Development Incentive Program (CSDI)

Subsidy of tuition fees to assist and recognize officials/employees who have satisfactorily completed either a bachelor, masteral or a doctoral degree at their own expense.



CNA (Collective Negotiating Agreement) Incentives

- ❖ **TRANSCO supports the responsible exercise of the rights by government employees.**
- ❖ **NATIONAL TRANSMISSION CORPORATION EMPLOYEES ASSOCIATION referred as NATREA has been accredited by the CSC as the sole and exclusive negotiating agent of all rank and file employees of TRANSCO.**
- ❖ **TRANSCO and NATREA desire to establish a harmonious working environment which will redound to their mutual benefit and will ultimately result in a responsive public service through ensuring the proper operation, maintenance, upgrading and expansion of the transmission system contributing to the delivery of quality and reliable electricity to consumers.**
- ❖ **CNA (Collective Negotiating Agreement) Incentives. TRANSCO agrees to grant qualified employees a CNA incentive in accordance with Department of Budget and Management (DBM) implementing guidelines.**