

**[ NEA MEMORANDUM NO. 2008-008, May 12, 2008 ]**

**PERFORMANCE MANAGEMENT CONTRACT (PMC) FOR NEW  
GENERAL MANAGERS**

**I. RATIONALE**

In line with the EPIRA, and the necessity to upgrade core competencies for General Managers, a Performance Management Contract is hereby introduced as a new employment scheme for first time EC General Managers. After undergoing a more rigorous process of selection for hiring, the successful applicant shall enter into a contract-based service with the EC. This will ascertain that the level of competency and potential, as initially determined by the entrance test results, during actual application, is effective and sustained.

**II. POLICY**

The Performance Management Contract shall establish an equitable working agreement for both the EC and its new General Manager. The contract defines the requirements of the position which shall be used in the validation of actual performance. The contract creates an impression of a working relation that is not strictly employer-employee, and that the exercise of flexibility in an individual's management style is free of control while as performance standards is to be realized. A copy of the PMC\* is attached, as part of Memorandum.

**III. EFFECT ON OTHER ISSUANCES/EFFECTIVITY**

This shall take effect fifteen (15) days upon submission of copies to the University of Philippines Law Center as required by Executive Order No 292 or publication to the Official Gazette.

Adopted: 12 May 2008

(SGD.) EDITA S. BUENO  
*Administrator*

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\* Text Available at Office of the National Administrative Register, U.P. Law Complex, Diliman, Quezon City.

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