Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
Intramuros, Manila

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DEPARTMENT ORDER NO. 260
Series of 2026

REVISED RULES IN THE ACCREDITATION, RENEWAL, DELISTING AND DE-ACCREDITATION OF VOLUNTARY ARBITRATORS

Pursuant to Executive Order No. 126, Series of 1987, as amended by Executive Order No. 251, Series of 1987, which mandates the National Conciliation and Mediation Board to administer the voluntary arbitration program, to maintain and update the roll of accredited Voluntary Arbitrators, and to establish and maintain a database management system for arbitration awards and decisions, the following rules governing the accreditation, renewal, delisting and de-accreditation of Voluntary Arbitrators is hereby adopted and promulgated:

RULE I
GENERAL PROVISIONS

Section 1. *Declaration of Policy.* It is the policy of the State to promote and strengthen voluntary arbitration as a preferred mode of settling labor or industrial disputes. In pursuit of this policy, only qualified individuals with a demonstrated record of competence, impartiality, probity, and good moral character shall be accredited as Voluntary Arbitrators.

Section 2. *Accreditation Authority.* The National Conciliation and Mediation Board (NCMB) shall, pursuant to Executive Order No. 126, Series of 1987, as amended by Executive Order No. 251, Series of 1987, exercise the authority to accredit, renew, delist, and de-accredit Voluntary Arbitrators in accordance with this Rules.

RULE II
ACCREDITATION

Section 1. *Nature of Accreditation*. The accreditation of a Voluntary Arbitrator (VA) involves the selection of qualified, competent, and impartial individuals from the private sector to provide a speedy, fair, and just resolution of labor-management disputes.

The accreditation of a VA shall be valid for a period of five (5) years from the date of issuance, subject to the subsequent provisions on renewal, delisting, and de-accreditation under Rules VII, VIII, and IX of this Rules.

Section 2. *Types of Application.* The accreditation of a VA may be granted by the NCMB either by invitation or upon application.

(a) **By invitation.** The NCMB may invite individuals with a demonstrated record of competence, probity, and integrity, and with established credentials to join the roster of VAs.

(b) **By application.** Any person who meets the qualifications and possesses none of the disqualifications prescribed herein may submit to the NCMB or its Regional Conciliation and Mediation Branch (RCMB) in the area of his/her residence a Letter of Intent together with his/her credentials as required in the succeeding sections of this Rules.

RULE III
REQUIREMENTS FOR ACCREDITATION

Section 1. ***Minimum qualifications.*** To qualify for accreditation as a VA, an individual must:

(a) Be a Filipino citizen residing in the Philippines;

(b) Be a Bachelor's degree holder;

(c) Not have been convicted of a crime involving moral turpitude; and

(d) Have a demonstrated record of competence, probity, and integrity.

Section 2. ***Special qualifications.*** In addition to the above minimum requirements, the prospective VA must meet any of the following:

(a) For former members of the judiciary - must have been separated or retired from service for at least one (1) year from the date of application or invitation.

(b) For members and former members of the academe - must have at least three (3) years of teaching experience specializing in any of the following fields: labor law/industrial relations, human resource management, economics, psychology, sociology, occupational safety and health, or related fields.

(c) For lawyers not engaged in litigation practice - must have at least three (3) years of experience in labor law and labor and employment relations, including overseas employment.

(d) For Occupational Safety and Health (OSH) practitioners - must have at least three (3) years of relevant experience as well as an accreditation from the Department of Labor and Employment (DOLE) - Occupational Safety and Health Center (OSHC) or its recognized accreditation partners.

(e) For maritime industry professionals/practitioners - must have at least three (3) years of experience in the maritime industry, particularly on the terms and conditions of employment of seafarers.

(f) For other professionals as may be determined in appropriate regulations - must have at least three (3) years of practice of his/her profession.

(g) For former DOLE/National Labor Relations Commission (NLRC)/NCMB Officials - must have at least three (3) years of experience in labor relations, arbitration, or adjudication, and must have retired or have been separated from the service for at least one (1) year from the time of application or invitation.

(h) For applicants other than those specified herein - must have at least five (5) years of experience in labor-management relations.

Section 3. ***Documentary requirements for accreditation by invitation.*** The NCMB shall identify potential invitees based on the minimum and special requirements under Sections 1 and 2 of this Rule. Individuals, organizations, academic institutions, and other entities involved in labor law, labor and employment relations, and dispute resolution may also submit potential invitees to the NCMB for screening.

The invitation shall clearly state the basis for the offer of accreditation, the nature of work, and the duties, responsibilities, obligations, rights, and privileges attendant to the accreditation.

Invitees shall be required to submit a Letter of Interest and Acceptance with the following attachments:

(a) Updated resume including any special qualifications;

(b) Two (2) copies of 2 x 2" colored photo with white background; and

(c) Notarized Affidavit of No Conviction for a Crime Involving Moral Turpitude.

Section 4. *Documentary requirements for accreditation by application.* In addition to the minimum and special qualifications provided in Sections 1, 2 and 3 of this Rule, applicants shall submit the following documentary requirements to the NCMB or the appropriate RCMB:

(a) Letter of Interest;

(b) Photocopy of Diploma or any equivalent proof of graduation;

(c) Certificate of Employment, if applicable;

(d) Clearance/s from the National Bureau of Investigation, the Ombudsman, and the Sandiganbayan, if applicable; and

(e) Three (3) character references.

RULE IV
ACCREDITATION PROCEDURE

Section 1. *Procedure for Accreditation by Invitation.* The NCMB, by itself or upon the recommendation of third persons, may invite qualified individuals with demonstrated records of competence, probity, integrity, and established credentials to join the roster of VAs, taking into account the specific requirements or preferences contained in the relevant collective bargaining agreements (CBA). The person/s recommending the potential invitee shall provide documentation and information which shall be evaluated by the NCMB to ensure compliance with the minimum qualifications. Potential invitees may include retired members of the judiciary, lawyers, members of the academe, safety officers, and other qualified professionals.

The NCMB shall refer the documents and the results of the initial evaluation to the Tripartite Voluntary Accreditation Arbitration Advisory Council (TVAAC), which shall serve as the Screening and Evaluation Committee. The Screening and Evaluation Committee shall evaluate the supporting documents of the prospective invitee as well as the qualifications, competence, professionalism, integrity, and probity of the prospective invitee to ensure that only qualified individuals with exceptional expertise and proven track record are invited for accreditation. The Screening and Evaluation Committee shall submit its recommendations to the NCMB within ten (10) days from referral of the documents and the results of the initial evaluation.

If the TVAAC is unconstituted due to the expiration of the terms of the majority of its members or other grounds, the TVAAC Chairperson or acting Chairperson may constitute an *ad hoc* Screening and Evaluation Committee. The *ad hoc* Screening and Evaluation Committee shall be composed of the remaining TVAAC members, the NCMB Deputy Executive Director for Technical Services, the NCMB Director for Technical Services, and the President of the Philippine Association of Voluntary Arbitrators, Inc. (PAVA).

Upon satisfactory evaluation and recommendation of the TVAAC, the NCMB shall issue a letter-invitation containing the statement of purpose and legal basis for voluntary arbitration, the roles, responsibilities, and expectations of an Accredited Voluntary Arbitrator (AVA), as well as other accreditation requirements, and instructions for acceptance and compliance.

Invited individuals shall signify their acceptance in writing and submit the required documents prescribed under Rule III, Section 3 within the period provided in the letter invitation. Invited individuals shall be exempted from the interview and shall automatically be allowed to undergo the training on NCMB programs, procedural guidelines in the conduct of Voluntary Arbitration Proceedings, and the Code of Professional Responsibility of Accredited Voluntary Arbitrators, among others.

Section 2. *Procedure for Accreditation by Application.* Upon submission of the application, the following shall be observed:

(a) **Pre-screening of documents.** The NCMB, through the Voluntary Arbitration Division (VAD), shall review and evaluate all documents and information submitted for accreditation. Thereafter, it shall submit the results of its evaluation to the Screening and Evaluation Committee. If the TVAAC is unconstituted due to the expiration of the terms of the majority of its members or other grounds, the TVAAC Chairperson or acting Chairperson may constitute an *ad hoc* Screening and Evaluation Committee. The *ad hoc* Screening and Evaluation Committee shall be composed of the remaining TVAAC members, the NCMB Deputy Executive Director for Technical Services, the NCMB Director for Technical Services, and the PAVA President.

(b) **Interview by the Screening and Evaluation Committee.** Applicants who satisfy the requirements based on the validation conducted by the Screening and Evaluation Committee shall be eligible for an interview to assess their fitness and suitability.

Section 3. *Pre-Accreditation Program.* All endorsed applicants who pass the validation and screening process shall be required to undergo a Pre-Accreditation Program designed to equip them with the fundamental knowledge, skills, and value orientation necessary to effectively discharge their responsibilities and functions as an AVA. The training program shall be designed and conducted by the NCMB and shall cover fundamental subjects, as well as relevant topics or emerging trends determined at the time of the training.

Upon completion of the training, the NCMB shall administer a post-training examination. Only applicants who pass the examination shall be considered for accreditation and shall be duly informed of their examination results. Those who fail may re-apply and undergo the accreditation process again.

Section 4. *Exemption of former DOLE/NLRC Officials and members of the Judiciary.* Endorsed applicants who are former members of the judiciary or former DOLE or NLRC officials with relevant experience in arbitration and adjudication may be exempted by the NCMB Executive Director from the Pre-Accreditation Training and Post-Training Examination. However, they shall be required to undergo training on NCMB Programs, Revised Procedural Guidelines in the Conduct of Voluntary Arbitration Proceedings, and the Code of Professional Responsibility of Accredited Voluntary Arbitrators, among others.

Section 5. *Accreditation Authority.* The Screening and Evaluation Committee shall submit its assessment to the NCMB Executive Director, who shall act as the Accreditation Authority. The Accreditation Authority shall make the final determination and

approve the accreditation of the new AVAs within ten (10) days from its receipt of the assessment results submitted by the Screening and Evaluation Committee.

Invitees shall be considered as AVAs of the NCMB upon completion of the training on NCMB Programs, Revised Procedural Guidelines in the Conduct of Voluntary Arbitration Proceedings, and the Code of Professional Responsibility of Accredited Voluntary Arbitrators, among others.

RULE V
ROLL OF ACCREDITED VOLUNTARY ARBITRATORS

Section 1. Roll of Accredited Voluntary Arbitrators. Invitees and applicants who have been granted accreditation shall be issued Certificates of Accreditation bearing their Accreditation Number.

All AVAs shall take their Oath of Office before the Secretary of the Department of Labor and Employment or his/her duly authorized representative and shall sign the Roll of Accredited Voluntary Arbitrators.

Once accredited, AVAs may serve in any region, provided that they undertake to hold/attend the proceedings and conferences in the said region, whether physically or online, as may be agreed upon by the parties. However, for purposes of administrative supervision, the AVAs shall be enrolled in the list of AVAs in the region where they reside.

RULE VI
ACTIVE STATUS OF ACCREDITED VOLUNTARY ARBITRATORS

Section 1. *Active Status.* The NCMB, in the exercise of its administrative and regulatory functions over the AVAs, shall maintain and publish online a list of AVAs in active status. Only AVAs in active status shall be included in the list disseminated to labor and management for purposes of selection and appointment. The VAD shall regularly update and maintain the list of AVAs in active status.

To remain in active status, AVAs must participate in the Continuing Education Seminar for AVAs (CESAVA).

Section 2. *Inactive Status.* An AVA who fails to participate in two (2) consecutive CESAVAs shall be placed on inactive status.

Section 3. *Continuing Education Seminar.* There shall be a continuing education seminar for all AVAs, to be conducted by the NCMB at least once every year.

Section 4. *Re-activation of Status.* An AVA placed on inactive status may request for reinstatement of active status by submitting a written letter to the NCMB along with actual attendance and completion of the next scheduled CESAVA.

RULE VII
RENEWAL OF ACCREDITATION

Section 1. *Requirements for renewal.* The accreditation of all AVAs accredited pursuant to this Rules shall be valid for five (5) years from the date of issuance and may be renewed upon compliance with the following requirements:

(a) Submission of the documentary requirements:

(1) Letter of intent to renew accreditation;

(2) Updated resumé; and

(3) List of all PAVA and NCMB activities attended or participated in for the last five (5) years.

(b) No pending delisting or de-accreditation procedure initiated against the AVA.

(c) Non-commission of any of the grounds for delisting under Rule VIII, Section 2 and de-accreditation under Rule IX, Section 3.

All AVAs accredited prior to the effectivity of this Rules shall continue to be recognized as AVAs for a period of five (5) years from the date of effectivity of this Rules. Upon the expiration of such period, they shall be required to renew their accreditation in accordance with this Rules.

Section 2. *Period of renewal.* Any AVA seeking renewal shall submit the requirements at least sixty (60) calendar days prior to the expiration of his/her accreditation to the NCMB through the RCMB where he/she is enlisted. Applications received by the RCMBs shall be endorsed to the NCMB within seven (7) working days from receipt thereof.

The NCMB shall review and evaluate the application and submit its recommendations to the TVAAC for final action or decision. Thereafter, the AVA shall be notified in writing of the result of the application.

Pending approval of the application for renewal, the AVA shall continue to discharge his/her duties as an active AVA.

Section 3. *Effects of Non-Renewal.* All AVAs whose accreditation is not renewed, except on the ground provided under Rule VIII, Section 2(b), shall be immediately removed from the NCMB Roster of Accredited Voluntary Arbitrators and shall cease to handle all voluntary arbitration cases, including those already pending before them.

An AVA whose accreditation is not renewed on the ground provided under Rule VIII, Section 2(b) of this Rules may continue to resolve pending cases, subject to the agreement of both parties, within the prescribed extension period. In the absence of such agreement, an Alternate VA shall be appointed in accordance with the existing rules and regulations.

Section 4. *Effectivity of Renewal of Accreditation.* Renewal of accreditation shall take effect the day immediately following its expiration. In the event that the renewal of accreditation is approved after the expiration, such renewal shall retroact to the date after the expiration, provided that the application has been filed within sixty (60) days prior to the expiration.

RULE VIII
DELISTING OF ACCREDITED VOLUNTARY ARBITRATOR

Section 1. *Delisting.* Delisting refers to the process whereby an AVA is temporarily removed from the list of AVAs.

An AVA may be delisted from the roll of AVAs upon his or her written request. In such a case, the AVA shall inform the NCMB in writing of the cases pending before the AVA, if any, and ensure the disposition of the cases before a clearance is issued by the RCMB concerned. Where the AVA is unable to dispose of the pending cases, the AVA shall refer these cases to the RCMB Director for reassignment to other AVAs.

An AVA may likewise be delisted under any of the grounds enumerated in Section 2 hereof.

Section 2. *Grounds for Involuntary Delisting.* An AVA may be delisted upon appointment to a government plantilla position which requires more full-time attention and/or which might create a conflict of interest.

Further, an AVA may also be delisted on any of the following grounds:

(a) Continuous and consistent display of lack of interest, as evidenced by failure to attend national and chapter assemblies of PAVA and CESAVA conducted by the NCMB or refusal to accept invitations for speakership;

(b) Delay of three (3) months or more, after the lapse of the PCT or the agreed period, in rendering decisions in at least three (3) cases;

(c) Refusal to accept VA appointments without valid or justifiable reasons, on two (2) consecutive occasions;

(d) For sole AVAs appointed by NCMB, demanding voluntary arbitration fees in excess of the subsidy fees prescribed by the TVAAC; and

(e) Failure to comply with laws, rules, directives, or issuances of DOLE, NCMB, and TVAAC.

Section 3. *Manner of Delisting.* An AVA may be delisted on account of a complaint. The NCMB has the authority to initiate *motu proprio* delisting proceedings under paragraph 2, Section 2 of this Rule.

Section 4. *Who May File.* Any interested party aggrieved or affected by any act of omission of an AVA may file a Complaint in accordance with this Rules.

Section 5. *Where To File.* The Complaint shall be filed with the NCMB. If the Complaint is filed at the RCMB, the Branch Director shall immediately forward it to the NCMB. In all instances, the NCMB shall furnish the concerned AVA or AVAs with a copy of the Complaint.

Section 6. *Form and Contents.* Except when initiated by the NCMB, the Complaint shall be verified, in writing, under oath, in triplicate copies, and shall contain the following:

(a) Full name and address of the Complainant;

(b) Full name of the AVA or AVAs complained of;

(c) A narration of alleged acts or omissions complained of;

(d) Certified true copies of documentary evidence and affidavits of witnesses, if any; and

(e) Certification or statement of non-forum shopping.

Section 7. *Action on the Complaint.* Within ten (10) calendar days from receipt of the Complaint, the NCMB shall:

(a) Dismiss outright any Complaint found to be insufficient in form or substance and shall notify the Complainant in writing of such dismissal.

(b) If the Complaint is found sufficient in form and substance, convene the Delisting Committee for the conduct of an investigation to determine if a violation of any of the acts in Rule VIII, Section 2 of this Rules has been committed.

Section 8. *Motu Proprio Proceedings.* The NCMB may *motu proprio* convene the Delisting Committee to conduct a full-blown investigation against an AVA. A Notice shall be furnished to the AVA subject of the investigation.

Section 9. *Action by the Delisting Committee.* The Delisting Committee shall:

(a) Examine the Complaint and other pertinent documents and ensure the following:

(1) The presence of any of the grounds for delisting, as provided under Rule VIII, Section 2 has been established;

(2) The procedure for delisting has been duly observed;

(3) Due process has been accorded the AVA or AVAs complained of; and

(4) The merits of the Complaint have been sufficiently established and proven.

(b) Require the AVA or AVAs complained of to submit, under oath, a verified Comment within a non-extendible period of five (5) calendar days.

(c) Conduct a maximum of two (2) clarificatory hearings within five (5) calendar days from receipt of the verified Comment and require submission of additional documents and/or pleading, as may be deemed necessary.

(d) Deliberate on and submit its Report and Recommendation to the Accreditation Authority, within fifteen (15) calendar days from receipt of the Verified Comment or from the termination of the clarificatory hearings, as may be applicable.

Section 10. *Action by the Accreditation Authority.* The Accreditation Authority may convene the Delisting Committee for a meeting to discuss the decision. Following the deliberation, the Accreditation Authority shall decide whether to adopt or set aside the decision of the Delisting Committee.

The Accreditation Authority shall issue a Notice, implementing or setting aside the decision of the Delisting Committee within five (5) calendar days from the date of the meeting.

Section 11. *Effects of Delisting.* Delisting of an AVA shall have the following effects:

(a) Temporary removal of the name of the AVA from the list of active AVAs; and

(b) Ineligibility to accept and handle voluntary arbitration cases during the period of delisting.

Notwithstanding the foregoing, the AVA shall continue to handle and resolve all pending cases within the prescribed Process Cycle Time (PCT). If the PCT has already lapsed, the AVA shall be allowed an extended period of 90 calendar days to dispose of all the cases. Failure to comply shall constitute a ground for de-accreditation.

Section 12. Reinstatement of AVA. A delisted AVA may be reinstated under the following circumstances:

(a) An AVA who has been voluntarily delisted shall be reinstated upon the submission of a letter expressing his/her intention to be reinstated together with his/her updated curriculum vitae.

(b) An AVA delisted by reason of appointment to a government position shall be reinstated upon notification to the NCMB of his/her separation from government service, subject to confirmation by the NCMB.

(c) Except in cases covered under Section 2(b) of this Rule, delisting may be lifted upon submission by the AVA of a written undertaking stating his/her willingness to fully comply with the requirements or to rectify the ground/s that led to his/her delisting, within a reasonable period of time, subject to the approval of the Accreditation Authority.

RULE IX
DE-ACCREDITATION

Section 1. *De-Accreditation.* De-accreditation refers to the permanent withdrawal of the grant of accreditation as an AVA. Once de-accredited, the AVA shall be perpetually disqualified from applying for, or being invited to, future accreditation as a VA.

Section 2. *Manner of De-accreditation.* An AVA may be de-accredited on account of a complaint. The NCMB likewise has the authority to initiate *motu proprio* de-accreditation proceedings.

Section 3. *Grounds for De-accreditation.* The following are the grounds for De-accreditation:

(a) Misrepresentation or falsification in the documents submitted to support the accreditation;

(b) Willful violation of the terms and conditions of accreditation;

(c) Willful disregard to comply with the order to dispose of pending cases even after the lapse of the three (3) month extension period;

(d) Violation of the Code of Professional Responsibility for Accredited Voluntary Arbitrators, particularly:

d.1. Failure to observe and maintain the moral, ethical and professional standards of the Office;

d.2. Soliciting cases;

d.3. Failure to decline an appointment or selection when there is a conflict of interest or any other justifiable reason to recuse himself/herself from accepting the appointment, unless there is full disclosure and the parties agreed to continue with the appointment or selection; or

d.4. Failure to disclose pecuniary interest with either of the parties or their counsel involved in the case.

(e) Soliciting or receiving, whether expressly or impliedly, any amount of money or gifts of value from any of the parties to a case, whether pending or has already been fully executed;

(f) Any act of ambulance chasing or any involvement in the conspiracy to commit ambulance chasing as penalized under Republic Act No. 10706 or the Seafarers Protection Act;

(g) Conviction of a crime involving moral turpitude;

(h) Repeated refusal or failure to comply with laws, rules, directives, or issuances of DOLE, NCMB, and TVAAC; or

(i) Having been involuntarily delisted pursuant to an Order by the NCMB for at least two (2) occasions.

Section 4. *Who may File.* Any interested party aggrieved or affected by any act of omission of an AVA may file a Complaint in accordance with this Rules

Section 5. *Where to File.* The Complaint shall be filed with the NCMB. If the Complaint is filed at the RCMB, the Branch Director shall immediately forward it to the NCMB. In all instances, the NCMB shall furnish the concerned AVA or AVAs with a copy of the Complaint.

Section 6. *Form and Contents.* Except when initiated by the NCMB, the Complaint shall be verified, in writing, under oath, in triplicate copies, and shall contain the following:

(a) Full name and address of the Complainant;

(b) Full name of the AVA/AVAs complained of;

(c) A narration of alleged acts or omissions complained of;

(d) Certified true copies of documentary evidence and affidavits of witnesses, if any; and

(e) Certification or statement of non-forum shopping.

Section 7. *Action on the Complaint.* Upon receipt of the Complaint, the NCMB shall:

(a) Dismiss outright any Complaint found to be insufficient in form or substance and shall notify the Complainant in writing of such dismissal; or

(b) If the Complaint is found sufficient in form and substance for violation of any of the acts in Rule IX, Section 3 of this Rules, endorse the Complaint to the PAVA for the commencement of a full-blown investigation. Copies of said Notice shall be furnished to the Complainant and the AVA complained of.

Section 8. *Motu Proprio Proceedings.* The NCMB may *motu proprio* issue a Notice of Endorsement of the Complaint to the PAVA for the commencement of a full-blown investigation against an AVA. A Notice shall be furnished to the AVA subject of the investigation.

Section 9. *Action by the PAVA.* The PAVA shall:

(a) Require the AVA/s complained of to submit, under oath, a verified Comment within a non-extendible period of ten (10) calendar days;

(b) Conduct a maximum of two (2) clarificatory conferences within ten (10) calendar days from receipt of the Comment, if deemed necessary;

(c) Conduct a fact-finding investigation; and

(d) Submit its Report and Recommendation, containing its findings, conclusions, and recommendations, to the De-Accreditation Committee within thirty (30) calendar days from the termination of the clarificatory conference. If no Report and Recommendation is submitted within the prescribed period, the De-Accreditation Committee shall proceed with the resolution of the case based on the available records.

Section 10. ***Review by the De-Accreditation Committee.*** The De-Accreditation Committee shall:

(a) Examine the Complaint and other pertinent documents and ensure the following:

(1) The presence of any of the grounds for de-accreditation, as provided under Rule IX, Section 3 of this Rules;

(2) The procedure for de-accreditation has been duly observed;

(3) Due process has been accorded the AVA/s complained of; and

(4) The merits of the Complaint have been sufficiently established and proven.

(b) Require the AVA/s complained of to submit, under oath, a verified Answer within a non-extendible period of ten (10) calendar days.

(c) Conduct a maximum of two (2) clarificatory hearings within ten (10) calendar days from receipt of the Verified Answer and require submission of additional documents and/or pleadings, as it may deem necessary.

(d) Submit its Report and Recommendation to the Accreditation Authority within fifteen (15) calendar days from receipt of the Verified Answer or from the termination of the clarificatory hearings, as may be applicable.

Section 11. ***Action by the Accreditation Authority.*** The Accreditation Authority may convene the De-Accreditation Committee to deliberate on the decision. Following such deliberation, the Accreditation Authority shall decide whether to adopt or set aside the decision of the De-Accreditation Committee.

The Accreditation Authority shall issue a Notice, implementing or setting aside the decision of the De-Accreditation Committee within five (5) calendar days from the date of the meeting.

Section 12. ***Appeal.*** An aggrieved AVA may file an appeal with the Secretary of Labor and Employment within ten (10) calendar days from receipt of the decision of the Accreditation Authority. The appeal shall be based solely on grounds of gross error in the appreciation of facts or violation of this Rules.

The decision of the Secretary shall be final and immediately executory and shall not be subject to a Motion for Reconsideration.

RULE X
DELISTING AND DE-ACCREDITATION COMMITTEES

Section 1. ***Composition.*** The NCMB Executive Director shall constitute a three-person Delisting or De-Accreditation Committee, as the case may be, to be headed by the TVAAC Commissioner representing the government sector. The Committee shall include one (1) Commissioner representing workers and one (1) Commissioner representing employers as members.

In case the TVAAC is unconstituted, the NCMB Executive Director shall form an *ad hoc* Committee consisting of the NCMB Deputy Executive Director for Technical Services, NCMB Director for Technical Services, and NCMB Regional Director as the case may be.

In case of TVAAC members are incomplete, the NCMB Executive Director shall appoint the NCMB Deputy Executive Director for Technical Services and/or NCMB Director for Technical Services, as the case may be, to complete the required composition of the *ad hoc* Committee. In appointing the member/s, the NCMB Executive Director shall ensure a balanced sectoral representation.

RULE XI
CENTRALIZED RECORDING

Section 1. *Maintenance of Records.* All records pertaining to Accreditation, Renewal, Delisting and De-Accreditation proceedings shall be centrally maintained by the NCMB. All records, including pertinent documents, shall be submitted to and consolidated at the NCMB through the VAD.

RULE XII
FINAL PROVISIONS

Section 1. *Transitory Provision.* All cases for delisting and de-accreditation pending or filed before the effectivity of this Rules shall continue to be governed by TVAAC Resolution No. 01, Series of 2017.

Section 2. *Confidentiality of proceedings.* All pieces of information, documents, records, and proceedings obtained, submitted, or generated in connection with this Rules shall be treated as strictly confidential. AVAs, applicants, evaluators, and any other parties involved in the process shall not disclose, reproduce, or use such information for purposes other than those directly related to the intended process herein, except as required by law or authorized in writing by the NCMB.

Section 3. *Separability Clause.* If any part, section, or provision of this Rules shall be held invalid, the other provisions not affected by such declaration shall remain in full force and effect.

Section 4. *Repealing Clause.* All policies, issuances, rules, regulations, agreements and resolutions inconsistent with the provisions of this Rules are hereby repealed or amended to conform accordingly.

Section 5. *Effectivity.* This Rules shall take effect fifteen (15) days after publication in one (1) newspaper of general circulation.

Manila, Philippines, 12 OCT 2026 2026.

FRANCIS N. TOLENTINO
Secretary