

Coal plant,
from SI/1

Broken down, 4,030 MW will be in Luzon, 80.25 MW are in Visayas and 52.50 MW are in Mindanao.

About 1,224.655 MW will begin operations within the second quarter, while 1,352.167 MW will go online in the third quarter and 1,571.154 MW by yearend.

At present, 161.20 MW of these committed projects are now in full commercial operation, while 835.888 MW are under the commissioning and testing stage.

The DoE said these power projects are a combination of both renewable energy and conventional power plants and even liquefied natural gas (LNG) powered plants.

The higher-than-expected temperatures this summer months caused hydropower plants to run on derated capacities, the Institute for Climate and Sustainable Cities (ICSC) said.

YELLOW ALERT

On Thursday, a yellow alert status was raised over the Luzon and Visayas power grids for the eighth time this month, the National Grid Corp. of the Philippines (NGCP) said.

The Energy department said yellow alert will continue affecting the country's main grids until next month due to higher-than-expected temperatures and rising power demand.

According to the grid operator's advisory, a yellow alert was raised over Luzon from 1-5 p.m. and 7-11 p.m. as 19 power plants are still on forced outage while one power plant is running on derated capacity. This resulted in the unavailability of 1,424.3 MW to the grid.

Of the 19 power plants, NGCP said that four have been offline since last year, while three were on forced outage since January. Twelve plants have been on forced outage since April.

Yellow alerts are issued when the supply available to the grid falls below a designated safety threshold. If the supply-demand balance deteriorates further, a red alert is declared.

Luzon's power demand on Thursday reached 13,941 MW against available capacity of 14,568 MW.

Visayas power grid was also placed under yellow alert from 1-4 p.m., 6-7 p.m., and 8-9 p.m. due to the unavailability of 670.8 MW to the grid.

A total of 24 power plants are offline in Visayas, while 12 are running on derated capacities.

Lueningning G. Baltazar, assistant director of the DoE's Electric Power Industry Management Bureau, said Luzon has already breached the projected peak demand for the year.

Data provided by the DoE showed Luzon hit a peak demand of 14,016 MW on Wednesday against a projected peak demand of 13,917 MW this year. Peak demand in Visayas and Mindanao on Wednesday hit 2,586 MW and 2,534 MW, respectively. Visayas and Mindanao have a projected peak demand of 2,891 MW and 2,584 MW, respectively, for the year.

Energy Undersecretary Rowena Cristina L. Guevara said more yellow alerts, and possibly red alerts are expected until May.

The Energy Regulatory Commission (ERC) said it has already called on six power generation companies to explain the recent power plant outages.

"The ERC expects to have preliminary findings by the first week of May to determine whether show cause orders need to be issued to the relevant stakeholders, in view of possible violations of outage allowances," ERC said in a statement.

The power regulator declined to identify the six power generating plants as its investigation is still ongoing.

"The Commission is diligently studying additional measures we can put in place under this extraordinary increase in demand, as a result of the effects of El Niño, and unavailability of supply or reserves," ERC Chairperson Monalisa C. Dimalanta said.

The ERC said it is also monitoring the price of the Wholesale Electricity Spot Market (WESM) as the spot market prices climbed 47% this week.

"While we are completing our investigation on the outages, we are not losing sight of the fact that consumers — households and businesses alike — will bear the brunt of unavailable supply and/or high WESM prices. That is why, early on, we have emphasized to distribution utilities the importance of contracting for power supply to at least avoid exposure to price spikes in the WESM," Ms. Dimalanta said.

Last year, the ERC said it had imposed a total of P60 million worth of penalties against generation companies for breaching the allowable number of outage days.

Integrating AI into hiring processes

By **Dannah Majocon**

WE are in a very interesting stage in the evolution of the workplace, with the various generations working cohesively together. You have your boomers, Gen Xers, millennials, and Gen Zs. In response to the diverse needs and varying levels of advancement among these groups, we have seen countless business

processes follow suit. From highly automated operations to artificial intelligence (AI)-assisted tasks, the landscape has undergone a remarkable transformation, one that we all saw coming.

The hiring process is no stranger to this change as we see more hirers embrace the hybrid approach and utilize technological advancements while integrating face-to-face interactions. We have seen how these digital tools

have made recruitment processes more efficient, if not quick.

Likewise, jobseekers' perspectives have also changed. We've observed in the past years that Filipino candidates are increasingly valuing factors beyond mere salary. They're now considering other factors in order to stay happy and healthy in a role. In our Future of

Work Report, work arrangements, social responsibilities, DE&I efforts (diversity, equity, and inclusion), and other benefits are impacting candidate affinity, especially for younger jobseekers.

FULL STORY



Read the full story by scanning the QR code with your smartphone or by typing the link <tinyurl.com/26fhma2x>

Dannah Majocon is the managing director, Philippines, of JobStreet by SEEK.

OPINION

Low-cost options to celebrate worker achievements

Without spending much money, how do we celebrate promotions and performance milestones in the company? What would be the best way of doing it? — *Lemon Lime*

A cost-effective way of celebrating significant worker accomplishments is by having, first and foremost, an objective and clear-cut performance management policy. That's a universal standard. If you don't have it, bypassed workers and other aggrieved people will surely malign any modest or elaborate celebration you may put up.

In other words, your first consideration is to have a strong policy that may or may not include a celebration protocol matching the company's budget.

Successful companies understand the value of a reward system that attracts the people they want in the long term. They hire only those who fit into their culture and their own style for a reason. But that's not all. In general, they follow certain philosophies that are often ignored in other organizations. These are:

Above-industry average pay package. They want their high-potential workers to be paid high salaries and extraordinary benefits that go beyond industry practice. That's why they are keen in following the latest developments in and out of the industry.

Promotion from within. They develop workers so they can be promoted as soon as the need arises. It is good business sense to promote people from within as it is expensive to hire outsiders. At the same time, it demoralizes incumbents.

Job Security. Job security is an inexpensive way to improve employee morale and productivity. Job security is sacrosanct, unless companies are suffering from serious, irreversible losses.

Sharing the profit. This can be called in so many ways like a productivity gain-

sharing scheme, profit-sharing, or a stock ownership plan. Whatever you call it, what's important is to link the reward to employee accomplishment and productivity.

Empowerment. Allowing employees to participate in problem-solving and decision-making is not only a universal principle, but makes practical business sense. Management cannot do everything. Therefore, it's best to engage people by listening to their ideas.

BUDGET STRATEGIES

Now that we're done with the fundamentals, your next approach is to celebrate the big wins with certain inexpensive strategies that should make the experience memorable. For convenience, let's call these people "high achievers":

One, put up standee banners of high achievers. People love to see their names and photos up there in the company's main lobby and cafeteria. Do this every month to foster internal competition, highlighting the work of teams and individual workers. It is imperative that their accomplishments be singled out.

Two, allow flexibility in the high achievers' schedules. If possible, allow them to choose their work hours. The whole idea is to continue focusing on results, rather than physical presence in the office. This may include work-from-home schemes or flextime.

Three, encourage high achievers to be their own bosses. This is related to number two. This means allowing them to work outside of the rigid constraints of the organization, if only to cultivate their creativity. This must be subject to certain limitations.

Four, feature the work of high achievers' in the company newsletter. Likewise, highlight their achievements via the intranet or similar platforms where other workers can emulate them. Having this on record perpetuates their work as good examples.

IN THE WORKPLACE
REY ELBO

ELBONOMICS:
Motivating people need not be expensive.

Five, recommend the high achievers to foreign scholarships. There are many weeklong programs that are fully-funded by multilateral agencies. These include the Japan-based Asian Production Organization and Asian Overseas Technical Scholarship.

Six, assign high achievers to be subject matter speakers. This is related to number five above. Have them share what they learned from attending management programs in other countries and identify all possible opportunities or network that may come out of it.

Last, allow the high achievers to choose their assignments. This gives them opportunities to learn and perform other tasks in other departments for one to two years so they can be strong candidates for higher posts in the future.

MORE THAN A PAYCHECK

The above list is incomplete. They are mere examples. You can create your own path to match the culture and resources of your organization. However, you must remember that the work environment and the degree to which it is being nurtured by management may either enable or inhibit people in getting their work done.

It could be as simple as sprucing up a drab workplace, which can make a big difference. Also, protecting workers from an and unhealthy environment is equally important. It may cost the organization little money, but it will be resources very well spent.

In general, energizing people need not be expensive. They want to be treated kindly. That may sound obvious, but you'll wonder why a lot of employers don't understand it. My hope is that with this advice, you will come to believe that what and how you communicate with your workers is as important as what you pay them.

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