

**[ POEA MEMORANDUM ORDER NO. 11 S. 1984,  
October 15, 1984 ]**

**IMPOSITION OF PERFORMANCE BOARD**

In accordance with the POEA regulation embodied in Memorandum order No. 2 Series of 1983, this Administration hereby reaffirms its policy on the imposition of a Performance Bond on all departing contract workers to guarantee the faithful compliance of their employment contracts. However, to enable the Performance Bond to adequately cover the cost of a return airfare from worksite, the Performance Bond coverage is hereby increased from P10,000.00 to a maximum of P20,000.00.

Relative to this policy, the availment of the Reserve Travel Fund (RTF) previously allowed as provision in the employment contract for the purpose of defraying the return fare of the worker in case of non-completion of contract, shall, in all cases not be imposed on the worker by the agency/contractor or the principal/employer. In lieu of this, the provision on the availment of the Performance Bond shall be provided as part of the employment contract.

Previously issued circulars, instructions or orders inconsistent with this issuance is hereby modified or revoked accordingly.

The Market Development & Placement Office, this Administration, is hereby directed to implement this Order effective immediately.

Adopted: October 15, 1984

(SGD.) PATRICIA A. STO. TOMAS  
*Administrator*

Re-issued: February 18, 1992

(SGD.) JOSE N. SARMIENTO  
*Administrator*



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