MEMORANDUM

FOR: **All department heads & chairs, All faculty, All non-teaching staff, and All Students**

DATE: 23 January 2026

FROM: **NIÑO ISMAEL S. PASTOR, MD, PHSAE, DRDM, PASCOM**
Adviser, CHRI – GCM

NOTED BY: **JASON HAROLD YU, MD**
Chief Executive Director

APPROVED BY: **ATTY. JOSEPH M. BADUEL**
Vice President for Operations

SUBJECT: **Protection of REC Members from Unjust Removal and Safeguarding Tenure of Research Ethics Committee (REC) Members**

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In compliance with the latest regulation by the Philippine Health Research Ethics Board (PHREB) this memo is issued to protect and safeguard the tenure of the pioneer members of GCMs REC (REC).

- REC members are appointed for a fixed term of office to ensure continuity and independence in oversight.
- Members shall not be removed from their positions before the expiration of their term except for just cause.
- Just cause may include, but is not limited to, misconduct, violation of organizational policies, or inability to fulfill designated duties.
- The removal process must be taken up during an REC administrative meeting that is transparent, fair, and consistent with established organizational procedures.
- Protecting the tenure of REC members is essential to maintaining the committee's independence and the credibility of its decisions.

All stakeholders are expected to respect and uphold these principles, ensuring a fair and secure environment for REC members to perform their duties.