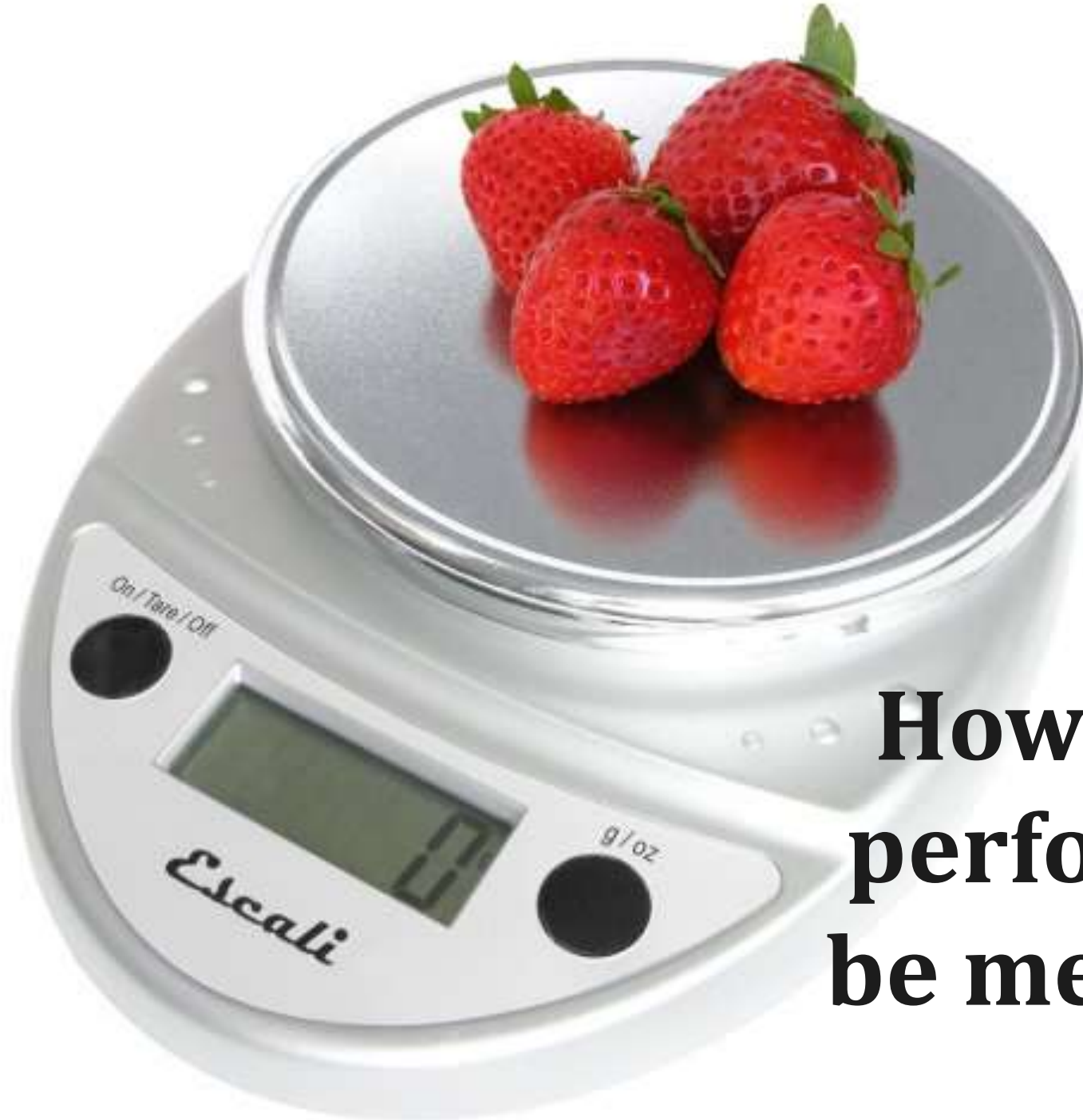




The Strategic Performance Management System

DIRECTOR AZUCENA PEREZ-ESLETA
Civil Service Commission

July 23, 2015



**How should
performance
be measured?**

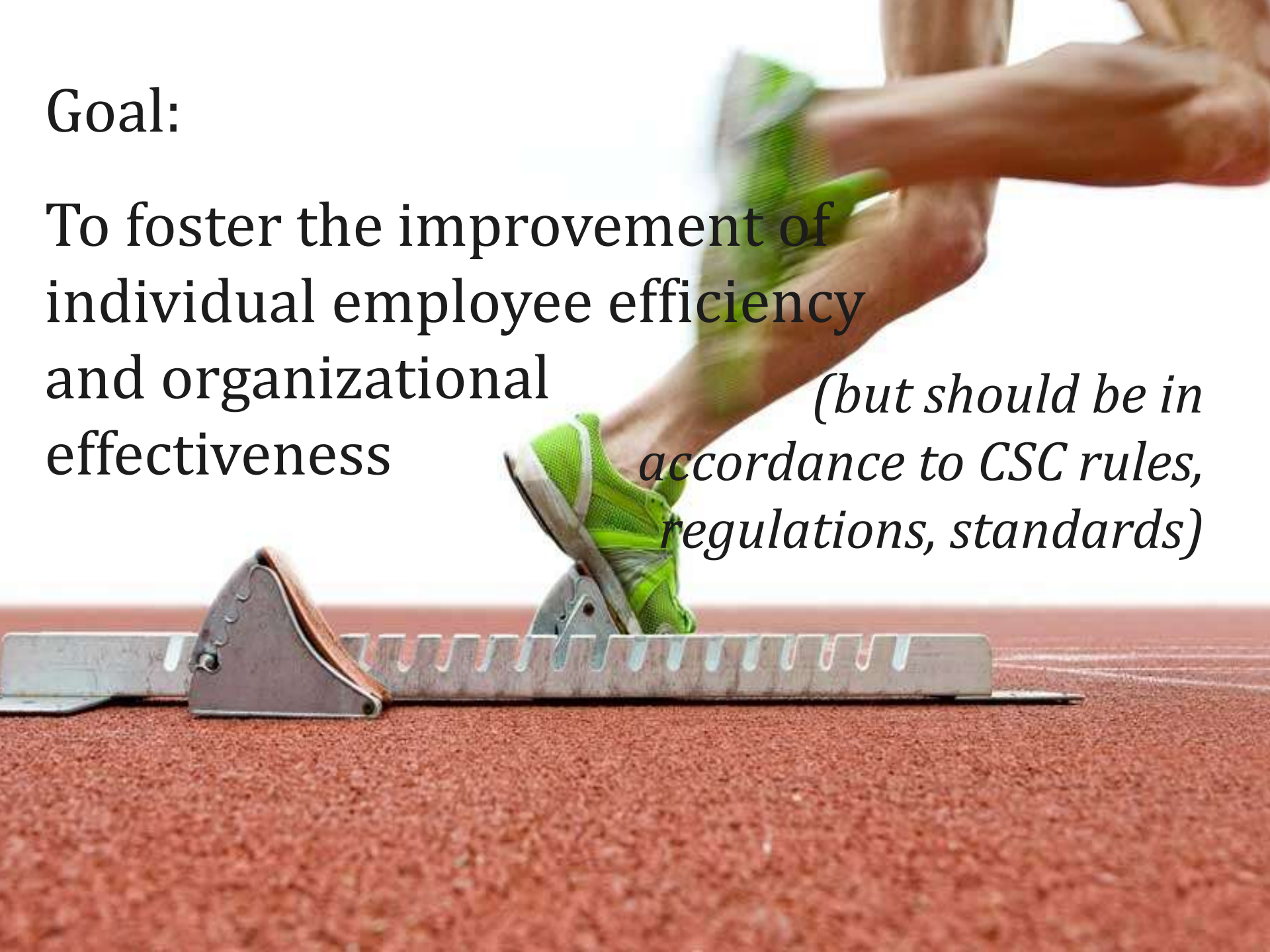
Measuring performance:

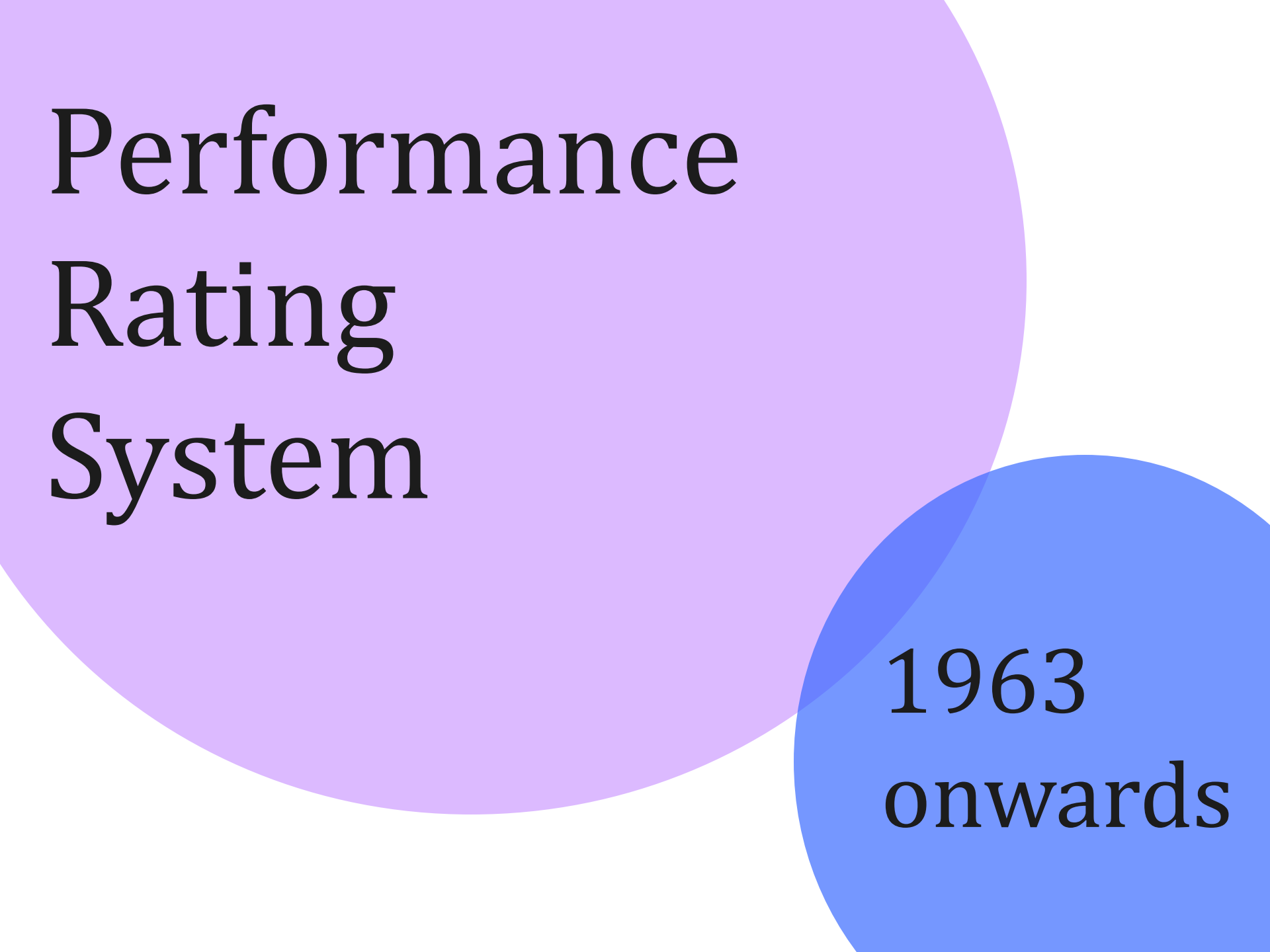
- to weed out bad performers
- to avoid performance rut
- to make pay or incentives complementary to quality of performance
- to facilitate developmental breakthroughs

Goal:

To foster the improvement of individual employee efficiency and organizational effectiveness

(but should be in accordance to CSC rules, regulations, standards)





Performance Rating System

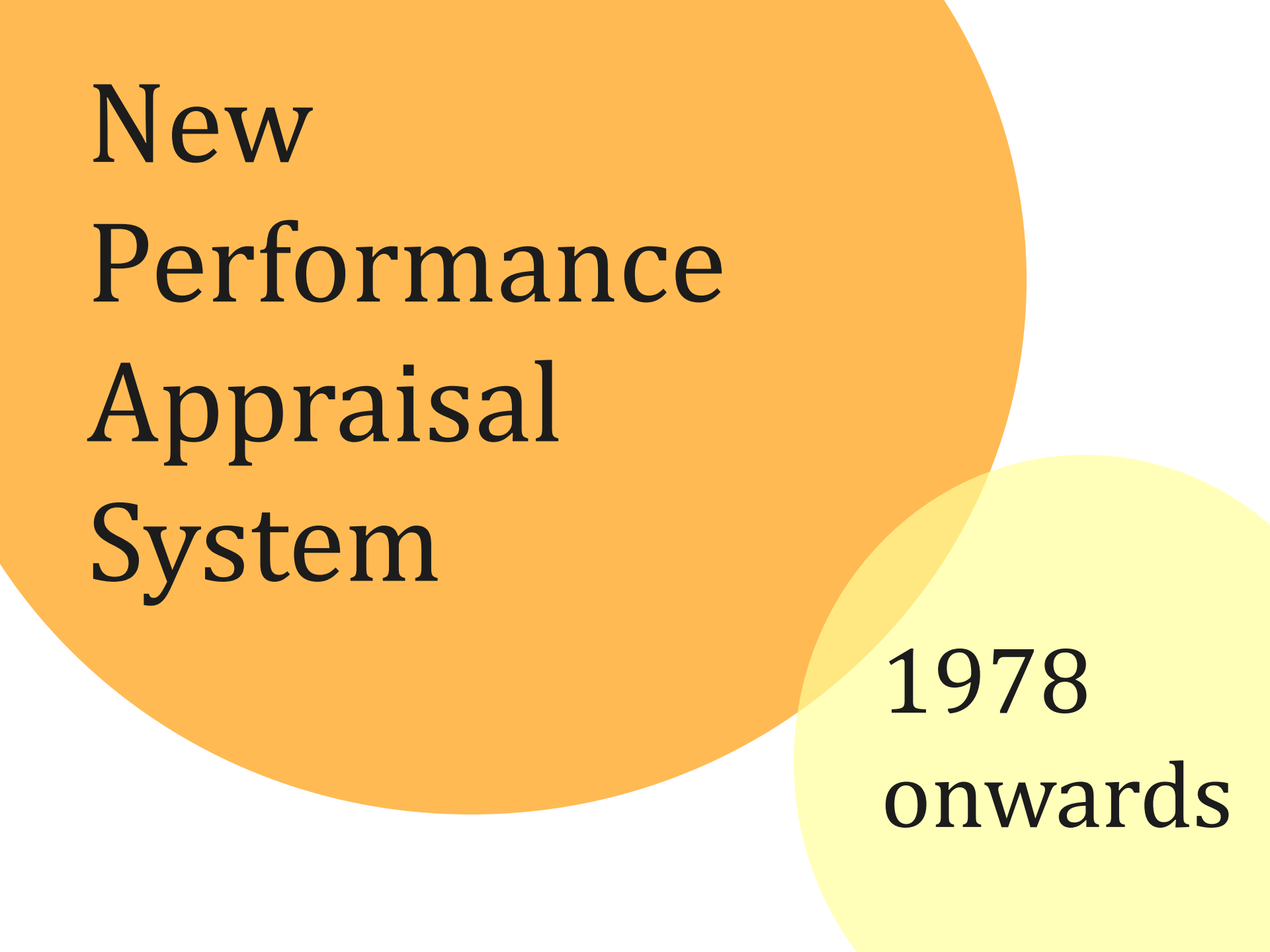
1963
onwards

Input-
oriented

Relied on
supervisors'
rating



"If you exclude job performance, you're doing quite well."



New Performance Appraisal System

1978
onwards

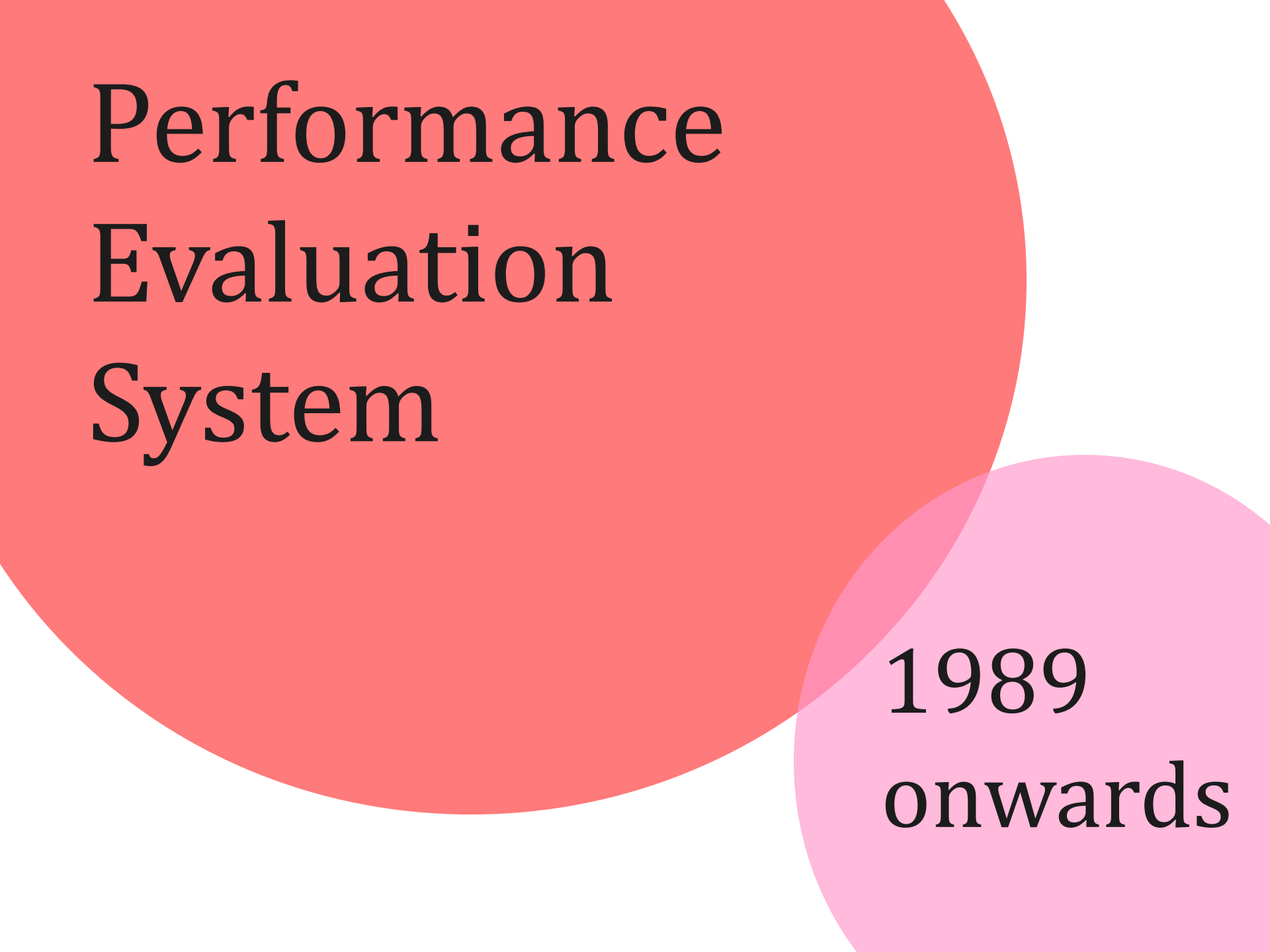
Output-oriented

More flexible

But what's the significance of my work?



"For now I'm giving it my stamp of let's wait and see."



Performance Evaluation System

1989
onwards

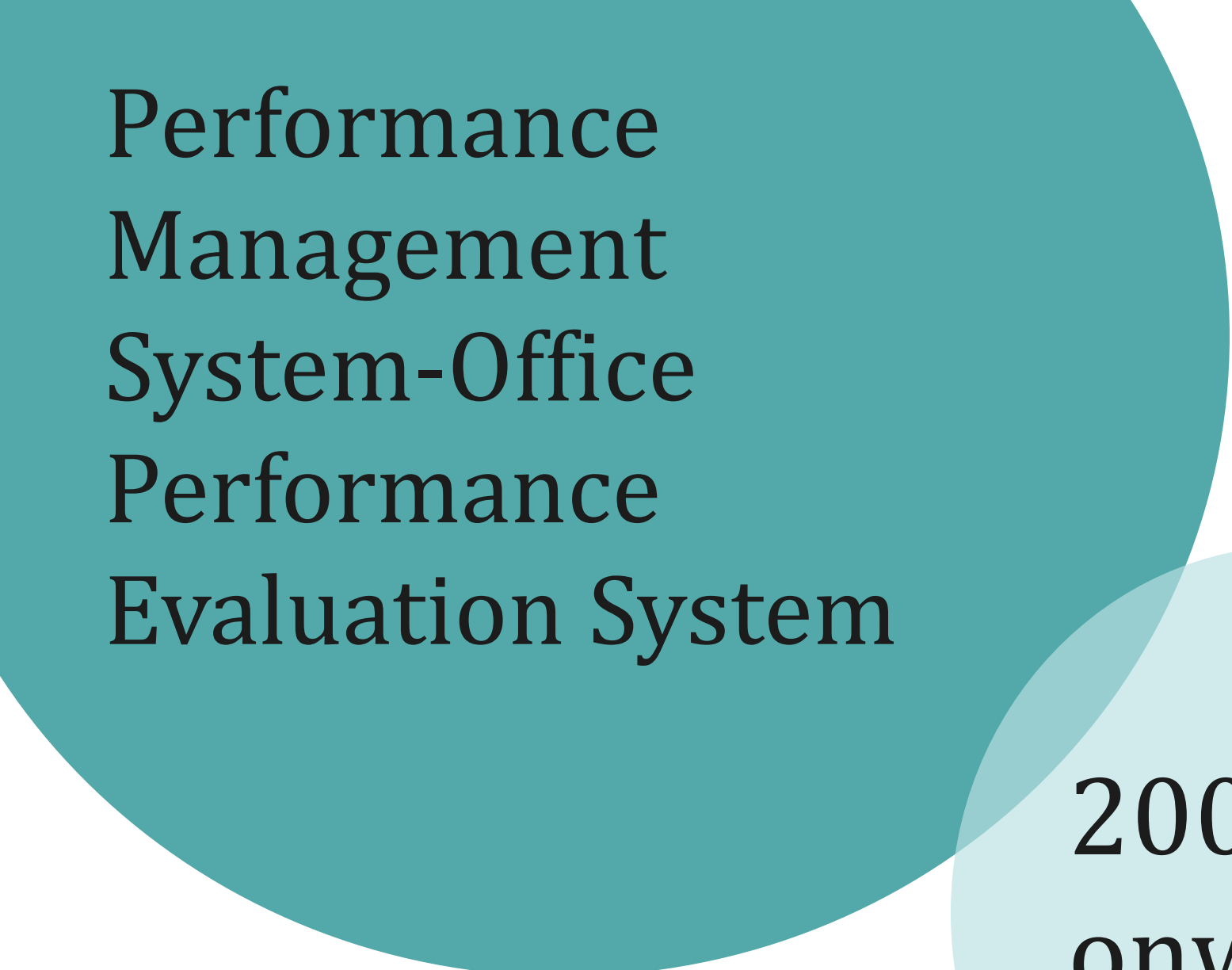
individual-
centered

dissatisfaction
with ratings

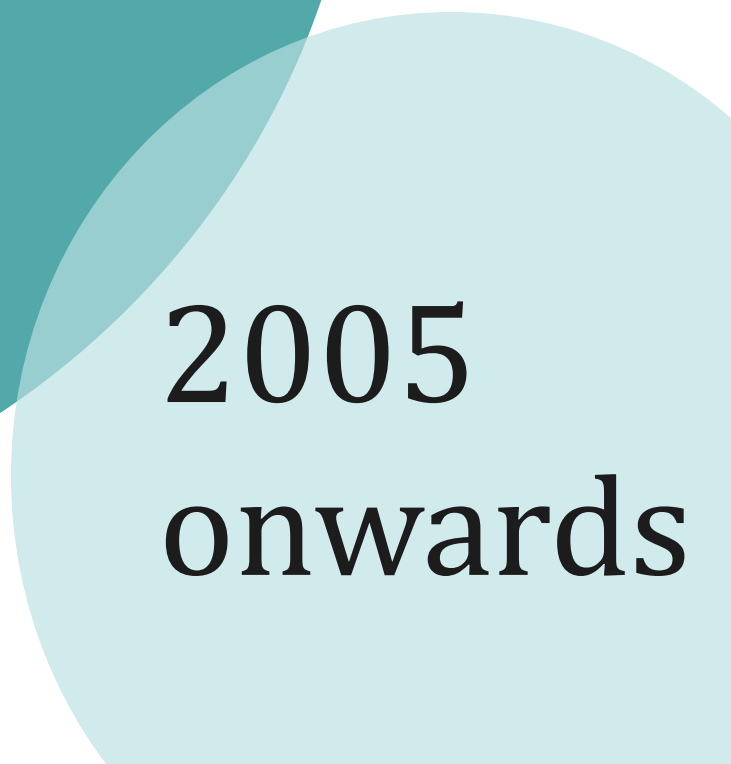
I'm still
a bit lost!



"There is no *I* in *TEAM*. But there is an *M* and an *E* and that spells *ME!*"



Performance
Management
System-Office
Performance
Evaluation System



2005
onwards

alignment
to MTPDP,
OPIF, MFO

objective

But does
points mean
significance?




**“We’re only asking you to work 20 hours a week.
To get that much done, you’ll need to be
here 80 hours a week.”**

Salary Standardization Law

Performance
evaluation

Incentives



Strategic Performance Management System

2011

links
employees...

...to
organizational
performance

you>>organization>>goals



Major Driving Force for Change

PHILIPPINE DEVELOPMENT PLAN 2011-2016

Based on President Aquino's
"Social Contract with the
Filipino People"

Overarching theme: "Good
Governance and
Anti-corruption"

Vision: "Achieve Inclusive
Growth, Create Employment
Opportunities and Reduce
Poverty"

PLAN'S VISION: INCLUSIVE GROWTH

- Higher economic growth of 7-8% per year for at least 6 years
- Growth that generates mass employment
- Growth that reduces poverty, including the achievement of Millennium Development Goals (MDGs)



PDP's Overarching Theme: Good Governance and Anti-Corruption

Chapter 7: Good Governance and the Rule of Law:

- *“Ensure high-quality, efficient, transparent, accountable, financially and physically accessible and non-discriminatory delivery of public service”* as one of the strategies for promoting and practicing effective and honest good governance.

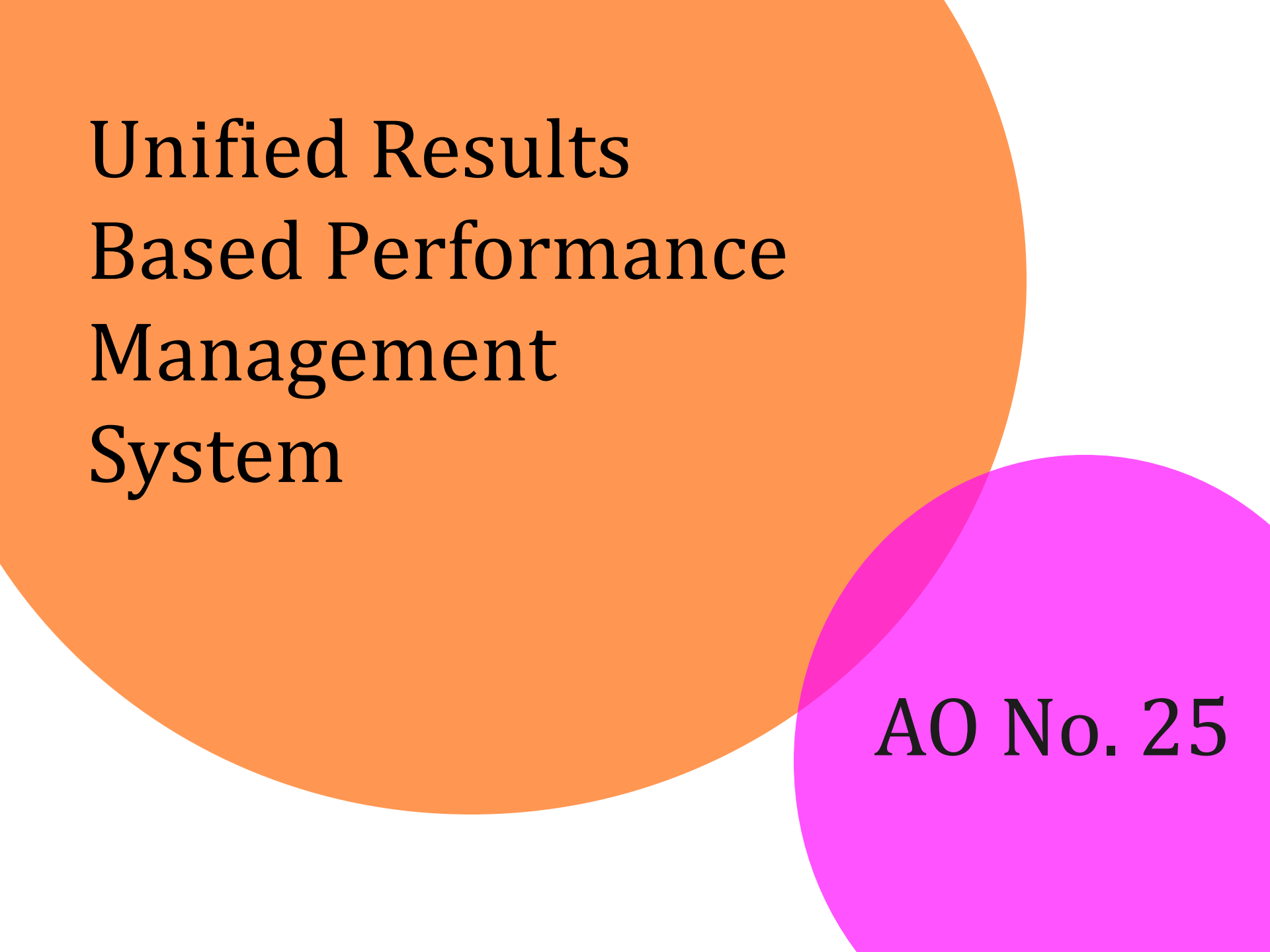
Two elements of the strategy are directly aligned with the CSC's mandate and mission:

- Professionalize the Bureaucracy to become Duty-Bearers
- Enhance the Transparency of Government-to-Business and Government-to-Citizen Transactions

Professionalize the Bureaucracy to become Duty-Bearers

Key Provisions

- Formulate a Strategic and Integrated HRD Program for the Philippine bureaucracy from entry to exit from government service (based on Competency Needs Assessment)
- **Align individual performance with organizational performance**



Unified Results Based Performance Management System

A0 No. 25

RBPMS

SPMS

to strengthen the culture of performance and accountability in government

Goal

Performance indicators and targets

5 KRAs of the President, OPIF, Results Matrix

Organizational goals and employee goals

societal----organizational----individual

Reportorial requirements

Report Cards
(PPARC containing MARC 1 and 2)

OPCR and IPCR

Working committees or TWG

Inter-agency task force

Performance Management Team

RBPMS

Creating accurate,
accessible, up-to-date,
government-wide
sectoral and
organization
**performance
information system**

SPMS

Effective communication
plan
Information system
supporting data mgmt
Monitoring and evaluation
system
Change management
program

It is only by harmonizing
the RBPMS and the SPMS
that we can truly give the
public a full account of
our performance.





Performance
Based
Incentive
Scheme

EO No. 80

Purpose

to strengthen performance monitoring and appraisal systems based on existing systems like the OPIF, SPMS, and the RBPMS

to improve the bureaucracy's service delivery by linking personnel incentive to the unit's performance and recognizing and rewarding exemplary performance in the public sector

to establish a Performance Based Incentive Scheme that aligns personnel efforts to organizational performance to reward exemplary civil servants and well-performing institutions

The issuance of the Performance Based Incentive Scheme completes the marriage between RBPMS and the SPMS.

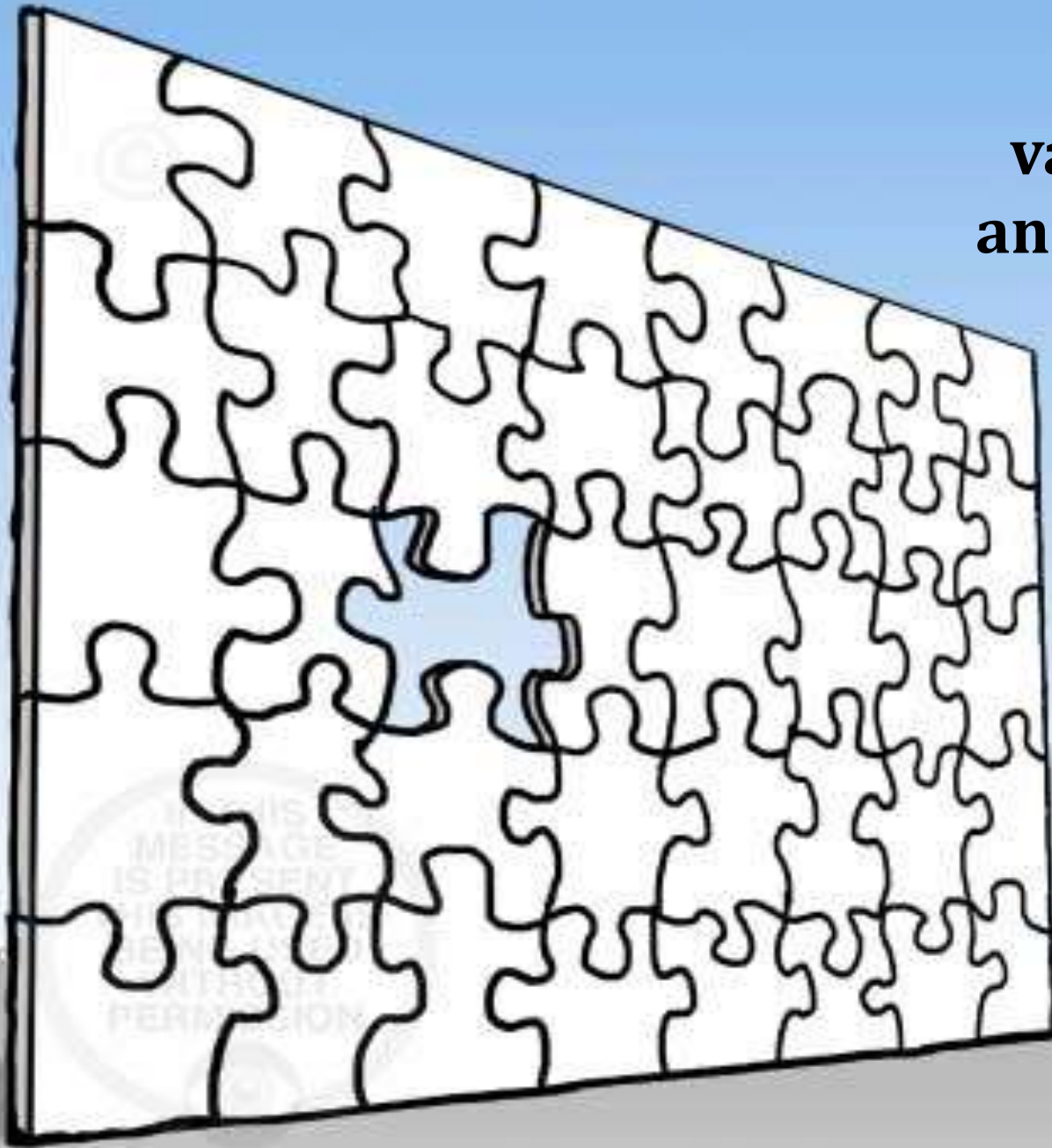




RBPMS

SPMS

**Now I know the
value of my work,
and where it fits in
the big picture.**



CHRIS
MADDEN