



Republic of the Philippines
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS
OFFICE OF THE SECRETARY
Manila

MAY 23 2013

DEPARTMENT ORDER)
No. **50**)
Series of 2013 *Oct. 24, 13*)

**SUBJECT : ESTABLISHMENT OF PERFORMANCE
MANAGEMENT TEAM (PMT) IN THE DPWH
PURSUANT TO CSC MC No. 6, s. 2012**

Pursuant to CSC Resolution No. 1200481 promulgated on 16 March 2012, directing, among others, all national government agencies to establish and implement a Strategic Performance Management System (SPMS) consistent with the Guidelines disseminated under CSC MC No. 6, s. 2012, and in adherence to the principle of performance-based tenure and incentives system, a Performance Management Team (PMT) is hereby established to be composed of the following:

Chairperson : **Undersecretary for Support Services**
Vice-Chairperson : **Assistant Secretary for Support Services**
Members : **Director**, Monitoring and Information Service (in her capacity as Component Manager, Institutional & Capacity Development, NRIMP-2, per S.O No. 146, s. 2008)
Director, Administrative and Manpower Management Service (AMMS)
Director, Planning Service
Director, Comptrollership and Financial Management Service
Chief, Personnel Division, AMMS
Chief, Human Resource Training & Materials Development Division, AMMS
President, DPWH-CO Employees Association

The tasks of the PMT shall include, but shall not be limited to the following:

1. Formulate the DPWH Strategic Performance Management System (SPMS) consistent with the SPMS guidelines for approval of the Secretary and submission to the CSC on or before 30 September 2013;
2. Identify and provide the kind of interventions needed for the proper implementation of the SPMS in the Central Office, Regional Offices and District Engineering Offices;
3. Adopt and undertake a communications strategy which will engage the employees in the process of understanding the new CSC-approved DPWH SPMS, especially in setting their individual performance targets and linking the same to the performance targets of their respective offices;
4. Set up a Help Desk and appeals mechanism to respond to queries, issues and concerns on the new SPMS; and
5. Ensure adherence to the guidelines of the SPMS.

The SPMS shall be used by the Department once the Rationalization Plan is fully implemented.

The PMT shall create a Technical Working Group and Secretariat and may call on any DPWH official or employee to assist in the discharge of its function.

This Order supersedes previous issuances to the contrary and shall take effect immediately.

Department of Public Works and Highways
Office of the Secretary



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ROGELIO L. SINGSON
Secretary