



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS  
OFFICE OF THE SECRETARY  
MANILA

097.13 DPWH  
12.20.99

16 December 1999

DEPARTMENT ORDER ) Subject: Creation of the DPWH Performance  
No. 238 ) Evaluation Review Committee (PERC)  
Series of 1999 ) in the Field Offices

Pursuant to Civil Service Commission (CSC) Memorandum Circular No. 13, s. 1999 on "Revised Policies on the Performance Evaluation System," as circularized under Department Memorandum Circular No. 118, s. 1999, and corollary to Department Order No. 224, s. 1999 on "Creation of the DPWH Performance Evaluation Review Committee-Central Office (PERC-CO)," the DPWH PERC in the Field Offices are hereby created.

### 1. Composition

The PERC at different levels of field offices shall be composed of the following:

#### 1.1 PERC - Regional Office

Chairman - Asst. Regional Director (as designated by RD concerned)  
Members - All Division Chiefs  
Chief, Personnel Section, Administrative Division

#### 1.2 PERC - District Engineering Office

Chairman - Assistant District Engineer  
Members - All Section Chiefs  
HRMO I in charge of Personnel

#### 1.3 PERC - Regional Equipment Service

Chairman - Asst. Regional Equipment Engineer (Engineer IV, RES)  
Members - All Area Equipment Engineers  
RES Administrative Officer

## **2. Duties and Responsibilities**

The Committees in the field offices shall have the following duties and responsibilities.

2.1 Assist the PERC-CO in developing a Revised DPWH Performance Evaluation System (PES) for First and Second Level Positions. This shall include the conduct of survey for standardizing work targets of positions in field offices.

2.2 Implement the PES to be developed, in their respective offices. This shall include the submission of performance ratings of their respective employees to the concerned CSC field office.

The PERC-CO shall coordinate with the Committees in the field offices through the Regional Directors and the Regional Administrative Officers.

This Order shall take effect immediately.

  
GREGORIO R. VIGILAR  
Secretary