ASSOCIATION OF GOVERNMENT INTERNAL AUDITORS (AGIA)
ANNUAL NATIONAL CONVENTION

THEME: AGIA: KAAGAPAY SA PAGSULONG NG TUNAY NA PAGBABAGO

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Change, Integration, and Accountability
An Overview of the Strategic Performance Management System
Need for change in performance management

• June 2009: Salary Standardization Law 3

• December 2011: Administrative Order No. 25 (Results-Based Performance Management System or RBPMS)

• 2010: CSC shifts paradigm from performance evaluation to performance management
SPMS as tool for managing organizational change

- Performance Planning and Commitment
- Performance Monitoring and Coaching
- Performance Rewarding and Development Planning
- Performance Review and Evaluation
SPMS as tool to promote accountability


• Individual appraisal → basis for personnel actions

• Limited sense of accountability

• No coaching
SPMS as tool to promote accountability

• Strategic Performance Management System (2012)

  ➢ Links individual performance with the agency’s vision, mission, and strategic goals
  
  ➢ Complements RBPMS → link between organizational performance and broad national goals
  
  ➢ Focus: From activities and inputs, to outputs and outcomes
  
  ➢ Indicators: From measuring activities to measuring impact
  
  ➢ Role of supervisor: From evaluator to coach and mentor
  
  ➢ Performance management integrated with other HR systems
Status of SPMS implementation

**Approved SPMS**
Target no. of agencies: 2,575
- With approved SPMS: 2,546 (98.87%)
- No approved SPMS: 29 (1.13%)

**Functional SPMS**
- No. of agencies with approved SPMS: 2,546
- With functional SPMS: 2,271 (88.19%)
- No functional SPMS: 275 (11.81%)
Role of government internal auditors

• Having quality human resources doesn’t begin and end with hiring the right people

• Retention based on performance

• Strategic HR Management → integration of various organizational functions
Thank you!