



Republic of the Philippines
Province of Bulacan
City of Malolos

Office of the City Mayor

Executive Order No. 9 s. 2019

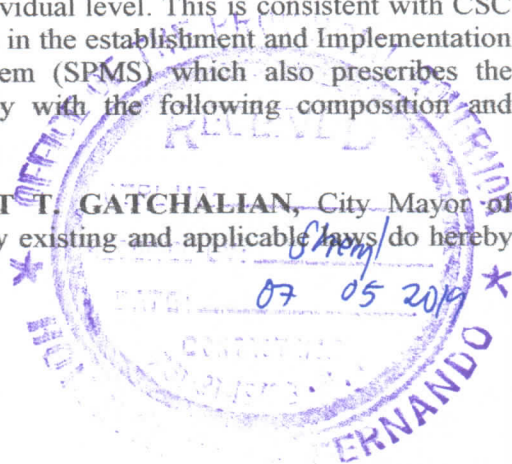
AN EXECUTIVE ORDER REORGANIZING THE COMPOSITION OF THE PERFORMANCE MANAGEMENT TEAM (PMT) IN THE CITY GOVERNMENT OF MALOLOS

WHEREAS, the Civil Service Commission (CSC) is constitutionally mandated to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the Civil Service;

WHEREAS, CSC Memorandum Circular No. 8, s. 2013 by virtue of Administrative Order No. 25, an Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems was created. The IATF has been tasked to harmonize, unify, streamline and simplify existing monitoring and reporting requirements and processes consistent with the Results Based Performance Management System or (RBPMS). Its role includes the formulation of implementing guidelines on the adoption of a performance-based incentive system, provision of assistance to government agencies in the identification of performance indicators and targets, and the implementation of validation system for agency reports and accomplishments.

WHEREAS, to ensure the institutionalization of the RBPMS, all government agencies are directed to create a Performance Management Team (PMT) that will serve as the counterpart of the IATF in the development of the agency's internal guidelines in the implementation of performance-based incentive system and in the review of the performance indicators, targets and accomplishments from the department down to the individual level. This is consistent with CSC Memorandum Circular No. 6, s. 2012 on the Guidelines in the establishment and Implementation of Agency Strategic Performance Management System (SPMS) which also prescribes the establishment of a PMT in every agency, preferably with the following composition and functions;

NOW, THEREFORE, I, ENGR. GILBERT T. GATCHALIAN, City Mayor of Malolos, Bulacan, by virtue of powers vested in me by existing and applicable laws do hereby order the following:



SAMA-SAMANG PAGKILOS PARA SA
BAGONG MALOLOS

SECTION 1. Performance Management Team Composition

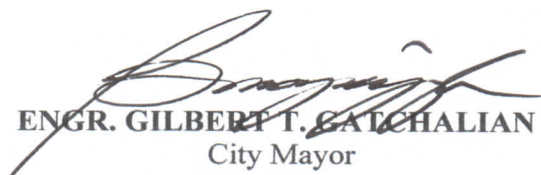
- Chairperson : City Administrator
- Members : City Human Resource Management Officer
City Planning and Development Coordinator
City Budget Officer
SAO (HRMO IV)
Career Development and Benefits Division
President of Employees Organization/Union in the City Government of Malolos
- Secretariat : City Planning and Development Office
City Human Resource Management Office

SECTION 2. Functions of PMT

- a. Set consultation meeting of all Heads/Division Heads of Offices/Departments for the purpose of discussing the targets set and actual accomplishments
- b. Ensure that Offices/Departments performance targets and measures, as well as the budget are aligned with those of the agency and that work distribution is rationalized
- c. Recommend approval of the Office/Department performance commitment and rating to the Head of Agency
- d. Act as appeals body and final arbiter for performance management Issues of the agency
- e. Identify potential top performers and provides inputs to the PRAISE Committee for grant of awards and incentives
- f. Adopt its own internal rules, procedures and strategies in carrying out the above responsibilities including schedule of meetings and deliberations, and delegation of authority to representatives in case of absence of its members

SECTION 3. Effectivity. This Executive Order shall take effect immediately upon signing.

Done this 5th day of July, 2019.


ENGR. GILBERT T. CATCHALIAN
City Mayor