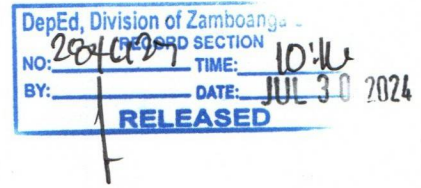




Republic of the Philippines  
Department of Education  
REGION IX - ZAMBOANGA PENINSULA  
SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY



29 July 2024

**DIVISION MEMORANDUM**

No. 3015, s. 2024

**DESSIMINATION OF MEMORANDUM DM-OSEC-2024-01 RE: GUIDELINES ON THE IMPLEMENTATION OF RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)**

TO: Assistant Schools Division Superintendent  
SGOD and CID Chief Education Supervisors  
Education Program Supervisors  
Public Schools District Supervisors/District-in-Charge  
Public Elementary and Secondary School Heads  
All Others Concerned  
*This Division*

1. With reference to the Executive Order No. 61, (s. 2024) titled "*Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s, 2012), As AMENDED' DTAED 3 June 2024*", this memorandum is issued to disseminate DM-OSEC-2024-01 which announces the **suspension of the implementation of the Results-Based Performance Management System (RPMS) for all DepEd schools-based personnel for the upcoming SY 2024-2025**. All activities related to RPMS at the school level, including performance planning and commitment, monitoring, assessment, and evaluation of the school and individual personnel (i.e., school heads, teachers, and non-teaching personnel at the school level), shall be suspended until further notice.
2. It has been emphasized that the **results of the performance evaluation RPMS Office Performance Commitment and Rating Form (OPCRF) and Individual Performance Commitment and Review Form (IPCRF) ratings remain as requirements for particular human resource (HR) actions and personnel benefits, both monetary and non-monetary performance-related incentives**, such as step increment, mid-year and year-end bonuses, promotions, awards and recognition, educational support, training opportunities, and other related official travels.
3. Hence, the **submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required**. This is to avoid possible grounds for disqualification of school-based personnel from monetary and non-monetary performance-related incentives.
4. As also stated in the memorandum, **the implementation of FY 2024 RPMS for non-school based personnel including School Division Offices (SDO) shall continue to be in force**. The existing guidelines and issuances governing the accomplishment of OPCRf and IPCRF of non-school based personnel shall remain in effect.



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**SCHOOLS DIVISION OF ZAMBOANGA SIBUGAY**

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5. Further guidance and updates regarding DepEd RPMS will be provided as necessary.
6. Enclosed in this memorandum is a copy of DM-OSEC-2024-01 and Executive Order No. 61 (s, 2024) for further details.
7. For immediate dissemination.

**VIRGILIO P. BATAN, JR., CESO V**  
Schools Division Superintendent

Encl.: As stated

References: DM-OSEC-2024-01

To be indicated in the perpetual index under the subject:  
RPMS

ZS-DM-SGOD-HRD-2024-07-**153-0**  
AMG-20240729




Republic of the Philippines  
**Department of Education**  
OFFICE OF THE SECRETARY

**MEMORANDUM**

**DM-OSEC-2024- 01**

FOR : Undersecretaries  
Assistant Secretaries  
Bureau and Service Directors  
Regional Directors  
Schools Division Superintendents  
Public Elementary and Secondary School Heads  
All Others Concerned

ATTENTION : Performance Management Teams in All Governance Levels

FROM :  **SONNY M. ANGARA**  
Secretary

SUBJECT : **GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)**

DATE : 22 July 2024



1. With reference to the Executive Order (EO) No. 61, s. 2024 titled, '*Suspending the Implementation of Administrative Order No. 25 (s. 2011) and Executive Order No. 80 (s. 2012), As Amended*' dated 3 June 2024, this is to announce the **suspension of the implementation of the Results-Based Performance Management System (RPMS) for all DepEd school-based personnel for the upcoming SY 2024-2025**. All activities related to RPMS at the school level, including performance planning and commitment, monitoring, assessment, and evaluation of the school and individual personnel (i.e., school heads, teachers, and non-teaching personnel at the school level), shall be suspended until further notice.
2. While the Department understands the importance of performance management in achieving educational goals, it also recognizes the need for all its schools and school personnel, particularly teachers, to focus on the preparations for the opening of classes for SY 2024-2025. Furthermore, aligned with the objectives of EO No. 61, this suspension aims to review and study the implementation of RPMS at the school level with the goal of streamlining, improving, and simplifying processes and requirements, supporting the direction of the Department to reduce the tasks of teachers by rationalizing their workload.

However, it should be emphasized that the **results of the performance evaluation RPMS Office Performance Commitment and Rating Form (OPCRF)**

and **Individual Performance Commitment and Review Form (IPCRF)** ratings remain as requirements for particular human resource (HR) actions and personnel benefits, both monetary and non-monetary performance-related incentives, such as step increments, mid-year and year-end bonuses, promotion, awards and recognition, educational support, training opportunities, and other related official travels.

3. Hence, the **submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall still be required.** This is to avoid possible grounds for disqualification of school-based personnel from monetary and non-monetary performance-related incentives.
4. In view of the foregoing and to provide DepEd schools and school-based personnel ample time to perform RPMS-related activities, an adjusted and revised RPMS Timeline for SY 2023-2024 shall be provided as follows:

	<b>SY 2023-2024 RPMS Cycle Phase</b>	<b>Task/ Activity</b>	<b>RPMS Tool/Form</b>	<b>Person/s Involved</b>	<b>Extended Schedule</b>
<b>School-based Personnel</b>  <i>(school heads, teachers, and non-teaching personnel in schools)</i>	<b>PHASE III</b> Performance Review and Evaluation	Review and assessment of individual performance	IPCRF for SY 2023-2024  <i>(For teachers, use eIPCRF tool; download at <a href="http://bit.ly/eIPCRFSY20232024">http://bit.ly/eIPCRFSY20232024</a>)</i>	Ratees <i>(teachers, non-teaching personnel),</i>  Raters, Approving Authorities	Until September 15, 2024
		Review and assessment of school performance	OPCRF	Ratees <i>(school head),</i> Raters, Approving Authorities	Until September 15, 2024
	<b>PHASE IV</b> Performance Rewarding and Development Planning	Finalization of Development Plans	IPCRF-IDP  OPCRF- Development Plan	Ratees <i>(teachers, non-teaching personnel)</i>  Ratees <i>(school heads)</i>	Until September 15, 2024
		Submission IPCRF and Uploading of Teachers' eIPCRF thru eIPCRF System	Accomplished IPCRF for SY 2023-2024  eIPCRF Consolidation System <i>(for teachers, submit through eIPCRF online submission; access at <a href="http://eipcrf.deped.gov.ph">http://eipcrf.deped.gov.ph</a>)</i>	Ratees and Raters	Until September 30, 2024
		Submission of OPCRf to SDO	Accomplished OPCRf	Ratees <i>(school heads)</i>	Until September 30, 2024

5. Finally, the implementation of FY 2024 RPMS for non-school based personnel in the DepEd Central Office (CO), Regional Offices (RO), and Schools Division Offices (SDO) shall continue to be in force. The existing guidelines and issuances governing the accomplishment of OPCRf and IPCRF of non-school based personnel shall remain in effect.

6. This Memorandum is issued to clarify the implementation of EO No. 61 relative to the implementation of DepEd RPMS. This is to ensure continuous improvement of the DepEd performance management system while remaining consistent with the response of the Civil Service Commission (CSC) to DepEd's inquiry on the same, through CSC letter dated 27 June 2024, by which it clarifies that:

*“[...] The provisions of AO No. 25 and EO No. 61 about RBPMS is a performance management system that focuses on the performance of government agencies. The CSC's SPMS and CESB's CESPES are aligned to the RBPMS for purposes of ensuring seamless implementation of the performance management of agencies vis-à-vis their mandates and strategic objectives/goals.*

*The **SPMS should be distinguished from the RBPMS** as the former is a performance management system that focuses on individual's performance and its alignment with the agency's organizational vision, mission, and goals, while the latter is focused on performance management of government agencies.*

*Accordingly, the suspension of the RBPMS and PBI System and other relevant issuances related thereto pursuant to EO No. 61, s. 2024, **is deemed not to affect the implementation of the SPMS as required by law (EO No. 292).***

***Agencies are advised to continue with the implementation of their existing CSC-approved agency SPMS** to monitor and evaluate the employees' work performance that aligned to their agencies' mandates, functions, and commitments.”*

7. Further guidance and updates regarding DepEd RPMS will be provided as necessary.
8. For more information, please contact the **Bureau of Human Resource and Organizational Development (BHROD-HRDD)**, 4<sup>th</sup> Floor, Mabini Building, Department of Education Central Office, DepEd Complex, Meralco Avenue, Pasig City through email at [bhrod.hrdd@deped.gov.ph](mailto:bhrod.hrdd@deped.gov.ph) or at telephone number (02) 8470-6630.
9. For immediate dissemination and strict compliance.



MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 61

**SUSPENDING THE IMPLEMENTATION OF ADMINISTRATIVE ORDER  
NO. 25 (S. 2011) AND EXECUTIVE ORDER NO. 80 (S. 2012), AS  
AMENDED**

**WHEREAS**, Administrative Order (AO) No. 25 (s. 2011) established a unified and integrated Results-Based Performance Management System (RBPMS) across all departments and agencies within the Executive branch of Government, and for such purpose, established the Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems;

**WHEREAS**, Executive Order (EO) No. 80 (s. 2012), as amended by EO No. 201 (s. 2016), adopted a Performance-Based Incentive (PBI) System, consisting of Productivity Enhancement Incentive (PEI) and the Performance-Based Bonus (PBB), to motivate higher performance and exact greater accountability in the public sector and ensure accomplishment of government commitments and targets;

**WHEREAS**, Section 13 of Presidential Decree No. 985 (s. 1976), as amended, and Item 17 (iv) of the Senate and House of Representatives Joint Resolution No. 4 (s. 2009), as amended by Republic Act (RA) No. 11466 or the "Salary Standardization Law of 2019," authorize the President to periodically revise or update the Compensation and Position Classification System, as well as the policies on and levels of allowances, benefits and incentives applicable to all government personnel;

**WHEREAS**, Section 5 of RA No. 9485, as amended by RA No. 11032 or the "Ease of Doing Business and Efficient Government Service Delivery Act of 2018," mandates all offices and agencies which provide government services to undergo evaluation and improvement of their transaction systems and procedures, and reengineer the same if deemed necessary to reduce bureaucratic red tape and processing time;

**WHEREAS**, pursuant to RA No. 9485, as amended, the Anti Red-Tape Authority (ARTA) is mandated to, among others, coordinate with all government offices in the review of existing laws, executive issuances and local ordinances; implement and oversee a national policy on anti-red tape and ease of doing business; and implement various ease of doing business and anti-red tape reform initiatives;

**WHEREAS**, the RBPMS and PBI System have been duplicative and redundant with the internal and external performance audit and evaluation systems of the government, and

THE PRESIDENT OF THE PHILIPPINES

lacked a review mechanism leading to the accumulation of rules, regulations, and issuances from the IATF thereby making compliance therewith burdensome, bureaucratic, laborious and time consuming for government agencies;

**WHEREAS**, it is imperative to streamline, align and harmonize the RBPMS and PBI System with ease of doing business initiatives, and reform the government performance evaluation process and incentives system towards a more responsive, efficient, agile and competent bureaucracy;

**WHEREAS**, the Philippine Development Plan 2023-2028 and the Administration's 8-Point Socioeconomic Agenda aim to institute good governance practices and improve bureaucratic efficiency; and

**WHEREAS**, Section 17, Article VII of the Constitution vests in the President the power of control over all Executive departments, bureaus, and offices, and the mandate to ensure the faithful execution of laws;

**NOW, THEREFORE, I, FERDINAND R. MARCOS, JR.**, President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

**Section 1. Suspension.** The implementation of AO No. 25 (s. 2011) and EO No. 80 (s. 2012), and all other relevant issuances related thereto, is hereby suspended immediately pending review of the RBPMS and PBI System.

**Section 2. Technical Working Group.** A Technical Working Group (TWG) for the study and review of the RBPMS and PBI System is hereby constituted, composed of the following:

Chair	:	Secretary, Department of Budget and Management (DBM)
Co-Chair	:	Executive Secretary, Office of the President (OP)
Members	:	Secretary, Department of Finance; Secretary, National Economic and Development Authority; and Director General, ARTA.

Representatives to the TWG shall have a rank of not lower than Assistant Secretary or its equivalent, who are duly authorized to decide for and on behalf of the agency concerned.

The OP and the DBM shall provide secretariat services to the TWG.

**Section 3. Function.** The TWG shall study and review the RBPMS and PBI System with the goal of streamlining, overhauling, improving and simplifying government performance management and incentives systems.

In the performance of its function, the TWG may consult and collaborate with the Development Academy of the Philippines, Civil Service Commission, Career Executive Service Board, Commission on Audit and the Office of the Ombudsman, and other relevant government agencies and instrumentalities, as it may deem appropriate. The TWG may likewise involve the private sector, through the National Competitiveness Council, for the purpose of soliciting inputs and recommendations.

**Section 4. Guiding Principles.** In the review of the RBPMS and PBI System, the TWG shall be guided by the following principles:

- a. The new government performance management and incentives systems shall be aligned with ease of doing business initiatives, the Philippine Development Plan, the Socioeconomic Agenda of the Administration, and international standards and best practices;
- b. The TWG shall adopt standards similar to, and at par with, the Quality Management Systems by the International Organization for Standardization, tailored specifically for the public sector, and if appropriate, only for government agencies and instrumentalities providing frontline services;
- c. The new government performance management and incentives systems shall take into consideration the unique nature, needs and requirements of agencies and instrumentalities, and come up with appropriate tiers, groupings or categorizations of agencies and instrumentalities, as may be deemed appropriate; and
- d. The TWG shall integrate, streamline and align the new government performance management system with the government internal audit program and activities pursuant to RA No. 3456, as amended by RA No. 4177, or the "Internal Auditing Act of 1962," and government quality management systems under AO No. 161 (s. 2006) and EO No. 605 (s. 2007).

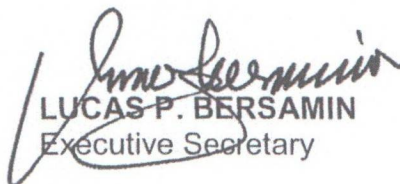
**Section 5. Report.** The TWG shall submit a comprehensive report on its findings together with its recommendations to the Office of the President, through the Office of the Executive Secretary, within a period of not more than six (6) months from the effectivity of this Order. The TWG shall also submit a transition plan for the grant of PBB for Fiscal Year 2023 within a period of three (3) months from the effectivity of this Order.

**Section 6. Separability.** If any part or provision of this Order shall be held invalid or unconstitutional, the other provisions not affected thereby shall remain in full force and effect.

**Section 7. Effectivity.** This Order shall take effect immediately.

**DONE**, in the City of Manila, this 3rd day of June, in the year of Our Lord, Two Thousand and Twenty-Four.

By the President:

  
LUCAS P. BERSAMIN  
Executive Secretary

