

University of the Philippines
Diliman, Quezon City
Office of the President

15 October 2014

HON. FRANCISCO T. DUQUE III

Chairman
Civil Service Commission (CSC)
Constitution Hills, 1226
Quezon City

Through: **DIRECTOR JOCELYN PATRICE L. DECO**
UP Field Office, Civil Service Commission (CSC)

Subject: UP- Strategic Performance Management System (SPMS)

The University of the Philippines (UP) is pleased to submit the “*UP Strategic Performance Management System (SPMS): Shaping Minds that Shape the Nation*”, as mandated by the following:

- CSC Memorandum Circular No. 6 s.2012, “Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System (SPMS)”
- CSC – DBM Joint Circular No. 1 s. 2012, “Rules and Regulations on the Grant of Step Increments/s Due to Meritorious Performance and Step Increment Due to Length of Service”
- Administrative Order No. 80 s.2012, “Directing the Adoption of a Performance-based Incentive System for Government Employees” issued on 20 July 2012 by President Benigno S. Aquino III

The SPMS is one of our key instruments in the relentless pursuit of operational excellence and administrative efficiency, to achieve the UP’s mandates under the UP Charter (*Republic Act 9500*).

The UP SPMS shall apply to all administrative personnel, for implementation in all Constituent Universities (CUs) and autonomous units, colleges, units and support offices: UP Diliman, UP Manila / PGH, UP Los Banos, UP Visayas including UP Tacloban, UP Open University, UP Baguio, UP Cebu, and UP Mindanao. We have declared the third week of October 2014 as “UP SPMS Week”, dedicated to learning sessions and workshops; in addition, a brochure as part of the communication plan is being prepared. The eUP Human Resource Information System (HRIS) is also preparing for the UP SPMS to be online.

The CSC’s approval of the UP SPMS will be most appreciated.

Most sincerely,

ALFREDO E. PASCUAL
President

Attachments:

1. *UP SPMS*
2. *Annexes: UP SPMS Forms 1 to 5*