



**EXECUTIVE ORDER NO. 8  
Series of 2023**

**CREATION OF PERFORMANCE MANAGEMENT TEAM (PMT)**

**WHEREAS**, the Civil Service Commission as the central human resource management agency of the Philippines bureaucracy is constitutionally mandated to adopt measures to promote morale, efficiency, integrity, responsiveness and courtesy in the Civil Service. It is likewise tasked to institutionalize a management climate conducive to public accountability.

**WHEREAS**, the Strategic Performance Management System (SPMS) serves as mechanism which focused on measures of performance results linking individual performance vis-à-vis the agency's organizational vision, mission and strategic goals.

**WHEREAS**, the establishment of SPMS requires a team that will back up the Chief Executive to adopt internal rules composed of strategies, methods and tools for ensuring fulfillment of functions of the offices and its personnel as well as for assessing the accomplishments.

**NOW THEREFORE, I, RICARDO I. PADILLA**, Municipal Mayor of Bongabon, Province of Nueva Ecija by virtue of the powers vested in me by law and pursuant to CSC MC 6,s 2012 hereby created the Performance Management Team (PMAT), to wit:

**Section 1. COMPOSITION**

The Performance Management Team shall be composed of the following:

<b>CHAIRPERSON</b>	<b>: RICARDO I. PADILLA</b>	Municipal Mayor
<b>MEMBERS</b>	<b>: PRUDENCIO J. ELEGADO</b>	Municipal Administrator
	<b>PASTOR A. DOMINGO JR.</b>	Community Affairs Officer III
	<b>LORELIE F. NERY</b>	HRMO
	<b>JANE P. RAMOS</b>	<small>Responsible for Human Resource Management</small>
	<b>DRA. ELIZABETH P. ESPIRITU</b>	PMT Member
	<b>ANA LIZA M. CRUZ</b>	PMT Member
	<b>JERICKO D. DE JESUS</b>	<small>President, LGU Employees Association</small>
<b>PMAT SECRETARIAT</b>	<b>MPDC/HRMO STAFF</b>	Municipal Treasurer
		<small>Responsible for Financial Management</small>
		Municipal Accountant

**Section 2. FUNCTIONS AND DUTIES OF PMAT**

- a. Recommends approval of the office performance commitment rating to the head of agency.
- b. Acts as appeals body and final arbiter for performance management issue of the agency.
- c. Identifies potential top performers and provide inputs to the PRAISE committee for grant of awards and incentives.
- d. Adopts 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**

The PMAT shall exercise their function and duties effective immediately.

Done at Bongabon, Nueva Ecija this 7<sup>th</sup> day February 2023.

**RICARDO I. PADILLA**  
Municipal Mayor