



Republic of the Philippines
Province of Oriental Mindoro
MUNICIPALITY OF PINAMALAYAN

OFFICE OF THE MUNICIPAL MAYOR

EXECUTIVE ORDER NO. 026-2016

**AN ORDER CREATING THE PERFORMANCE MANAGEMENT TEAM (PMT)
OF THE MUNICIPALITY OF PINAMALAYAN, ORIENTAL MINDORO.**

WHEREAS, the Civil Service Commission through Resolution No. 1200481 dated March 16, 2012 Promulgated the "Guidelines in the Establish and Implementation of Agency Strategic Performance Management System (SPMS);

WHEREAS, the Performance Management System (PMS) is a set of processes for establishing a shared understanding of agency's GOALS to develop competent and credible civil servants;

WHEREAS, the creation of Performance Management Team (PMT) is mandatory to each agency to act as partner of management meeting organizational performance goals;

WHEREAS, the Team is designated to be responsible and accountable for the establishment and implementation of the SPMS;

WHEREAS, it shall be institutionalize through the creation of PERFORMANCE MANAGEMENT TEAM in this municipality;

NOW THEREFORE, by virtue of the powers vested upon me as the Local Chief Executive of the Municipality of Pinamalayan, I do hereby order the following:

Section 1. Creation of Performance Management Team (PMT);

Section 2. Composition. The PMT shall be composed of the following:

CHAIRPERSON: ROSENIO A. TORIANO - MGDH I/MPDC
Members: MIRASOL J. SANTOS- Municipal Administrator
NEMIA B. MONSANTO- Administrative Officer IV/HRMO II
JUDY DG. MORENTE - Municipal Accountant
ZAIDA D. MICIANO- Municipal Budget Officer
REMEDIOS S. MICIANO- Municipal Treasurer
President of PMEAA

Section 3. Objectives of Performance Management Team (PMT) – shall have the following objectives:

1. To ensure organizational effectiveness and improvement individual employee's efficiency by cascading institutional accountabilities to the various level of the organization.
2. To link Performance management with other Human Resource System and ensure adherence to the principle of performance-based tenure and incentive system.



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Section 4. DUTIES AND FUNCTIONS. The team shall perform the following duties and function, to wit;

1. Sets consultation meeting of all Heads of Offices to discuss the office performance commitment and rating.
2. Ensures that office performance targets, measure and budget are aligned with those of the agency.
3. Recommends approval of the performance commitment and rating.
4. Acts as appeals body and final arbiter.
5. Identifies potential top performers for awards.
6. Adopt its own internal rules, procedures and strategies in carrying out responsibilities.

Section 5. Effectivity. This Order shall take effect immediately.

Done in the Municipality of Pinamalayan, Oriental Mindoro, this 25th day of July 2016.


HON. ARISTEO A. BALDOS, JR.
Municipal Mayor