



Republic of the Philippines  
Department of Education  
REGION VI- WESTERN VISAYAS  
SCHOOLS DIVISION OF SAGAY CITY

Office of the Schools Division Superintendent

AUG 30 2024

DIVISION MEMORANDUM

No 532, s. 2024

GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED  
PERFORMANCE MANAGEMENT SYSTEMS RELATIVE  
TO EXECUTIVE ORDER NO. 61, S. 2024

To: Assistant Schools Division Superintendent  
Chiefs, CID and SGOD  
Administrative Officers  
School Heads of Public Elementary and Secondary Schools  
Teaching and School-based Non-Teaching Personnel

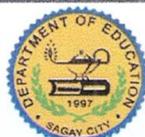
1. Attached is the Memorandum DM-OSEC-2024-01 dated July 22, 2024, titled "GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEMS relative to EXECUTIVE ORDER NO. 61, S. 2024", signed by Hon. Sonny M. Angara, Secretary, Department of Education.
2. Paragraph no. 2 and 3 of the memorandum emphasized that the submission of OPCRf and IPCRF ratings of school-based personnel for SY 2023-2024 shall be required for particular human resource (HR) actions and personnel benefits, both monetary and non-monetary performance-related incentives.
3. All school-based personnel are enjoined to observe and follow the schedule of activities for the submission of the OPCRf/IPCRf which will be on September 30, 2024.
4. For immediate dissemination and strict compliance.

*for: Marsette D. Sabbaluca*  
**MARSETTE D. SABBALUCA, CESO VI**  
Schools Division Superintendent

Encl: As stated  
To be indicated in the Perpetual Index  
Under the following subjects:

BENEFITS    HIRING    PERFORMANCE    POLICY

SGOD/MTQB/August 29, 2024





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)**



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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.

- 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.
- 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><br><i>(school heads, teachers, and non-teaching personnel in schools)</i> | <b>PHASE III</b><br>Performance Review and Evaluation             | Review and assessment of individual performance                       | IPCRF for SY 2023-2024<br><br><i>(For teachers, use eIPCRF tool; download at <a href="http://bit.ly/eIPCRFSY20232024">http://bit.ly/eIPCRFSY20232024</a>)</i>   | Ratees<br><i>(teachers, non-teaching personnel),</i><br><br>Raters,<br>Approving Authorities | Until September 15, 2024 |
|   |   | Review and assessment of school performance                           | OPCRF   | Ratees<br><i>(school head),</i><br>Raters,<br>Approving Authorities                          | Until September 15, 2024 |
|   | <b>PHASE IV</b><br>Performance Rewarding and Development Planning | Finalization of Development Plans                                     | IPCRF-IDP   | Ratees<br><i>(teachers, non-teaching personnel)</i>  | Until September 15, 2024 |
|   |   |   | OPCRF- Development Plan   | Ratees<br><i>(school heads)</i>  |                          |
|   |   | Submission IPCRF and Uploading of Teachers' eIPCRF thru eIPCRF System | Accomplished IPCRF for SY 2023-2024<br><br>eIPCRF Consolidation System<br><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<br><i>(school heads)</i>  | Until September 30, 2024 |

- 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.