



NATIONAL CAPITAL REGION

November 22, 2013

Handwritten initials and date: 12/1/13

GEN. MANAGER EDUARDO M. CHUA
Philippine Fisheries Development Authority
PCA Compd., Diliman, Quezon City

Dear General Manager Chua:

This refers to the Strategic Performance Management System (SPMS) of the Philippine Fisheries Development Authority (PFDA), which was submitted to this Office for approval.

An evaluation of the provisions shows that it substantially complies with CSC Memorandum Circular No. 6, s. 2012. However, there are certain areas that have to be addressed, as follows:

1. There is no Office Order issued constituting the Performance Management Team (PMT);
2. There is no table of Major Final Outputs (MFOs) submitted enumerating all the services and products of the Office which should be aligned to address agency strategic priorities, mandates/vision/mission, OPIF Logframe, Philippine Development Plan, and Organizational/Sectoral/Societal goals;
3. There are no success indicators submitted which should include three (3) performance measures (effectiveness/quality, efficiency/quantity, and timeliness) and with the following characteristics namely: Specific, Measurable, Attainable, Realistic, and Time-Bounded (SMART);
4. There is no database/summary of targets and accomplishments created which will serve as basis for verification of accomplishments;
5. There is no Employee Feedback form submitted which is designed for indicating recommendations for individual intervention;
6. There is no specific range of rating indicated in the Agency SPMS rating scale in accordance with CSC MC No. 13, s. 1999; and
7. There are no schedules for Agency SPMS orientation and pilot test indicated in the SPMS calendar.

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In view thereof, the **PFDA SPMS** is hereby approved for initial implementation, subject to compliance with the above-enumerated observations. A copy of the PFDA SPMS incorporating compliance with the above-enumerated observations and a report of implementation of this SPMS shall be submitted to CSC-NCR within three (3) months after initial implementation, together with the following sample documents:

- Communication materials
- Accomplished OPCR, DPCR and IPCR or their equivalent
- Accomplished Performance Monitoring and Coaching Forms
- Accomplished Professional Development Plan

Thank you for your support to the programs of the Commission.

Very truly yours,



LYDIA ALBA-CASTILLO
Director IV

cc: Director II Hans R. Alcantara
CSCFO-DENR/DA

pfda/spms