

**[BIR MEMORANDUM CIRCULAR NO. 13, S. 2001,
May 22, 2001]**

**IMPLEMENTATION OF THE REVISED POLICIES ON
PERFORMANCE EVALUATION SYSTEM PRESCRIBED UNDER CSC
NIC 13, S. 1999**

The Commission has issued CSC Memorandum Circular No. 13 series of 1999 adopting the revised policies on Performance Evaluation System (PES). The revised policies require agencies to submit to the Commission their Revised Performance Evaluation System not later than June 30, 2000 and to pilot-test its implementation in the same year.

As part of the pilot-implementation process, the system was evaluated through reports and feedbacks gathered from the end-users prior to its final implementation. As a result, it was established that most officials and employees remain unfamiliar with the system as it is perceived to be complex.

The Commission, responsive to feedback and meritorious demands of the end-users, decided to defer the implementation of the revised policies on Performance Evaluation System up to June 30, 2002 to give agencies more time for consultations with the CSC Regional and Field Offices and to give them more opportunity to design a system adopted to their organizations' needs. In the interim, agency heads are given the discretion to:

- utilize the duly approved old Performance Evaluation System; or
- use the revised Performance Evaluation System model designed and promulgated through CSC Memorandum Circular No. 25, s. 1999 corollary to the requirements of CSC Memorandum Circular No, 13, s. 1999; or
- devise a Performance Evaluation System based on a combination of the old Performance Evaluation System and the revised Performance Evaluation System.

Agencies are advised to coordinate with their respective CSC Regional or Field Offices for consultations and technical assistance in the development of an acceptable and standardized Performance Evaluation System.

Please be guided accordingly.

Adopted: 22 May 2001

(SGD.) KARINA CONSTANTINO-DAVID
Chairman
