



Republic of the Philippines  
**Department of Education**  
 REGION I



**REGIONAL MEMORANDUM**

No. 857 s. 2024

**GUIDANCE ON THE IMPLEMENTATION OF DEPED RESULTS-BASED PERFORMANCE MANAGEMENT SYSTEM (RPMS) RELATIVE TO EXECUTIVE ORDER NO. 61 (S. 2024)**

To: Schools Division Superintendents  
 Assistant Schools Division Superintendents  
 All Others Concerned

1. With reference to Memorandum DM-OSEC-2024-01 titled, "Guidance on the Implementation of DepEd Results-Based Performance Management System (RPMS) Relative to Executive Order No. 61 (s.2024)" dated 22 July 2024, this Office announces the **suspension of the implementation of the Results-Based Performance Management System (RPMS) for all DepEd school-based teaching and non-teaching personnel for the upcoming SY 2024-2025.**

2. However, the **submission of OPCRf and IPCRF ratings of the 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-relative incentives such as step increments, mid-year and year-end bonuses, promotion, rewards and recognition, educational support, training opportunities, and other related official travels.

3. 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>Phase III:</b> Performance Review and Evaluation	Review and assessment of individual performance	IPCRF for SY 2023-2024  (For teachers, use eIPCRF tool; download at <a href="http://bit.ly/eIPCRF_Sy20232024">http://bit.ly/eIPCRF_Sy20232024</a> )	Rates (teachers, non-teaching personnel), Raters, Approving Authorities	Until September 15, 2024



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	Review and assessment of school performance	OPCRF	Ratees (school head), Raters, Approving Authorities	Until September 15, 2024
<b>Phase IV:</b> Performance Rewarding and Development Planning	Finalization of Development Plan	IPCRF-IDP	Ratees (teachers, non-teaching personnel)	Until September 15, 2024
		OPCRF - Development Plan	Ratees (school heads)	
	Submission of IPCRF and Uploading of Teachers' eIPCRF through eIPCRF System	Accomplished IPCRF for SY 2023-2024  eIPCRF Consolidation System (for teachers, submit through eIPCRF online submission; access at <a href="http://eipcrf.deped.gov.ph">http://eipcrf.deped.gov.ph</a> )	Ratees and Raters	Until September 30, 2024
	Submission of OPCRf to SDO	Accomplished OPCRf	Ratees (school heads)	Until September 30, 2024

4. Likewise, **the implementation of FY 2024 RPMS for non-school based personnel in the Regional Office and Schools Division Offices (SDOs) 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.

5. This Memorandum is issued **to clarify the implementation of EO No. 61 (s.2024) 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 Central Office'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."**

6. Further guidance and updates regarding DepEd RPMS will be provided as necessary.
7. For more information and other concerns, please contact the **Human Resource Development Division** through telephone number 072 - 682 - 2324 local 122 or through email at [hrdd.region1@deped.gov.ph](mailto:hrdd.region1@deped.gov.ph).
8. Immediate dissemination of this Memorandum is desired.

For the Regional Director:

  
**RHODA T. RAZON**  
Director III

Encl.: None  
Reference: DM-OSEC-2024-01  
To be indicated in the Perpetual Index  
Under the following subjects:

PERFORMANCE

HRDD/ rrm/RM\_GuidanceonRPMSrelativetoEO61  
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