



Republic of the Philippines  
**Civil Service Commission**

Regional Office No. 7  
Cebu City

VISION:  
"The Model of  
Excellence in  
the Service of  
the Filipino  
People"

December 5, 2012

**MGR. DENNIS R. VILLAMOR**  
General Manager  
Cebu Port Authority  
CIP Complex, Osmeña Blvd., NRA, Cebu City

Dear **Manager Villamor**:

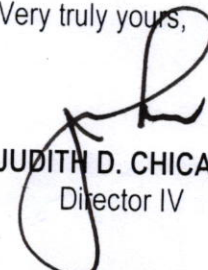
This refers to that Office's Strategic Performance Management System (SPMS) submitted to this Office for review and approval.

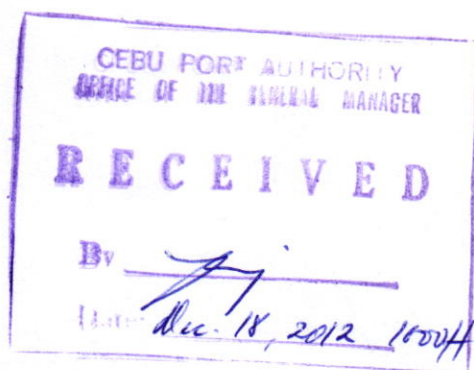
Evaluation thereof revealed that the four basic elements were all complied with.

Thus, that Office's SPMS is hereby **conditionally approved for initial implementation** effective **December 5, 2012**. A report of implementation of this SPMS shall be submitted to this Office within six (6) months after initial implementation, which shall be the basis for its final approval.

Thank you and warm regards.

Very truly yours,

  
**JUDITH D. CHICANO**  
Director IV





**CEBU PORT AUTHORITY (CPA)  
STRATEGIC PERFORMANCE MANAGEMENT SYSTEM (SPMS)**

In line with the Guidelines in the Establishment and Implementation of Agency Strategic Performance Management System under MC No. 6, s. 2012 and CSC Resolution No. 1200481, the Agency adopts the herein Performance Management System to be referred as Agency Strategic Performance Management System (SPMS).

**PART I – GENERAL POLICIES**

**I. POLICIES**

The agency shall be guided by the following policies:

1. The CPA SPMS gives emphasis to the strategic alignment of the agency's thrusts with the day to day operations of its units;
2. The CPA SPMS strengthen the culture of performance and accountability in the agency;
3. The CPA SPMS focuses on linking individual performance vis-à-vis the agency's organizational vision, mission, and strategic goals;
4. The CPA SPMS envisions a technology which is composed of strategies, methods and tools for ensuring fulfillment of the functions of offices and its personnel as well as for assessing the accomplishments;
5. The CPA SPMS ensures that the employee achieves the objectives set by the organization and the organization, on the other hand, achieves the objectives that it has set for itself in its strategic plan.
6. The CPA SPMS follows the four-stage PMS cycle: performance planning and commitment, performance monitoring and coaching, performance review and evaluation, performance rewarding and development planning'

**II. OBJECTIVES**

The SPMS shall be prepared and administered to:

- a. Concretize the linkage of organizational performance with the Philippine Development Plan, the Agency Strategic Plan, and the Organizational Performance Indicator Framework;
- b. Ensure organizational effectiveness and improvement of individual employee efficiency by cascading institutional accountabilities to the various levels of the organization anchored on the establishment of rational and factual basis for performance targets and measures; and
- c. Link performance management with other HR systems and ensure adherence to the principle of performance-based tenure and incentive system.

CONDITIONALLY APPROVED  
DEC 05 2012