



Republic of the Philippines  
**IFUGAO STATE UNIVERSITY**  
Nayon, Lamut, Ifugao

**OFFICE ORDER NO. 17 - 2015**

**SUBJECT : Addendum to the University Strategic Performance Management System (SPMS) Manual**

**Date : October 21, 2015**

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1. The University SPMS Manual serves as the general guide for performance management. It facilitates the processes of performance planning, implementation, monitoring and evaluation. It has been amended this year through Office Orders No. 8 and 14 to incorporate solutions to issues that arise during the implementation process and to accommodate developments in government policies and current trends.
2. In relation to this, there is a must to include appropriate sections such as provision on the Ranking of Delivery Units and Individuals in the University SPMS Manual in accordance to IATF-Memorandum Circular 2015-1, *Guidelines on the Grant of the Performance-Based Bonus for Fiscal Year 2015 under Executive Order No. 80*.
3. Thus, sections in the SPMS under General Policy (No. IV) after Section 3 (Scope, Coverage and Rating Scheme) shall be added as follows:

**4. Ranking of Delivery Units and Individuals**

Delivery units and individuals are ranked accordingly based on issuances from the Inter-Agency Task Force (IATF) on the Harmonization of National Government Performance Monitoring, Information and Reporting Systems.

**5. Eligibility of Individuals**

Eligibility of individuals to be granted the Performance-Based Bonus shall be governed by relevant issuances, particularly from the IATF, including eligibility requirements for the Head of the Agency/University President.

4. All previous issuances contrary to this additional section to be included in the SPMS Manual are hereby revoked.
5. For your guidance and information.

  
**SERAFIN N. NGOHAYON, Ph.D.**  
University President