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Enhanced CESPES introduced in DTI



DTI-Management Services Group (MSG) Undersecretary Ireneo V. Vizmonte addresses the participants, composed of DTI officials and HR Partners and other DTI staff, in the orientation on the revised Career Executive Service Performance Evaluation System (CESPES) that was held last 8 November 2019 at the DTI Main Building in Makati City.

The Human Resource and Administrative Service (HRAS), in partnership with the Career Executive Service Board (CESB), organized an orientation on the enhanced Career Executive Service Performance Evaluation System (CESPES) that sets out the basis for determining security of tenure and eligibility for performance-based incentives, recognition and action.

Over 60 participants composed of DTI officials, HR Partners, and other DTI staff attended the two-session activity which focused on strengthening performance accountability by aligning the CESPES with the Results-Based Performance Management System (RBPMS) as well as the Program Expenditure Classification (PREXC) Structure. The revised guidelines adopt a framework for performance management through a cascading process that assigns responsibilities and targets in the whole organization from management down to the units and individuals.

"This is about our performance - how we set our targets and measure our accomplishments. But I think the more challenging part is on how to comply with the system [online CESPES]. I believe that this orientation will result in the ease of doing CESPES," said **Management Services Group (MSG) Undersecretary Ireneo V. Vizmonte** who graced the event to deliver the welcome remarks.

On the same note, **HRAS Director Joel R. Cruz** said, *"Hopefully, we will be able to synchronize and standardize our efforts and ensure 100% and timely completion of the CESPES."*