INDICATORS AND MEANS OF VERIFICATION FOR EACH OF DOMAIN OF ANALYSIS

A. HRD Programs

Hierarchy of Objectives	Indicator	Means of	Data Co	llection	Data A	nalysis
		Verification	How	Who	How	Who
IMPACT						
Prompt, efficient and more	Number of positive	Completed feedback	Collect the	PHRMO	Review the	Provincial
responsive delivery of	feedback received from	forms	feedback forms		completed	Monitoring Group
public service.	clients		from the		feedback forms	(PMG)
			Suggestion Boxes		and consolidate	
			placed in the		the number of	HRD Core Team
			various Offices.		positive feedback	
					forms	
OUTCOMES						
Enhanced the competency	Very Satisfactory (VS)	Balance Scorecard	Coordinate Result	PHRMO	Analyze the	Provincial
of elective and appointive	Rating on the Agency's	Rating for the First	of the Agency's	PPDO	Result of the	Monitoring Group
officials and employees	Balance Scorecard	and Second Semester	Balance		Agency's Balance	(PMG)
			Scorecard Rating		Scorecard Rating	
			with the		and ensure that	HRD Core Team
			Provincial		Very Satisfactory	
			Planning Office		Rating is	
					achieved.	

Hierarchy of Objectives	Indicator	Means of	Data Co	ollection	Data A	Data Analysis	
		Verification	How	Who	How	Who	
OUTPUTS							
The SP has appropriated	Sustained or increased	Appropriated	Secure copy of	PHRMO	Assess the	HRD Core Team	
the funds for the SCHRD	the Budgetary allocation	Ordinance on the	appropriated		ordinance if the		
Programs.	for HRD Programs	SCHRD Plan Budget	ordinance on		budgetary		
			SCHRD Plan		allocation for HRD		
			Budget		Programs is		
					sustained or		
					increased.		
The SP has enacted policies	Number of Policies for	Appropriated	Secure copy of	PHRMO	Assess if the	HRD Core Team	
concerning the SCHRD plan	HRD implementation	Ordinances or	appropriated		ordinances and		
and its implementation.		Resolutions on	ordinances		resolutions		
		SCHRD planning and	related to SCHRD		support the		
		implementation	planning and		SCHRD planning		
			implementation		and		
					implementation		
The Provincial Government	Updated SCHRD Plan	SP Ordinance	Secure a copy of	PHRMO	Ensure that the	HRD Core Team	
of Davao del Norte has an		approving the	the update		SCHRD Plan is		
updated and fully		updated SCHRD Plan	SCHRD Plan		updated		
implemented SCHRD Plan							
The Provincial Government	Number of competency	Report on the result	Generate a copy	PHRMO	Analyze that	HRD Core Team	
of Davao del Norte	gaps identified and	of the Competency	of the result of		competency gaps		
identified the Learning	prioritized	Assessment	the Competency		have		
Needs of the Officials			Assessment		corresponding		
Employees					prioritized		
					learning		
					interventions		
	N. I. C.	Approved Activity	Secure a copy of	PHRMO	Analyze the		
	Number of Learning &	Designs of the	the Approved		appropriateness		

Hierarchy of Objectives	Indicator	Means of	Data Co	Data Collection		Data Analysis	
		Verification	How	Who	How	Who	
	Development packages	Learning and	Activity Designs		of the Learning		
	utilized/activated	Development	of the Learning		and Development		
		packages	and Development		with the		
			packages		Competency Gaps		
		Sex-desegregated data on the attendance sheets of names of the participating employees.	Acquire copies of the attendance sheets	PHRMO	Calculate the percentage of participating employees with the targeted participants.	HRD Core Team	
	Number of elective/appointive officials and employees benefiting from learning interventions						
The Provincial Government	Number of short term	Approved Activity	Secure a copy of	PHRMO	Analyze and	HRD Core Team	
of Davao del Norte	and long term capacity	Designs for the	the approved		assess the short		
provided equal opportunity	development initiatives	Capacity	Activity Design of		term and long		
of continuous learning to		Development	the capacity		term plan of		
employees		initiatives	development		capacity		
			initiatives		development		
					initiatives to		

Verification	Hierarchy of Objectives	Indicator	Means of	Data Collection		Data A	nalysis
Sex-desegregated data on the attendance sheets of names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD Planning Number of members from various offices Acquire copies of the attendance sheets the attendance sheets Secure copy of the eattendance sheets The Provincial Government of Davao del Norte involved participation of employees. Administrative Order of the creation of the HRD Core Team and Pool of Trainers. Secure copy of the Order of the creation of the HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the SCHRD Planning Workshops Meeting Minutes of the Meeting Morkshops HRD Core Team Acquire copies of the MRD Order of the creation of the HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the SCHRD Plan HRD Core Team Acquire copies of the MRD Planning the Acquire copies of the Meeting			Verification	How	Who	How	Who
Sex-desegregated data on the attendance sheets of names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices Acquire copies of the attendance sheets Acquire copies of the attendance sheets PHRMO Calculate the percentage of participating employees with the targeted participants Secure copy of the Order of the creation of the HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers. Meeting Minutes of the HRD Planning Acquire copies of the Meeting PHRMO Acquire copies of the SCHRD HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the SCHRD HRD Core Team Acquire copies of the Meeting						ensure that it	
Sex-desegregated data on the attendance sheets of names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices Number of members from various offices Number of members from various offices Number of members from various offices Sex-desegregated data on the attendance sheets of the attendance sheets Acquire copies of the attendance sheets of the attendance sheets PHRMO Calculate the percentage of participating employees with the targeted participants PHRMO Analyze the functions of the HRD Core Team and Pool of the creation of the creation of the Trainers. PHRMO Analyze the functions of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops Acquire copies of the Acquire copies of the Meeting PHRMO Analyze the functions of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the Meeting HRD Core Team HRD Core Team Acquire copies of the Meeting						support	
Sex-desegregated data on the attendance sheets of names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices Sex-desegregated data on the attendance sheets of the attendance sheets of the attendance sheets of the attendance sheets Acquire copies of the attendance sheets Secure copy of the Order of the Creation of the HRD Core Team and Pool of trainers. Secure copy of the Order of the Creation of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops Meeting Minutes of the Meeting HRD Core Team HRD Core Team Acquire copies of the SCHRD HRD Core Team HRD Core Team Acquire copies of the Meeting HRD Core Team						continuous	
data on the attendance sheets of names of the participating employees with the targeted participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices Number of members from various offices Adata on the attendance sheets of participating employees with the targeted participants Secure copy of the Order of the HRD Core Team and creation of the HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan of the HRD Planning Workshops Meeting Minutes of the Meeting More Team Acquire copies of the MRD Core Team the Meeting HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan HRD Core Team Acquire copies of the Meeting HRD Core Team Acquire copies of the Meeting HRD Core Team Acquire copies of the Meeting						learning	
data on the attendance sheets of names of the participating employees with the targeted participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices Number of members from various offices Number of members from various offices Adata on the attendance sheets of participating employees with the targeted participating employees with the targeted participation of the Creation of the HRD Core Team and Porticipation of the HRD Core Team and Pool of Trainers. Administrative Order of the Creation of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops Meeting Minutes of the Meeting Meeting Meeting Meeting Meeting Meeting Meeting Meeting Meeting Meeting Me			Say descared	Acquire copies of	DHBMO	Calculate the	
attendance sheets of names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices attendance sheets of names of the participating employees. Sheets participating employees with the targeted participants Secure copy of the Order of the Creation of the HRD Core Team and Pool of Trainers. Secure copy of the Order of the Creation of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops Acquire copies of the Meeting PHRMO Assess the documentation of the SCHRD HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the HRD Planning Workshops Meeting Minutes of the Meeting HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the Meeting					PHRIVIO		HRD Core Team
names of the participating employees. The Provincial Government of Davao del Norte involved participation of employees from various offices in the planning of SCHRD interventions. Number of members from various offices Number of members from various of the the Order of the						, ,	
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The Provincial Government of Davao del Norte of Davao del Norte involved participation of employees from various offices in the planning of SCHRD Planning Number of workshops conducted relative to the involved participation of employees from various offices Number of members from various offices Administrative Order of the creation of the HRD Core Team and Pool of the Creation of the HRD Core Team and Pool of Trainers. Administrative Order of the the Order of the Creation of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops Administrative Order of the creation of the HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the MRD Core Team and Pool of Trainers. HRD Core Team the Delanning Acquire copies of the MRD Core Team the MRD Core Team and Pool of Trainers. HRD Core Team the MRD Core Team the MRD Core Team and Pool of Trainers. HRD Core Team the MRD Co			, , , , , , , , , , , , , , , , , , ,				
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involved participation of employees from various offices in the planning of SCHRD Planning of SCHRD interventions. SCHRD interventions. SCHRD Planning HRD Core Team and Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Yorkshops Meeting Minutes of the Meeting HRD Core Team and Pool of Trainers and ensure that it included the planning of the SCHRD Plan Assess the documentation of the SCHRD HRD Core Team and Pool of Trainers and ensure that it included the planning of the SCHRD Plan Meeting Minutes of the HRD Planning the Meeting Meeting Minutes of the Meeting HRD Core Team and Pool of Trainers and ensure that it included the planning of the SCHRD Plan HRD Core Team the Meeting		·		, ,	PHRMO	· ·	HRD Core Team
employees from various offices in the planning of SCHRD interventions. Pool of Trainers. HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Meeting Minutes of the HRD Planning Workshops HRD Core Team and Pool of Trainers and ensure that it included the planning process of the SCHRD Plan Assess the documentation of the SCHRD HRD Core Team the Meeting PHRMO HRD Core Team the Meeting PHRMO HRD Core Team the Meeting PHRMO							
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Phanning process of the SCHRD Plan Meeting Minutes of the HRD Planning the HRD Planning workshops Acquire copies of the Meeting PHRMO Assess the documentation of the SCHRD HRD Core Team	SCHRD interventions.			Trainers.			
Meeting Minutes of the HRD Planning Acquire copies of the Meeting Morkshops Meeting Minutes of the HRD Planning Acquire copies of the Meeting Meeting Minutes of the HRD Planning Acquire copies of the Meeting HRD Core Team the Meeting							
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Number of members the HRD Planning Acquire copies of the Meeting documentation of the SCHRD HRD Core Team						of the SCHRD Plan	
Number of members the HRD Planning Acquire copies of from various offices the Meeting Acquire copies of the Meeting the SCHRD			Meeting Minutes of			Assess the	
from various offices Workshops the Meeting the SCHRD		Number of members	_	Acquire copies of	PHRMO		LIDD Come Tooks
				1			האט core ream
involved in the SCHRD Minutes of the Planning		involved in the SCHRD		Minutes of the		Planning	
Planning SCHRD Planning workshops						_	
Workshops		5					

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data Analysis		
		Verification	How	Who	How	Who	
The Provincial Government	Number of workshops	Meeting Minutes of	Acquire copies of	PHRMO	Assess the	HRD Core Team	
of Davao del Norte	conducted relative to the	the HRD M&E	the Meeting		documentation of		
involved participation of	HRD Monitoring and	Workshops	Minutes of the		the SCHRD M&E		
employees from various	evaluation		SCHRD M&E		workshops		
offices in the monitoring		Learning Action Plan	Workshops				
and evaluation of HRD							
interventions.		Report on HRD M&E	Secure copy of	PHRMO	Analyze the M&E	HRD Core Team	
		Result5	M&E Results		Results Report		
			Report				
The Provincial Government	Number of HRD	Administrative Order	Secure copy of	PHRMO	Analyze the	HRD Core Team	
of Davao del Norte	Programs conducted and	of the creation of the	the Order of the		functions of the		
involved participation of	facilitated for and by	HRD Core Team and	creation of the		HRD Core Team		
employees from various	various Offices	Pool of Trainers.	HRD Core Team		and Pool of		
offices in the			and Pool of		Trainers and		
implementation of HRD			Trainers.		ensure that it		
interventions.					included the		
					facilitation of the		
					implementation		
					of the SCHRD Plan		
					Assess the		
		Terminal Report on			Terminal Reports		
		the HRD Programs	Acquire a copy of	PHRMO	to ensure that the	HRD Core Team	
		conducted and	the Terminal		implementation		
		facilitated.	Reports on the		of the SCHRD Plan		
			HRD Programs		included the		
			conducted and		participation of		
			facilitated.		employees from		

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data Analysis	
		Verification	How	Who	How	Who
					various offices	
The Provincial Government	Number of core	Terminal Report on	Acquire a copy of	PHRMO	Analyze the	HRD Core Team
of Davao del Norte Officials	competency gaps	the conducted	the Terminal		Terminal Report	
and Employees espousing	prioritized.	Learning and	Report on the		and ensure that	
the core values of integrity,		Development	conducted		the intervention	
competence and		Interventions on the	Learning and		addressed the	
commitment		Core Competencies.	Development		gaps in the core	
			interventions		competencies	
The Provincial Government	Number of core	Terminal Report on	Acquire a copy of	PHRMO	Analyze the	HRD Core Team
of Davao del Norte Officials	competency gaps	the conducted	the Terminal		Terminal Report	
and Employees espousing	prioritized.	Learning and	Report on the		and ensure that	
the required technical		Development	conducted		the intervention	
competencies		Interventions on the	Learning and		addressed the	
		Technical	Development		gaps in the	
		Competencies.	interventions		technical	
					competencies	
The Provincial Government	Number of core	Terminal Report on	Acquire a copy of	PHRMO	Analyze the	HRD Core Team
of Davao del Norte Officials	competency gaps	the conducted	the Terminal		Terminal Report	
and Employees espousing	prioritized.	Learning and	Report on the		and ensure that	
the required leadership		Development	conducted		the intervention	
competencies		Interventions on the	Learning and		addressed the	
		Leadership	Development		gaps in the	
		Competencies.	interventions		leadership	
					competencies	
ACTIVITIES						
Conduct of regular	Number of Competency	Competency Needs	Secure a copy of	PHRMO	Ensure that the	HRD Core Team
competency assessment as	Needs Assessment	Assessment Report	the Competency		Competency	
inputs of the HRD Plan			Needs		Assessment is	

Hierarchy of Objectives	Indicator	Means of	Data Co	ollection	Data A	nalysis
		Verification	How	Who	How	Who
(every 3 years)			Assessment		conducted as a	
			Report		foundation for	
					the SCHRD	
					Planning.	
Conduct of Strategic	Strategic Competency-	Updated Strategic	Acquire a copy of	PHRMO	Ensure that the	HRD Core Team
Competency-based HRD	based HRD Plan	Competency-based	the Strategic		Strategic	
Planning every three (3)		HRD Plan	Competency-		Competency-	
years			based HRD Plan		based HRD Plan is	
					updated	
Conduct budgetary	Allotted the budgetary	Appropriated	Secure copy of	PHRMO	Assess the	HRD Core Team
harmonization with the	requirements of the	Ordinance on the	appropriated		ordinance if the	
interventions prioritized in	prioritized interventions	SCHRD Plan Budget	ordinance on		budgetary	
the HRD Plan	in the plan		SCHRD Plan		allocation for HRD	
			Budget		Programs is	
					sustained or	
					increased.	
Conduct of Capacity	Number of capacity	Approved Activity	Secure a copy of	PHRMO	Analyze and	HRD Core Team
Development of Pool of	development initiatives	Designs for the	the approved		assess the	
Trainers and HRD Core	conducted for the Pool of	Capacity	Activity Design of		capacity	
Team	Trainers and HRD Core	Development	the capacity		development	
	Team	initiatives	development		initiatives	
			initiatives		approved activity	
					design and	
					terminal report to	
		Terminal Reports of	Acquire copy of		ensure that it	
		conducted learning	the Terminal		support	
		interventions for the	Reports of		continuous	
		Pool of Trainers and	conducted		learning of the	

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data Analysis	
		Verification	How	Who	How	Who
		HRD Core Team	learning		Pool of Trainers	
			interventions for		and HRD Core	
			the Pool of		Team	
			Trainers and HRD			
			Core Team			

B. HRM Systems

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data A	nalysis
		Verification	How	Who	How	Who
IMPACT						
Clients are satisfied with	High rating of client's	Completed feedback	Collect the	PHRMO	Review the	Provincial
the transactions at the	satisfaction	forms	feedback forms		completed	Monitoring
provincial government			from the		feedback forms	Group (PMG)
offices.			Suggestion Boxes		and consolidate	
			placed in the		the number of	HRD Core Team
			various Offices.		positive feedback	
					forms	
OUTCOMES						
Cost efficient and		Documentation of	Acquire copies of	PHRMO	Analyze the	Provincial
responsive HRM Business	Number of HRM	HRM Business	the HRM Business		documentation of	Monitoring
Processes	Business Processes Reviewed and	Processes	Processes		the review and	Group (PMG)
	Reviewed and Implemented		Documentation		implementation	
	Implemented				of the HRM	HRD Core Team
			Acquire copies of		Business	
			HRM Business		Processes	
			Processes Review			
			Report			
Highly motivated	Very Satisfactory Rating	OPCR and IPCR	Acquire a copy of	PHRMO	Analyze the OPCR	Provincial
employees	in the Office	Rating of PG	OPCR and IPCR		and IPCR	Monitoring
	Performance	Departments and	Summary of Rating		Summary report	Group (PMG)
	Commitment and Review	Employees			and ensure that	
	(OPCR) and Individual				the rating of	HRD Core Team
	Performance				various	
	Commitment and Review				Departments and	

Hierarchy of Objectives	Indicator	Means of	Data Col	lection	Data A	nalysis
		Verification	How	Who	How	Who
	(IPCR)				employees is Very Satisfactory	
Enhanced institutional capacity to design and implement competency-based recruitment, selection; performance evaluation; and placement; rewards and recognition mechanisms A sound & responsive HRMD	High rating in the HRM Technical competency assessment Increase or maintain level of maturity of the four HRM systems in PRIME- HRM of CSC from level 2 (process- define) -Recruitment, Selection and Placement -Learning and Development -Performance Management -Rewards and Recognition	HRM Technical Competency Assessment Result CSC Resolution	Acquire copy of HRM Technical Competency Assessment Result Secure copy of assessment results from the CSC	PHRMO	Analyze the Result of the HRM Technical Assessment Review of assessment result and check the maturity level rating increases or maintained from level 2 (process-defined)	Provincial Monitoring Group (PMG) HRD Core Team PHRMO and PMG
OUTPUTS						
Competency-based HRM Systems/ infrastructures established	Number of competency- base HRM System/ infrastructure established	Documentation of the establishment of the competency- based HRM Systems/	Obtain copies of the documentation of the establishment of	PHRMO	Assess the documentation to ensure that competency-	HRD Core Team

Hierarchy of Objectives	Indicator	Means of	Data Col	lection	Data Analysis	
		Verification	How	Who	How	Who
		infrastructures	the competency-		based HRM	
			based HRM		Systems/	
			Systems/		infrastructures	
			infrastructures		are established	
					Evaluate the	
					document report	
					and check the	
					number of	
					implemented	
					competency	
					based HR systems	
Competent people are	Number of employees		Secure copies of	PHRMO	Analyze the	HRD Core Team
recruited	recruited based on	Appointments of	the Appointments		documentation	
	Qualification Standards	employees	of employees		and ensure that	
	and Competencies	recruited based on	recruited based on		competency	
		QS and Competencies	QS and		assessment was	
		Competencies	Competencies		considered in the	
					assessment	
					criteria	
SP has appropriated funds	Sustained or increased	Appropriated	Secure copy of	PHRMO	Assess the	HRD Core Team
for Human Resource	the Budgetary allocation	Ordinance that	appropriated		ordinance if the	
Management Programs	for HRM Programs	include Budget for	ordinance that		budgetary	
		HRM Programs	includes Budget for		allocation for HRD	
			HRM Programs		Programs is	
					sustained or	
					increased.	
SP has enacted resolutions	Number of Policies for	Appropriated	Secure copy of	PHRMO	Assess if the	HRD Core Team

Hierarchy of Objectives	Indicator	Means of	Data Col	lection	Data A	nalysis
		Verification	How	Who	How	Who
for HRM Programs	HRM Programs	Ordinances or	appropriated		ordinances and	
		Resolutions on the	ordinances related		resolutions	
		implementation of	to HRM Programs		support the	
		HRM programs			implementation	
					of HRM Programs	
The Provincial Government	Establishment of the	Approved	Secure a copy of	PHRMO	Examine the	HRD Core Team
of Davao el Norte has	Recruitment, Selection	Recruitment,	the approved		Recruitment,	
established guidelines for	and Placement	Selection and	Recruitment,		Selection and	
recruitment, selection and	Guideline/ Manual	Placement	Selection and		Placement	
placement.		Guideline/ Manual	Placement		Guideline/	
			Guideline/ Manual		Manual and its	
					alignment with	
					the Civil Service	
					Commission	
					mandates	
					Assess the	
					completeness and	
					the utilization of	
					the manual	
The Provincial Government	Establishment of the	Approved Rewards	Secure a copy of	PHRMO	Examine the	HRD Core Team
of Davao del Norte has	Rewards and Recognition	and Recognition	the approved		Rewards and	
established guidelines for	Guideline/ Manual	Guideline/ Manual	Rewards and		Recognition	
various Rewards and			Recognition		Guideline/	
Recognition			Guideline/ Manual		Manual and its	
					alignment with	
					the Civil Service	
					Commission	

Hierarchy of Objectives Indicator		Means of	Data Collection		Data A	Data Analysis	
		Verification	How	Who	How	Who	
					mandates		
					Assess the		
					completeness and		
					the utilization of		
					the manual		
Performance evaluation of	Establishment of the	SPMS Manual	Secure a copy of	PHRMO	Examine the	HRD Core Team	
employees and offices is	Strategic Performance		documentation		SPMS related		
regularly and properly	Management System	Administrative Order	relative to SPMS		documentation to		
conducted in the Provincial		of the Creation of the	implementation:		ensure its		
Government of Davao del		Performance			appropriate		
Norte		Management	*SPMS Manual		implementation		
			*Administrative		in the PGDDN		
		Minutes of the PMT	Order				
		Meeting	*Minutes of		Assess the		
			Meeting		completeness and		
		Memorandum	*Memorandum		the utilization of		
		Circulars on the	Circulars		the manual		
		establishment of the	* Summary of				
		Agency's SPMS in the	OPCR and IPCR				
		PGDDN.	Ratings				
		OPCR and IPCR					
		Rating Summary					
		Report					
Personnel Mechanisms are	Number of Personnel	Administrative Order	Secure a copy of	PHRMO	Examine the	HRD Core Team	
established and functional:	Mechanisms established	of the creation of the	documentation		documents		
	in the PGDDN	various Personnel	relative to the		related to the		

Hierarchy of Objectives	Indicator	Means of	Data Col	lection	Data A	nalysis
		Verification	How	Who	How	Who
*Program On Awards And		Mechanisms in the	establishment of		establishment of	
Incentives For Service		PGDDN.	various Personnel		various Personnel	
Excellence (PRAISE)			Mechanisms:		Mechanisms	
Committee		Minutes of the				
		Personnel	*Administrative			
*Personnel Development		Mechanism Meetings	Order			
Committee (PDC)						
		Approve resolutions	*Meeting Minutes			
*Provincial Administrative		of the members of				
and Investigation		the Personnel	*Approved			
Committee (PAIC)		Mechanisms	Resolutions			
*Committee On Decorum						
And Investigation (CODI)						
*Personnel Selection						
Board (PSB)						
*Performance						
Management Team (PMT)						
Succession System is	Guideline for Succession	Guideline/ Manual	Acquire copies of		Examine the	HRD Core Team
established	System	for Succession	documents related	PHRMO	documents	
		Planning	to the		related to the	
			establishment of		establishment of	
		List of employees	the Succession		the Succession	
	Number. of employees	included by the	System:		System	
	included/covered by	Succession Scheme				
	the Succession		* Guideline/			

Hierarchy of Objectives	Indicator	Means of	Data Col	llection Data A		Analysis	
		Verification	How	Who	How	Who	
	Number of employees utilizing self-directed learning Number of employees joining accelerated/ ladderized education	List of employees utilizing self-directed learning List of employees joining accelerated/ ladderized education	Manual for Succession Planning * List of employees included in the Succession Scheme, utilizing Self-directed learning and joining accelerated education				
Establishment of an integrated Human Resource Information System (HRIS)	Number of HR modules integrated in the HRIS Number of personnel	Documentation of the implementation of the integrated HRIS.	Acquire copies of integrated HRIS documentation/ report	PHRMO	Examine the documentation of the HRIS implementation and the number of HR modules integrated.	HRD Core Team	
based on the short term and medium term needs of the Province. ACTIVITIES	appointed as provided in the plan	2 de la contraction de la cont	document report from PHRMO	- Trinivio	report if the number of appointed personnel is within the staffing plan	Time core reuiii	

Hierarchy of Objectives	Indicator	Indicator Means of Data Collection		lection	Data A	nalysis
		Verification	How	Who	How	Who
Continuous conduct of	Number of Reviews	Meeting Minutes of	Obtain copies of	PHRMO	Examine the	HRD Core Team
Performance Standard/	conducted for	the Performance	the Meeting		documents and	
Measures Review	enhancing the	Standard/ Measure	Minutes of the		ensure that the	
	Performance Standard/	Review	Performance		PMT regularly	
	Measure		Standard/ Measure		review the	
			Review		Performance	
					Standard/	
		Revised Performance	Acquire copies of		Measure Review	
		Standard/Measure	the			
		approved by the	updated/revised			
		Performance	and PMT approved			
		Management Team	Performance			
			Standard/Measure			
			approved			
Conduct of Learning	Number of Learning	Approved Activity	Secure a copy of	PHRMO	Analyze and	HRD Core Team
Sessions on Program to	Session on Program to	Designs for the	the approved		assess the	
Institutionalize	Institutionalize	Learning Sessions on	Activity Design and		capacity	
Meritocracy and	Meritocracy and	PRIME-HRM	Terminal Report of		development	
Excellence in Human	Excellence in Human		the conducted		initiatives	
Resource Management	Resource Management		Learning Sessions		approved activity	
(PRIME-HRM)	(PRIME-HRM)		on PRIME-HRMS		design and	
		Terminal Reports of			terminal report to	
		conducted learning			ensure that it	
		sessions on PRIME-			support	
		HRM			continuous	
					learning of the	
					Pool of Trainers	
					and HRD Core	

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data A	nalysis
		Verification	How	Who	How	Who
					Team	
Conduct regular	Number of assessment/	Meeting Minutes of	Obtain copies of	PHRMO	Examine the	HRD Core Team
assessment on the	review on the Agency's	the assessment/	the Meeting		documents and	
Agency's Rewards and	Rewards and Recognition	review on the	Minutes of the		ensure that the	
Recognition System	System	Agency's Rewards	assessment/		Agency's	
		and Recognition	review on the		Guideline on the	
		System	Agency's Rewards		Rewards and	
			and Recognition		Recognition is	
			System		updated and	
					relevant.	
Conduct regular	Number of assessment/	Meeting Minutes of	Obtain copies of	PHRMO	Examine the	HRD Core Team
assessment on the	review on the Agency's	the assessment/	the Meeting		documents and	
Agency's Recruitment,	Recruitment, Selection	review on the	Minutes of the		ensure that the	
Selection and Placement	and Placement	Agency's	assessment/		Agency's	
		Recruitment,	review on the		Guideline on the	
		Selection and	Agency's		Recruitment,	
		Placement	Recruitment,		Selection and	
			Selection and		Placement is	
			Placement		updated and	
					relevant.	
Continuing 100%	Degree of compliance to	Document report	Secure copy of	PHRMO	Evaluate the	HRD Core Team
compliance to Process-	process defined		document report		completeness and	
defined (Maturity Level-2)	requirements in SPMS		from PHRMO		compliance of the	
requirement in SPMS as					document report	
prescribed by CSC						

C. Health, Wellness and Safety (HW&S)

Hierarchy of Objectives	Indicator	Means of	Data Co	ollection	Data Analysis		
		Verification	How	Who	How	Who	
IMPACT							
Improved achievement of	Number of employees	Individual	Secure a copy of	PHRMO	Compare the	Provincial	
Individual Performance	with improved ratings in	Performance	employees'		employees' IPCR	Monitoring Group	
Targets	Individual Performance	Commitment and	summary of IPCR		rating with the	(PMG)	
	Commitment and	Review	Ratings		previous rating		
	Review				period.	HRD Core Team	
		Accomplishment	Secure a copy of	PHRMO	Analyze the		
		Report	employees'		employees'		
			Accomplishment		Accomplishment		
			Summary Report		Report to note		
					improvements.		
OUTCOME							
Officials and Employees	Number of officials and	Attendance Report of	Secure a copy of	PHRMO	Analyze the	Provincial	
practicing and cultivating	employees engaging	officials and	attendance		number/	Monitoring Group	
health, wellness and safety	health, wellness and	employees attending	Report of officials		percentage of	(PMG)	
in the workplace	safety in the workplace	Health, Wellness and	and employees		officials and		
		Safety in the	attending Health,		employees	HRD Core Team	
		workplace.	Wellness and		attending the		
			Safety in the		Health, Wellness		
			workplace		and Safety		
					initiatives/		
					activities.		
			Acquire copies of				

Hierarchy of Objectives	Indicator	Means of	Data Co	llection	Data A	nalysis
		Verification	How	Who	How	Who
	Number of Health,	Terminal Reports of	Terminal Reports	PHRMO	Assess the	Provincial
	Wellness and Safety	the activities on	of the activities on		Terminal Reports	Monitoring Group
	initiatives in the PGDDN	Health, Wellness and	Health, Wellness		if conducted	(PMG)
		Safety initiatives in	and Safety		activities	
		the PGDDN.	initiatives in the		contribute to the	HRD Core Team
			PGDDN		improvement of	
					health, wellness	
					and safety of	
					officials and	
					employees in the	
					workplace	
Improved Health and	Reduced incidence of	Leave applications	Acquire summary	PHRMO	Analyze the	Provincial
Wellness status of officials	absences due to sickness	(Sickness/	of officials and		number/	Monitoring Group
and employees in the	and disabilities	Disabilities)	employees' leave		percentage of	(PMG)
workplace			applications due		officials and	
			to sickness and		employees'	HRD Core Team
			disabilities		Leave	
					applications	
					(Sickness/	
					Disabilities)	
OUTPUT						
Health, Wellness and	Number of Health,	Terminal Report of	Obtain copies of	PHRMO	Assess the	HRD Core Team
Safety programs for	Wellness and Safety	the Health, Wellness	the Terminal		Terminal Reports	
officials and employees	programs for officials and	and Safety programs	Report on the		to ensure that	
implemented	employees implemented	for officials and	Health, Wellness		there is an	
		employees	and Safety		implementation	
			Programs		of Health,	
			conducted and		Wellness and	

Hierarchy of Objectives	Indicator	Means of	Data Co	llection	Data A	nalysis
		Verification	How	Who	How	Who
			facilitated in the		Safety programs	
			PGDDN.		for officials and	
					employees	
Health, Wellness and	Number of Health,	Report on Health,	Obtain copy of	PHRMO	Analyze the	HRD Core Team
Safety in the workplace	Wellness and Safety in	Wellness and Safety	Report on Health,		various	
guidelines/ policies	the workplace guidelines	in the workplace	Wellness and		guidelines/	
implemented	/ policies implemented	guidelines/policies	Safety in the		policies on	
			workplace		Health, Wellness	
			guidelines/policies		and Safety in the	
			implemented		Workplace are	
					implemented in	
					the PGDDN.	
ACTIVITIES						
Conduct of Health,	Number of Health,	Terminal Report of	Obtain copies of	PHRMO	Assess the	HRD Core Team
Wellness and Safety in the	Wellness and safety in	the Health, Wellness	the Terminal		Terminal Reports	
workplace Programs in the	the workplace	and Safety programs	Report on the		to ensure that	
PGDDN	guidelines/ policies	for officials and	Health, Wellness		there is an	
	inventoried	employees	and Safety		implementation	
			Programs		of Health,	
			conducted and		Wellness and	
			facilitated in the		Safety programs	
			PGDDN.		for officials and	
					employees	
Inventory of Health,	Number of Health,	Inventory Report on	Obtain copy of	PHRMO	Consolidate and	HRD Core Team
Wellness and safety in the	Wellness and safety in	Health, Wellness and	Inventory Report		assess the Health,	
workplace guidelines/	the workplace	Safety in the	on Health,		Wellness and	
policies	guidelines/ policies	Workplace	Wellness and		safety in the	
	inventoried	guidelines/ policies	safety in the		workplace	

Hierarchy of Objectives	Indicator	Means of	Data Collection		Data Analysis	
		Verification	How	Who	How	Who
			workplace		guidelines/	
			guidelines/		policies for	
			policies		proper	
					implementation	
					in the PGDDN	