

Rediscovering the value of performance management in Agusan del Sur



The Provincial Government of Agusan del Sur takes pride in having a Human Resource Development (HRD) Plan that programs the capacity and competency improvements to be put in place to support the overall strategic directions of the province in the medium-term.

For 2010-2013, it has also produced an Executive-Legislative Agenda (ELA) that harmonized the priorities of the governor and the provincial council.

These two documents are strategic in nature, thanks to the assistance of AusAID; but more so because of the advocacy of the DILG Agusan del Sur to use the results of the Local Government Performance Management System (LGPMS) to inform the ELA and HRD Plan.

During my initial interaction with local officials in Agusan del Sur, I found out that LGPMS results were produced for compliance's sake, PD Arleen Ann Sanchez admitted. The LGPMS was not utilized as it should have been.

The DILG team used the participation of the province in an AusAid intervention assistance to deepen the appreciation of the LGPMS to inform direction-setting and strategic thinking in the LGU.

The LGPMS process was explained to the department heads and local officials, especially the provincial governor, emphasizing the value of the LGPMS results in local policymaking, planning, implementation, and monitoring and evaluation was emphasized.

With the minimal manpower of DILG-Agusan del Sur, the team opted for multi-tasking to assist the provincial government in imbuing the ELA and HRD planning exercises with an LGPMS lens, linking performance areas with the strategic choices of the provincial government for local development and capacity enhancement.

Making ourselves available to the LGU was a big factor in maintaining good relations with them and getting their support for DILG's programs, confides PD Sanchez.

As the provincial government has undergone two strategic exercises with the use of the LGPMS, Agusan del Sur has gone beyond compliance and discovered the value of the assessment findings to determine informed baselines.

We knew where we were at, said PD Sanchez, referring to LGPMS results, and this marked where we want to depart in the provincial government's trajectory into the future.

Agusan del Sur is now poised to move forward.

