



**Adoption of the HR Maturity Level  
Indicators for the PRIME-HRM  
Assessment of Agency HRM Systems**  
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**Number:** 1400376  
**Promulgated:** 05 MAR 2014

## RESOLUTION

**WHEREAS**, Section 3, Article IX B of the 1987 Philippine Constitution, mandates the Civil Service Commission or the Commission, as the central personnel agency of the government, to establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service; and, strengthen the merit and rewards system, integrate all human resource development programs for all levels and ranks, and institutionalize a management climate conducive to public accountability;

**WHEREAS**, Section 12 (15), Chapter 3, Book V of Executive Order No. 292, authorizes the Commission to "Inspect and audit the personnel actions and programs of the departments, agencies, bureaus, offices, local government units and other instrumentalities of the government including government-owned or controlled corporations; conduct periodic review of the decisions and actions of offices or officials to whom authority has been delegated by the Commission as well as the conduct of the officials and the employees in these offices and apply appropriate sanctions whenever necessary";

**WHEREAS**, the Commission, as the central human resource agency in the public sector, has the responsibility to push agency human resource management to an advanced level of excellence to accelerate the attainment of its objective to be recognized as a Center for Excellence in HR and OD;

**WHEREAS**, in pursuit of this objective, the Commission promulgated Resolution No. 1200241 on February 1, 2012 adopting the guidelines to implement the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM);

**WHEREAS**, PRIME-HRM is the cornerstone for HR management in the Philippine bureaucracy with its mechanics and processes as well as the utilization of the assessment tools;

**WHEREAS**, PRIME-HRM covers, among others, the assessment of human resource management systems, practices and capabilities of agencies, as well as the competencies of the agencies' Human Resource Management Offices (HRMOs);

**Certified True Copy:**  
**SEYMOUR R. RAJARES**  
Chief Personnel Specialist  
Commission Secretariat & Liaison Office

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**WHEREAS**, the current assessment methodology of PRIME-HRM includes only an appraisal of the HR systems, HR records management and HRM Officer competencies in terms of compliance with existing CS law, rules and regulations;

**WHEREAS**, with the Commission's thrust to transform HR from its administrative and transactional orientation to being strategic, there is a need to gauge the maturity level of the HR systems and the HRMO's capabilities to become strategic partner in driving the organization towards achieving excellence in HR and OD that would impact on excellent public service delivery and good governance;

**WHEREAS**, the Commission, in partnership with a learning service provider, the public and private sectors, developed the HR maturity level indicators aligned to global best practices;

**WHEREFORE**, the Commission **RESOLVES** as it hereby **RESOLVED** to adopt the attached HR Maturity Level Indicators for the systems and practice assessment as well as for the HRMO competency assessment of agencies in government.

**RESOLVED**, further, that the attached indicators shall henceforth be used as guide for the assessment, assistance and award under the PRIME-HRM.

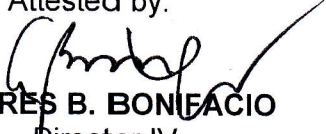
This Resolution shall take effect immediately.

Quezon City.

  
**FRANCISCO T. DUQUE III**  
Chairman

  
**ROBERT S. MARTINEZ**  
Commissioner

  
**NIEVES L. OSORIO**  
Commissioner

Attested by:  
  
**DOLORES B. BONIFACIO**  
Director IV  
Commission Secretariat and Liaison Office

PPSO/APCCD/APE/JLT/issa

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