



Republic of the Philippines  
Department of Agriculture  
BUREAU OF AGRICULTURAL RESEARCH  
RDMIC Bldg., Elliptical Rd. cor. Visayas Ave., Diliman, Quezon City 1104

*James B  
Please take  
note  
my  
Salmon*

Reference No. 2022- 105  
November 22, 2022

**MEMORANDUM FROM THE DIRECTOR**

**TO : ALL DIVISION AND OFFICE ASSISTANT HEADS**

**SUBJECT : MIRRORING OF IPCRS AND OTHER TASKS ASSIGNED TO ASSISTANT HEAD**

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In the interest of service and in compliance with the provisions of Civil Service Commission Memorandum Circular (MC) No. 06, series of 2012 on the Establishment of Agency Strategic Performance Management System (SPMS) and with reference to MC No. 08, series of 2013 on Results-based Performance Management System implementation agencies, all division and office assistant heads are hereby enjoined to mirror their individual performance and commitment reviews (PCRs) with their respective division/office PCRs and to include other individual tasks assigned to them.

For your information and compliance.

  
**JOELL H. LALES**