

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM




I, REY G. FIRMANES, Monitoring and Enforcement Section of the DENR, CENRO Roxas, Or. Mindoro, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of January to June, 2021



REY G. FIRMANES

Ratee

Date:

Reviewed by: 	Date	Approved by:	ALMA E. GIBE OIC-CENRO				Date
Output	Success Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks
			Q1	E2	T3	A4	
<b>GENERAL ADMINISTRATION AND SUPPORT</b>							
	One (1) SALN prepared and submitted to Admin based on Section 8 of RA 6713 on February 20, 2021	One (1) SALN prepared and submitted to Admin based on Section 8 of RA 6713 on February 15, 2021	3.000	4.500	3.000	3.500	
Preparation and Submission of IPCR	One (1) IPCR (commitment based on approved OPCR submitted to Admin Section on prescribed period	One (1) IPCR (commitment based on approved OPCR submitted to Admin Section on prescribed period with 100% accuracy	3.000	4.500	3.500	3.667	
Actions on Documents/ Requests	100% of documents acted upon with partial/ minor revision need 7 working days for simple documents and 15 days for complex documents upon receipt	100% of documents acted upon with partial/ minor revision need 7 working days for simple documents and 15 days for complex documents upon receipt		4.500	3.500	4.000	
<b>NATURAL RESOURCES ENFORCEMENT AND REGULATORY PROGRAM</b>							
Enforcement of ENR Laws, Rules and Regulations	Supervised the conduct of patrolling within 360.0 kilometers conservation area and monitor the uploading to Lawin Server with monthly report and quarterly Patrol Plan submitted to Chief, Monitoring and Enforcement Section	Supervised the conduct of patrolling within 428.0 kilometers conservation area and monitor the uploading to Lawin Server with monthly report and quarterly Patrol Plan submitted to Chief, Monitoring and Enforcement Section	5.000	4.500	4.500	4.667	Monthly Report every 20th day of the Month and Quarterly Patrol Plan before the succeeding quarter
	75% of the observed threats acted upon with reports submitted every 20th day of the month	75% of the observed threats acted upon with reports submitted every 20th day of the month	3.000	4.500	5.000	4.167	
<b>Total Over all Rating</b>			<b>14.000</b>	<b>22.500</b>	<b>19.500</b>	<b>20.000</b>	
<b>Final Average Rating</b>			<b>3.500</b>	<b>4.500</b>	<b>3.900</b>	<b>4.000</b>	
<b>Adjectival Rating</b>			<b>VERY SATISFACTORY</b>				
Comments and Recommendations for Development Purposes <i>Recommended for more trainings in compliance of ENR Laws, rules &amp; Reg.</i>							
Discussed with	Date	Assessed by:	Date	Final Rating by:			Date
 REY G. FIRMANES Employee	8/18/2021	I certify that I discussed my assessment of the performance with the employee  ARABELLE JOY TAMAYSA Credit Officer / In Charge-CENRO	8/19/2021	 ALMA E. GIBE OIC-CENRO			8/19/2021

Name: REY C. FIRMANES					Section: Monitoring and Enforcement Section			
Position: Forester II					Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: June , 2021								
	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WEP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
<b>A. TARGET- RELATED ACTIVITIES</b>				TO# 2021-2202	Meeting	Multi-Sectoral Assembly	Conducted multi sectoral assembly meeting at Brgy Panaytayan Mansalay, Oriental Mindoro	3 days
					Inspection/Inventory	Conduct inspection/inventory of standing trees as per request of the land owner at Mansalay, Oriental Mindoro	Conducted inspection/inventory of standing trees as per request of of the land owner at Mansalay, Oriental Mindoro	
				TO# 2021-2250	Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	4 days
					Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 43, Roxas , Oriental Mindoro	
				TO# 2021-2350	Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	3 days
				TO# 2021-2589	Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	2 days
<b>B. MISCELLANEOUS ACTIVITIES</b> (other activities related to the Division or Office outside of the targets)			✓		Clients	Entertain the clients	Answered clients queries	daily
			✓		reports	monthly reports	Prepared the accomplishment reports and submitted to PENRO	1 day
<b>C. OTHER FUNCTIONS AND DUTIES</b> (other activities not related to the Division but other designations, functions and concurrent capacities)								

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: REYNALDO D. PUDIQUET  
Forester III/Chief MES



Name: REY G. FIRMANES					Section: Monitoring and Enforcement Section			
Position: Forester II					Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: May , 2021								
A. TARGET- RELATED ACTIVITIES	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
				TO# 2021-	Inspection/Inventory	Conduct inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	Conducted inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	3 days
					Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	
				TO# 2021-	Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 41, 42 and 43 Pinamalayan and Roxas, Oriental Mindoro	1 day
				TO# 2021-1995	Inspection/Inventory	Conduct inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	Conducted inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	3 days
					Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	
				TO# 2021-2589	Inspection/Inventory	Conduct inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	Conducted inspection/inventory of standing trees as per request of the land owner at Bongabong, Oriental Mindoro	3 days
					Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	
			√		reports	monthly reports	prepare the accomplishment reports and submitted to PENRO	1 day
		√		email	any email receive for action or for information	Constant checking of email for the tracking of any documents that needed report, action of for information purposes only	1 day	
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)								
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)								
					HOLIDAY (MAY 13, 2021)			

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: REYNALDO D. PUDIQUET  
Forester III/Chief MES

Name: REY G. FIRMANES					Section: Monitoring and Enforcement Section			
Position: Forester II					Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: April , 2021								
A. TARGET- RELATED ACTIVITIES	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
				TO# 2021-1435	Inspection/Inventory	Conduct inspection/inventory of standing trees as per request of Maria Mercado and Eduardo Candor located at Bukal and Formon Bongabong, Oriental Mindoro	Conducted inspection/inventory of standing trees as per request of Maria Mercado and Eduardo Candor located at Bukal and Formon Bongabong, Oriental Mindoro	3 days
					Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 41, 42 and 43 Pinamalayan and Roxas, Oriental Mindoro	
			✓		Clients	Entertain the clients	Answered clients queries	daily
			✓		Reports	monthly reports	Prepared the accomplishment reports and submitted to PENRO	2 days
						WORK FROM HOME PENRO SO.2021-30	April 7,8,9, 15,16,21,22,23, 2021	8 days
						HOLIDAY (April 1,2,9, 2021)		3 days
	B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)							
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)								

Signature of the Employee:

Date Accomplished:

Verified by the Immediate Supervisor: REYNALDO P. PUDIQUET

Forester III/Chief MES

Name: REY G. FIRMANES					Section: Monitoring and Enforcement Section			
Position: Forester II					Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: March, 2021								
	Type		Nature		Type of Document/ Activity (indicate date and time the document received)	Details of the Activity	Action Taken (indicate the status of the document/activity)	Time Consumed
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)				
<b>A. TARGET- RELATED ACTIVITIES</b>				TO# 2021-439	Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	3 days
				TO# 2021-485	Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 42 Pinamalayan, Oriental Mindoro	1 day
				TO# 2021-725	Supervising/Monitoring	Monitor and supervise the cutting/pruning/trimming of trees affecting the distribution of powerlines by ORMECO and conduct surveillance operations againsts timber poaching within CENRO Roxas jurisdiction	Monitored and supervised the cutting/pruning/trimming of trees affecting the distribution of powerlines by ORMECO and conduct surveillance operations againsts timber poaching within CENRO Roxas jurisdiction	3 days
					Supervising/Monitoring	LAWIN	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	
<b>B. MISCELLANEOUS ACTIVITIES</b> (other activities related to the Division or Office outside of the targets)			√		Clients	Entertain the clients	Answered clients queries	daily
			√		Reports	monthly reports	Prepared the accomplishment reports and submitted to PENRO	2 days
			√			<b>HOME QUARANTINE (March 22-31,2021)</b>		10 days
<b>C. OTHER FUNCTIONS AND DUTIES</b> (other activities not related to the Division but other designations, functions and concurrent capacities)								

Signature of the Employee:

*Firmanes*

Date Accomplished:

Verified by the Immediate Supervisor: REYNALDO P. PUDIQUET

Forester III/Chief MES



Name: REY G. FIRMANES				Section: Monitoring and Enforcement Section			
Position: Forester II				Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: February 2021							
A. TARGET- RELATED ACTIVITIES	Type		Nature		Details of the Activity		
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)
				TO# 2021-	Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 41, 42 and 43 Pinamlayan and Roxas, Oriental Mindoro
				TO # 2021-	Supervising/Monitoring	Supervise FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area
					Supervising/Monitoring	Supervise FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area
					Hearing	Violation of sec.77 of PD 705	Attended hearing on filed cases for violation of Section 77 of PD 705 at RTC Branch 41, 42 and 43 Pinamlayan and Roxas, Oriental Mindoro
					Clients	Entertain the clients	Answered clients queries
			✓	Reports	monthly reports	Prepared the accomplishment reports and submitted to PENRO	
	B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)		✓	email	any email receive for action or for information	Constant checking of email for the tracking of any documents that needed report, action of for information purposes only	
	HOLIDAY (February 12 and 25, 2021)						
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)							

Signature of the Employee: 

Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: REYNALDO PUDIQUET

Forester III/Chief MES

Name: REY G. FIRMANES					Section: Monitoring and Enforcement Section			
Position: Forester II					Division:			
MONTHLY ACCOMPLISHMENT MONITORING FORM for: January , 2021								
A. TARGET- RELATED ACTIVITIES	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
	✓		✓		SALN/IPCR	SALN as of December 31, 2019 and IPCR	Updated SALN as of December 31, 2020 submitted to Personnel Section- Administrative Division on January 2021 and IPCR with rating	2 days
				TO# 2021-	Supervising/Monitoring	Supervise FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	2 days
				TO# 2021-	Apprehension	Conduct apprehension of illegal forest product	Conducted apprehension of illegal forest product	3 days
					Supervising/Monitoring	Supervise FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	Supervised FR's and FPO's in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area, Protected Area (MT. Iglit Baco), graduated NGP or CBFM area	
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)			✓		reports	monthly reports	prepared the accomplishment reports and submitted to PENRO	2 days
			✓		email	any email receive for action or for information	Constant checking of email for the tracking of any documents that needed report, action of for information purposes only	
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)						HOLIDAY	(January 1, 2021)	1 day
						WORK FROM HOME (OFFICE DISINFECTION)	January 20,21,22, 2021	3 days
						ONLEAVE	January 26, 2021	1 day

Signature of the Employee:

Date Accomplished:

*Firmanes*

Verified by the Immediate Supervisor: REYNALDO D. PUDIQUET

Forester III/Chief MES

*[Signature]*