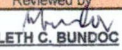
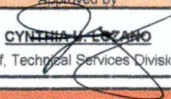


INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **Randy R. Pantoja**, of the **DENR-PENRO Boac, Marinduque**, Biodiversity Unit under Conservation and Development Section, commit to deliver and agree on the attainment of the following targets in accordance with the indicated measures for the period January to December 2021.


RANDY R. PANTOJA
 Forest Technician I (Ratee)
 14-Apr-21

Reviewed by  ALETH C. BUNDOC Chief, Conservation and Development Section	Date 14-Apr-21	Approved by  CYNTHIA M. ESCANO Chief, Technical Services Division	Date 14-Apr-21
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Outputs/MFOs/PAPs	Success Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
SUPPORT TO OPERATIONS							
Formulation and Monitoring of ENR Sector Policies, Plan/s, Programs and Projects							
B. Forest Management							
2. Simplified Community Resource Management Framework (CRMF) including map and 5-Year workplan	• 1 CRMF and 5-Year Workplan prepared with CSW and submitted to RO on or before December 15, 2021						Scope of Coverage: ENR Plans MOV: 1 CRMF and 5-Year Workplan with CSW prepared and submitted to RO on or before December 15, 2021 Dimensions to measure: Quantity, Quality and Timeliness
OPERATIONS							
OO1: Natural Resources Sustainably Managed							
Natural Resources Conservation and Development Program							
Wildlife Resources Conservation sub-Program							
Protection and Conservation of Wildlife							
1. Conservation of Threatened Species Population and habitat monitoring and protection of priority threatened species	• Quarterly monitoring report submitted to RO every 3rd month of the quarter						Scope of Coverage: Conservation of wildlife MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness
2. Establishment/Management of Wildlife Rescue Center	• Quarterly report of WRC maintained with attached specific reports on rescued wild animals, release, updated animal inventory report following the prescribed format submitted to RO every 3rd month of the quarter						Scope of Coverage: Conservation of wildlife MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness
Protected Areas, Caves and Wetlands Development and Management Sub-Programs							
Management of Caves and Cave Resources							
1. Cave Assessment and Classification	• 1 Cave assessment report (detailed) with recommended classification with map (outside PA) including socio-economic assessment submitted to RO on or before December 15, 2021						Scope of Coverage: PAs and non-PAs MOV: 1 Cave assessment report with recommended classification and with map (outside PA) prepared and submitted to RO on the 3rd quarter Dimensions to measure: Quantity, Quality and Timeliness
4. Monitoring & Evaluation of Priority Cave	• Quarterly monitoring and evaluation report submitted to RO every 3rd month of the quarter						Scope of Coverage: Cave Management MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness

Outputs/MFOs/PAPs	Success Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
5. CSAP a. Capacity Building (cave safety, techniques, assessment) b. IEC	<ul style="list-style-type: none"> Capacity building conducted Reports on IEC (lecture) conducted 						Scope of Coverage: Training MOV: 1 Training report prepared and submitted to RO by end of the 2nd quarter (no.) Dimensions to measure: Quantity, Quality and Timeliness Scope of Coverage: CEPA MOV: 2 IEC reports prepared and submitted to RO by end of the 2nd and 3rd quarter Dimensions to measure: Quantity, Quality and Timeliness
Natural Resources Enforcement and Regulatory Program							
1. Inland Wetlands Inventory	<ul style="list-style-type: none"> Inland wetlands inventoried and mapped and submitted report to RO on or before December 15, 2021 						Scope of Coverage: PAs and non-PAs MOV: 1 Cave assessment report with recommended classification and with map (outside PA) prepared and submitted to RO on the 3rd quarter Dimensions to measure: Quantity, Quality and Timeliness
Natural Resources Enforcement and Regulatory Program							
Permit Issuance and Monitoring of Forest and Forest Resource Use							
2. Compliance monitoring and performance evaluation of tenure holders							
2.b. Compliance monitoring of existing CBFMA	<ul style="list-style-type: none"> 100% of CBFMA assessed using the compliance monitoring tool of FMB - (746.23 has.) 						Scope of Coverage: Tenurial Instrument (CBFM) MOV: 6 CBFM assessment/monitoring report prepared and submitted to RO on the 3rd quarter Dimensions to measure: Quantity, Quality and Timeliness
2.e. Assessment of CSCs (devolved CSCs) including expired, expiring, outside CBFMA	<ul style="list-style-type: none"> CSC Areas assessed and development therein indicated in the map (250 CSCs) 						Scope of Coverage: Tenurial Instrument (CSC) MOV: 250 CSC assessed/Evaluated with report prepared and submitted to RO on the 3rd quarter Dimensions to measure: Quantity, Quality and Timeliness
GENERAL ADMINISTRATION AND SUPPORT SERVICES							
Implementation of Good Governance Condition							
	<ul style="list-style-type: none"> SALN submitted to Administrative Section on or before the end of February 2021 						Scope of Coverage: 2021 SALN MOV: MOV: CSC Memorandum 40-1998 Dimensions to measure: Quantity, Quality and Timeliness
	<ul style="list-style-type: none"> IPCR commitment based on approved SPMS guidelines submitted to the Administrative Section/Personnel by the end of April 2021 						Scope of Coverage: CY 2021 MOV: MOV: Receiving copy of IPCR Dimensions to measure: Quantity, Quality and Timeliness
Attendance to Meetings/workshops/Conferences	<ul style="list-style-type: none"> 100% of meetings/workshops/conferences with reports submitted - local (inter-agency) - 7 days after attendance 						Scope of Coverage: 100% of the received documents MOV: Based on Document Tracking System, Logbook, Based on WFP as simple or complex documents Dimensions to measure: Quantity, Quality and Timeliness

Outputs/MFOs/PAPs	Success Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
Final Over-All Rating							
Adjective Rating							
Comments and Recommendations for Development Purposes							
Discussed with	Date	Assessed by	Date	Final Rating by		Date	
<u>RANDY R. PANTOJA</u> Forest Technician I		I certify that I discussed my assessment of the performance with the employee. <u>CYNTHIA U. LOZANO</u> Chief, Technical Services Division		<u>IMELDA M. DIAZ</u> OIC-PENR Officer			
Legend : 1 - Quantity 2 - Efficiency 3 - Timeliness 4 - Average							

Note:
*** Qualifying Indicator
** Ranking Indicator
* Other Indicator (Tie Breaker)