

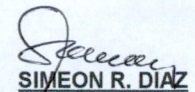
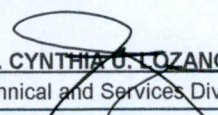
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)


I, Don Gibson D. Mercado, of the Regulation and Permitting Section, Forest Resource Utilization Unit, DENR-PENRO Boac, Marinduque, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to December 2021.

DON GIBSON D. MERCADO

Forester
(Ratee)

Date: April 14, 2020

Reviewed by	Date	Approved by	Date	
 SIMEON R. DIAZ LMO III/ Chief, RPS	April 14, 2021	 ENGR. CYNTHIA O. LOZANO Chief, Technical and Services Division	April 14, 2021	
Output	Performance Indicator (Target + Measure)	Actual Accomplishments	Rating	Remarks
			<div>Q¹</div> <div>E²</div> <div>T³</div> <div>A⁴</div>	
Implementation of Good Governance Condition	100% submission of SALN and IPCR			
Actions on Documents/Requests acted upon	100% of documents acted upon -simple documents - 7 working days upon receipt by the office -complex documents - 15 working days upon receipt by the office			
OPERATIONS				
Permit Issuance and Monitoring of Forest and Forest Resource Use				
Issuance of cutting/harvesting permits and WPP	No. (30) processed application documents reviewed/ endorsed to the Regional Office concerned with recommendations for approval, otherwise returned to CENRO/ Implementing PENRO with comments for further action within 20 days upon receipt of the documents.			MOVs -Cutting Permit approved by PENRO/RO/CO -Memorandum to Regional Office for appropriate action
CBFMA	No. (2) CBFMA Area inspected and monitored within 20 days upon receipt of the request for inspection			MOVs -Inspection report with recommendation
Assessment of CSCs (devolved CSCs) including expired, expiring, outside CBFMA	No. (250) Certificate of Stewardship Contract (CSC) assessed and indicated categorical recommendation (renewal/cancellation/re-evaluation) submitted within 20 days after the actual ground assessment.			MOVs -Report with maps and categorical recommendations and Memorandum to Regional Office

Output	Performance Indicator (Target + Measure)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
Permit/License Issuance	10 Self Monitoring Form (SMF) or Certificate of Verification (COV) prepared within 7 days upon receipt of the request and; 10 Certificate of Tree Plantation Ownership (CTPO) reviewed/ evaluated and processed application within 7 days upon receipt of the request/application.						MOVs -Approved SMF or COV for the transport of forest products. -Approved Certificate of Registration for Private Tree Plantation
Geographic Information System (GIS) Mapping	75 Maps for Cutting permits/ Application for Private Plantation Registration/Land Classification Certification prepared within 7 days upon receipt of the documents.						MOVs - Maps signed by concerned officials
Protected Areas Development and Management							
Demarcation of Boundaries for Legislated Pas	115 installed monuments inspected and report submitted within 7 days after the actual ground validation.						MOVs -Report submitted with geotagged photos with categorical recommendation
OTHER ACTIVITIES							
Support to investigation and filing of Criminal Complaints	2 hearings attended with report submitted within 15 working days						MOVs -Administrative hearing minutes
Average Rating:							
Category		Output	Rating				
Final Average Rating							
Comments and Recommendations for Development Purposes							
Discussed with	Date	Assessed by	Date	Final Ranking by		Date	
 DON GIBSON D. MERCADO Forester	April 14, 2021	I certify that I discussed my assessment of the performance with the employee.	February 01, 2021			February 01, 2021	
		ENGR. CYNTHIA U. LOZANO Chief, Technical Services Division		IMELDA M. DIAZ OIC - PENR Officer			

Legend : 1 - Quantity 2 - Efficiency 3 - Timeliness 4 - Average