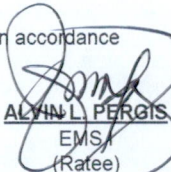
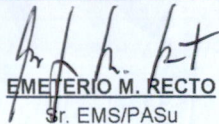
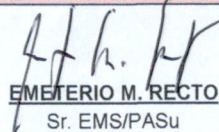


# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Alvin L. Pergis, of the Protected Area Management Office (PAMO), 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.

  
ALVIN L. PERGIS  
 EMS  
 (Ratee)  
 Date: April 14, 2021

Reviewed by	Date	Approved by	Date		
 <u>EMETERIO M. RECTO</u> Sr. EMS/PASu	April 14, 2021	 <u>EMETERIO M. RECTO</u> Sr. EMS/PASu	April 14, 2021		
Output	Performance Indicators (Targets + Measures)	Actual Accomplishments	Rating	Remarks	
			Q <sup>1</sup> E <sup>2</sup> T <sup>3</sup> A <sup>4</sup>		
<b>GENERAL ADMINISTRATION AND SUPPORT</b>					
Implementation of Good Governance Condition	SALN submitted to PENRO Personnel Unit based on Section 8 of RA 6731 on February 28, 2021				Scope of Coverage: 2020 SALN MOVs: CSC Memorandum 40-1998 Dimensions to Measure: Quality & Timeliness
	IPCR Commitment based on the approved DPCR submitted to PENRO Personnel Unit by end of April 2021				Scope of Coverage: CY 2021 MOVs: receiving copy of IPCR Dimensions to Measure: Quality & Timeliness
Actions on Documents/Requests	Documents acted upon with partial minor revision need 7 working days for simple documents and 15 working days for complex documents upon receipt				Scope of Coverage: 100% of the received documents MOVs: Based on Document Tracking System, Logbook, Based on WFP as simple or complex documents Dimensions to Measure: Quality & Timeliness
<b>SUPPORT TO OPERATIONS</b>					
Formulation and Monitoring of ENR Policies, Plans, Programs and Projects	Physical & Financial Accomplishment Report prepared and submitted to the PASu every 25th day of the Month				Scope of Coverage: CY 2021 MOVs: Monthly Physical & Financial Accomplishment Monitoring Report Dimensions to Measure: Quality & Timeliness
<b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>					
<b>Protected Areas Management and Development</b>					
Demarcation of Boundaries for Legislated Protected Areas (PAs) or MWS	Bidding documents assisted/prepared for the installation/demarcation of MWS				Scope of Coverage: CY 2021 MOVs: Bidding documents posted to PhilGEPS Dimensions to Measure: Quality & Timeliness
	260 PA boundaries surveyed/relocated within Marinduque Wildlife Sanctuary (MWS) with report submitted 7 days after the activity				Scope of Coverage: Maps/Geotag photos MOVs: Reports submitted to PASu Dimensions to Measure: Quality & Timeliness
	260 monuments demarcated/installed with report submitted by the end of November 2021				Scope of Coverage: Regional Office to PENRO MOVs: submitted report generated by RO Dimensions to Measure: Quality & Timeliness



Output	Performance Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PA Habitat Protection Communication, Education and Public Awareness (CEPA)	1 CEPA materials produced and distributed (print , video, etc.) and 1 public gathering conducted with report submitted 7 days to the immediate supervisor for review/evaluation						<b>Scope of Coverage:</b> CY 2021 <b>MOVs:</b> CEPA materials produced/distributed to PA stakeholders and public gatherings reports <b>Dimensions to Measure:</b> Quality & Timeliness
PAMB Operationalization Management Effectiveness Assessment	Management Effectiveness Assessment (MEA) conducted following BMB TB No. 2018-05						<b>Scope of Coverage:</b> FY 2021 - MEA for PAMB <b>MOVs:</b> MEA Forms filled-up and analyzed <b>Dimensions to Measure:</b> Quality & Timeliness
Implementation of Biodiversity Monitoring System (BMS)	Biodiversity Monitoring Systems (BMS) conducted semi-annually within MWS with report prepared and submitted for review of the immediated supervisor 7 days after the completion of the activities						<b>Scope of Coverage:</b> CY 2021 <b>MOVs:</b> BMS reports based on the prescribe reporting format <b>Dimensions to Measure:</b> Quality & Timeliness
	BMS report/results presented to PAMB of MWS during its regular quarterly meeting						<b>Scope of Coverage:</b> CY 2021 <b>MOVs:</b> BMS reports based on the prescribe reporting format and minutes of PAMB with resolutions <b>Dimensions to Measure:</b> Quality & Timeliness
Regular Quarterly Protected Area Management Board (PAMB) En Banc Meeting	PAMB meeting schedule set/organized with documents prepared one (1 ) week prior to the conduct of PAMB meeting						<b>Scope of Coverage:</b> Quarterly PAMB meeting <b>MOVs:</b> Received copies of notice of meeting, PR/PO <b>Dimensions to Measure:</b> Quantity, Quality, & Timeliness
	Approved PAMB resolutions with corresponding minutes prepared and submitted to PASu for review and evaluation 7 days after the meeting						<b>Scope of Coverage:</b> CY 2021 <b>MOVs:</b> Draft PAMB minutes & resolutions <b>Dimensions to Measure:</b> Quantity, Quality, & Timeliness
Survey and Registration of Protected Area Occupants/Socio-Economic Assessment and Monitoring System (SRPAO/SEAMS)	Certificate of Reconition for qualified tenured migrants within MWS issued by end of November CY 2021						<b>Scope of Coverage:</b> Up to 4th quarter CY 2021 <b>MOVs:</b> Notice to the Public, copy of COR with report submitted to RO, Official List of Tenured Migrants <b>Dimensions to Measure:</b> Quality, & Timeliness

Final Average Rating:

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by	Date	Final Rating	Date
ALVIN L. PERGIS EMS I		I certify that I discussed my assessment of the performance with the employee.		IMELDA M. DIAZ OIC, PENR Officer	
		EMETERIO M. RECTO Sr. EMS/PASu			

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

Note:

\*\*\* Qualifying Indicators

\*\* Ranking Indicators

\* Other Indicators (Tie Breaker)