

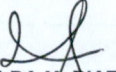
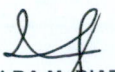
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Emeterio M. Recto, Senior Ecosystem Management Specialist of the Protected Area Management Office, DENR-PENRO Boac, Marinduque, commit to deliver and agree to be rated on the attainment of the following targets with the indicated measures for the period of January to December 2021.

EMETERIO M. RECTO

Senior Ecosystem Management Specialist
(Ratee)

Date: April 12, 2021

Reviewed by	Date	Approved by	Date				
 IMELDA M. DIAZ OIC, PENR Officer	April 12, 2021	 IMELDA M. DIAZ OIC, PENR Officer	April 12, 2021				
Output	Performance Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
GENERAL ADMINISTRATION AND SUPPORT							
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 docs MOVs: Based on Document Tracking System, Logbook, Based on WFP as simple or complex documents Dimensions to Measure: Quality & Timeliness
NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM							
Protected Area Development and Management	4 PAMB Resolutions approved with minutes of meeting submitted to Regional Office thru PENRO 15 days after the meeting.						Scope of Coverage: Protected Area MOVs: PAMB Resolutions with approved minutes of meeting Dimensions to Measure: Quality & Timeliness
	PA-MWS with BMS conducted semi-annually submitted to BMB through the Regional Executive based on DMC 2007-04 10 days after completion.						Scope of Coverage: Breakdown of PAs MOVs: BMS Report (Semi-Annual) Dimensions to Measure: Quality & Timeliness
Formulation and Monitoring of ENR Sector Policies, Plans, Programs and Projects	Monthly Accomplishment Reports based on targets compliant to the prescribed formats submitted to the PENRO thru the Planning Management Section every 25th day of the Month						Scope of Coverage: Monthly Accomplishment Report of PAMO-MWS MOVs: Accomplishment Report submitted and received by PENRO Planning Dimensions to Measure: Quality & Timeliness
	FY 2022 Annual Work and Financial Plan based on 2022 Planning Guidelines submitted to the PENRO thru the Planning and Management Division on the prescribed period						Scope of Coverage: FY 2022 MOVs: Endorsement of WFP with acknowledgment of RO PPS Dimensions to Measure: Quality & Timeliness
	FY 2022 Revised Work and Financial Plan based on comments submitted to RO-PMD 3 days upon receipt						Scope of Coverage: Memo for comments (hard copy provided) and the number of days submitted the revised WFP by the office concerned MOVs: Received copy (electronic or hardcopy) of revised WFP submission Dimensions to Measure: Quality & Timeliness

Output	Performance Indicators (Targets + Measures)	Actual Accomplishments	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
	240 km of patrol conducted within conservation area uploaded to the Lawin Server by the end of December 2021						PAMO: At least 20 km regular patrol conducted (monthly) Scope of Coverage: Total area of protected area MOVs: Based on the data uploaded on the Lawin Server and reports submitted Dimensions to Measure: Quality & Timeliness
	75% percent of the observed threats had action taken with reports submitted by the end of December 2021						If threats classified as simple, 100% of the observed threats had actions taken. If the threat is complex, 75% of the observed threats had action taken Scope of Coverage: Total area of protected area MOVs: Based on the data uploaded on the Lawin Server and reports submitted Dimensions to Measure: Quality & Timeliness
Collection of Revenues	Php 40,000 collected and deposited to BTr with monthly report of collection every end of the month.						Scope of Coverage: Income generated through visitor entrance MOVs: Monthly report of collection, deposit slip Dimensions to Measure: Quality & Timeliness
	5% Increase of revenue collection based on previous year's collection						Scope of Coverage: Income generated through visitor entrance MOVs: Revenues collected (Php'000) and deposited (Php'000) Dimensions to Measure: Quality & Timeliness
II. For Proclaimed and Legislated PAs 1. Demarcation of Boundaries	260 monuments demarcated/installed by end of November 2021						Scope of Coverage: CY 2021 (260 monuments within Parcel I & II of MWS) MOVs: Inspection Report with geotagged photos and Map of the area demarcated Dimensions to Measure: Quality & Timeliness
2. 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 to RO thru PENRO 15 days after the activity.						Scope of Coverage: CY 2021 MOVs: CEPA materials produced/distributed and public gatherings conducted report Dimensions to Measure: Quality & Timeliness
3. PAMB Operationalization Management Effectiveness Assessment	MEA conducted following BMB TB No. 2018-06						Scope of Coverage: FY 2021 - MEA for PAMB MOVs: MEA Forms filled-up and analyzed Dimensions to Measure: Quality & Timeliness
4. Protected Area Management Office (PAMO) Operationalization	PAMO Staff/JO hired (3 Park Rangers).						Scope of Coverage: CY 2021 MOVs: Notarized Contract Dimensions to Measure: Quality & Timeliness
5. Ecotourism Management	Ecotourism facilities maintained with report submitted to RO thru PENRO every end of the quarter.						Scope of Coverage: CY 2021 MOVs: Quarterly Report Dimensions to Measure: Quality & Timeliness
6. Integrated Protected Area Fund (IPAF)	4 Quarterly reports submitted reflecting fees and income collected and deposited.						Scope of Coverage: CY 2021 MOVs: Quarterly Report Dimensions to Measure: Quality & Timeliness
Final Average Rating:							
Comments and Recommendations for Development Purposes							
Discussed with	Date	Assessed by	Date	Final Rating		Date	
EMETERIO M. RECTO Senior ECOMS		I certify that I discussed my assessment of the performance with the employee. IMELDA M. DIAZ OIC, PENR Officer		IMELDA M. DIAZ OIC, PENR Officer			

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

Note:

*** Qualifying Indicators

** Ranking Indicators

* Other Indicators (Tie Breaker)