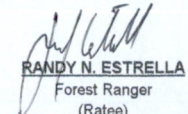
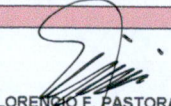
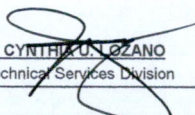


# INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Randy N. Estrella, of the Technical Services Division, 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.

  
**RANDY N. ESTRELLA**  
 Forest Ranger  
 (Ratee)  
 Date: April 13, 2021

Reviewed by	Date	Approved by	Date				
 <b>FLORENCIO F. PASTORAL</b> Chief, Monitoring and Enforcement Section	April 13, 2021	 <b>ENGR. CYNTHIA U. OZANO</b> Chief, Technical Services Division	April 13, 2021				
Output	Performance Indicator (Target + Measure)	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	100% 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
	100% 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	100% documents acted upon with partial minor revision need 3 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>ECOSYSTEM REGULATION SERVICES</b>							
Patrolling of Natural Forest under LAWIN	Patrolling and observing threats by type (no.), action taken (no.), and forest condition conducted						Scope of Coverage: 10 km/month and the total of 120 km per year MOVs: Reports submitted to MES Dimensions to Measure: 80% accuracy within 5 working days of report preparation and submission
Assessment of CSCs (devolved CSCs) including expired, expiring, outside CBFMA	250 CSCs monitored and assessed indicating the development therein in the map with 80% accuracy within 5 working days						Scope of Coverage: 250 CSC holders 100% monitored MOVs: Monitoring Report with Geotag Photos and duly filled up individual CSC form Dimensions to Measure: 80% accuracy within 5 working days of report preparation and submission
Compliance Monitoring of tenure or permit	No. of tenure/permit holders monitored with recommendation and endorsed to Regional Office for action (no.)						Scope of Coverage: 15 tenurial instrument holders MOVs: Monitoring Report with Geotag Photos Dimensions to Measure: 80% accuracy within 5 working days of report preparation and submission

Output	Performance Indicator (Target + Measure)	Actual Accomplishments	Rating				Remarks
			Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Other Activities	Monitored 15 tree cutting permit within private land, private tree plantation and turn over felled logs affected by on going road widening project of DPWH with clearance to cut from DENR Regional Office and submit report and tabulated inventory report 80% accuracy within 5 working days						Scope of Coverage: 15 cutting permit per year MOVs: Reports submitted to MES within 5 days after travel Dimensions to Measure: 80% accuracy within 5 working days of report preparation and submission
	Conducted Surveillance and monitoring of illegal activities in remote areas with report submitted to the chief of Monitoring and Enforcement Section (MES) with 80% accuracy within 5 working days						Scope of Coverage: undocumented forest products MOVs: Reports submitted to MES within 48 hours Dimensions to Measure: 85% accuracy
Final Average Rating							
Comments and Recommendations for Development Purposes							
Discussed with	Date	Assessed by	Date	Final Ranking by		Date	
		I certify that I discussed my assessment of the performance with the employee.					
<u>RANDY N. ESTRELLA</u> Forest Ranger		<u>ENGR. CYNTHIA U. LOZANO</u> Chief, Technical Services Division		<u>IMELDA M. DIAZ</u> Officer-In-Charge, PENR Officer			

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

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