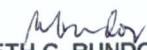
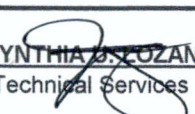


INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, ALETH C. BUNDOC, of the Conservation and Development Section, 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.


ALETH C. BUNDOC
 Community Development Officer II
 (Ratee)
 Date: 'April 19, 2021

Reviewed by:	Date	Approved by:	Date				
 CYNTHIA B. LUZANO Chief, Technical Services Division	April 20, 2021	IMELDA M. DIAZ OIC-PENR Officer	April 20, 2021				
Output	Performance Indicator (Target + Measure)	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	<ul style="list-style-type: none"> • CRMF and 5-Year Workplan prepared with CSW 						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							
Protected Areas, Caves and Wetlands Development and Management Sub-Program							
III. Management of Caves and Cave Resources							
1. Cave Assessment and Classification	<ul style="list-style-type: none"> • Cave assessment report (detailed) with recommended classification with map (outside PA) including socio-economic assessment 						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

4. Monitoring and Evaluation of Priority Caves	<ul style="list-style-type: none"> Quarterly monitoring and evaluation report 						<p>Quantity, Quality and Timeliness</p> <p>Scope of Coverage: Cave management</p> <p>MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter</p> <p>Dimensions to measure: Quantity, Quality and Timeliness</p>
5. CSAP							
a. Capacity Building (cave safety, techniques, assessment)	<ul style="list-style-type: none"> Capacity building conducted 						<p>Scope of Coverage: Training</p> <p>MOV: 1 Training report prepared and submitted to RO by end of the 2nd quarter (no.)</p> <p>Dimensions to measure: Quantity, Quality and Timeliness</p>
b. IEC	<ul style="list-style-type: none"> Reports on IEC (lecture) conducted 						<p>Scope of Coverage: CEPA</p> <p>MOV: 2 IEC reports prepared and submitted to RO by end of the 2nd and 3rd quarter</p> <p>Dimensions to measure: Quantity, Quality and Timeliness</p>
IV. Conservation of Inland Wetlands							
1. Inland Wetlands Inventory	<ul style="list-style-type: none"> Report on the list of Inland wetlands inventoried and mapped 						<p>Scope of Coverage: Biodiversity conservation</p> <p>MOV: 1 report on the list of Inland Wetlands inventoried and mapped prepared and submitted to RO on or before December 15, 2021</p> <p>Dimensions to measure: Quantity, Quality and Timeliness</p>
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	<ul style="list-style-type: none"> Quarterly monitoring report submitted 						<p>Scope of Coverage: Conservation of wildlife</p> <p>MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter</p>

2. Establishment/Management of Wildlife Rescue Center	<ul style="list-style-type: none"> Quarterly report of WRC maintained with attached specific reports on rescued wild animals, release, updated animal inventory report following the prescribed format 					<p>Dimensions to measure: Quantity, Quality and Timeliness</p> <p>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</p>
Coastal and Marine Ecosystems Rehabilitation Sub-Program						
Management of Coastal and Marine Resources/Areas						
1. MPA Management strenghtening and networking c. Marine Protected Areas Networking	<ul style="list-style-type: none"> No. of MPA network strenghtened 					<p>Scope of Coverage: Within VIP MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness</p>
4. Technical Assistance Component a. Technical assistance to LGUs on coastal and marine related concerns (assessment, emergency response, facilitation, citizen science, validation investigation of reports/complaints, etc.	<ul style="list-style-type: none"> No. of LGUs/NGOs/Stakeholders assisted 					<p>Scope of Coverage: Within VIP MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness</p>
5. Social Marketing and Mobilization/CEPA activities • Conduct of Special Events such as Month of the Ocean, CTI Day, International Coastal Clean-Up and other environment events	<ul style="list-style-type: none"> Social events conducted with photo and video documentation 					<p>Scope of Coverage: Social Events/CEPA MOV: 1 Report prepared and submitted to RO Dimensions to measure: Quantity, Quality and Timeliness</p>
7. Monitoring and evaluation Regular monitoring and evaluation of all activities included on CMEMP	<ul style="list-style-type: none"> Quarterly monitoring activities conducted 					<p>Scope of Coverage: CMEMP Components MOV: 4 Quarterly monitoring report prepared and submitted to RO every 3rd month of the quarter Dimensions to measure: Quantity, Quality and Timeliness</p>

Forest and Watershed Management Sub-Program							
Forest Development, Rehabilitation and Maintenance and Protection (Enhanced National Greening Program)							
1. Maintenance and Protection of Established Plantations	<ul style="list-style-type: none"> Area maintained and protected (72 has.) with at least 85% survival rate inspected within 30 days after request for inspection 						Scope of Coverage: 2019-2021 established plantation MOV: Monthly report with attached pertinent documents prepared and submitted to RO Dimensions to measure: Quantity, Quality and Timeliness
2. Comprehensive Site Development (Agroforestry)							Scope of Coverage: Regular NGP MOV: Monthly report with attached pertinent documents prepared and submitted to RO Dimensions to measure: Quantity, Quality and Timeliness
2.1 Seedling Production	<ul style="list-style-type: none"> Seedlings produced (no.) 						
2.2 Site Preparation and Establishment	<ul style="list-style-type: none"> Area prepared and planted (70.0 has.) with at least 85% survival rate inspected within 30 calendar days after request for inspection 						
2.3 1st Year Maintenance & Protection	<ul style="list-style-type: none"> Area maintained and protected (70.0 has.) 						
6. Maintenance of SPA / IPT	<ul style="list-style-type: none"> 1 SPA/IPT maintained (no. of trees) with seed collection (kgs.) 						Scope of Coverage: Maintenance and protection of SPA/IPT MOV: Monthly report with attached pertinent documents prepared and submitted to RO Dimensions to measure: Quantity, Quality and Timeliness
General Administration and Support							
Implementation of Good Governance Condition	<ul style="list-style-type: none"> 100% SALN submitted to PENRO Personnel Unit based on Section 8 of RA 6731 by end of February 2021 100% IPCR commitment based on the approved DPCR submitted to PENRO Personnel Unit by end of April 2021 						Scope of Coverage: 2020 SALN MOV: CSC Memorandum 40-1998 Dimensions to measure: Quality and Timeliness
Actions on Documents/Requests	<ul style="list-style-type: none"> 100% documents acted upon with partial minor revision need 7 working days for simple documents and 15 working days for complex 						Scope of Coverage: 100% of the received documents MOV: Based on Document Tracking

	documents upon receipt						System, Logbook, Based on WFP as simple or complex documents Dimensions to measure: Quality and Timeliness
Other TSD-related Activities							
◀ Provision of technical assistance to TSD in planning activities/budget distribution as well as submission of consolidated monthly monitoring physical and financial accomplishment report ▶ Preparation of Memoranda, letters and other correspondence relative to Technical Services Division as instructed by the immediate supervisors	• Technical assistance provided to the TSD in planning activities/budget distribution as well as submission of consolidated monthly monitoring physical and financial accomplishment report • Memoranda, letters and other correspondence prepared relative to Technical Services Division as instructed by the immediate supervisors						Scope of Coverage: TSD target activities CY 2021 MOV: Vouchers received for charging of claims and consolidated monthly monitoring physical and financial accomplishment report prepared and forwarded to the Chief, TSD for review Dimensions to measure: Quantity and Timeliness Scope of Coverage: Communications for TSD activities etc. CY 2021 MOV: Memoranda, letters and other correspondence prepared and forwarded to the Chief, TSD for review Dimensions to measure: Quality and Timeliness
Final Average Rating							
Comments and Recommendations for Development Purposes							
Discussed with:	Date	Assessed by:	Date	Final Rating by:	Date		
<u>ALETH C. BUNDOC</u> Community Development Officer II/Chief, CDS		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