




B. Individual Performance Commitment and Review Form

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, Marcing U. Tugas, of DENR CENRO Roxas, Oriental Mindoro, Conservation and Development Section, 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 2022**.

  
**MARCING U. TUGAS**  
Ratee

Date: **April 6, 2022**

| Reviewed by:  |   | Date:                  |          | Approved by:   |            |         |         | Date:              |  |
|---|---|------------------------|----------|--|------------|---------|---------|--------------------|--|
| <br><b>JOSE T. MONTECALVO</b><br>Chief, Conservation and Development Section |   | <b>APR 07 2022</b>     |          | <br><b>ENGR. CAESAR E. QUEBEC</b><br>CENR Officer |            |         |         | <b>APR 08 2022</b> |  |
| P/A/Ps  | Performance Indicators<br>(targets+measures)  | Actual Accomplishments | Rating   |  |            |         | Remarks |                    |  |
|   |   |                        | Quantity | Quality  | Timeliness | Average |         |                    |  |
| GENERAL ADMINISTRATION AND SUPPORT SERVICE  |   |                        |          |  |            |         |         |                    |  |
| Submission of Statement of Assets and Liabilities and Networth (SALN)   | One (1) Statement of Assets, Liabilities and Networth (SALN) based on Section 8 of RA 6713 prepared and submitted to In-charge, Administrative Unit on February 4, 2022                         |                        |          |  |            |         |         |                    |  |
| Evaluation of Personnel Performance   | One (1) IPCR (Commitment) based on approved SPMS guidelines prepared and submitted to In-charge, Administrative Unit on April 13, 2022  |                        |          |  |            |         |         |                    |  |
|   | Two (2) IPCR with rating prepared and submitted to In-charge, Administrative Unit   |                        |          |  |            |         |         |                    |  |
|   | 1 - IPCR with rating (July to December 2021) submitted on February 10, 2022   |                        |          |  |            |         |         |                    |  |
|   | 2 - IPCR with rating (January to June 2022) submitted on July 15, 2022  |                        |          |  |            |         |         |                    |  |
| Actions on Documents/ Requests  | 100% of documents acted upon with partial/ minor revision need 7 working days for simple documents and 15 days for complex documents upon receipt   |                        |          |  |            |         |         |                    |  |
| Attendance to Meetings/ Workshops/ Conference   | 100% of meetings/ workshops/ conference attended with report submitted 7 working days after attendance in local (inter- agency) and 30 working days in foreign meetings/ workshops/ conferences |                        |          |  |            |         |         |                    |  |
| NATURAL RESOURCES ENFORCEMENT AND REGULATORY PROGRAM  |   |                        |          |  |            |         |         |                    |  |
| Issuance of cutting/harvesting permits and WPP  | 100% Field inventory conducted in 15 cutting/harvesting permits and WPP with reports prepared and submitted to Chief, RPS 2 days after the conduct of the inventory                             |                        |          |  |            |         |         |                    |  |

| P/A/Ps  | Performance Indicators<br>(targets+measures)  | Actual Accomplishments   | Rating   |                        |            |         | Remarks |
|---|---|--|----------|------------------------|------------|---------|---------|
|   |   |  | Quantity | Quality                | Timeliness | Average |         |
| NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM                    |   |  |          |                        |            |         |         |
| Management of Caves and Cave Resources Cave Assessment and Classification | One (1) cave assessed with recommended classification prepared and submitted to Chief, CDS on September 10, 2022              |  |          |                        |            |         |         |
| Inspection of contractor's accomplishment for billing purposes            | 100% Inspected and Validated ENGP Maintenace and Protection accomplishment at Brgy. San Isidro, Bulalacao 7 days upon reciept |  |          |                        |            |         |         |
| Conduct of continuing inventory of Water Users                            | 5 water users inventoried and mapped with report submitted to Chief, CDS on June 10, 2022                                     |  |          |                        |            |         |         |
| Conduct of identification and mapping of Water Sources                    | 5 water sources inventoried and mapped with report submitted to Chief, CDS on June 10, 2022                                   |  |          |                        |            |         |         |
| Total Overall Rating  |   |  |          |                        |            |         |         |
| Final Average Rating  |   |  |          |                        |            |         |         |
| Adjectival Rating   |   |  |          |                        |            |         |         |
| Comments and Recommendations for Development Purposes                     |   |  |          |                        |            |         |         |
|   |   |  |          |                        |            |         |         |
| Discussed with:   | Date:   | Assessed by:   | Date:    | Final Rating:          |            | Date:   |         |
| MARCING U. TUGAS  |   | I certify that I discussed my assessment of the performance with the employee. |          | ENGR. CAESAR E. QUEBEC |            |         |         |
| Forester I  |   | JOSE T. MONTECALVO<br>Chief, Conservation and Development Section              |          | CENR Officer           |            |         |         |