



## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, REY G. FIRMANES, Monitoring and Enforcement Section of the DENR, CENRO Roxas, Or. Mindoro, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of July to December, 2021


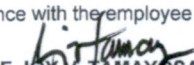

  
**REY G. FIRMANES**  
 Ratee

Date:

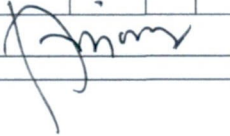
Reviewed by:	Date	Approved by:	Date
 REYNALDO D. PUDIQUET		 ALMA E. GIBE OIC-CENRO	
FORESTER III/ Chief, Monitoring and Enforcement Section			

Output	Success Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks
			Q1	E2	T3	A4	
<b>GENERAL ADMINISTRATION AND SUPPORT TO OPERATIONS</b>							
	One (1) SALN prepared and submitted to Admin based on Section 8 of RA 6713 on February 20, 2021						Rated on 1st sem
Preparation and Submission of IPCR	One (1) IPCR (commitment based on aproved OPCR submitted to Admin Section on prescribed period						Rated on 1st sem
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	100% of documents acted upon with partial/ minor revision need 7 working days for simple documents and 15 days for complex documents upon receipt		4.500	3.000	3.750	
<b>NATURAL REOUSRCS ENFORCEMENT AND REGULATORY PROGRAM</b>							
Enforcement of ENR Laws, Rules and Regulations	Supervised the conduct of patrolling within 360.0 kilometers conservation area and monitor the uploading to Lawin Server with monthly report and quarterly Patrol Plan submitted to Chief, Monitoring and Enforcement Section	Supervised the conduct of patrolling within 428.0 kilometers conservation area and monitor the uploading to Lawin Server with monthly report and quarterly Patrol Plan submitted to Chief, Monitoring and Enforcement Section	5.000	4.000	3.500	4.167	Monthly Report every 20th day of the Month and Quarterly Patrol Plan before the succeeding quarter
	75% of the observed threats acted upon with reports submitted every 20th day of the month	75% of the observed threats acted upon with reports submitted every 20th day of the month	3.000	4.500	5.000	4.167	
Total Over all Rating			8.000	13.000	11.500	12.083	
Final Average Rating			4.000	4.333	3.833	4.028	
Adjectival Rating			VERY SATISFACTORY				

Comments and Recommendations for Development Purposes: *Recommended for training on Fo-Protection Law Enforcement and Computer Operation.*

Discussed with	Date	Assessed by:	Date	Final Rating by:	Date
 REY G. FIRMANES Employee	FEB 03 2022	I certify that I discussed my assessment of the performance with the employee  ARABELLE JOY N. TAMAYOSA Credit Officer I/In Charge-CENRO	FEB 07 2022	 ALMA E. GIBE OIC-CENRO	FEB 07 2022

Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION			
Position: FORESTER II					Division:			
ACCOMPLISHMENT : JULY 2021								
	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
Z				Travel Order # 2661	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 2624	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 2696	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 063	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 022	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)								
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	3 days including travel plan
					Filing of Cases	Filing of Cases for Violation of Section 77 of PD 705	Filed Cases for Violation of Section 77 of PD 705	2 days including travel plan
						Sick Leave		1 day
						holiday		5 days (Dec. 8, 24, 25, 30, 31)

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: 



Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION			
Position: FORESTER II					Division:			
ACCOMPLISHMENT : AUGUST 2021								
	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	
z				Travel Order # 2021-085	LAWIN	Monitor and Supervise Forest Ranger in the conduct of Forest Lawin Patrolling and surveillance operation against timber poaching and other violators of environmental laws	Monitored and Supervised Forest Ranger in the conduct of Forest Lawin Patrolling and surveillance operation against timber poaching and other violators of environmental laws	3 days including travel order
				Travel Order # 2021-128	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 2979	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)								
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)				Travel Order # 2021-2898	Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	3 days including travel plan
								August 21, 2021 (holiday)

Signature of the Employee: \_\_\_\_\_  
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: \_\_\_\_\_

Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION			
Position: FORESTER II					Division:			
ACCOMPLISHMENT : SEPTEMBER 2021								
	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	Time Consumed
z				Travel Order # 2021-3127		Attend hearing as per filed cases	Attended hearing as per filed cases	1 day
				Travel Order # 2021-3080	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 3075	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
					emails	Constant checking of emails and preparation of report	prepared report submitted to immediate supervisor	every Monday
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)								
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	3 days including travel plan
					Filing of Cases	Filing of Cases for Violation of Section 77 of PD 705	Filed Cases for Violation of Section 77 of PD 705	2 days including travel plan

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

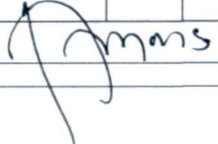
Verified by the Immediate Supervisor:  \_\_\_\_\_

Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION			
Position: FORESTER II					Division:			
ACCOMPLISHMENT : OCTOBER 2021								
z	Type		Nature		Details of the Activity			
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)	
							Time Consumed	
				Travel Order # 2021-3380	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
				Travel Order # 2021-3281	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	3 days including travel order
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)								
				✓				
					Report	Draft a report regarding the activities conducted on the last week activities	Submit Draft a report to immediate supervisor for review regarding the activities conducted on the last week activities	every Monday
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	3 days including travel plan
				Travel Order # 2021-3380	Filing of Cases	Filing of Cases for Violation of Section 77 of PD 705	Filed Cases for Violation of Section 77 of PD 705	2 days including travel plan
								1 day
						holiday		

Signature of the Employee: \_\_\_\_\_  
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: \_\_\_\_\_

Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION		
Position: FORESTER II					Division:		
ACCOMPLISHMENT : NOVEMBER 2021							
z	Type		Nature		Details of the Activity		
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)
				Travel Order #	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)					Work From Home		December 24 and December 31, 2021
			✓		Holiday		December 30, 2021
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners
					Filing of Cases	Filing of Cases for Violation of Section 77 of PD 705	Filed Cases for Violation of Section 77 of PD 705

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor: 



Name: REY G. FIRMANES					Section: CONSERVATION AND DEVELOPMENT SECTION		
Position: FORESTER II					Division:		
ACCOMPLISHMENT : DECEMBER 2021							
z	Type		Nature		Details of the Activity		
	PBB related	Other regular targets based on WFP	Office Work	Field Work (indicate TO #)	Type of Document/ Activity (indicate date and time the document received)	Subject/ Activity/ Event	Action Taken (indicate the status of the document/activity)
				Travel Order #	LAWIN	Supervise/ monitor Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)	Supervised/ monitored Forest Rangers in their activities re: LAWIN patrolling Forest and Biodiversity Protection activity within the Conservation Area and Protected Area (Mt. Iglit Baco)
B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office outside of the targets)							
			√				
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					Cutting Permit	Conduct inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners	Conducted inspection/ verification of planted trees within the titled property as per request to be cut/ harvest by land owners
					Filing of Cases	Filing of Cases for Violation of Section 77 of PD 705	Filed Cases for Violation of Section 77 of PD 705

Signature of the Employee:   
Date Accomplished: \_\_\_\_\_

Verified by the Immediate Supervisor:  \_\_\_\_\_