INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM

I, MARCING U. TUGAS, of the CENRO-ROXAS of Soil Conservation and Watershed Management commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2021. Date: Reviewed by Approved by ALMA E. GIBI Immediate Supervis Head of Office Success Indicators OUTPU Actual Accomplishments T3 E2 A4 (Targets+Measures) GENERAL ADMINISTRATION AND SUPPORT SERVICES One (1) SALN prepared and submitted to Admin based on Section 8 Rated on First Sem of RA 6713 on February 20, 2021 One (1) IPCR (commitment) based on approved SPMS guidelines to Rated on First Sem be submitted to Admin Section on prescribed period 100% of documents acted upon with partial one (1) minor 100% of documents acted upon with partial/ minor revision need 7 4.500 5.000 4.750 Actions on Documents/ Requests working days for simple documents and 15 days for complex revision need 3 working days for simple documents and 7 days for complex documents upon receipt documents upon receipt NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM Conduct Assessment of Cave as embodied in 9072, Prepare Conduct Assessment of Cave as embodied in 9072, Prepare and and Submit Draft Assessment Report to Chief, 5.000 5.000 5.000 Submit Draft Assessment Report to Chief, Conservation and Conservation and Development Section Development Section 128.0 has planted Inspected and validated within 7 days 128.0 has planted Inspected and validated within 30 days upon 4.333 3.000 5.000 5.000 upon receipt of the request for inspection receipt of the request for inspection 128.0has maintained and protected inspected and validated 128.0has maintained and protected inspected and validated within 3.000 5.000 5.000 4.333 within 7 days upon receipt of the request for inspection 30 days upon receipt of the request for inspection ADAPTIVE CAPACITIES OF HUMAN COMMUNITIES AND NATURAL SYSTEMS IMPROVED (Environment and Natural Resouces Resiliency Program) Conduct and prepare documentation on the conduct of Conduct and prepare documentation on the conduct of Watershed Watershed Characterization with Vulnerability Asssesment Characterization with Vulnerability Asssesment with report Watershed Characterization 3.000 4.500 1.670 3.057 submitted to Chief, Conservation and Development Section by the end with report submitted to Chief, Conservation and of September 2021 Developmnt Section by December 2021 Total Overall Rating 21.670 21.473 Final Average Rating 4.800 4.334 4.295 VERY SATISFACTORY Adjectival Rating Comments and Recommendations for Development Purposes Recommended W Final Rating by certify that I discussed my assesment of the performance with the imployee FEB 0 7 2022 FEB. 03 DM ARABELLE JOY O. TAMAYOSA ALMA E. GIBE OIC-CENRO 2 - Efficiency 3 - Timeliness

Name: MARCING U. TUGAS					Section: Conservation and Development Section				
Position: Forester I					Division: Forest Management Division				
			MONTH	LY ACCOMPLIS	SHMENT MONITORING	FORM for: July 2021			
	Ty	/ре		Nature		Details of the Activity			
A. TARGET- RELATED ACTIVITIES	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	
	V			Travel Order #2021-2653	Cave Management Resources	Cave Assessment Activity	Assissted in the conduct of cave assessment including flora and fauna vegation assessemnt at Bongabong, Or. Mdo	3 days including travel time	
	V			Travel Order #2021-2714	Soil Conservation and Watershed Management	Coordination on Watershed Characterization and Vulnerability Assessment	Conduct soil sampling on 3 sites for the Characterization and Vulnerability Assessment of Cavilian Watershed at Bulalacao, Or. Mdo	3 days including travel time	
	V			Travel Order #2021-2722	Soil Conservation and Watershed Instrumentation	Monitoring Activity of Water Users and Water Resources	Monitor ans supervise the conduct of inventory of the water users and water sources with in the administrative jurisdiction of CENRO Roxas	3 days including travel time	
	V			Travel Order #2021-761	Forest Development Section	Survey and Mapping	Conduct delineation on the potiental forest production and protection within the administrative jurisidction of Oriental Mindoro	3 weeks including travel time	
B. MISCELLANEOUS ACTIVITIE\$ (other activities related to the Division or Office outside of the targets)					MEMORANDUM	Reports on Watershed Unit	Consolidation of reports	Every Monday	
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)									

Signature if the Employee: Date Accomplished: _

Verified by the Immediate Supervisor JOSE T. MONTECALVO
EMS II/Chief, CDS

Section: Conservation and Development Section Name: MARCING U. TUGAS Division: Forest Management Division Position: Forester I MONTHLY ACCOMPLISHMENT MONITORING FORM for: August, 2021 Details of the Activity Type Nature Other Type of Document/ regular Time PBB Office Action Taken (indicate the Field Work Activity (indicate date Subject/ Activity/ Event targets Work status of the document/activity) Consumed related (indicate TO #) and time the document based on received) A. TARGET- RELATED WFP **ACTIVITIES** Conducted monitoring activity of Soil Conservation and Small Water Impounding the small water impounding Travel Order Watershed System (SWIS) 1 day system rpoject of the CENRO at #2021-079 Instrumentation Monitoring Activity Bulalação at Roxas, Or. Mdo Preparation of the Conducted flora and fauna Soil Conservation and Watershed vegatation assessment for the 3 days including Travel Order Watershed formulation of Cavilian Watershed Characterization and #2021-2754 travel time Characterization in Bulalação, Or. Management Vulnerability Mdo Assessment Conducted seedling inspection of Inspection Activity of eNGP CY 2021 at Barangay San 3 days including Travel Order National Greening NGP-PMS Isidro, Bulalacao, Oriental travel time #2021-2755 Program Mindoro Assisted the conduct of cosultation meetings for the Soil Conservation and 3 days including Consultations/Meetings/ integrated watershed Travel Order Watershed travel time management plan of bongabong #2021-2992 Workshops Instrumentation watershed at Brgy. Sagana and Poblacion Bongabong.

Law and Enforcement

Attend Hearing

Travel Order

#2021-2966

Attended hearing for violation of

the PD705 at RTC Branch 41.

Pinamalayan. Or. Mdo

3 days including

travel time

	1	Travel Order #2021-2962	Soil Conservation and Watershed Instrumentation	Monitoring Activity of Water Users and Water Resources	Monitor ans supervise the conduct of inventory of the water users and water sources with in the administrative jurisdiction of CENRO Roxas	3 days including travel time
B. MISCELLANEOUS ACTIVITIE\$ (o activities related to the Division or Officutside of the targets)			MEMORANDUM	Reports on Watershed Unit	Consolidation of reports	Every Monday
C. OTHER FUNCTIONS AND DUTIE: (other activities not related to the Divi- but other designations, functions and concurrent capacities)	ision					

Signature if the Employee:	Em F	
Date Accomplished:		

Verified by the Immediate Supervisor JOSE T. MONTECALVO
EMS II/Chief, CDS

Name: MARCING U. TUGAS Section: Conservation and Development Section Position: Forester I Division: Forest Management Division MONTHLY ACCOMPLISHMENT MONITORING FORM for: September, 2021 Type Details of the Activity Nature Other Type of Document/ regular **PBB** Office Action Taken (indicate the Time Field Work Activity (indicate date Subject/ Activity/ Event targets status of the document/activity) related Work (indicate TO #) and time the Consumed based on document received) WFP Conducted seedling inspection of Inspection Activity of eNGP CY 2021 at Barangay San 3 days including Travel Order V NGP-PMS National Greening #2021-3115 Isidro, Bulalacao, Oriental travel time Program Mindoro Conduct house to house Coordination on interview (7) seven barangays for Soil Conservation and Watershed adaptive capacity of Cavilian 3 days including Travel Order A. TARGET- RELATED V Watershed Characterization and Watershed Charcterization and travel time #2021-3120 **ACTIVITIES** Vulnerability Management Vulnerability Assessment in Assessment Bulalacao. Monitor ans supervise the Soil Conservation and Monitoring Activity of conduct of inventory of the water Travel Order 3 days including Water Users and Water Watershed users and water sources with in #2021-3242 travel time Resources the administrative jurisdiction of Instrumentation CENRO Roxas Conduct house to house Coordination on interview (7) seven barangays for Soil Conservation and Watershed Travel Order adaptive capacity of Cavilian 3 days including V Watershed Characterization and #2021-3264 Watershed Charcterization and travel time Management Vulnerability Vulnerability Assessment in Assessment Bulalação B. MISCELLANEOUS ACTIVITIES (other Reports on Watershed V Every Monday activities related to the Division or Office MEMORANDUM Consolidation of reports Unit outside of the targets) C. OTHER FUNCTIONS AND DUTIES

Signature if the Employee:	Early	
Date Accomplished:		

(other activities not related to the Division but other designations, functions and

concurrent capacities)

Verified by the Immediate Supervisor/JOSE T. MONTECAL/VO

EMS M/Chief, CDS

Name: MARCING U. TUGAS Section: Conservation and Development Section Division: Forest Management Division Position: Forester I MONTHLY ACCOMPLISHMENT MONITORING FORM for: October, 2021 Type Nature Details of the Activity Other Type of Document/ regular **PBB** Office Field Work Action Taken (indicate the Time Activity (indicate date Subject/ Activity/ Event targets status of the document/activity) Consumed related Work (indicate TO #) and time the document based on received) A. TARGET- RELATED WFP **ACTIVITIES** Conduct delineation on the 3 weeks potiental forest production and Travel Order Forest Development Survey and Mapping V protection within the including travel #2021-3280 Section administrative jurisidction of time **Oriental Mindoro** Conduct coordination for the Coordination on conduct of swot analysis and Soil Conservation and Watershed stakeholders workshop on the 3 days including Travel Order ٧ Watershed Characterization and #2021-3385 Characterization and Vulnerability travel time Vulnerability Management Assessment of Cavilian Assessment Watershed at Bulalacao, Or. Mdo Monitor ans supervise the conduct of Soil Conservation and Monitoring Activity of inventory of the water users and 3 days including Travel Order V Water Users and Water Watershed water sources with in the travel time #2021-3621 administrative jurisdiction of CENRO Instrumentation Resources Roxas B. MISCELLANEOUS ACTIVITIES (other activities related to the Division or Office MEMORANDUM Reports on Watershed Unit Consolidation of reports Every Monday outside of the targets) C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)

Signature if the Employee:

Date Accomplished:

Verified by the Immediate Supervisor:

OSE T. MONTECALVO EMS/I/Chief, CDS Name: MARCING U. TUGAS Section: Conservation and Development Section Position: Forester I Division: Forest Management Division MONTHLY ACCOMPLISHMENT MONITORING FORM for: November, 2021 Details of the Activity Type Nature Other Type of Document/ regular **PBB** Office Field Work Activity (indicate date Action Taken (indicate the Time Subject/ Activity/ Event targets related Work (indicate TO #) and time the document status of the document/activity) Consumed based on received) A. TARGET- RELATED WFP **ACTIVITIES** Conducted inspection of the PO's accomplishment on (12 sites) Forest Development 3 days including Travel Order eNGP Inspection eNGP Plantation Establishment travel time #2021-3661 Section at Barangay San Isidro, Bulalação, Oriental Mindoro Conducted inspection of the PO's accomplishment on (12 sites) 3 days including Travel Order Forest Development eNGP Plantation Establishment eNGP Inspection #2021-3897 Section travel time at Barangay San Isidro, Bulalação, Oriental Mindoro Assissted the PENRO personnel in Soil Conservation and Monitoring Activity of the monitoring activity of the Small 3 days including Travel Order Watershed Small Water Impounding Water Impounding System (SWIS) travel time #2021-4316 project at Bulalacao and Roxas, Or. Instrumentation System Mdo Coordinated with barangay officials of Orcunuma, Hagan and Formon, Bongabong for the schedule of presentation on Integrated Soil Conservation and Integrated Watershed 3 days including Travel Order Watershed Management Plan of Watershed Bongabong Watershed. Conducted #2021-4337 Management Plan travel time Instrumentation Integrated Watershed Management Plan presentation to the skateholders at Orcunoma, Hagan and Formon, Bongabong.

B. MISCELLANEOUS ACTIVITIE\$ (other activities related to the Division or Office outside of the targets)		MEMORANDUM	Reports on Watershed Unit	Consolidation of reports	Every Monday
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)					

Signature if the Employee:	San D	
Date Accomplished:		

Verified by the Immediate Supervisor: JOSE T. MONTECALVO

EMS/I/Chief, CDS

Name: MARCING U. TUGAS					Section: Conservation and Development Section				
Position: Forester I					Division: Forest Management Division				
			MONTH	LY ACCOMPLIS	HMENT MONITORING F	ORM for: DECEMBER 20	721		
	T	Туре		Nature	Details of the Activity				
A. TARGET- RELATED ACTIVITIES	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	
	V			Travel Order #2021-113	Forest Development Section	Survey and Mapping	Conduct delineation on the potiental forest production and protection within the administrative jurisidction of Oriental Mindoro	3 weeks including travel time	
	4			Travel Order #2021-2489	Soil Conservation and Watershed Management	Coordination on Watershed Characterization and Vulnerability Assessment	Conduct coordination for the conduct of swot analysis and stakeholders workshop on the Characterization and Vulnerability Assessment of Cavilian Watershed at Bulalacao, Or. Mdo	3 days including travel time	
	1			Travel Order #2021-2653	Soil Conservation and Watershed Instrumentation	Monitoring Activity of Water Users and Water Resources	Monitor ans supervise the conduct of inventory of the water users and water sources with in the administrative jurisdiction of CENRO Roxas	3 days including travel time	
B. MISCELLANEOUS ACTIVITIE activities related to the Division of outside of the targets)					MEMORANDUM	Reports on Watershed Unit	Consolidation of reports	Every Monday	
C. OTHER FUNCTIONS AND DUTIES (other activities not related to the Division but other designations, functions and concurrent capacities)									
Signature if the Employee:	X	Que				Verified by the Immediate	e Supervisor: JOSE L. MONTECAL	VO VO	

EMS II/Chief, CDS

Date Accomplished: