


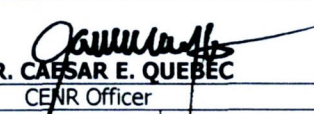
**B. Individual Performance Commitment and Review Form**

**INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW FORM**

I, Elmar A. Mañibo, of DENR CENRO Roxas, Oriental Mindoro, Monitoring and Enforcement 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, 2023**.

  
ELMAR A. MAÑIBO  
Ratee

Date: **APR 25 2023**

Reviewed by:		Date:	Approved by:		Date:		
 <b>JOSE T. MONTECALVO</b> Chief, Conservation and Development Section		<b>APR 26 2023</b>	 <b>ENGR. CAESAR E. QUEBEC</b> CENR Officer		<b>APR 26 2023</b>		
P/A/Ps	Performance Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks
			Quantity	Quality	Timeliness	Average	
<b>GENERAL ADMINISTRATION AND SUPPORT SERVICE</b>							
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 January 09, 2023						
Evaluation of Personnel Performance	One (1) IPCR (Commitment) based on approved SPMS guidelines prepared and submitted to In-charge, Administrative Unit on April 30, 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, 2023						
	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						
<b>NATURAL RESOURCES CONSERVATION AND DEVELOPMENT PROGRAM</b>							
Management of Caves and Cave Resources, Cave Assessment and Classification	100% Documentation report on the conduct of Cave Assessment prepared and submitted to Unit Chief, PACMU 3 days upon activity conducted						
Population and Habitat Monitoring and Protection of Priority threatened species - Marine Turtles	100% quarterly monitoring report prepared and submitted to Chief, CDS 10 days before the end of the quarter						

P/A/Ps	Performance Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks	
			Quantity	Quality	Timeliness	Average		
Management of Wildlife Rescue Centers	One (1) WRC maintained with prepared quarterly report submitted to Chief CDS 10 days before the end of the quarter							
Protected Area Establishment and Modification	100% Documentation report of every activity of Protected Area Establishment and submitted to Unit Chief, PACMU for consolidation for prescribed period							
<b>ADAPTIVE CAPACITIES</b>								
Watershed Characterization and Vulnerability Assessment	100% Data gathered of every activity of Watershed Characterization and Vulnerability Assessment of Baroc River and submitted to Unit Chief, SCWMU for consolidation for prescribed period							
<b>Total Overall Rating</b>								
<b>Final Average Rating</b>								
<b>Adjectival Rating</b>								
<b>Comments and Recommendations for Development Purposes</b>								
<b>Discussed with:</b>	<b>Date:</b>	<b>Assessed by:</b>	<b>Date:</b>	<b>Final Rating:</b>		<b>Date:</b>		
		I certify that I discussed my assessment of the performance with the employee.						
<b>ELMAR A. MAÑIBO</b>		<b>JOSE T. MONTECALVO</b>		<b>ENGR. CAESAR E. QUEBEC</b>				
Park Maintenance Foreman		Chief, Conservation and Development Section		CENR Officer				