

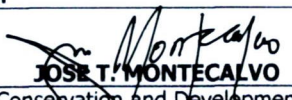
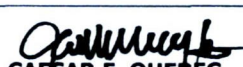
B. Individual Performance Commitment and Review Form

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 2023**.

MARCELO U. TUGAS
Ratee

Date: **APR 25 2023**

| Rewiewed by: | | Date: | Approved by: | | Date: | | |
|---|---|------------------------|--|---------|--------------------|---------|---------|
|  JOSE T. MONTECALVO Chief, Conservation and Development Section | | APR 26 2023 |  ENGR. CAESAR E. QUESEC CENR Officer | | APR 26 2023 | | |
| P/A/Ps | Performance Indicators (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 Januray 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 26, 2023 | | | | | | |
| | 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, 2023 | | | | | | |
| Submission of Project Procurement Management Plan | One (1) Project Procurement Management Plan-CSE (PPMP) submitted to CDS Chief following the prescribed format on the prescribed period | | | | | | |
| 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 CONSERVATION AND DEVELOPMENT PROGRAM | | | | | | | |
| 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 | | | | | | |

| P/A/Ps | Performance Indicators (targets+measures) | Actual Accomplishments | Rating | | | | Remarks |
|--|---|--|--------------|-------------------------------|------------|--------------|---------|
| | | | Quantity | Quality | Timeliness | Average | |
| Protected Area Establishment and Modification | 100% Documentation report of every activity of Protected Area Establishment and submitted to Unit Chief, PACMU for consolidation on prescribed period | | | | | | |
| Conduct of continuing inventory of Water Users | 4 water users inventoried and mapped with report submitted to Chief, CDS on June 15, 2023 | | | | | | |
| Conduct of identification and mapping of Water Sources | 4 water sources inventoried and mapped with report submitted to Chief, CDS on June 15, 2023 | | | | | | |
| ADAPTIVE CAPACITIES | | | | | | | |
| Watershed Characterization and Vulnerability Assessment | 100% Coordination/Linkages with Stakeholders of each and every activity of Watershed Characterization and Vulnerability Assessment of Baroc River for prescribed period | | | | | | |
| Total Overall Rating | | | | | | | |
| Final Average Rating | | | | | | | |
| Adjectival Rating | | | | | | | |
| Comments and Recommendations for Development Purposes | | | | | | | |
| | | | | | | | |
| Discussed with: | Date: | Assessed by: | Date: | Final Rating: | | Date: | |
| | | I certify that I discussed my assessment of the performance with the employee. | | | | | |
| MARCING U. TUGAS | | JOSE T. MONTECALVO | | ENGR. CAESAR E. QUEBEC | | | |
| Forester II | | Chief, Conservation and Development Section | | CENR Officer | | | |