



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 **July to December 2022**.

MARCING U. TUGAS

Date:

Reviewed by:		Date:	Approved by:		Date:		
 JOSE F. MONTECALVO Chief, Conservation and Development Section			 ENGR. CAESAR E. QUEBEC CENR Officer				
P/A/Ps	Performance Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks
			Quantity	Quality	Timeliness	Average	
GENERAL ADMINISTRATION AND SUPPORT SERVICE							
Evaluation of Personnel Performance	2 - IPCR with rating (January to June 2022) submitted on July 15, 2022	2 - IPCR with rating (January to June 2022) submitted on July 18, 2022		3.000	2.598	2.799	
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 no revision need 3 working days for simple documents and 7 days for complex documents upon receipt		5.000	5.000	5.000	
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	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					Compliant
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	130% Field inventory conducted in 54 cutting/harvesting permits and WPP with reports prepared and submitted to Chief, RPS 2 days after the conduct of the inventory	5.000	5.000	5.000	5.000	
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	One (1) cave assessed with recommended classification prepared and submitted to Chief, CDS on August 31, 2022	3.000	5.000	5.000	4.333	
Inspection of contractor's accomplishment for billing purposes	100% Inspected and Validated ENGP Maintenance and Protection accomplishment at Brgy. San Isidro, Bulalacao 7 days upon receipt	Inspected and Validated ENGP Maintenance and Protection accomplishment at Brgy. San Isidro, Bulalacao 3 days upon receipt with 100% accuracy		5.000	5.000	5.000	
Total Overall Rating			5.000	18.000	17.598	17.799	

P/A/Ps	Performance Indicators (targets+measures)	Actual Accomplishments	Rating				Remarks
			Quantity	Quality	Timeliness	Average	
Final Average Rating			5.000	1.636	1.600	4.426	
Adjectival Rating							
Comments and Recommendations for Development Purposes							
Highly recommended for promotion							
Discussed with:	Date:	Assessed by:	Date:	Final Rating:		Date:	
MARCING N. TUGAS Forester I	JAN 31 2023	I certify that I discussed my assessment of the performance with the employee. JOSE T. MONTECALVO Chief, Conservation and Development Section	JAN 31 2023	ENGR. CAESAR E. QUEBEC CENR Officer		JAN 31 2023	