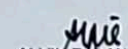
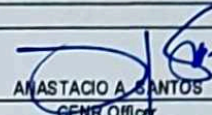


Annex F3.1

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, ARLENE V. FRANCISCO, Planning Officer III, Conservation and Development Section of the DENR-CENRO Sablayan 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 2022 to June, 2022

ARLENE V. FRANCISCO
Employee

Reviewed by:		Date:	Approved by:		Date:		
 ALVIN E. SANICO Immediate Supervisor			 ANASTACIO A. SANTOS GENR Officer		JUL 11 2022		
			5-Outstanding 4-Very Satisfactory 3-Satisfactory 2-Unsatisfactory 1-Poor				
PIA/P	Success Indicator (Targets + Measure)	Actual Accomplishment	Rating				Remarks
			Q1	E2	T3	A4	
NATURAL RESOURCES SUSTAINABLY MANAGED							
MANAGEMENT OF COASTAL AND MARINE RESOURCES/ AREAS							
PROTECTION AND CONSERVATION OF WILDLIFE							
b. Population & habitat monitoring and protection of priority threatened species							
b.1 Marine Turtles							
-Population and Habitat monitoring and protection of priority threatened species	Conduct of two (2) quarterly population & habitat monitoring of marine turtles with report submitted on March 30, 2022 and June 30, 2022 with no revision	Conducted two (2) quarterly population & habitat monitoring of marine turtles with report submitted on March 10, 2022 and May 17, 2022 with no revision	5.000		5.000	5.000	
-Asian Waterbird Census 2021	Conduct of Annual Asian Waterbird Census 2022 with report submitted to Regional Office on February 15, 2022 with no revision.	Participated to annual Asian Waterbird Census 2022 with report submitted to Regional Office on January 18, 2022 with minor revision.	4.000		5.000	4.500	
ADAPTIVE CAPACITIES ON HUMAN COMMUNITIES AND NATURAL SYSTEMS IMPROVED							
NATURAL RESOURCES ASSESSMENT							
-Watershed Characterization and Vulnerability Assessment	Conduct of Watershed Characterization and Vulnerability Assessment of Pagbahan Watershed with quarterly reports submitted GIS generated maps before November 30, 2021	Conducted the following milestone activities: 1. Coordinated with concerned LGUs regarding the conduct of characterization and vulnerability assessment of Pagbahan Watershed. 2. Conducted interviews with the local respondents using the questionnaire forms provided in the FMB Technical Bulletin 16-A. 3. Collection of soil samples within Amnay-Patrick Watershed 4. Monthly measurement of streamflow within established sampling stations	-	-	-		Second semester target
OTHER ACTIVITIES							
Attendance to Trainings/s	100% Trainings/ Workshop and Seminars attended	Attended the Training on Coastal Vulnerability Assessment					Compliant
Preparation of IPCR with Rating	Preparation and submission of IPCR with Rating from July 2022 to December 2022 on January 15, 2022 with no revision.	Prepared and submitted IPCR with rating from July to December 2021 on January 10, 2022 using the prescribed format with minor revision.	4.000	-	5.000	4.500	