

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, ISMAEL L. LUOANG, of the Operations Division, 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.

ISMAEL L. LUOANG
Ratee

Date:

FEB. 27, 2023

Reviewed by:	Date:	Aproved by:	Date
DANILO J. ENCELA	2-27-2023	DANILO J. ENCELA	2-27-2023
Immediate Supervisor		Head of Division	

Output	Success Indicator (Target + Measure)	Actual Accomplishment	Rating				Remarks
			Q	E	T	A	
Strategic Priority:							
<u>Output 1</u> Acts as head/vice-head of various LTO Committees/Sub-committees	100% accuracy in acting as head/vice-head of various LTO Committees/Sub-committees	96% accuracy in acting as head/vice-head of various LTO Committees/Sub-committee	4	5	5	4.6	
<u>Output 2</u> Represents the Division/Office in various LTO/Inter-agency committees	100% accuracy in representing the Division/Office in various LTO/Inter-agency committees	96% accuracy in representing the Division/Office in various LTO/Inter-agency committees	5	5	5	5	
Core Function:							
<u>Output 1</u> Heads the Technical Evaluation Section of the Operations Division and supervizes its activities in performance of its Functions under Office Order No. 2022-299	100% accuracy in heading the Technical Evaluation Section of the Operations Division and in supervizing its activities in performance of its Functions under Office Order No. 2022-299	96% accuracy in heading the Technical Evaluation Section of the Operations Division and in supervizing its activities in performance of its Functions under Office Order No. 2022-299	5	5	5	5	

Output 2 Represents the Division in various meetings with other government agencies and the private sector	100% accuracy in representing the Division in various meetings with other government agencies and the private sector	96% accuracy in representing the Division in various meetings with other government agencies and the private sector	5	5	5	5	
Support Function:							
Output 1 Provides assistance to other Sections/Offices under the Operations Division	100% accuracy in providing assistance to other Sections/Offices under the Operations Division	96% accuracy in providing assistance to other Sections/Offices under the Operations Division	4	5	5	4.6	
Output 2 Acts as resource person/speaker in seminars initiated by the Operations Division	100% accuracy in acting as resource person/speaker in seminars initiated by the Operations Division	96% accuracy in acting as resource person/speaker in seminars initiated by the Operations Division	5	5	5	5	
Final Average Rating			28	30	30	29.33	

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by	Date	Final Ranking by	Date
ISMAEL L. LUOANG	FEB. 27, 2023	I certify that I discussed my assessment of the performance with the employee. DANILO J. ENCELA	2-27-2023	DANILO J. ENCELA	2-27-2023
Employee		Immediate Supervisor		Head of Division	

Legend
Rating

1 - Quality
1 - Poor

2 - Efficiency
2 - Unsatisfactory

3 - Timeliness
3 - Satisfactory

4 - Average

4 - Very Satisfactory

5 - Outstanding