

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) FORM

I, **MARIE MARJORIE F. DUMBRIQUE-DE SILVA**, of the **Intelligence and Investigation Division** of the **Law Enforcement Service** 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 1 to September 30, 2022**.

Marie Marjorie Dumbrique-De Silva
MARIE MARJORIE F. DUMBRIQUE-DE SILVA
 Transportation Regulation Officer II

Date: 23 February 2023

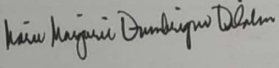
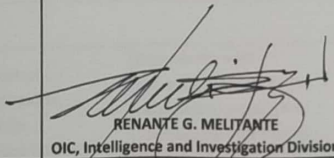
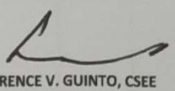
Reviewed by:	Date	Approved by:	Date
<i>Renante G. Melitante</i> RENANTE G. MELITANTE OIC, Intelligence and Investigation Division		<i>Atty. Clarence V. Guinto</i> ATTY. CLARENCE V. GUINTO, CSEE Acting Director, Law Enforcement Service	

6/14/22

OUTPUT	SUCCESS INDICATOR (Success + Measure)	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
			Q	E	T	A	
Strategic Priority (1)							
<u>Output #1</u> Assist the OIC in the supervision and guidance of the personnel of IID with their daily tasks and case assignments	Supervises over and provides guidance to IID personnel in the performance of their daily tasks and during overtime on Holidays and Saturdays/Sundays - <i>as they come</i>	Clarification of concerns; Resolution of case assignments (Investigators); Clarification of concerns; and follow-ups/queries answered (PACD Officers)	4	5	4	4.33	
Core Functions (3)							
<u>Output #2</u> Assist the OIC in the review of documents for approval	Reviews Resolutions, Investigation Reports, Monthly Reports, Communications (letters, endorsements and memoranda) and Notices (Subpoena/Show Cause Order, Invitation, Notice of Suspension) - <i>as they come</i>	Documents with corrections/comments returned to respective Investigators for revision; Otherwise, documents forwarded to OIC, IID for approval; Approved/signed documents mailed/routed/furnished to intended recipients	5	4	4	4.33	
<u>Output #3</u> Investigation of complaints regarding RA4136 and related land transportation laws	Conducts investigation and resolves written complaints regarding RA4136 and related land transportation laws. - <i>as they come</i>	Issued Subpoena/Show Cause Orders/Invitations; Conducted: *Investigation on written complaints regarding RA4136 and related land transportation laws; *hearings/conferences Resolved case assignments (submitted Resolutions and Investigation Reports) Approved/signed documents mailed/routed/furnished to intended recipients	4	4	4	4.00	
<u>Output #4</u> Draft communications (letters, memoranda and endorsements)	Drafts letters, memoranda and endorsements relative to case assignments and other concerns - <i>as they come</i>	Documents submitted with no correction; Approved/signed letters, memoranda and endorsements mailed/routed to intended recipients	5	4	4	4.33	

OUTPUT	SUCCESS INDICATOR (Success + Measure)	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
			Q	E	T	A	
Support Function (2)							
<u>Output #5</u> Draft Executive Summaries re admin proceedings conducted by IID, presentation reports and other confidential documents	Drafts Executive Summary of Investigation Reports regarding administrative proceedings conducted (against LTO officials and employees), presentation materials for Execom Meetings & LES Meetings, and confidential documents on matters assigned by the OIC, IID - as they come	Documents submitted with no correction; Approved/signed documents mailed/routed/furnished to intended recipients	5	4	4	4.33	
<u>Output #6</u> Public Assistance and Complaints Desk	Assists individuals with their concerns related to LTO matters (walk-in and phone calls) - as they come	Clarified concerns; Documents received; and Follow-ups/queries answered.	4	4	5	4.33	
F I N A L A V E R A G E R A T I N G			4.50	4.17	4.17	4.28	Very Satisfactory

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by:	Date	Final Ranking by	Date
 MARIE MARJORIE F. DUMBRIQUE-DE SILVA Transportation Regulation Officer II		I certify that I discussed my assessment of the performance with the employee.  RENANTE G. MELITANTE OIC, Intelligence and Investigation Division		 ATTY. CLARENCE V. GUINTO, CSEE Acting Director, Law Enforcement Service	

LEGEND: Q - Quality E - Efficiency T - Timeliness A - Average
RATING: 1 - Poor 2 - Unsatisfactory 3 - Satisfactory 4 - Very Satisfactory 5 - Outstanding

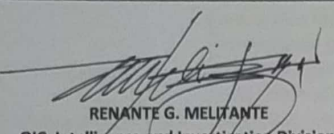
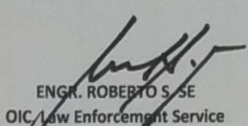
INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) FORM

I, **MARIE MARJORIE F. DUMBRIQUE-DE SILVA**, of the **Intelligence and Investigation Division** of the **Law Enforcement Service** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **October 1 to December 31, 2022**.

Marie Marjorie Dumbrique-De Silva

MARIE MARJORIE F. DUMBRIQUE-DE SILVA
Transportation Regulation Officer II

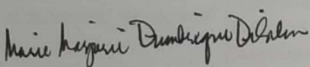

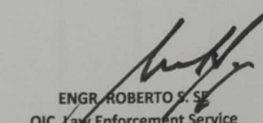
Date: 23 February 2023

Reviewed by:	Date	Approved by:	Date
 RENANTE G. MELITANTE OIC, Intelligence and Investigation Division		 ENGR. ROBERTO S. SE OIC, Law Enforcement Service	

OUTPUT	SUCCESS INDICATOR (Success + Measure)	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
			Q	E	T	A	
Strategic Priority (1)							
<u>Output #1</u> Assist the OIC in the supervision and guidance of the personnel of IID with their daily tasks and case assignments	Supervises over and provides guidance to IID personnel in the performance of their daily tasks and during overtime on Holidays and Saturdays/Sundays - <i>as they come</i>	Clarification of concerns; Resolution of case assignments (Investigators); Clarification of concerns; and follow-ups/queries answered (PACD Officers)	4	5	4	4.33	
Core Functions (3)							
<u>Output #2</u> Assist the OIC in the review of documents for approval	Reviews Resolutions, Investigation Reports, Monthly Reports, Communications (letters, endorsements and memoranda) and Notices (Subpoena/Show Cause Order, Invitation, Notice of Suspension) - <i>as they come</i>	Documents with corrections/comments returned to respective Investigators for revision; Otherwise, documents forwarded to OIC, IID for approval; Approved/signed documents mailed/routed/furnished to intended recipients	5	4	4	4.33	
<u>Output #3</u> Investigation of complaints regarding RA4136 and related land transportation laws	Conducts investigation and resolves written complaints regarding RA4136 and related land transportation laws - <i>as they come</i>	Issued Subpoena/Show Cause Orders/Invitations; Conducted: *investigation on written complaints regarding RA4136 and related land transportation laws; *hearings/conferences Resolved case assignments (submitted Resolutions and Investigation Reports) Approved/signed documents mailed/routed/furnished to intended recipients	4	4	4	4.00	

OUTPUT	SUCCESS INDICATOR (Success + Measure)	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
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Support Function (2)							
<u>Output #5</u> Draft Executive Summaries, reports and other confidential documents	Drafts Executive Summary of Investigation Reports regarding administrative proceedings conducted (against LTO officials and employees), presentation materials for Execom Meetings & LES Meetings, and confidential documents on matters assigned by the OIC, IID - <i>as they come</i>	Documents submitted with no correction; Approved/signed documents mailed/routed/furnished to intended recipients	5	4	4	4.33	
<u>Output #6</u> Public Assistance and Complaints Desk	Assists individuals with their concerns related to LTO matters (walk-in and phone calls) - <i>as they come</i>	Clarified concerns; Documents received; and Follow-ups/queries answered.	5	4	5	4.67	
F I N A L A V E R A G E R A T I N G			4.67	4.17	4.17	4.33	Very Satisfactory

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by:	Date	Final Ranking by	Date
 MARIE MARJORIE F. DUMBRIQUE-DE SILVA Transportation Regulation Officer II		I certify that I discussed my assessment of the performance with the employee.  RENANTE G. MELITANTE OIC, Intelligence and Investigation Division		 ENGR. ROBERTO S. SE OIC, Law Enforcement Service	

LEGEND: Q - Quality
RATING: 1 - Poor

E - Efficiency
2 - Unsatisfactory

T - Timeliness
3 - Satisfactory

A - Average
4 - Very Satisfactory

5 - Outstanding