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 Jan uary to June, 2023 ISMAEL L. LUCANG 2-29-2023 Date: Date Aproved by: Date: Reviewed by: DANILO J. ENCELA 2- 27 - 2023 DANILO J. ENCELA Head of Division **Immediate Supervisor** Rating Success Indicator (Target + Remarks **Actual Accomplishment** Output Measure) A E Q Strategic Priority: 96% accuracy in acting as head/vice-100% accuracy in acting as Output 1 head of various LTO Committees/Sub-Acts as head/vice-head of various LTO head/vice-head of various LTO Committees/Sub-committees Committees/Sub-committees committee Output 2 100% accuracy in representing 96% accuracy in representing the Represents the Division/Office in the Division/Office in various Division/Office in various LTO/Intervarious LTO/Inter-agency committees LTO/Inter-agency committees agency committees e Function: Output 1 100% accuracy in heading the 96% accuracy in heading the Heads the Technical Evaluation Technical Evaluation Section of Technical Evaluation Section of the Section of the Operations Division and Ithe Operations Division and in Operations Division and in supervizing supervizes its activities in performance supervizing its activities in its activities in performance of its of its Functions under Office Order No. Functions under Office Order No. 2022performance of its Functions

under Office Order No. 2022-299 299

2022-299

Output 2 Represents the Division in various meetings with other government agencies and the private sector	the Division in various meetings with other government agencies	96% accuracy in representing the Division in various meetings with other government agencies and the private sector			
Support Function:					
	assistance to other	96% accuracy in providing assistance to other Sectons/Offices under the Operations Division			
minars initiated by the Operations Division	resource person/speaker in	96% accuracy in acting as resource person/speaker in seminars initiated by the Operations Division			
Final Average Rating					

Comments and Recommendations for Development Purposes

Discussed with	Date	Assessed by	Date	Final Ranking by	Date
ISMAEL L. LUOANG	2 - 29 -23	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 4 - Average 3 - Satisfactory 4 - Very Satisfactory

5 - Outstanding

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, 2023 ISMAEL L. LUOANG Ratee 2- 27- 2023 Date: Date Aproved by: Date: Reviewed by: 7-27-2023 2- 27- 2023 DANILO MENCELA DANILO WENCELA Head of Division Immediate Supervisor Rating Success Indicator (Target + Remarks **Actual Accomplishment** Output Measure) A E Q Strategic Priority: 100% accuracy in acting as 96% accuracy in acting as head/vice-Output 1 Acts as head/vice-head of various LTO head/vice-head of various LTO head of various LTO Committees/Sub-Committees/Sub-committees Committees/Sub-committees committee Output 2 100% accuracy in representing 96% accuracy in representing the Represents the Division/Office in the Division/Office in various Division/Office in various LTO/Intervarious LTO/Inter-agency committees LTO/Inter-agency committees agency committees e Function: Output 1 100% accuracy in heading the 96% accuracy in heading the Heads the Technical Evaluation Technical Evaluation Section of Technical Evaluation Section of the Section of the Operations Division and the Operations Division and in Operations Division and in supervizing supervizes its activities in performance supervizing its activities in its activities in performance of its of its Functions under Office Order No. performance of its Functions Functions under Office Order No. 2022-2022-299 under Office Order No. 2022-299 299



	Output 2 Represents the Division in various meetings with other government agencies and the private sector Support Function:	the Division in various meetings	96% accuracy in representing the Division in various meetings with other government agencies and the private sector			
	Output 1 Provides assistance to other	assistance to other	96% accuracy in providing assistance to other Sectons/Offices under the Operations Division		- 11	
•	Output 2 Acts as resource person/speaker in seminars initiated by the Operations Division Final Average Rating	resource person/speaker in	96% accuracy in acting as resource person/speaker in seminars initiated by the Operations Division			

omments and Recommendations t	for Development Purposes				
Discussed with	Date	Assessed by	Date	Final Ranking by	Dat

	Discussed with	Date	Assessed by	Date	Final Ranking by	Date
	ISMAEL L. LUOANG	2- 27 - 2023	I certify that I discussed my assessment of the performance with the employee. DANILO J. ENCELA	2-27 -2023	DANILO DENCELA	2-27-2025
e Fr	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