

TOURISM INFRASTRUCTURE AND ENTERPRISE ZONE AUTHORITY Individual Performance Commitment and Review (IPCR)

commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period I, ELLEONOR W. GUMASTIN-GULANGAN, of the OPERATIONS DEPARTMENT, BALICASAG ISLAND DIVE RESORT,

JULY 1, 2020 to DECEMBER 31, 2020

ELLEONOR GMASTM-GULANGAN Ratee

Date: July 10, 2020

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Reviewed by		Date	Approved by					Date
ATTY. MA. TERESA C. ALVAREZ	SA C. ALVAREZ	Jul. 10, 2020	JETRO NICOLAS F. LOZADA	LAS F. L	OZADA			
Manager-Operations Department	ins Department		ACOO-Assets Management Sector	lanagem	ent Secto	~		
Immediate Supervisor	upervisor		Head	Head of Office				
STRATEGIC OBJECTIVES/			3 A S S S S S S S S S S S S S S S S S S		RATING	NG		
FUNCTIONS	SUCCESS INDICATOR	ATOR	Actual Accomplishments	Q1	E2	7.3	A4	Remarks
STRATEGIC OBJECTIVE Output 1								
SO4: Achieved Financial	Attained Budget Utilization Rate of 90%	Rate of 90%	Attained Budget Utilization					
Viability and Sustainability of	based on approved budget plus	lus	Rate of 61% on approved					
Assets	realignments and/or supplemental budget.		budget plus realignments	1.000			1.000	
			and/or supplemental				1	
			budget.					
	Accurate Financial Reports submitted to	ubmitted to	Accurate Financial Reports					
	OPED on 8th WD of the succeeding month.	eeding month.	submitted to OPED on the	000		1000	000	
			6th Wday of the succeeding	000.0		3.007	4.333	
			month.					

	BUCGESS INDICATOR	Action Access		RATING	NG		
		Actual Accomplishments	Q1	E2	T3	A4	Remarks
	Maintenance Plan to Oped by	C. haritta dan .					
N SAN THE STATE OF		Submitted Maintenance Plan to Oped on 18 September 2020 accepted after first revision.	4.000		5.000	5.000 4.500	
FINAL AVERAGE RATING	60% of personnel with competency based enhancement needs sent to competency with Red Cross Trair based training before the end of December December 2021	More than 65% of personnel with Red Cross Training before the end of 31 December 2021	5.000		5.000	5.000	
Commont						3./08	
Commendations for Development Purposes	ns for Development Purposes						

Discussed with	Date	A = = = = 1			
		Assessed by	Date	Final Ranking by	Dato
		I certify that I discussed my assessment of the performance with the employee.			25
	Internal				
ELLEUNORG	ELLEUNOR GUMASTIN-GULANGAN	ATTY. MA. TERESA C. ALVAREZ	C. ALVAREZ	JETRO NICOL	JETRO NICOI AS E 1 07ABA

Legend: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

RATING MATRIX

July - December 2020

Balicasag Island Dive Resort

SUCCESS INDICATOR	TIMELINESS	QUALITY
Accurate Financial Report, submitted to	5 - submitted earlier than 7 WD	5 - no error
OPED on the 8th working day of the	4 - submitted on 7th WD	
succeeding month	3 - submitted on the 8th WD	
	2 - submitted on the 9th WD	
	1 - submitted beyond 9th WD	1 - with error
Attained Budget Utilization Rate of 90%		5 - 94% & above of approved budget
based on approved budget plus		4 - 91% - 93%
realignments and/or supplemental		3 - 90%
budget		2 - 85% - 89%
		1 - 84% & below
(formula: actual funds used/ DBM	*	
approved budget + supplemental and/o	r	
realigned budget) x 100%)		
Submitted Maintenance Plan to Oped by	5 - submitted to by Dec 31, 2020	5 - accepted w/o revision
the end of December 31, 2020, accepted	I .	4 - accepted upon 1st revision
upon 2nd revision		3 - accepted upon 2nd revision
	1 - was not submitted by	2 - accepted upon 3rd revision
	December 31, 2020	1 - for complete revision of the plan
60% of personnel with competency	5 - attended the training before	5 - 65% and above
based enhancement needs sent to	the end of December 31, 2020	4 - 61% to 64%
competency based training before the		3 - 60%
end of December 31, 2020	1 - participants did not attend	2 - 56 to 59%
	the training	1 - 55% and below