NATIONAL IRRIGATION ADMINISTRATION
Strategic Performance Management System (SPMS)
Individual Performance Commitment and Review (IPCR)

I, JANE L. ISALMO, Clerk Proc. C, of the Ambayoan-Dipalo River Irrigation System of **Pangasinan IMO** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measuresfor the period **January 1, 2020** to **June 30, 2020.**

JANE L. ISALMO

JAN 0 2 2020
Date

Reviewed by:	Date	Approved by:	Date
ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	JAN 0 2 2020	ENGR. ANGELITO S. MIGUEL Regional Manager A	JAN 0 2 2020

MFO/PAP		Success Indicator (Target + Measure)	Actual Accomplishments	Rating Q[1]	E[2]	T[3]	A[4]	Remarks
(1)		(2)	(3)	(4)				(5)
STRATEGIC PRIORITY/THEMES :								
A. CORE FUNCTIONS (70%)								
CFM 2	Encoding of IPCR	Prepare, encode and submitted of 8 Permanent Personnel of ADRIS, 5 Job Order Personnel	Prepare, encode and submitted of 9 Permanent Personnel of ADRIS, 1 Job Order Personnel	4.0	4.5	4.0	4.2	
	Encoding/Preparing Tabulation of IPCR		4 tabulated IPCR	4.5	4.0	4.0	4.2	
Average Rating (CORE FUNCTIONS 70%)							2.92	
B. SUPPORT FUNCTION (30%)								
SF 1 Financial Management								
SFM 5	Preparation of Utility Vouchers	18 vouchers EO June 2020	18 vouchers EO June 2020		4.0	5.0	4.50	
SFM 7	Posting, Zero Book Balance, Imprest System	333 Imprest System	1526 Imprest System	4.0	4.5	4.8	4.4	
	Statement of Account	250 SOA EO June 2020	2127 SOA	5.0	5.0	5.0	5.0	
	Counting of IFR	1544 IFR Counting	2226 IFR Counting	4.0	4.5	4.5	4.33	
	Monitoring of SOA & Imprest System		24 reports		4.0	5.0	4.50	
SF 2 Administrative and General Services								
SFM 14	Filling and sorting of Reports / Data	twice a month filling and sorting of reports / data	32 times	4.5	4.0	4.5	4.33	
	Encoding of Water Discharge Measurement		2 Water Discharge Measurement Encoded EO June 2020	4.0	4.0	4.0	4.00	
SFM 17	Farming Activities	twice a month submitted on time	24 times	4.8	4.0	4.5	4.43	
	Other Reports (Encode/Print)	100% acted upon within a given time	100% acted upon within a given time	4.0	4.85	4.0	4.28	
Average Rating (SUPPORT FUNCTIONS 30%)							1.33	
Final Average Rating							4.24	VS
Comments and Recommendations for Development Purposes								

Discussed with:	Date:	Assessed by:	Date	Final Rating by:	Date
JANE L. ISALMO Clerk Proc. C	JUL 0 2 2020	ENGR. GAUDENCIO M. DE VERA Division Manager A, Pangasinan IMO	JUL 0 2 2020	ENGR. ANGELITO S. MIGUEL Regional Manager A	JUL 0 2 2020

Legend:
Q^1 - Quality
E^2 - Efficiency
T^3 - Timeliness
A^4 - Average

Rating Scale:

Numerical	Adjectival
5.00	- Outstanding (O) - target exceeded by 30%
4.00 - 4.99	- Very Satisfactory (VS) - target exceeded by 15% to 29 %
3.00 - 3.99	- Satisfactory (S) - met 100% to 114% target
2.00 - 2.99	- Unsatisfactory (US) - only met 51% to 99 % target
1.00 - 1.99	- Poor (P) - failed to deliver most target by 50% and below