DEPARTMENT OF TRANSPORTATION
INDIVIDUAL PEFORMANCE COMMITMENT AND REVIEW (IPCR)
COMPUTER SYSTEMS DIVISION

I, **Patrick Jose C. Roxas** , **Computer Programmer I,** commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January 2020 to June 2020.**
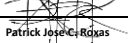
R	5 - Outstanding
A	4 - Very Satisfactory
T	3 - Satisfactory
I	
N	2 - Unsatisfactory
G	1 - Poor

MAJOR FINAL OUTPUT (MFO)	INDEX	SUCCESS INDICATORS (TARGETS + MEASURES)	ACTUAL ACCOMPLISHMENTS	QUALITY RATING MATRIX		EFFICIENCY RATING MATRIX		TIMELINESS RATING MATRIX		Q	E	T	AVE.	REMARKS
MFO3														
Transport Sector Capacity Building in Data Sciences	3.3.3	Prepare and Administer training according to set standards.	Prepared training materials in T-Statistics, Python and Numpy Operations.	Average User Acceptance and Peer Review Rating >= 4.5	5		5	Average 5 days ahead of schedule (Cumulative positive schedule variance of at least 15%)	5					
				Average User Acceptance and Peer Review Rating >=4, < 4.5	4		4	Average 3 days ahead of schedule (Cumulative positive schedule variance of at least 10%)	4					
				Average User Acceptance and Peer Review Rating >=3, < 4	3		3	On time delivery (Completed within schedule)	3	5		4	4.5	
				Average User Acceptance and Peer Review Rating >= 2, < 3	2		2	1.5 days average delay (Delayed by no more than 5% negative schedule variance)	2					
				Average User Acceptance and Peer Review Rating < 2	1		1	More than 1.5 days average delay (More than 5% negative schedule variance)	1					
MFO5:														
Application and Support Development	5.1.1	Honing of skills in object-oriented programming, web based applications and cybersecurity	Enhanced skills in object-oriented programming, web-based applications, Supervised and Unsupervised Machine Learning, Artificial Neural Network and Cluster Analysis		5	Delivered development work equivalent to at least 390 man-days	5		5					
					4	Delivered development work equivalent to at least 360 man-days	4		4					
					3	Delivered development work equivalent to at least 300 man-days	3		3			5	5	
					2	Delivered development work less than 300 man-days	2		2					
					1	Delivered development work less than 270 man-days	1		1					
	5.1.2	In-house development of SPMS web-application	Developed the Login and profile pages. Setup the password authentication and reset.		5	Delivered development work equivalent to at least 390 man-days	5		5					
					4	Delivered development work equivalent to at least 360 man-days	4		4					
					3	Delivered development work equivalent to at least 300 man-days	3		3			5	5	
					2	Delivered development work less than 300 man-days	2		2					
					1	Delivered development work less than 270 man-days	1		1					

MFO7:

Output	Code	Activity	Actual Accomplishment	Quality		Efficiency		Timeliness		Q	E	T	Avg
Compliance to Other Tasks and Requirements as May be Demanded of the Team in fulfillments of the Mandate	7.1.2	Attends meetings, fora, symposia, conferences and other ICT related events.	Attended SLA review meeting in ARMIS.	5		5	100% Compliance to ad hoc tasks and requirements deemed critical in the fulfillment of the service of the Department's mandate.	5	At least 30% ahead of schedule.				
			Attended workshop in MiTEX.	4		4		4	At least 15% ahead of schedule.	5	5	5	
				3		3		3	Within the deadline required for the deliverable or task.				
				2		2		2	Not more than 50% delay				
				1		1	Less than 100% compliance	1	More than 5% delay				

MFO8:

Output	Code	Activity	Actual Accomplishment	Quality		Efficiency		Timeliness		Q	E	T	Avg
Performance of Administrative Functions in Support of Service Delivery	8.1.1	Functions in accordance to DOTr Common Performance Standards for Common Positions: *Administrative* • Answering phone calls • Receipt and relay of messages • Recording of Receiving/ Releasing of Documents and IT Equipment for Repair • Reproduction of Official Documents and other materials • Filing/Retrieving of documents • Preparation of routine reports • Supply Requisition	Performed functions in accordance to DOTr Common Performance Standards.	5	Final output of ROUTINE TASKS and DELIVERABLES without errors.	5	All routine and ad hoc administrative functions performed.	5	At least 30% ahead of schedule.	5	5	5	5
				4		4		4	At least 15% ahead of schedule.				
				3		3		3	Within the deadline required for the deliverable or task.				
				2		2		2	Not more than 5% delay				
				1	Final output of ROUTINE TASKS and DELIVERABLES has errors.	1	Less than 100% compliance	1	More than 5% delay				
	8.1.2	Performance of other functions that may be assigned from time to time	Performed other assigned functions.	5	Final output of ROUTINE TASKS and DELIVERABLES without errors.	5	All routine and ad hoc administrative functions performed.	5	At least 30% ahead of schedule.	5	5	5	5
				4		4		4	At least 15% ahead of schedule.				
				3		3		3	Within the deadline required for the deliverable or task.				
				2		2		2	Not more than 5% delay				
				1	Final output of ROUTINE TASKS and DELIVERABLES has errors.	1	Less than 100% compliance	1	More than 5% delay				

MFO9:													
Technical Support	**9.1.1**	Set up of workstations and its peripherals (desktop, laptop, printer, scanner, projector, etc).	Attended requests to set up workstations and its peripherals (desktop, laptop, printer, scanner, projector, etc).	5	0	5		5	< 16 hours				
				4	< 10%	4		4	< 20 hours				
				3	10% rework/reopened issues.	3		3	Average response of 20-24 hours	5	5	5	
				2	> 10%	2		2	> 24 hours				
				1	> 15%	1		1	> 26 hours				
	9.1.2	Installation of Operating Systems applications and other software.	Installed operating systems applications and other software.	5	0	5		5	< 16 hours				
				4	< 10%	4		4	< 20 hours				
				3	10% rework/reopened issues.	3		3	Average response of 20-24 hours	5	5	5	
				2	> 10%	2		2	> 24 hours				
				1	> 15%	1		1	> 26 hours				
	9.1.3	Facilitates internet connections.	Facilitated internet connection.	5	0	5		5	< 16 hours				
				4	< 10%	4		4	< 20 hours				
				3	10% rework/reopened issues.	3		3	Average response of 20-24 hours	5	4	4.5	
				2	> 10%	2		2	> 24 hours				
				1	> 15%	1		1	> 26 hours				
	9.1.4	Performs trouble shooting on software, hardware and internet connections	Attended and fixed problems on software, hardware and internet connections.	5	0	5		5	< 16 hours				
				4	< 10%	4		4	< 20 hours				
				3	10% rework/reopened issues.	3		3	Average response of 20-24 hours	5	4	4.5	
				2	> 10%	2		2	> 24 hours				
				1	> 15%	1		1	> 26 hours				
	9.1.5	Perfoms technical inspection of ICT related equipment and giving recommendations on whether to dispose or repair the equipment.	Perfomed technical inspection of ICT related equipment and recommended on whether to dispose or repair the equipment.	5	0	5		5	< 16 hours				
				4	< 10%	4		4	< 20 hours				
				3	10% rework/reopened issues.	3		3	Average response of 20-24 hours	5	5	5	
				2	> 10%	2		2	> 24 hours				
				1	> 15%	1		1	> 26 hours				
									TOTAL AVERAGE RATING		4.86364		**Very Satisfactory**

The above targets have been discussed and agreed upon by me and my Immediate Supervisor:

Employee:		Immediate Supervisor:	
Name and Signature:	Patrick Jose C. Roxas	Name and Signature:	Rosita R. La Rosa
Position:	Computer Programmer I	Position:	OIC-CSD
Date:	August 10, 2020	Date:	

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