INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **ANANE R. SEREÑINA**, of the **Agriculture Research Section** under the **Atomic Research 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 **January - June 2023.**

APPROVED BY:

Name: **Glenda B. Obra**
Position: Head, ARS
Date:

ANANE R. SEREÑINA
CIP GRADUATE FELLOW, ARS

Date:

OUTPUT	SUCCESS INDICATORS (TARGETS + MEASURES)	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
			Quality	Quantity	Timeliness	A	
A. CORE FUNCTIONS **MFO 1 (80%)** **A1. Administrative Functions (5%)**							
A1.1. Timeliness of submission of administrative requirements	Submitted the following administrative requirements at least 6 days before the deadline up to the set deadline: IPCR Rating IPCR Target PDS	Submitted IPCR Ratings and Targets on January 16, 2023 with 1 minor revision			4	4.0	
A.1.2. Timeliness of submission of requirements for ISO	Submitted the following requirements for ISO at least 6 days before the deadline up to the set deadline: Maintenance of Equipment Monitoring	Submitted ISO requirements on time			4	4.0	
A.1.2. Attendance to flag ceremony	Attended at least 70% of flag ceremony	Attended 79% of flag ceremony			4	4.0	
		Average				4.00	

A2. Implementation of All Approved and Assigned Projects (40%)							
A2.1. Project implementation of "Stable Isotopes-Based Evaluation of the Climate Change Mitigation Potential, Recovery Status, and Resilience of Reforested Soils Under the National Greening Program (ReforeStable Carbon-Plus)" (20%)							
A2.1.1 Project deliverables provided/achieved	Conducted field sampling in 3 sampling areas with no more than 2 minor errors or 1 major error by EO February 2023	Accomplished collection of samples in 3 sampling sites in IPO Watershed on February 02, 2023 with no error	5		5	5.0	
	Processed 50 soil and 20 plant samples with no more than 2 minor errors or 1 major error by EO February 2023	Processed 100 soil and 27 samples (181%) by February 2023 with no error	5		5	5.0	
	Assisted in physicochemical analysis of 100 soil samples and tissue analysis of 20 plant samples with no more than 2 minor errors or 1 major error by EO April 2023	Assited in the analysis of 124 soil samples and 30 plant samples with 2 minor errors; 128% completed by March 2023	4		5	4.5	

	Success Indicator	Actual Accomplishment				Average	Remarks
	Performed isotopic analysis of 100 soil and 20 plant samples with no more than 2 minor errors or 1 major error by EO April 2023	Analyzed 124 soil samples and 114 plant samples with no error; 198% completed by March 2023	5		5	5.0	
	Conducted statistical analyses of data of 300 samples by with no more than 2 minor errors or 1 major error by EO April 2023	Completed statistical analyses of priority sample data of 300 samples by with no error by EO April 2023	5		5	5.0	
	Generated and submitted to Project Leader a report on soil physicochemical and plant tissue analysis and isotopic analysis with no more than 3 revisions by EO May 2022	Crafted and submitted to Project Leader a write up on data interpretation with 1 minor revision	4		4	4.0	
A2.1.2 Project meetings conducted	At least 60% attendance, participation, and timeliness in monthly team meetings	100% attendance and participation in project meetings with collaborators; 100% on time during meetings	5		5	5.0	
A2.1.3 Technical report timely submitted	Assisted in the preparation of quarterly and annual technical reports with no more than 3 revisions	Assisted in the preparation of technical report with no revision	5		4	4.5	
A2.1.4 Coordination with project collaborators	At least 60% attendance, participation, and timeliness in quarterly project meetings with DENR-FMB and other collaborators	100% attendance and participation in project meetings with collaborators; 100% on time during meetings	5		5	5.0	
		Average				4.8	

A2.2. Project implementation of "Tracing the Geographic Origin of Philippine Carabao Mango Through Chemoisotopic Fingerprinting" (20%)							
A2.2.1 Project deliverables provided/achieved	Collected samples in 5 regions with no more than 2 minor errors or 1 major error by EO June 2023	Collected samples in Region 1 (Ilocos Norte & Pangasinan), Region III (Zambales), CAR (Abra), Soccsksargen region (North Cotabato), Region IX (Zamboanga); 5 out of 5 regions completed by EO June 2023 with no errors	5		5	5.0	
	Performed freeze-drying of 150 mango samples with no more than 2 minor errors or 1 major error by EO June 2023	Processed 180 mango samples ready for freeze-drying with no errors by EO June 2023.	5		1	3.0	Freeze-drying of mango samples were delayed due to technical problem with the freeze-drying facility
	Analyzed 100 mango pulp, skin, and kernel for elemental and bulk isotopic composition with no more than 2 minor errors or 1 major error by EO June 2023.	Analyzed 89 pulp and 62 leaves of mango samples for bulk isotopic analysis with no errors by EO June 2023 (151% of the target number of samples)	5		5	5.0	
	Generated report and submitted to Project Leader on surveyed sampling sites with no more than 3 revisions by EO June 2023.	Generated report and submitted to Project Leader on surveyed sampling sites by EO June 2023.	5		4	4.5	
A2.2.2 Project meetings conducted	At least 60% attendance, participation, and timeliness in monthly team meetings	100% attendance and participation in project team meetings; 100% on time during meetings; provided inputs on field sampling preparations		5	5	5.0	
A2.2.3 Technical report timely submitted	Assisted in the preparation of quarterly and annual technical reports with at least 80% of work plan performed on time	Assisted in the preparation of technical report with no revision	5		4	4.5	
A2.2.4 Coordination with project collaborators	At least 60% attendance, participation, and timeliness in quarterly project meetings with PCIEERD and other collaborators	100% attendance and participation in project team meetings; 100% on time during meetings; provided inputs on field sampling preparations	5		5	5.0	
		Average				4.6	

A3. Project Leadership and Process Improvement/Innovation (5%)							
A3.1. Project involvement	At least 2 project involvements	2 project involvements		3		3.0	

A3.2. Process improvement or innovation	At least 1 innovation	none		1		1.0	
		Average				2.0	

A4. 6Ps (30%)	At least a score of 3 in 6Ps	Score of 6 in 6Ps		4.5		4.5	
		Average				4.5	

B. SUPPORT FUNCTIONS (20%)							
B1. Human Resources Development	Attended ARD-LS (50%), and local training and seminars	Attended 3 out 4 ARD-LS and 1 seminar		4		4.0	
		Average				4.0	

RATING

MFO / PAP	WEIGHT (%)	AVERAGE	Rating
PNRI FUNCTIONS			
A. CORE FUNCTIONS (80%)			
A1. Administrative Functions (5%)	5%	4.00	0.20
A2. Project Implementation (40%)			
A2.1	20%	4.78	0.96
A2.2	20%	4.57	0.91
A3. Project Leadership/Cost-Cutting Measures (5%)	5%	2.00	0.10
A4. 6Ps (30%)	30%	4.50	1.35
B. SUPPORT FUNCTION (20%)	20%	4.00	0.80

Total Overall Rating   **4.32**
Final Average Rating
Adjectival Rating   **Very Satisfactory**

Comments and Recommendations for Development Purposes

DISCUSSED WITH:

ANANE R. SERENINA
CIP GRADUATE FELLOW, ARS
Date:

ASSESSED BY/FINAL RATING BY:
I certify that I discussed my assessment of the performance with the employee

Glenda B. Obra
Head, ARS
Date:

LUCILLE V. ABAD, Ph.D.
Chief, ARD
Date:

ANANE R. SEREÑINA
CIP Graduate Fellow
ARS/ARD

Contribution to DPCR

Item	Score

1) 6Ps:
 	
Partnership:
   MOU (1 x 4)
     a.) with DA-Region XII for Mango traceability collaboration
     b.) with DA-Region III for Mango traceability collaboration
     c.) with DA-Region XI for Mango traceability collaboration
     d.) with DA-Region I for Mango traceability collaboration
 	
   Contribution: Provides input on the General Provision on the MOU with collaborators, specifically on the role of DOST-PNRI sample collection and laboratory analysis.
 	
Publication: 1 x 2
   Semi-annual reports submitted to planning
     a. ReforeStable Carbon-Plus Project
     b. Mango Traceability Project
	6

TOTAL SCORE	**6**

6= 4.5 (IPCR Grade)

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **ANANE R. SEREÑINA**, of the **Agriculture Research Section** under the **Atomic Research 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-Dec 2023.**

APPROVED BY:

Name: **GLENDA B. OBRA**
Position: Head, ARS
Date:

ANANE R. SEREÑINA
CIP GRADUATE FELLOW, ARS

Date:

OUTPUT	SUCCESS INDICATORS (TARGETS + MEASURES)	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
			Quality	Quantity	Timeliness	A	
A. CORE FUNCTIONS							
MFO 1 (80%)							
A1. Administrative Functions (5%)							
A1.1. Timeliness of submission of administrative requirements	Submitted the following administrative requirements at least 6 days before the deadline up to the set deadline: IPCR Rating IPCR Target PDS	Submitted IPCR Ratings and Targets July 11, 2023 (Deadline July 17)			4	4.0	
A.1.2. Timeliness of submission of requirements for ISO	Submitted the following requirements for ISO at least 6 days before the deadline up to the set deadline: Maintenance of Equipment Monitoring	Submitted ISO requirements on time			4	4.0	
A.1.3. Attendance to flag ceremony	At least 70% attendance to flag ceremony	72% attendance to flag ceremony			4	4.0	
		Average				4	

A.2.1 Project implementation of"Stable Isotopes-Based Evaluation of the Climate Change Mitigation							
A2.1.1 Project deliverables provided/achieved	Provide write-up inputs on results and discussion of carbon stock assessment and stable isotope data for the Terminal Report; Accomplish the task with no more than 2 minor errors or 1 major error by EO September 2023.	Written carbon stock assessment and stable isotope results and discussion without error, submitted by EO September 2023		5	4	4.5	
		Average				4.5	

A2.2 Project implementation of "Tracing the Geographic Origin of Philippine Carabao Mango Through Chemolsotopic Fingerprinting" (40%)						
A2.2.1. Project deliverables provided/achieved	Performed freeze-drying of 150 mango samples; Accomplish at least 76% of the task with no more than 2 minor errors or 1 major error by EO December 2023	Freeze-dried 181 mango samples (87 pulp, 81 skin, and 13 kernel) with no error by 07 December 2023; Accomplished 120% of the target number of samples.	5	5	5	5.0
	Analyzed 150 mango pulp, skin, and kernel for elemental and bulk isotopic composition; Accomplish at least 76% of the task with no more than 2 minor errors or 1 major error by EO December 2023.	Analyzed 179 mango samples (114 skin, 32 pulp, 33 kernel samples) for elemental and bulk isotopic analysis with no error by 09 November 2023; Accomplished 119% of the target number of samples.	5	5	5	5.0
	Generated report and submitted to Project Leader on surveyed sampling sites with no more than 3 revisions by EO December 2023.	Generated report and submitted to Project Leader on surveyed sampling sites by 19 November 2023.	5		5	5.0
A2.2.2 Project meetings conducted	At least 60% attendance, participation, and timeliness in monthly team meetings	100% attendance, and participation in project meetings; 100% on time during meetings		5	5	5.0
A2.2.3 Technical report timely submitted	Assisted in the preparation of quarterly and annual technical reports with at least 80% of work plan performed on time	Assisted in preparation of technical report with no revision, on time submission by EO September 2023	5		3	4.0
A2.2.4 Coordination with project collaborators	At least 60% attendance, participation, and timeliness in quarterly project meetings with PCIEERD and other collaborators	100% attendance, and participation in project meetings with collaborators; 100% on time during meetings		5	5	5.0
		Average				4.8

A3. Project Study Leadership/Process Improvement or innovation (5%)					
A3.1. Project involvement	At least 1 project involvement	2 project involvements	5		5.0
A3.2. Process improvement or	At least 1 process improvement or innovation	No process improvement or innovation	1		1.0
		Average			3

A4. 6Ps (30%)	At least a score of 3 in 6Ps	Score of 5.5 in 6Ps (See attached DPCR)	4		4.0
		Average			4.0

B. SUPPORT FUNCTIONS (20%)					
B1. Human Resources Development	Attended ARD-LS (50%), and local training and seminars	Attended 3 out of 4 ARD-LS, 1 local training, and 1 conference.	5		5.0
		Average			5.0

RATING

MFO / PAP	WEIGHT (%)	AVERAGE	Rating
PNRI FUNCTIONS			
A. CORE FUNCTIONS (80%)			
A1. Administrative Functions (5%)	5%	4.00	0.20
A2. Project Implementation (40%)	40%	4.50	1.80
A3. Project Leadership/Cost-Cutting Measures (5%)	5%	4.83	0.24
A4. 6Ps (30%)	30%	4.00	1.20
B. SUPPORT FUNCTION (20%)	20%	5.00	1.00

Total Overall Rating	**4.44**
Final Average Rating	
Adjectival Rating	**Very Satisfactory**

Comments and Recommendations for Development Purposes

DISCUSSED WITH:

ANANE R. SEREÑINA
CIP GRADUATE FELLOW, ARS
Date:

ASSESSED BY/FINAL RATING BY:
I certify that I discussed my assessment of the performance with the employee

GLENDA B. OBRA
Head, ARS
Date:

LUCILLE V. ABAD, Ph.D.
Chief, ARD
Date:

ANANE R. SEREÑINA
CIP Graduate Fellow
ARS/ARD

Contribution to DPCR

Item	Score

1. 6Ps:
 	
Publication
    Poster Presentation (0.5 x 3):
    1. Comparative study of Handheld and Benchtop XRF Instruments as Suitable Tools for the elemental analysis of Philippine Carabao Mango (0.50)
    2. Geographic origin-associated differences in stable C and N isotopic composition of Philippine Carabao Mangoes (*Mangifera indica* L.) (0.50)
    3. Carbon Stock Assessment of the Philippine National Greening Program Using Stable isotope Technique (0.50)
	1.5

Partnership:
    MOU (2 x 2)
        a.) with DA- CAR for Mango traceability collaboration
        b.) with DOST -Region XIII for Mango traceability collaboration
 	
  Contribution: Provides input on the General Provision on the MOU with collaborators, specifically on the role of DOST-PNRI sample collection and laboratory analysis.
	4

TOTAL SCORE	**5.5**

6Ps grade: 5.5= 4 (IPCR Grade)