

# LGU TABANGO STRATEGIC PERFORMANCE MANAGEMENT SYSTEM INDIVIDUAL PERFORMANCE COMMITMENT REVIEW (IPCR)

2015 Form - (January to June 2022 Rating Period)

I, **ARIEL C. MORILLA**, of the Municipal Social Welfare and Development Office, TABANGO, LEYTE 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 to June 2022**.

**ARIEL C. MORILLA**  
Ratee

Approved by: **MARY DONEDA M. CABALLERO**  
Head of Office

Date: **Dec 28, 2021**

Date: **28 DEC 2021**

Rating Scale  
4.6 - 5.0 - Outstanding  
4.0 - 4.5 - Very Satisfactory  
3.0 - 3.9 - Satisfactory  
2.0 - 2.9 - Unsatisfactory  
1.9 - below - Poor

OUTPUT	Success Indicators (Target + Measure)	Weight *	Actual Accomplishments	Rating					Remarks
				Q1	E2	T3	A4	WAS**	
1. KALAM-CHUDS	~Supervise fieldwork staff ~Monitor/ Review weekly reports submitted by the fieldwork staff ~Monitor monthly progress of the projects ~Conduct inspection of projects and evaluation of performance of fieldwork staff	30%	~Staff are well-supervised and monitored before endorsement to Regional Office. ~Projects were monitored and has met the timeline. ~projects were inspected and has passed the standards ~Performance of staff evaluated	4.3	4.2	4.1	4.2	1.36	
2. CAPABILITY BUILDING FOR EMPOWERMENT	~Assess/monitor the performance of the Barangay Facilitated by the fieldwork staff ~Conduct trainings and seminars based on the assessed needs of the community volunteers in the Barangays	30%	~the Barangays were satisfactorily facilitated based on their performance during the assessment. ~Trainings were successfully conducted and the desired outcomes were met.	4.2	4.0	4.2	4.03	1.33	

3. GENDER AND DEVELOPMENT FOCAL PERSON	Gather projects, programs and activities from the plans of every frontline offices for the formulation of GAD Plan. Collect data relevant to the proposed PPAs of every office to analyse if it is Gender-Responsive. Finalize the Plan and encode on the database for review of PPDO. Monitor the Implementation of all PPAs reflected on the Plan. Prepare Accomplishment and Utilization Report for the implemented PPAs and encode to the database. Submit hard copy of the Plans and Utilization Reports to DILG	40%	projects were gathered from the offices and were thoroughly analysed before included in the plan. data were successfully collected and has passed the Gender-Responsiveness standards provided by the PCW. 90 percent of the PPAs in the Plan were successfully implemented. Plans and Reports were correctly created with 100% data accuracy and submitted on-time.	4.5	4.2	4.2	4.8	1.72	
Average Rating:		4.21							
Additional Points:									
Punctuality:									
Approved Additional Points (with copy of approval/decision)									
Final Rating:		4.21							
Adjectival Rating:	Very satisfactory								

Comments and Recommendations for Development Purposes \_\_\_\_\_

Discussed with:	Reviewed by:	Final Rating by:
ARIEL C. MORILLA 7/05/2022	MARY DOLEN A. CABELERO 7/05/2022	RON COSTELLO 7/05/2022
Employee	Head of Office	MEMRO/HRMO-Des.
		BERNARD JOYATHAN M. REMANDABAN
		Municipal Mayor

\*Weight -- percentage of the complexity and difficulty of the task and the processes involved

\*\*WAS -- (Weighted Average Score) the average rating divided by the weight allocated to a particular task/output

\*\*\*required docs -- 201 updating (PMS, PWC license, eligibilities, TOR, COLR, COM, clearances), SALN, required reports, etc.

# LGU TABANGO STRATEGIC PERFORMANCE MANAGEMENT SYSTEM INDIVIDUAL PERFORMANCE COMMITMENT REVIEW (IPCR)

2015 Form - (July to December)

2022 Rating Period)

I, **ARIEL C. MORILLA**, of the Municipal Social Welfare and Development Office, TABANGO, LEYTE 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 2022**.

**ARIEL C. MORILLA**

Ratee

Date: **June 24, 2023**

Approved by: **MARY DOREEN M. CABALLERO**

Head of Office

Date: **JUN 24 2022**

Rating Scale

4.6 – 5.0 -- Outstanding  
4.0 – 4.5 -- Very Satisfactory  
3.0 – 3.9 -- Satisfactory  
2.0 – 2.9 -- Unsatisfactory  
1.9 – below -- Poor

OUTPUT	Success Indicators (Target + Measure)	Weight *	Actual Accomplishments	Rating					Remarks
				Q1	E2	T3	A4	WAS**	
1. KALAH-CIDOS	<ul style="list-style-type: none"> <li>~ Supervise fieldwork staff</li> <li>~ Monitor/ Review weekly reports submitted by the fieldwork staff</li> <li>~ Monitor monthly progress of the projects</li> <li>~ Conduct inspection of projects and evaluation of performance of fieldwork staff</li> </ul>	30%	<ul style="list-style-type: none"> <li>~ Staff are well-supervised</li> <li>~ weekly reports are reviewed and monitored before endorsement to Regional Office.</li> <li>~ Projects were monitored and has meet the timeline.</li> <li>~ projects were inspected and has passed the standards</li> <li>~ Performance of staff evaluated</li> </ul>	4.5	4.3	4.4	4.4	1.52	
2. CAPABILITY BUILDING FOR EMPOWERMENT	<ul style="list-style-type: none"> <li>~ Assess/monitor the performance of the Barangay Facilitated by the fieldwork staff</li> <li>~ Conduct trainings and seminars based on the assessed needs of the community volunteers in the Barangays</li> <li>~ File the required BIR returns for</li> </ul>	30%	<ul style="list-style-type: none"> <li>~ the Barangays were satisfactorily facilitated based on their performance during the assessment.</li> <li>~ Trainings were successfully conducted and the desired outcomes were met.</li> </ul>	4.3	4.3	4.2	4.24	1.24	



3. GENDER AND DEVELOPMENT FOCAL PERSON									
~Gather projects, programs and activities from the plans of every frontline offices for the formulation of GAD Plan. ~Collect data relevant to the proposed PPAs of every office to analyse if it is Gender-Responsive. ~Finalize the Plan and encode on the database for review of PPDO. ~Monitor the implementation of all PPAs reflected on the Plan. ~Prepare Accomplishment and Utilization Report for the implemented PPAs and encode to the database. ~Submit hard copy of the Plans and Utilization Reports to DILG		40%	~projects were gathered from the offices and were thoroughly analysed before included in the plan. ~data were successfully collected and has passed the Gender-Responsiveness standards provided by the PCW. ~90 percent of the PPAs in the Plan were successfully implemented. ~Plans and Reports were correctly created with 100% data accuracy and submitted on-time.		4.5	4.2	4.5	4.3	1.75
Average Rating:		4.34							
Additional Points:									
Punctuality:									
Approved Additional Points (with copy of approval/decision)									
Final Rating:		4.33							
Adjectival Rating:	Very Satisfactory								

Comments and Recommendations for Development Purposes: How well the desired and expected output. Confirms your observation and feedback.

Discussed with		Reviewed by:		Final Rating by:	
Employee	ARIEL C. MORILLA 1/04/2023	Head of Office	MARY DOREEN M. CABALLERO 1/04/2023	RON COSTELLO 1/04/2023	BERNARD P. PANTHANTAL 1/04/2023
					Municipal Mayor

\*Weight -- percentage of the complexity and difficulty of the task and the processes involved

\*\*WAS -- (Weighted Average Score) the average rating divided by the weight allocated to a particular task/output

\*\*\*required docs -- 201 updating (PDS, PRC license, eligibilities, TOR, COLB, COM, clearances), SALN, required reports, etc.