

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **MICA G. BINONGO**, 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 2024.

APPROVED BY:

Name: **KURT LOUIS B. SOLIS**  
Position: S&T Fellow, Project Leader  
Date:

  
**MICA G. BINONGO**  
Project Technical Specialist I, ARS

Date:

| OUTPUT                                                               | SUCCESS INDICATORS<br>(TARGETS + MEASURES)                                                                                                           | ACTUAL ACCOMPLISHMENTS                                                      | RATING  |          |            | REMARKS     |
|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------|----------|------------|-------------|
|                                                                      |                                                                                                                                                      |                                                                             | Quality | Quantity | Timeliness |             |
| <b>A. CORE FUNCTIONS</b><br><b>MFO 1 (80%)</b>                       |                                                                                                                                                      |                                                                             |         |          |            |             |
| <b>A1. Administrative Functions (5%)</b>                             |                                                                                                                                                      |                                                                             |         |          |            |             |
| <b>A1.1. Timeliness of submission of administrative requirements</b> | Submitted the following administrative requirements at least 6 days before the deadline up to the set deadline:<br>IPCR Rating<br>IPCR Target<br>PDS | Submitted IPCR Ratings and Targets on January 03 2024 with 1 minor revision |         |          | 5          | 5.0         |
| <b>A1.2. Timeliness of submission of requirements for ISO</b>        | Submitted the requirements for ISO at least 6 days before the deadline up to the set deadline                                                        | Submitted ISO requirements on time                                          |         |          | 4          | 4.0         |
| <b>A1.3. Attendance to flag ceremony</b>                             | At least 70% attendance to flag ceremony                                                                                                             | Attended 52% of the flag ceremony                                           |         |          | 3          | 3.0         |
|                                                                      |                                                                                                                                                      | <b>Average</b>                                                              |         |          |            | <b>4.00</b> |

|                                                                                                                                                                                              |  |                                                                                                                                                |   |   |   |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|------|
| <b>A2.2. Project implementation of "Tracing the Geographic Origin of Philippine Carabao Mango Through Chemol isotopic Fingerprinting" (40%)</b>                                              |  |                                                                                                                                                |   |   |   |      |
| <b>A2.2.1 Project deliverables provided/achieved</b>                                                                                                                                         |  |                                                                                                                                                |   |   |   |      |
| Collect mango samples in 1 region with no more than 2 minor errors or 1 major error by EO of June 2024                                                                                       |  | Collected mango samples in 1 region with no errors by EO of May 2024                                                                           | 5 | 4 | 5 | 4.67 |
| Performed freeze-drying of 150 mango samples; Accomplish at least 80% of the task with no more than 2 minor errors or 1 major error by EO March 2024                                         |  | Freeze-dried 150 mango samples with no error by March 2023; Accomplished 100% of the target number of samples.                                 | 5 | 5 | 4 | 4.67 |
| Analyzed 150 mango pulp, skin, and kernel for elemental and bulk isotopic composition; Accomplish at least 80% of the task with no more than 2 minor errors or 1 major error by EO May 2024. |  | Analyzed 317 mango samples for elemental analysis (72 for XRF; 245 AAS) with no error by EO April 2024 (211%) of the target number of samples) | 5 | 5 | 5 | 5.00 |
| Analysis of soil samples from 5 regions with no more than 2 minor errors or 1 major error by EO June 2024                                                                                    |  | Analysis of soil samples from 6 regions with no errors by EO May 2024                                                                          | 5 | 5 | 5 | 5.00 |

|                                                       |                                                                                                                                                                                                                         |                                                                                                                                                                                  |   |   |   |            |
|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|------------|
|                                                       | Multivariate statistical analysis of benchmark data of XRF and IRMS analyses from collected samples in 5 regions; Accomplish at least 76% of the task with no more than 2 minor errors or 1 major error by EO June 2024 | Multivariate statistical analysis of benchmark data of elemental analyses from collected samples in 6 regions; Accomplish at least 85% of the task with no errors by EO May 2024 | 5 | 5 | 5 | 5.00       |
|                                                       | Verified fingerprint of mango samples from local market with declared origin from 5 selected regions; Accomplish at least 85% of the task with no errors by EO May 2024                                                 | Verified fingerprint of mango samples from local market with declared origin from 5 selected regions; Accomplish at least 85% of the task with no errors by EO May 2024          | 5 | 5 | 5 | 5.00       |
|                                                       | Generated report and submitted to Project Leader with no revisions by EO June 2024.                                                                                                                                     | Generated report and submitted to Project Leader with no revisions by EO May 2024.                                                                                               | 5 | 5 | 5 | 5.00       |
| <u>A2.2.2 Project meetings conducted</u>              | At least 60% attendance, participation, and timeliness in monthly team meetings                                                                                                                                         | 100% attendance, participation, and timeliness in monthly team meetings                                                                                                          |   | 5 | 5 | 5.00       |
| <u>A2.2.3 Technical report timely submitted</u>       | 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 quarterly and annual technical reports with 85% of work plan performed on time                                                                    | 5 | 5 | 5 | 5.00       |
| <u>A2.2.4 Coordination with project collaborators</u> | At least 60% attendance, participation, and timeliness in quarterly project meetings with PCIEERD and other collaborators                                                                                               | 100% attendance, participation, and timeliness in quarterly project meetings with PCIEERD and other collaborators                                                                |   | 5 | 5 | 5.00       |
|                                                       |                                                                                                                                                                                                                         | <b>Average</b>                                                                                                                                                                   |   |   |   | <b>4.9</b> |

|                                                              |                                |                       |  |   |  |            |
|--------------------------------------------------------------|--------------------------------|-----------------------|--|---|--|------------|
| <u>A3. Project Leadership and Cost-Cutting Measures (5%)</u> | At least 1 project involvement | 1 project involvement |  | 5 |  | 5.0        |
|                                                              |                                | <b>Average</b>        |  |   |  | <b>5.0</b> |

|                      |                              |                                         |  |   |  |          |
|----------------------|------------------------------|-----------------------------------------|--|---|--|----------|
| <u>A4. 6Ps (30%)</u> | At least a score of 3 in 6Ps | Score of 2.5 in 6Ps (see attached DPCR) |  | 2 |  | 2        |
|                      |                              | <b>Average</b>                          |  |   |  | <b>2</b> |

|                                        |                                                        |                                                        |  |   |  |            |
|----------------------------------------|--------------------------------------------------------|--------------------------------------------------------|--|---|--|------------|
| <b>B. SUPPORT FUNCTIONS (20%)</b>      |                                                        |                                                        |  |   |  |            |
| <u>B1. Human Resources Development</u> | Attended ARD-LS (50%), and local training and seminars | Attended ARD-LS (90%), and local training and seminars |  | 5 |  | 5.0        |
|                                        |                                                        | <b>Average</b>                                         |  |   |  | <b>5.0</b> |

#### RATING

| MFO / PAP                                         | WEIGHT (%) | AVERAGE                     | Rating                   |
|---------------------------------------------------|------------|-----------------------------|--------------------------|
| <b>PNRI FUNCTIONS</b>                             |            |                             |                          |
| <b>A. CORE FUNCTIONS (80%)</b>                    |            |                             |                          |
| A1. Administrative Functions (5%)                 | 5%         | 4.00                        | 0.20                     |
| A2. Project Implementation (40%)                  | 40%        | 4.93                        | 1.97                     |
| A3. Project Leadership/Cost-Cutting Measures (5%) | 5%         | 5.00                        | 0.25                     |
| A4. 6Ps (30%)                                     | 30%        | 2.00                        | 0.60                     |
| <b>B. SUPPORT FUNCTION (20%)</b>                  | 20%        | 5.00                        | 1.00                     |
|                                                   |            | <b>Total Overall Rating</b> | <b>4.02</b>              |
|                                                   |            | <b>Final Average Rating</b> | <b>Very Satisfactory</b> |
|                                                   |            | <b>Adjectival Rating</b>    |                          |

Comments and Recommendations for Development Purposes

DISCUSSED WITH:

  
MICA G. BINONGO

Project Technical Specialist I, ARS

Date:

Date:

ASSESSED BY/FINAL RATING BY:

*I certify that I discussed my assessment of the performance with the employee*

  
KURT LOUIS B. SOLIS

Project Leader, ARS

07/09/24

Date:

  
GLENDA B. OBRA

Head, ARS

Date:

  
ANGEL T. BAUTISTA VII, Ph.D.

OIC, ARD