ANNEX D: INDIVIDUAL PERFORMANCE AND COMMITMENT (IPCR) BLANK FORM

Republic of the Philippines	THINT	KITAT BERE	ANIA A A A A	E CAME	TAR	TENI	JA KIN	TVEL A	TENONS	ITIVIEW (IFC	N) DEANN PC	/UIAI		
PANGASIWAAN NG TUBIG AT ALKANTARILYA SA METROMANILA	INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)													
Metropolitan Waterworks and Sewerage System	MFO-BASED PERFORMANCE PERIOD:													
Katipunan Road, Balara, Quezon City	<u></u>			·····										
I, of the	·· <del>···································</del>	, commit to	deliver and a	igree to be r	ated on	the att	ainment	of the f	ollowing targ	ets in accordance	with the indica	ted measures		
		for the period			nber, 20	12.								
Ratee Name/Signature:														
	DEPARTMENT	INDIVIDUAL	INDIVIDUAL	RESPONSIBLE	RATING				Q	uarterly Updat	erly Updates (Encircle one)			
MFOs AND PERFORMANCE INDICATORS	FY2012	FY2012 ACTUAL	FY2012	DIVISION										
	BUDGET	ACCOMPLISHMENT	TARGET	INDIVIDUAL(s)	Q¹	E2	T <sup>3</sup>	Ave	Q1	Q2	Q3	Q4		
A. Major Final Outputs (MFOs)/Operations						ŀ								
MF01:							ļ							
MFO2:														
MFO3:														
B. Support to Operations (STO) / Office of the Administrator														
Performance Indicator 1.						_	<del> </del>	<del>                                     </del>			· · · · · · · · · · · · · · · · · · ·			
1,1										<del></del>	<del></del>			
1.2								<del> </del>						
1,3														
Performance Indicator 2.							<del>                                     </del>							
2.1							<del> </del>							
2.2				-			<del> </del>	<del>                                     </del>		···				
2.3							<del> </del>							
C. General Administration and Support (GAS)							<del></del>			<del></del>				
Performance Indicator 1.	-						<del>                                     </del>	<del>  </del>						
1.1							<b>-</b>	<del>  </del>		<del></del>				
1.2											····			
1.3							<del> </del>	<del>                                     </del>		····				
Performance Indicator 2.		· · · · · · · · · · · · · · · · · · ·				<u> </u>		<del>                                     </del>						
2.1														
2.2														
2.3							-	<del>  </del>						
FINAL AVERAGE RATING						ļ								
Discussed with: Assessed By:										Final Rating by:				
	I certify that I discussed my assessment of the performance with the employee.													
	. careny entag			and perioring	C WI		pioye	<u>.,</u>		1				
Employee Name/Date				Rater/Date						Depart	ment Manager/	Date		

Legend: 1 - Quantity, 2 - Efficiency, 3 - Timeliness

## ANNEX D.1:\_INDIVIDUAL PERFORMANCE AND COMMITMENT (IPCR) SAMPLE FORM RMANCE COMMITMENT AND REVIEW | Rating Period |

Republika ng Pilipinas PANGASIWAAN NG TUBIG AT ALKANTARILYA SA METRO MAI METROPOLITAN WATERWORKS & SEWERAGE SYSTEM	N∤LA

## INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR) MFO-BASED PERFORMANCE

January - June 2013

I, CECILLE V. BAUTISTA of the OFFICE OF THE ADMINISTRATOR, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period 22 October to 31 December, 2012.

Ratee Name/Signature: \_\_\_\_CECILLE V. BAUTISTA

MFOs and Performance Indicators	DEPARTMENT	INDIVIDUAL FY2012 ACTUAL ACCOMPLISHMENT	INDIVIDUAL FY2012 TARGET	RESPONSIBLE DIVISION/ INDIVIDUAL(s)		RA	TING		Quarterly Updates (Encircle one)					
	FY2012 BUDGET				Q <sup>1</sup>	E²	T³	Ave	Q1	Q2	Q3	Q4		
A. Major Final Outputs (MFOs)/Operations														
B. Support to Operations (STO) / Office of the Administrator														
Performance Indicator 1. Communications Strategy established in MWSS				-										
1.1 Submit the justification for the hiring of internal and external communications Consultant to the Board of Trustees and the GCG		100%	100%	CVBautista					Board approval sec	cured on 12 January. (	CG authority to hire o	obtained 2 February		
Performance Indicator 2. Initiate 2013 Strategic Planning Process			100%	CVBautista							***************************************			
2.1 Create a Strategic Planning calendar and framework		100%	100%	S Sta Maria					(	Calendar finalized and	pdated from time to	time		
2,2 Organize the 1st General Assembly for 2012 accomplishments and 2013 General Directions		100%	100%	CV Bautista/S Sta Maria					Series of workshop accomplishments a	s conducted for emplo and prepare MFOs for 2	yees to harmonize mi 013	lestones and		
2.3 Prepare the Administrator's Corporate direction for 2013 for discussion in the year end Strategic Palnning Meeting		100%	100%	S Sta Maria				<b>†</b>		· · · · · · · · · · · · · · · · · · ·				
Performance Indicator 3. Update the MWSS MFOs for 2013														
3.1 Review and validation of 2012 MFOs	<u> </u>	<u> </u>	100%	CVBautista		<b>†</b>	<del></del>							
C. General Administration and Support (GAS)	1						<u> </u>	ļ		·····				
Performance Indicator 1. Adoption of a Strategic Performance Management System														
1.1 Conduct SPMS workshops			100%	CVBautista					Series of workshops conducted for employees to orient them of CSC and GCG policies					
1.2 Conduct Competency workshops			100%	CVBautista					Result of competency workshop was the identification of group/functional competency and core competencies per position classification group					
1.3 Develop and finalize SPMS guidelines			100%	CVBautista					Proposed policy guidelines passed several levels of review. Guidelines ready for submission to CSC					
FINAL AVERAGE RATING														
Discussed with:	Assessed By:			Final Rating by:										
	I certify that I discussed my assessment of the performance with the employee.													
Employee Name/Date	Rater/Date									Dei	artment Manager/	Date		