



Republic of the Philippines  
Department of Environment and Natural Resources  
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**MEMORANDUM**

FOR : ALL REGIONAL EXECUTIVE DIRECTORS  
ALL REGIONAL DIRECTORS (EMB & MGB)  
THE BUREAU DIRECTORS

FROM : THE UNDERSECRETARY

SUBJECT : **COMMENTS ON THE DRAFT MANAGERIAL  
PERFORMANCE ASSESSMENT AND REVISED  
PERFORMANCE EVALUATION SYSTEM**

DATE : **MAR 16 2005**

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To more appropriately assess the performance of our officers holding key positions in the field and of our rank-and-file employees, separate tools for these purposes have been designed.

We recognize your important role in putting these tools in proper perspective and so we are forwarding to you a copy for your comment. We believe that your comments will help us come up with a performance evaluation that will closely approximate individual achievement and highlight contribution to organizational accomplishments as well.

Your comments are requested on or before the last day of the Management Conference scheduled on 17-19 March 2005 in Los Baños, Laguna.

  
**ARMANDO A. DE CASTRO**

*Handwritten note: 7/2000 91*