



DEPARTMENT OF
ENVIRONMENT AND
NATURAL RESOURCES

JUN 02 2003

DENR SPECIAL ORDER

No. 2003-417

Series of 2003

**SUBJECT: AMENDING DENR S.O. NO. 2002-42, S. 2002 ON THE
CREATION OF A PERFORMANCE EVALUATION REVIEW
COMMITTEE (PERC) IN THE DENR CENTRAL OFFICE**

In the exigency of the service and in view of the new management, DENR S.O. No. 2002-42, S. 2002, on the creation of a Performance Evaluation Review Committee (PERC) in the DENR Central Office, is hereby amended to be composed of the following:

Undersecretary (Management and Technical Services)	- Chairman
Director, Administrative Service	- Vice Chairman
Director, Planning and Policy Service	- Member
Director, Human Resource Management Service	- Member
Chief, Project Development and Evaluation Division	- Member
Two (2) Representatives from the Rank-and-File Nominated by the DENREU - one for the 1 st level and another for the 2 nd level	- Members

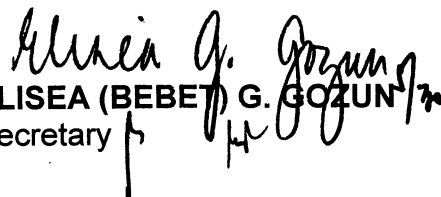
The Heads of Offices and Division Chiefs shall automatically become members of the said Committee during the review of the individual performance targets and evaluation of their particular Offices/Divisions.

The PERC in the DENR Central Office shall perform these various functions and responsibilities, which shall include but are not limited to the following:

- A. Review of Employee Performance Targets;
- B. Review of Performance Standards;
- C. Determination of Final Ratings;
- D. Monitoring and Evaluation of the PES.

The PERC is also encouraged to establish its own procedures and strategies pertaining to its work. The Personnel Division of the Administrative Service shall act as Secretariat to the said Committee.

This Special Order takes effect immediately.


ELISEA (BEBET) G. GOZUM
Secretary