

**DENR Administrative Order  
No. 11  
April 11, 1995**

**SUBJECT : Performance Evaluation Guidelines for Industrial Forest Management Agreement (IFMA) Holders.**

Pursuant to DENR Administrative Order No. 60, Series of 1993 and in order to determine the degree of compliance by all Industrial Forest Management Agreement (IFMA) Holders with existing forestry laws, rules and regulations, and to provide a standard system for evaluation and reporting, these performance evaluation guidelines are hereby prescribed for adoption.

The annual performance evaluation of Industrial Forest Management Agreement (IFMA) shall be undertaken by Central Office teams while the regular monitoring of progress of activities shall be conducted by the respective Regional Offices concerned.

The performance evaluation team shall be composed of a team leader, who should hold a position of at least Senior Forest Management Specialist or its equivalent and two (2) members, who should hold a position of at least forester or its equivalent. The said teams shall adopt the attached "Instructions to Field Evaluation Teams (FMB-IFMAPE Form No. 1)". Likewise, all the data/information shall be indicated in the attached "Performance Evaluation Sheet (FMB-IFMAPE Form No. 2)".

Performance evaluation shall be undertaken regularly on a yearly basis. Evaluation reports shall be submitted to the Secretary of Environment and Natural Resources, Attention: the Undersecretary for Field Operations. The Office of the Undersecretary for Field Operations shall forward the same to the Director of the Forest Management Bureau for further evaluation and analysis.

Evaluation results shall serve as basis for renewals/conversions, suspensions, cancellations and such other sanctions as are necessary.

This order shall take effect immediately.

**ANGEL C. ALCALA**  
Secretary

Recommending Approval:

**JOSE D. MALVAS, JR.**  
Director