
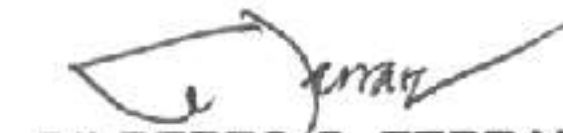


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)
Office of the Vice-President for Planning, Resource Generation and Auxiliary Services (OVPPRGAS)

I, **DALISAY F. ANDRES**, of the Office of the Vice-President for Planning, Resource Generation and Auxiliary Services commits 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 2023**.


DALISAY F. ANDRES
Ratee

Approved:


DILBERTO O. FERRAREN
Head of Unit

MFO & PAPs		Success Indicators	Tasks Assigned	Target	Actual Accomp.	Rating				Remarks
						Q1	E2	T3	A4	
UNIVERSITY MFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICES										
OVPPRGAS MFO 1. ADMINISTRATIVE AND SUPPORT SERVICES MANAGEMENT	PI.1	Efficient & Customer-friendly frontline service	Served clients with	zero complaint	zero complaint	5	5	5	5.00	
	PI.2a	Effectively acted on time administrative & financial documents								
		* Number of administrative & financial documents prepared & processed (OIC, DTR, Leave Application, Travel Order, etc.)	Preparation of government standard forms	75	1047	4	5	5	4.67	
		* Number of meetings/seminars/trainings/ workshops/Orientation & Conferences Attended	Attendance to meetings/ seminars/trainings/workshops/Orientation & Conf.	25	135	4	5	5	4.67	ISO, CMC, Strat Planning Workshop, FIC, SPPMIS, LUDIP, etc.
	2b.	Records Management:								
		* Number of Communications & Other documents filed and retrieved	Information and Records Management	55	140	5	4	5	4.67	
		* Number of pages of communications & other documents printed and filed		70	120	4	5	5	4.67	
		* Number of IP Messages downloaded and printed		50	235	4	5	5	4.67	
		* Number of emails downloaded and filed		45	113	5	5	4	4.67	
		* Number of pages of materials sorted and collated needed for the workshop/ orientation and/or meetings		150	296	4	5	5	4.67	

**OVPPRGAS
MFO 2.
PLANNING
SERVICES**

PI.1	Proactive submission of university reports/ plans and documents as prescribed by DBM, CHED-HEMIS CHECKS, PIPOL-NEDA & VSU Annual Report	Preparation of Plans and Reports							
	* CHED-HEMIS Data Collection for Normative Financing for the year 2020	Submit final CHECKS-HEMIS data online for 2020	1						To be implemented on the 3rd quarter of the year
	* Number of CHED-HEMIS filled-up forms for online submission to CHED		5						
	* Number of CHED-HEMIS data collected from different offices	Consolidated and finalized data for submission to CHED	2						
	* 2021 Annual Report Distributed	Bounded 2021 annual report distributed to vsu main & external campuses	100%	100%	4	5	5	4.67	
PI.2	Efficient Planning and Monitoring Services								
	* Land Use Development and Infrastructure Plan facilitated	Facilitator/ Secretariate	100%	100%	4	5	5	4.67	
	* Crisis Management Committee	Facilitator/ Secretariate	100%	100%	5	5	5	5.00	
	University Housing Commission	Facilitator/ Secretariate	100%	100%	5	5	5	5.00	
	* Number of Board of Management meetings facilitated	VP/DF Andres	1	3	5	5	5	5.00	IGP, Housing Commission
	* Number of Housing Contracts prepared	VP/DF Andres	5	31	4	5	5	4.67	
	* Number of VSU staff awarded for housing units.	VP/DF Andres	2	27	5	5	4	4.67	
P1.3	Performance Management Team Services								
	* Number of OPCR Evaluation monitored and facilitated	OVPPRGAS	1	5	5	5	4	4.67	IGP/CCE/URS/ ACRO/OVPPRGAS/ ODPIIP

OVPPRGAS MFO 6. BIDS AND AWARDS COMMITTEE	PI.1	* Provide administrative support to Bids & Awards Committee Members and the Technical Working Group	BAC Secretariate	100%	100%	4	5	5	4.67	
		* Consolidate PPMP's from various units of the Procuring Entity to make them available for review.	Departments/ Centers	100%	100%	4	5	5	4.67	
		* Preparation of Annual Procurement Plan (Indicate, Updated and Final APP's)	Departments/ Centers	100%	100%	5	4	5	4.67	
		* Number of Meetings, Pre-procurements, Pre-biddings, Biddings and other BAC related activities	BAC Secretariate	25	111	4	5	5	4.67	
OVPPRGAS MFO 7. OTHER FUNCTIONS	PI.1	<i>Other functions assigned by the immediate/ higher supervisor</i>								
		* Number of phone calls and queries acted on time from clientele	Answers calls and queries to clientele with regards to office work	60	175	4	5	5	4.67	
		Number of VSU faculty & staff Clearance countersigned	VP/ DF Andres	20	181	5	5	5	5.00	
		Formal Investigation Committee	Facilitator/ Secretariate	100%						As the need arises
Total Over-all Rating									104.39	
Average Rating (Total Over-all Rating Divided by 22)				4.75	Comments & Recommendations for Development Purpose Training for higher supervisory levels, and other governance related topics					
Additional Points:										
Punctuality										
Approved Additional Points (with copy of approval)										
FINAL RATING				4.75						
ADJECTIVAL RATING										

Approved by:


DILBERTO O. FERRAREN
Vice-Pres. for Planning, Resource
Generation & Auxiliary Affairs



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff : **DALISAY F. ANDRES**
Rating Period : **JANUARY – JUNE 2023**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.75	70%	3.32
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	5.00	30%	1.50
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING: 4.82

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.82

FINAL NUMERICAL RATING 4.82

ADJECTIVAL RATING: Outstanding

Prepared by:


DALISAY F. ANDRES
Administrative Assistant II

Approved:


DILBERTO O. FERRAREN
Vice-President by Planning, Resource
generation and Auxiliary Services

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2nd	
	3rd	
	4th	

Name of Office: Office of the Vice President for Planning Resource Generation and Auxiliary Services

Head of Office: DILBERTO O. FERRAREN

Number of Personnel: 2

Activity	MECHANISM			Remarks
	Meeting		Others (Pls. specify)	
	One-on-One	Group	Memo	
Monitoring	Check daily office activities and monitor performance output	✓	✓	Done
Coaching	Follow-up office work output	✓	✓	Done

Conducted by:


DILBERTO O. FERRAREN
Immediate Supervisor

Noted by:


EDGARDO E. TULIN
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dalisay F. Andres
Performance Rating: Outstanding

Aim: Enhanced effective delivery of administrative services.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 1, 2023 Target Date: December 31, 2023

First Step: To attend training related to Analytics at DAP and Strategic Planning

Result:

Improve effectiveness in the performance of administrative duties and responsibilities.

Date: January 1, 2024

Target Date: June 30, 2024

Next Step: Attendance to training in order to move higher with much greater responsibilities.

Outcome: _____

Final Step/Recommendation: _____

Prepared by:



DILBERTO O. FERRAREN

Vice-President for Planning, Resource
Generation and Auxiliary Services

Conforme:



DALISAY F. ANDRES
Administrative Assistant II

cc: ODA-HRD



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY-JUNE 2023

Name of Staff: DALISAY F. ANDRES

Position: ADMINISTRATIVE ASSISTANT II

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score		60/12 = 5.00				

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation
Development of a highly competitive human resource, cutting-edge scientific knowledge
and innovative technologies for sustainable communities and environment

B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>)						Scale				
1.	Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1				
2.	Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1				
3.	Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1				
4.	Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1				
5.	Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1				
Total Score										
Average Score		5.06								

Overall recommendation : Highly efficient in her tasks.


DILBERTO O. FERRAREN
 Printed Name and Signature
 Head of Office

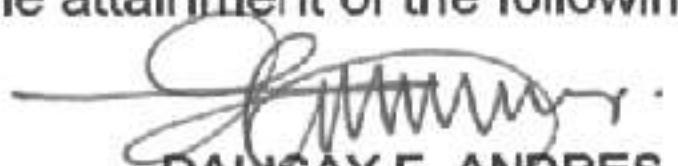
Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
 Development of a highly competitive human resource, cutting-edge scientific knowledge
 and innovative technologies for sustainable communities and environment.

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

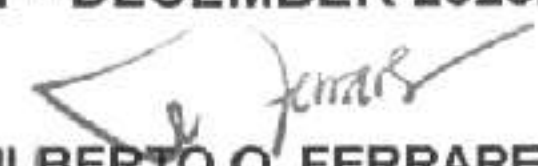
Office of the Vice-President for Planning, Resource Generation and Auxiliary Services (OVPPRGAS)

I, **DALISAY F. ANDRES**, of the **Office of the Vice-President for Planning, Resource Generation and Auxiliary Services** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY - DECEMBER 2023**.


DALISAY F. ANDRES

Ratee **JAN 05 2024**

Approved:


DILBERTO O. FERRAREN

Head of Unit **JAN 05 2024**

MFO & PAPs		Success Indicators	Tasks Assigned	Target	Actual Accomp.	Rating				Remarks
						Q1	E2	T3	A4	
UNIVERSITY MFO 6: GENERAL ADMINISTRATION AND SUPPORT SERVICES										
OVPPRGAS MFO 1. ADMINISTRATIVE AND SUPPORT SERVICES MANAGEMENT	PI.1	Efficient & Customer-friendly frontline service	Served clients with	zero complaint	zero complaint	5	5	5	5.00	
	PI.2a	Effectively acted on time administrative & financial documents								
		* Number of administrative & financial documents prepared & processed (OIC, DTR, Leave Application, Travel Order, etc.)	Preparation of government standard forms	75	396	5	5	5	5.00	
		* Number of meetings/seminars/trainings/ workshops/Orientation & Conferences Attended	Attendance to meetings/ seminars/trainings/workshops/Orientation & Conf.	25	42	4	5	5	4.67	ISO, CMC, Strat Planning Workshop, FIC, SPPMIS, LUDIP, etc.
	2b.	Records Management:								
		* Number of Communications & Other documents filed and retrieved	Information and Records Management	55	135	5	4	5	4.67	
		* Number of pages of communications & other documents printed and filed		70	155	5	5	5	5.00	
		* Number of IP Messages downloaded and printed		50	217	5	5	5	5.00	
		* Number of emails downloaded and filed		45	75	5	4	5	4.67	
		* Number of pages of materials sorted and collated needed for the workshop/ orientation and/or meetings		150	257	5	5	5	5.00	

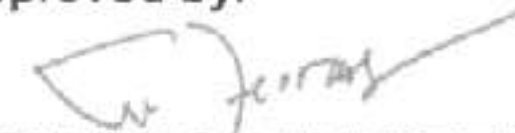
**OVPPRGAS
MFO 2.
PLANNING
SERVICES**

PI.1	Proactive submission of university reports/ plans and documents as prescribed by DBM, CHED-HEMIS CHECKS, PIPOL-NEDA & VSU Annual Report	Preparation of Plans and Reports							
	* CHED-HEMIS Data Collection for Normative Financing for the year 2023	Submit final CHECKS-HEMIS data online for 2020	1	2	5	5	5	5.00	To be implemented on the 4th quarter of the year
	* Number of CHED-HEMIS filled-up forms for online submission to CHED		5	24	5	5	5	5.00	
	* Number of CHED-HEMIS data collected from different offices	Consolidated and finalized data for submission to CHED	2	12	5	5	5	5.00	
	* 2022 Annual Report Distributed	Bounded 2021 annual report distributed to vsu main & external campuses	100%	100%	4	5	4	4.33	
PI.2	Efficient Planning and Monitoring Services								
	* Land Use Development and Infrastructure Plan facilitated	Facilitator/ Secretariate	100%	100%	4	5	4	4.33	
	* Crisis Management Committee	Facilitator/ Secretariate	100%	100%	5	5	5	5.00	
	University Housing Commission	Facilitator/ Secretariate	100%	100%	5	5	5	5.00	
	* Number of Board of Management meetings facilitated	VP/DF Andres/ Housing	1	1	4	4	4	4.00	IGP, Housing Commission
	* Number of Housing Contracts prepared	VP/DF Andres	5	12	4	5	5	4.67	
	* Number of VSU staff awarded for housing units.	VP/DF Andres	2	7	5	5	5	5.00	
P1.3	Performance Management Team Services								
	* Number of OPCR Evaluation monitored and facilitated	OVPPRGAS	1	5	5	5	5	5.00	IGP/OCE/URS/ CPDE/ACRO/ OVPPRGAS/ ODPPIB

PPRGAS MFO 6. BIDS AND AWARDS COMMITTEE	PI.1	* Provide administrative support to Bids & Awards Committee Members and the Technical Working Group	BAC Secretariate	100%	100%	5	5	5	5.00	
		* Consolidate PPMP's from various units of the Procuring Entity to make them available for review.	Departments/ Center/ External Campuses	100%	100%	5	5	5	5.00	
		* Preparation of Annual Procurement Plan (Indicate, Updated and Final APP's)	Departments/ Center/ External Campuses	100%	100%	5	5	5	5.00	
		* Number of Meetings, Pre-procurements, Pre-biddings, Biddings and other BAC related activities	BAC Secretariate	25	147	5	5	5	5.00	July-Dec
PPRGAS MFO 7. OTHER FUNCTIONS	PI.1	Other functions assigned by the immediate/ higher supervisor								
		* Number of phone calls and queries acted on time from clientele	Answers calls and queries to clientele with regards to office work	60	150	5	4	5	4.67	
		Number of VSU faculty & staff Clearance countersigned	VP/ DF Andres	20	204	5	5	5	5.00	
		Formal Investigation Committee	Facilitator/ Secretariate	100%						As the need arises
I Over-all Rating									121.01	

Average Rating (Total Over-all Rating Divided by 25)		4.84	Comments & Recommendations for Development Purpose Training for higher supervisory levels, and other governance related topics
Additional Points:			
Actuality			
Approved Additional Points (with copy of approval)			
RATING			
FINAL RATING			

Approved by:


DILBERTO O. FERRAREN

Vice-Pres. for Planning, Resource
Generation & Auxiliary Affairs

JAN 05 2024



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff : **DALISAY F. ANDRES**
Rating Period : **JULY - DECEMBER 2023**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IP CR	4.84	70%	3.38
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.44
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING: 4.82

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.82

FINAL NUMERICAL RATING 4.82

ADJECTIVAL RATING: Outstanding

Prepared by:

DALISAY F. ANDRES

Administrative Assistant II

JAN 05 2024

Approved:

DILBERTO O. FERRAREN

*Vice-President by Planning, Resource
generation and Auxiliary Services*

JAN 05 2024

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge
and innovative technologies for sustainable communities and environment.

DF Andre

"Exhibit G"

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q
	2nd	U
	3rd	A
	4th	R

Name of Office: Office of the Vice President for Planning Resource Generation and Auxiliary Services


Head of Office: DILBERTO O. FERRAREN

Number of Personnel: 1

Activity	MECHANISM			Remarks
	Meeting		Others (Pls. specify)	
	One-on-One	Group	Memo	
Monitoring	Check daily office activities and monitor performance output	✓	✓	Done
Coaching	Follow-up office work output	✓	✓	Done

Conducted by: 
DILBERTO O. FERRAREN
Immediate Supervisor

JAN 05 2024

Noted by: 
DANIEL LESLIE S. TAN
Next Higher Supervisor

JAN 05 2024

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dalisay F. Andres
Performance Rating: Outstanding

Aim: Enhanced effective delivery of administrative services.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 1, 2024 Target Date: June 30, 2024

First Step: To attend training related to Analytics at DAP and Strategic Planning

Result: Improve effectiveness in the performance of administrative duties and responsibilities.

Date: July 1, 2024 Target Date: June 30, 2025

Next Step: Attendance to training in order to move higher with much greater responsibilities.

Outcome: _____

Final Step/Recommendation: _____

Prepared by:



DILBERTO O. FERRAREN
Vice-President for Planning, Resource
Generation and Auxiliary Services

JAN 05 2024

Conforme:



DALISAY F. ANDRES
Administrative Assistant II

JAN 05 2024

cc: ODA-HRD



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY - DECEMBER 2023

Name of Staff: DALISAY F. ANDRES

Position: ADMINISTRATIVE ASSISTANT II

Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

Scale	Descriptive Rating	Qualitative Description
5	Outstanding	The performance almost always exceeds the job requirements. The staff delivers outputs which always results to best practice of the unit. He is an exceptional role model
4	Very Satisfactory	The performance meets and often exceeds the job requirements
3	Satisfactory	The performance meets job requirements
2	Fair	The performance needs some development to meet job requirements.
1	Poor	The staff fails to meet job requirements

A. Commitment (both for subordinates and supervisors)		Scale				
1.	Demonstrates sensitivity to client's needs and makes the latter's experience in transacting business with the office fulfilling and rewarding.	5	4	3	2	1
2.	Makes self-available to clients even beyond official time	5	4	3	2	1
3	Submits urgent non-routine reports required by higher offices/agencies such as CHED, DBM, CSC, DOST, NEDA, PASUC and similar regulatory agencies within specified time by rendering overtime work even without overtime pay	5	4	3	2	1
4.	Accepts all assigned tasks as his/her share of the office targets and delivers outputs within the prescribed time.	5	4	3	2	1
5.	Commits himself/herself to help attain the targets of his/her office by assisting co-employees who fail to perform all assigned tasks	5	4	3	2	1
6.	Regularly reports to work on time, logs in upon arrival, secures pass slip when going out on personal matters and logs out upon departure from work.	5	4	3	2	1
7.	Keeps accurate records of her work which is easily retrievable when needed.	5	4	3	2	1
8.	Suggests new ways to further improve her work and the services of the office to its clients	5	4	3	2	1
9	Accepts additional tasks assigned by the head or by higher offices even if the assignment is not related to his position but critical towards the attainment of the functions of the university	5	4	3	2	1
10.	Maximizes office hours during lean periods by performing non-routine functions the outputs of which results as a best practice that further increase effectiveness of the office or satisfaction of clientele	5	4	3	2	1
11.	Accepts objective criticisms and opens to suggestions and innovations for improvement of his work accomplishment	5	4	3	2	1
12.	Willing to be trained and developed	5	4	3	2	1
Total Score		58/12 = 4.83				

Vision:

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Mission:

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment

B. Leadership & Management (<i>For supervisors only to be rated by higher supervisor</i>)					Scale				
1.	Demonstrates mastery and expertise in all areas of work to gain trust, respect and confidence from subordinates and that of higher superiors	5	4	3	2	1			
2.	Visionary and creative to draw strategic and specific plans and targets of the office/department aligned to that of the overall plans of the university.	5	4	3	2	1			
3.	Innovates for the purpose of improving efficiency and effectiveness of the operational processes and functions of the department/office for further satisfaction of clients.	5	4	3	2	1			
4.	Accepts accountability for the overall performance and in delivering the output required of his/her unit.	5	4	3	2	1			
5.	Demonstrates, teaches, monitors, coaches and motivates subordinates for their improved efficiency and effectiveness in accomplishing their assigned tasks needed for the attainment of the calibrated targets of the unit	5	4	3	2	1			
Total Score									
Average Score									

Overall recommendation : _____



DILBERTO O. FERRAREN
Printed Name and Signature
Head of Office

JAN 05 2024

Vision:
Mission:

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Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.