



EASTERN VISAYAS MEDICAL CENTER
Brgy. 93 Bagacay, Tacloban City, Philippines 6500

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **JAMES IAN G. PAA, RND, NUTRITIONIST-DIETITIAN II** of the **NUTRITION and DIETETICS SECTION**, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **JULY to DECEMBER, 2022**.

Name of Employee: **JAMES IAN G. PAA, RND**

Date: July 1, 2022

Approved by:	Date
VIRGILIA A. VELASQUEZ, RND Name of Supervisor	<u>July 4, 2022</u>

5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Unsatisfactory
1 - Poor


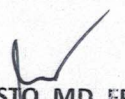
MFO/PAP		SUCCESS INDICATORS (TARGETS+MEASURES)	ACTUAL ACCOMPLISHMENTS		RATING				REMARKS
					Q	E	T	A	
A. Core Functions									
Ensure the provision of clinical nutrition care to patients		All referred patients for diet counselling/instructions are acted upon All high-risk patients undergone the DOH-mandated multidisciplinary Nutrition Care Process	All (139/139)referred patients for diet counselling/instructions are acted upon All (11/11) high-risk patients undergone the DOH-mandated multidisciplinary Nutrition Care Process	5	4	4	4.33		
				4	4	4	4		
				Average for Core Functions:				4.17	
B. Support Functions									
Learning and Development Submission of required reports/ documents		Attend at least one (1) Learning and Development Intervention and/or updates	Attended (1/1) Learning and Development Interventions for the period of July-December	5	5	5	5		
		100% IPCR submitted on August 2, 2022	IPCR of January - June 2022 was prepared and submitted on August 2, 2022	4	5	3	4		
		Prepared and submitted on or before the	DTRs, Leave Application, SALN prepared and						

	DTR every 3rd day of the following month	100% (6/6)DTR's submitted within the 3rd day of the succeeding month	5	5	5	5	
	Sick Leave upon report of duty	100% of Sick Leave submitted upon report of duty	NA	NA	5	5	
	FL/VL/SPL 5 working days before the intended date of application	100 % FL/SPL submitted prior to the intended date of application	NA	NA	5	5	
			Average for Support Functions:				4.80

Final Rating						
A. Function	B. Percentage Distribution	C. Average Rating	Final Rating (Average Rating x Percentage Distribution) (C x B)	Final Average Rating	Adjectival Rating	Remarks
Core Function	80%	4.17	3.33	4.29	Very Satisfactory	
Support Function	20%	4.80	0.96			

Part II. Comments and Recommendation for Development Purposes:

- a. Areas of Strenght based on LDNA and others: *Chinical Dietetics Practice*
- b. Areas for growth or performance gap based on LDNA and others: *No gap based on LD1*
- c. Proposed Learning and Development Intervention based on LDNA and others: *Service Management, Procurement Practices*
- d. Other comments: *Apitrate in written communication*

Discussed with:	Date	Assessed by:	Date	Final Rating:	Date
 JAMES IAN G. PAA, RND Employee	<i>January 16, 2023</i>	I hereby certify that I discussed my assessment of the performance with VIRGILIA A. VELASQUEZ, RND Department/Section Head	<i>January 17, 2023</i>	 LOURDES C. AGOSTO, MD, FPPS, FPSCOT Next Higher Supervisor	

Legend: Q - Quality/Effectiveness E -Efficiency T - Timeliness A - Average; *In the event that there is no strategic output, the percentage distribution is as follows: Core output- 80% and Support output – 20%