

COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF

Name of Administrative Staff: WILMA V. NAPIERE


Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.95	4.95 x 70%	3.46
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.91	4.91 x 30%	1.47
TOTAL NUMERICAL RATING			4.93

TOTAL NUMERICAL RATING: 4.93
Add: Additional Approved Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.93

FINAL NUMERICAL RATING 4.93

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


WILMA V. NAPIERE
Name of Staff


Reviewed by:


ERLINDA S. ESGUERRA
Department/Office Head

Recommending Approval:



LOUELLA C. AMPAC
Director for Finance

Approved:


REMBERTO A. PATINDOL
Vice Pres. for Admin & Finance

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **WILMA V. NAPIERE**, of the Accounting Office 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 1 to June 30, 2018


WILMA V. NAPIERE
Ratee

Approved: 
ERLINDA S. ESGUERRA
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	2018 Target	Percentage of Accomplishment As of June 30, 2018	Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Bookkeeping Services	No. of entries encoded to Cash Receipt Journal recorded error free	Encodes and analyzes entries and prepares cash receipt journal for fund 101, 101Trust, VSU hospital, 164, senior high and 161	1,200	124%	1,483.00	5	5	4	4.67	
	Number of journal entry voucher prepared	Prepares journal entries for all cash receipts for fund 101, 101Trust, senior high, 161 and 164	60	100%	60	5	5	5	5.00	
	No. of entries encoded to Check disbursement Journal recorded error free	Encodes and analyzes entries and prepares check disb. Journal for fund 101Trust, VSU hospital and Cebu.	2,300	236%	5,432	5	5	4	4.67	
	Number of journal entry voucher prepared	Prepares journal entries for all ckdj for 101Trust, VSU hospital and Cebu	20	145%	29	5	5	5	5.00	
	Number of journal entry voucher prepared	Prepares journal entries vouchers and General Journals for Trust receipts	45	129%	58	5	5	5	5.00	
	No. of schedules of cash advance prepared within the mandated time	Prepares quarterly Aging schedule of cash advances and receivables for trust receipts fund and for main and branch campuses advance for fund 101, 101T and branch campuses	6	117%	7	5	5	5	5.00	
	Number of entries posted to General Ledger	Post entries to General Ledgers for trust receipts Fund	300	102%	305	5	5	5	5.00	
	Number of monthly consolidated cash receipt journal for fund 101/101T	Prepares monthly consolidated cash receipt journal & check disb. journal for fund 101T and branch campuses	24	100%	24	5	5	5	5.00	
	Number of Trial Balance prepared	Prepare Trial Balance for Trust Receipts Fund	5	120%	6	5	5	5	5.00	
	Number of bank reconciliation prepared	Prepares monthly bank reconciliation statement of MDS current and A/P with list of outstanding checks	12	100%	12	5	5	5	5.00	
	Number of entries posted to subsidiary ledgers	Posts entries to subsidiary ledgers of cash in bank, cash advances, cash collecting officers, A/R, Other Receivables, loans receivables for	300	108%	324	5	5	5	5.00	
	Number of entries posted to subsidiary ledgers	Prepares quarterly financial statements both summary and detailed	5	200%	10	5	5	5	5.00	
	Number of reports prepared required by other agencies within the mandated time	Prepares summary of income of 164, 161, 101T and senior high	21	110%	23	5	5	5	5.00	
	Number of disbursement report	Prepares monthly breakdown of disbursement for fund 101	6	100%	6	5	5	5	5.00	
Total Over-all Rating						70	70	68	69.33	

Average Rating (Total Over-all rating divided by # of entries)				
Additional Points:				4.95
Punctuality				
Approved Additional points (with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				4.95
ADJECTIVAL RATING				

Comments &
Recommendations for
Development Purpose:
*Recommend for
Promotion*

Approved:

[Signature]
ERLINDA S. ESGUERRA
Head, Accounting Office

Recommending Approval:
[Signature]
LOUELLA C. AMPAC
Director for Finance

[Signature]
REMBERTO A. PATINDOL
Vice Pres. For Admin. And Finance

Date: _____

Date: _____

Date: _____

Date: _____

- 1 - quality
- 2 - efficiency
- 3 - timeliness
- 4 - average

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: Jan 1-June 30, 2018

Name of Staff: Wilma Napiere Position: Administrative Aide III


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						
B. Leadership & Management (For supervisors only to be rated by higher supervisor)		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	59				
Average Score	4.92				

Overall recommendation : _____



ERLINDA S. ESGUERRA

Name of Head

PERFORMANCE MONITORING FORM

Name of Employee: **WILMA V. NAPIERE**


Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all Assessment of Output**	Remarks/Recommendation
1	07-Trust Receipts-Encodes & records entries to BAOM	documents encoded & recorded to BAOM	daily	daily	daily	Impressive	Very Satisfactory	
2	Posts transactions to SL and GL for Trust Receipts	transactions posted to SL and GL	monthly	after all necessary journals were accomplished	2 days	Very Impressive	Outstanding	
3	Consolidates CkDJ of the main campus under Trust Receipts	consolidated check disbursement journals	monthly	after all CKDJ of main campus were accomplished	2 hours	Impressive	Very Satisfactory	
4	Consolidates all transactions of the branch campuses such as CRJ, CDJ, CkDJ and post to General and subsidiary ledgers for Trust Receipts	consolidated journals for external campuses & posted transactions to SL/GL	monthly	day after receipt of all Journals of external campuses	1 day	Very Impressive	Outstanding	
5	Prepares journals and JEV for Trust Receipts	Prepared journals & JEV	monthly	day after consolidation of all Journals and after posting of all necessary entries to SL & other reports	1 day	Very Impressive	Outstanding	
6	Maintains and post to subsidiary ledgers for cash advances and cash in bank accounts	Posted entries of Cash advances and Cash in Bank Accounts to SL	monthly	after preparation of all necessary Journals & required documents	2 days	Very Impressive	Outstanding	

7	Prepares liquidation summary report for Trust Receipts	Prepared summary report of liquidation of cash advances	monthly	after receipt of liquidation reports & documents	1 day	Very Impressive	Outstanding	
8	Prepares Trial Balance under Trust Receipts	Prepared Trial Balance	monthly	10 days of the following month	5 days after preparation of all necessary reports & posting of all transactions to SL/GL	Very Impressive	Outstanding	
9	Encodes & analyzes entries and prepares Cash Receipts Journals for all Funds	Prepared Cash Receipts Journals for all Funds	monthly	1 week after receipt of docs	1 week after receipt of docs	Very Impressive	Outstanding	
10	Prepares summary of Income of 05-IRF, 06-BRF, 07-TR, VSU Hosp. & Senior HS	Prepared summary of Income of all funds	monthly/quarterly	day after Collection Reports were accomplished	1 day	Very Impressive	Outstanding	
11	Prepares bank reconciliation for MDS accounts	Prepared monthly Bank Reconciliation for MDS Account	monthly	10 days upon receipt of the Bank Statements	2days	Very Impressive	Outstanding	
12	Prepares financial Statements for submission to COA, DBM & GAS for Trust Receipts	Prepared Quarterly Financial Reports	quarterly	10 days after preparation of all necessary reports & posting of all transactions to SL/GL	1 day	Very Impressive	Outstanding	

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:


ERLINDA S. ESGUERRA
 Head, Accounting Office

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WILMA NAPIERE
Performance Rating: Outstanding

Aim: Effective delivery of administrative service

Proposed Interventions to Improve Performance:

Date: January 1 Target Date: October, 2018

First Step:
Attend AGAP National Convention

Result:
Improved Performance

Date: _____ Target Date: _____

Next Step:
Recommend for promotion

Outcome: _____

Final Step/Recommendation:

Prepared by:


ERLINDA S. ESGUERRA
Unit Head