

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATION
July-December 2016

Name of Administrative Staff: **ATTY. RYSAN C. GUINOCOR**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.925	70%	3.45
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.82	30%	1.45
TOTAL NUMERICAL RATING			4.9

TOTAL NUMERICAL RATING: 4.9

Add: Additional Approved Points, if any: _____


TOTAL NUMERICAL RATING: 4.9

ADJECTIVAL RATING: 0

Prepared by:


ATTY. RYSAN C. GUINOCOR
 Name of Staff

Reviewed by:

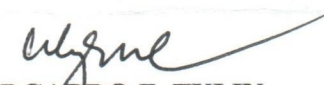

FRANCISCO G. GABUNADA JR

Department/Office Head

Recommending Approval:



REMBERTO A. PATINDOL
 Chairman, PMT

Approved:


EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, Atty. Rysan C. Guinocor, Head of Legal 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 July 1, 2016 to December 31, 2016


RYSAN C. GUINOCOR
 Head of Unit

Approved:

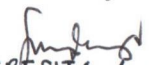

FRANCISCO E. GABUNADA
 Executive Secretary

MFOs/PAFs	Program Activities	Tasks Assigned	Target	Accomplishment		Rating				Remarks
				Actual Accomplishment	Percentage	Q ¹	E ²	T ³	A ⁴	
OP MFO 2: Administrative services										
Legal Office MFO 1: Administrative and Support Services Management										
PI 1: Efficient legal services management	A1. Efficient and customer friendly assistance	T1: Entertains clients needs promptly, efficiently and effectively	no complaint	no complaint	100%	5	5	5	5	
	A2. Legal opinions/ comments preparation	T2: Prepares legal opinions/ rulings/comments referred by the Office of the President and other key officials	35	42	100%	5	5	4	4.7	
	A.3: Counselling/ consultancy services	T3: Extends legal counselling/ consultancy services to faculty, staff and students	40	50	125%	5	5	5	5	
	A4. Prosecution/ Resolution of cases	T4. Prepares reports/ resolution/ recommendation of cases within 30 days from the day the case is submitted for resolution	2	3	150%	5	5	5	5	

		T.5 Prosecutes anti-sexual harassment cases	100%	100%	100%	5	5	5	5	
		T6. Acts on violations of the provisions of agreements/contracts	30	46	153.00%	5	5	5	5	
	A.5 Meetings/advices extended	T7: Attends BOR/UADCO meetings per request by the President	100% attendance	100 % attendance	100.00%	5	5	5	5	
	A.6 Membership in committees/boards	Attends meetings of BAC, NAPB , PMT and VSU Housing Com. as member	30 attendance	35	116.00%	5	5	5	5	
	A.7 Legal documents preparation	T8: Files appeals/ memorandum within the time frame whenever applicable	100%	100%	100.00%	5	5	5	5	
		T9: Prepares/reviews/notarizes MOAs, contracts and other legal documents within 2 days from receipt	600	723	120.50%	5	5	4	4.7	
PI 2: Conduct of trainings/lectures/orientation seminars	A8. Lectures/seminars conducted/facilitated	T10: Conducts lectures/ seminars to Faculty, Staff and Students including VSU external campuses	5	6	120.00%	5	5	5	5	
		T11: Acts as resource person over Radio Station DYDC, Visca, Baybay City,Leyte	10 hours	13 hours	130.00%	5	5	5	5	
Legal Office MFO 3: Land management & monitoring services										
PI 3: Settlement of land problems	A8. Invites squatters/ complainant for verification/settlement	T12: Settles complaints against VSU squatters within 30 days	2	2	100.00%	5	5	5	5	
		T13: Verifies/follow up application for special patent	1	on going		5	5	4	4.7	
Legal Office MFO 4: Implementation of Anti-Red Tape Law										

PI 4: Evaluation of complaints dropped at suggestion boxes	A9. Suggestion boxes monitored/evaluated	T14: Sends communications to department/unit heads concerned to verify what actions done on the complaint/comments	4	6	150.00%	5	5	5	5	
Total Over-all Rating						75	75	72	77	
Average Rating						5	5	4.8	4.9	
Adjectival Rating						4.9				

Received by:


TERESITA A. QUINOLA

Office

Calibrated by:



REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

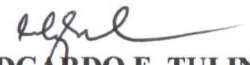
Date: _____

Recommending Approval


FRANCISCO G. GABUNADA
Executive Secretary

Date: _____

Approved by:


EDGARDO E. TULIN
President

Date: _____

- 1-Quality
- 2-Efficiency
- 3-Timeliness
- 4-Average

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July -December 2016

Name of Staff: RYSAN C. GUINOCOR Position: Attorney IV

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	(5)	4	3	2	1

improvement of his work accomplishment					
12. Willing to be trained and developed	(5)	4	3	2	1
Total Score	58				
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	24				
Average Score	4.8				

Overall recommendation : _____


FRANCISCO G. GABUNADA JR
 Executive Secretary