



**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF**

**Annex P**

Name of Administrative Staff: **RONILLO V. CANO**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.85	70%	3.39
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.41	30%	1.32
<b>TOTAL NUMERICAL RATING</b>			<b>4.71</b>

TOTAL NUMERICAL RATING: 4.71

Add: Additional Approved Points, if any:           

TOTAL NUMERICAL RATING:           

FINAL NUMERICAL RATING           

ADJECTIVAL RATING: Outstanding

Prepared by:

*RVC*  
**RONILLO V. CANO**  
Name of Staff

Reviewed by:

*[Signature]*  
**NILO L. LEORNA**  
Program Coordinator

Recommending Approval:

*[Signature]*  
**ANTONIO P. ABAMO**  
Director for Extension

Approved:

*[Signature]*  
**OTHELLO B. CAPUNO**  
VP for Research, Extension and Innovation



**Visayas State University**  
**VSU-Technical Vocational Education and Training (TVET) Program**  
**Visca, Baybay City, Leyte**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **RONILLO V. CANO**, Staff of the VSU-Technical Vocational Education and Training (TVET) Program, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2020**.

*RVCAS*  
**RONILLO V. CANO**  
 Admin. Assistant II  
 Date: \_\_\_\_\_

*Antonio P. Abamo*  
**ANTONIO P. ABAMO**  
 Director for Extension  
 Date: \_\_\_\_\_

**Rating Equivalents:**  
 5 - Outstanding  
 4 - Very Satisfactory  
 3 - Satisfactory  
 2 - Fair  
 1 - Poor

MFO No.	MFO Description	Success/Performance Indicator (PI)	Program/Activities/ Projects	Tasks Assigned	Target (July-Dec. 2020)	Accomplishment (July-Dec. 2020)	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
MFO 6	General Admin. & Support Services (GASS)	PI 1. Number of documents prepared/encoded/processed/ followed-up	Documentation	Prepare, process and follow-up of administrative and financial matter of the office/ unit	40	85	5	4	5	4.7	Prepared administrative and financial documents of the office like Reimbursement, Petty cash, DTR, PPMP, PR, Schedule of Skeletal Workforce, etc.
		PI 2. Number of documents released & processed on time.	Documentation	Processes and releases documents on time.	40	85	5	4	5	4.7	Liquidation of Cash Advance, Purchased Request, PPMP, PR, DTR, Schedule of Skeletal Workforce, etc.
		PI 3. Number of documents attended and served	Documentation	Assist on to be signed and approved documents	75	85	5	5	5	5.0	Facilitated in the signing of documents for Head of office
		PI10. Efficient and customer friendly frontline service	Service	Served clients with courtesy; immediate response to client needs and inquiries	0 % complaint from clients	0 % complaint from clients	5	5	5	5.0	100% no complaint; served clients with courtesy; immediate response to client needs and inquiries

		Comments & Recommendations for Development Purposes:
		Recommended to attend a further training on MIS on the TVET and training on Personality Development
Number of Performance Indicators Filled-up	4	
Total Over-all Rating	19.4	
Average Rating	4.85	
Adjectival Rating	Outstanding	

Evaluated & Rated by:

NILO L. LEORNA  
Program Coordinator  
Date: \_\_\_\_\_

Recommending Approval:

ANTONIO P. ABAMO  
Director for Extension  
Date: \_\_\_\_\_

Approved by:

OTHELLO B. CAPUNO  
VP for Research, Extension and Innovation  
Date: \_\_\_\_\_

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





## Instrument for Performance Effectiveness of Administrative Staff

Rating Period: July – December 2020  
Name of Staff: RONILLO V. CANO

Position: Administrative Asst. II

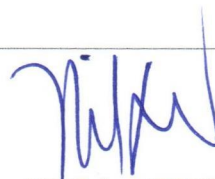
**Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.**

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					
<b>B. Leadership &amp; Management (For supervisors only to be rated by higher supervisor)</b>	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	53				
Average Score	4.41				

Overall recommendation : \_\_\_\_\_



**NILO L. LEORNA**  
Printed Name and Signature  
Head of Office





Exhibit L

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: RONILLO V. CANO  
Performance Rating: Outstanding

Aim: To develop individual employee and as a continuous education and training related to works undertaken in the office

Proposed Interventions to Improve Performance

Date: July 2020

Target Date: December 2020

First Step:

Prepare documents for Organic Agriculture Production NC II for registration

Prepare PPMP CY 2021 for procurement of office supplies and materials thru SPPMO

Facilitate the filing systems of office documents

Result:

Prepared five (5) documents of Organic Agriculture Production NC II

Prepared PPMP for procurement of office supplies and materials

Facilitated the filing systems of office documents

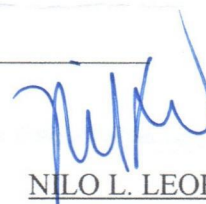
Target Date: July – December 2020

Next Step: Follow up office supplies and materials thru SPPMO for delivery


Outcome: Delivered office supplies and materials thru supply office.

Final Step/Recommendation:

Prepared by:

  
NILO L. LEORNA  
Unit Head

Conforme:

  
RONILLO V. CANO  
Name of Ratee Faculty/Staff

**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.