

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Name of Administrative Staff: **ERLY S. ESGUERRA**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.67	4.67 x 70%	3.27
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.66	4.66 x 30%	1.40
TOTAL NUMERICAL RATING			4.67


TOTAL NUMERICAL RATING: **4.67**
 Add: Additional Approved Points, if any: **0.00**
 TOTAL NUMERICAL RATING: **4.67**

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


MARIA ROBERTA S. MIRAFLOR
 Admin. Assistant VI

Reviewed by:


ANITA G. GODOY
 Admin. Officer III

Recommending Approval:


REMBERTO A. PATINDOL
 Chairman, PMT

Approved:


EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ERLY S. ESGUERRA**, of the Budget 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, 2016.

ERLY S. ESGUERRA
Ratee

Approved:

ANITA G. GODOY
Head of Unit

Recommending Approval:

LOUELLA C. AMPAC
Director for Finance

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Percentage of Accomplishment as of June 30, 2016	Details of Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
Certified Financial Documents/Reports	Number of transaction recorded/encoded right after receipt of documents, error free	Records/Encodes daily, obligated Purchase Orders, Vouchers & Payrolls under IGP Fund 161 Accounts to BAOM	95% : 1,524 documents under IGP	50%	762 documents under IGP	5	5	4	4.67	
	Number of Income received and encoded in the Subsidiary Ledger & BAOM & projects controlled 2 days upon receipt, error free	Controls Projects income under IGP and encode income to Registry of Receipts & Obligations Subsidiary Ledger of current years expenses	95% : 130 documents income recorded to 11 proj/mo.	53%	70 documents	5	5	4	4.67	
	Number of documents obligated, 2 days upon receipt, error free	Obligates vouchers, purchase orders and payrolls and files BUR & vouchers copy under Fund 161(IGP)	95% : 1,250 documents obligated & filed under IGP	52%	650 documents under IGP	5	5	4	4.67	
	Number of documents earmarked, 2 days upon receipt, error free	Earmarks Job Orders, Contract of services, Purchase Requests, RIS and fund transfer under Fund 161(IGP) Projects	90% : 260 document earmarks	51%	132 documents	5	5	4	4.67	
	Number of status of funds monthly, quarterly and year-end status prepared within prescribed period, error free	Prepares monthly, Quarterly & year-end status of funds under Fund 161 (IGP) projects	17 internal reports/status of fund/project	53%	9 reports/Status	5	5	4	4.67	

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Percentage of Accomplishment as of June 30, 2016	Details of Actual Accomplishment	Rating				Remarks
						Q ¹	E ²	T ³	A ⁴	
	No. of liquidation of obligations completed within prescribed period, error free	Prepares liquidation of obligations under Fund 101 & Fund 164 to determine actual disbursement/payments to payees.	14,800 obligations for liquidations	50%	7,416 documents under GF, STF	5	5	4	4.67	
Administrative Support services and Management	Efficient & customer-Friendly Frontline Service	Entertain clients and observe no noon break policy	Zero percent complaint from clients served	100%	Zero percent complaint	5	5	4	4.67	
Total Over-all Rating										
Average Rating (Total Over-all rating divided by # of entries)										
Additional Points:										
Punctuality					4.67	35	35	28	32.67	Comments & Recommendations for Development Purpose:
Approved Additional points (with copy of approval)										
FINAL RATING										
ADJECTIVAL RATING					4.67					

Received by: Calibrated by:

Received by:

REDEMPTA L. SORIA
Planning Office

Date: _____

Calibrated by:

REMBERTO A. PATINDOL
PMT, Chairman

Date: _____

Date: _____

Recommending Approval:

REMBERTO A. PATINDOL
V P for Admin & Finance

Approved:

EDGARDO E. TULIN
President

Date: _____

- quality
- efficiency

3 - timeliness
4 - average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JANUARY 1 – JUNE 30, 2016Name of Staff: ERLY S. ESGUERRAPosition: ADMIN. AIDE III

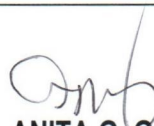
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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	40+16=56=4.66				
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					
Average Score					

Overall recommendation : _____


ANITA G. GODOY
 Name of Head