



COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

Annex P

Name of Administrative Staff: **POSAS, HENRY P.**

Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
35. Numerical Rating per IPCR	4.61	70%	3.23
36. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.83	30%	1.45
TOTAL NUMERICAL RATING			4.68

TOTAL NUMERICAL RATING: 4.68

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING: 4.68

FINAL NUMERICAL RATING 4.68

ADJECTIVAL RATING: 0

Prepared by:

HENRY P. POSAS
Name of Staff

Reviewed by:

JULIUS V. ABELA
Head, UDRRMSSO

Recommending Approval:

EDGARDO E. TULIN
Vice President for Admin & Finance

Approved:

EDGARDO E. TULIN
Chairman, PMT

"Exhibit B"

I, HENRY P. POSAS of the University Disaster Risk-Reduction & Management, Safety & Security Office accomplished the following targets for the period July-December 2023.


HENRY P. POSAS

Ratee

02-01-24


JULIUS V. ABELA
 Head, UDRRMSSO
 02-11-24

MFO / PAPS	Program/Activities/ Projects	Tasks Assigned	ACCOMPLISHMENT		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
UMFO 6 General Administration and Support Services (GASS)									
VPAF MFO 7: Security Services and Management Office									
Security Services Management MFOs:									
MFO 1. Conduct Investigation on reported incidents									
PI 1. Investigate all reported incidents	Security Assistance	Responded to all incidents reported inside the campus. Take blotter report, make incident report for information purposes.	100%	100%	5	5	4	4.7	Investigated all incidents within the AOR recorded them in the blotter logbook and reported to the supervisors for proper action
MFO 3. Safety management									
PI 2. All emergency calls that needs assistance was responded	Emergency Assistance	Respond to the emergency happening within the University premises. Take blotter report, make incident report for information purposes.	95%	100%	5	5	4	4.7	Responded to all calls and emergencies that needs security assistance inside the campus

[illegible]

MFO / PAPS	Program/Activities/ Projects	Tasks Assigned	ACCOMPLISHMENT		Rating				Remarks
			Target	Actual	Q ¹	E ²	T ³	A ⁴	
PI 1. DRRM programs/ trainings conducted in the campus in preparation to calamities/disaster	Facilitated trainings within the campus	Awareness for faculty, staff, and students for disaster preparedness	1	1	5	5	4	4.7	Facilitated the conduct of the fire and earthquake drill and the Bomb Awareness seminar
TOTAL OVER-ALL RATING								27.67	

Average Rating(Total Overall rating divided by 6)		4.61
Additional Points:		
Approved additional points(with copy of approval)	xx	
FINAL RATING		4.61
ADJECTIVAL RATING		O

Comments & Recommendations for Development Purpose:

Recommended to attend security and DRRM related trainings

Evaluated & Rated by:

JULIUS V. ABELA

Dept/Office Head

Date: 03-11-24

Approved by:

EDGARDO E. TULIN

VP for Admin & Finance

Date: 03-13-24

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



Instrument for Performance Effectiveness of Administrative Staff

Rating Period: JULY-DECEMBER 2023

Name of Staff: Henry P. Posas

Position: Security Guard II

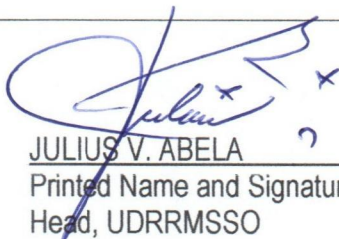
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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		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						
Average Score		4.83				

Overall recommendation : _____


 JULIUS V. ABELA
 Printed Name and Signature
 Head, UDRRMSSO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: POSAS, HENRY P.
Performance Rating: O

Aim: To gain more knowledge, enhance/developed skills and be resilient to any kind of incidents and/or disaster.

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: September 2023

First Step: Conducted/Facilitated the conduct of fire and earthquake drill and DRRM-Related Seminar.

Result: As an emergency responder, they will always be ready to quickly respond to any incident/ disaster inside the campus.

Date: July 2023

Target Date: December 2023

Next Step: To attend security training or DRRM-related seminars and workshops

Outcome: Renewal of licenses, refresher training, and updates for security protocols. It can also be applied in their field of work for the security and safety of the campus and its constituents

Final Step/Recommendation:

To exceed the current performance to be an effective and efficient security guard and emergency responder.

Prepared by:


JULIUS V. ABELA
Head, UDRRMSSO

Conforme:


HENRY P. POSAS

Name of Ratee Faculty/Staff