

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATION****January-June 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	4.85	70%	3.39
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.82	30%	1.45
<b>TOTAL NUMERICAL RATING</b>			<b>4.84</b>

TOTAL NUMERICAL RATING: 4.84

Add: Additional Approved Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.84ADJECTIVAL RATING: 0

Prepared by:

Reviewed by:

  
**ATTY. RYSAN C. GUINOCOR**

Name of Staff

**TERESITA L. QUIÑANOLA**

Department/Office Head

Recommending Approval:

  
**REMBERTO A. PATINDOL**

Chairman, PMT

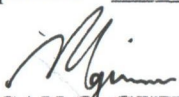
Approved:

**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 January 31, 2016 to June 30, 2016

  
**RYSAN C. GUINOCOR**  
 Head of Unit

Approved:

  
**FRANCISCO B. GABUNADA**  
 Executive Secretary

MFOs/PAFs	Program Activities	Tasks Assigned	Target Jan.- Jun 2016	Accomplishment		Rating				Remarks
				Actual Accomplishment	Percentage	Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
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	4	4.7	
	A2. Legal opinions/ comments preparation	T2: Prepares legal opinions/ rulings/comments referred by the Office of the President and other key officials	40	50	125%	5	5	4	4.7	
	A.3: Counselling/ consultancy services	T3: Extends legal counselling/ consultancy services to faculty, staff and students	55	67	122%	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	5	5	100%	5	5	5	5	






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	20	27	135%	5	5	5	5	
Total Over-all Rating						75	75	68	72.7	
Average Rating						5	5	4.5	4.85	
Adjectival Rating										

Received by:

Calibrated by:

Recommending Approval

Approved by:

  
TERESITA A. QUIÑANOLA  
PRPEO

  
REMBERTO A. PATINDOL  
Chairman, PMT

  
REMBERTO A. PATINDOL  
VP, for Administration and Finance

EDGARDO E. TULIN  
President

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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



## Annex O

### Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January-June 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>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	24				
Average Score	4.82				

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

  
**FRANCISCO G. GABUNADA JR**  
 Executive Secretary