

COMPUTATION OF FINAL INDIVIDUAL RATING FOR ADMINISTRATIVE STAFF

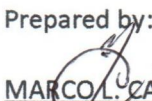
Name of Administrative Staff: **Clementino A. Borela**
January – June 2016


Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1.Numerical Rating per IPCR	4.89	X70%	3.42
2.Supervisor/ Head’s assessment of his contribution towards attainment of office accomplishments	4.67	X30%	1.40
TOTAL NUMERICAL RATING			4.82

TOTAL NUMERICAL RATING:
Add: Additional Approved Points, if any:
TOTAL NUMERICAL RATING
ADJECTIVAL RATING:


4.82

Outstanding


Prepared by:

MARCOL CABRAS
Utility messenger

Reviewed by: 
LEGARIO B. RAMOS
ILMU Unit Head

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT


Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, Clementino A. Borela, commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2016.


CLEMENTINO A. BORELA

Ratee

Approved: 
LEGARIO B. RAMOS

Dept. Head

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Repair and Maintenance of Cooling Facilities	Number of Repaired and maintained cooling facilities	Aircon repaired	20	28	5	5	5	5	
		Aircon cleaned	30	38	5	5	5	5	
		Aircon installed	15	19	5	5	4	4.67	
Repair and maintenance of laboratory equipment	Number of Repaired and maintained lab equipment	General cleaning/troubleshooting /repair for restoration Troubleshooting /Repair/Testing	10	12	5	5	4	4.67	
	Number of Restored cooling system in tissue culture laboratory	Cleaning /repair/installation	2	2	5	5	5	5.00	
Delivered sound services for the university	Number of Delivered sound services for the university	Installed and operate sound equipment	5	8	5	5	5	5.00	

Total Over-all Rating

4.89

Average Rating (Total Over-all rating
divided by 4)

Additional Points:

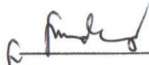
Punctuality

Approved Additional points (with copy
of approval)

FINAL RATING


ADJECTIVAL RATING

Received by:


Planning Office

Date:

Calibrated by:


REMBERTO A. PATINDOL
PMT

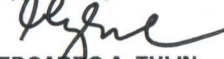
Date:

Recommending Approval:


REMBERTO A. PATINDOL
Vice President

Date:

Approved by:


EDGARDO A. TULIN
President

Date:

1 - quality

2 - Efficiency

3 - Timeliness

4 - Average

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January – June 2016

Name of Staff: Clementino A. Borela Position: Admin Aide VI

Instruction to super visor: 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.	Suggest 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 criticism 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		56				
AVERAGE SCORE		4.67				

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 : _____



LEGARIO B. RAMOS
Name of Head