Annex P

COMPUTATION OF FINAL INDIVIDUAL RATING ADMINISTRATIVE STAFF

Name of Administrative Staff:

Gaspar S. Arpoceple

	Particulars (1)	Numerical Rating (2)	Percentage Weight (3)	Equivalent Numerical Rating (2x3)
1	Numerical Rating per IPCR	4.466	70%	3.1262
2	Supervisor/Head's Assessment of his contribution towards attainment of office accomplishment	4.66	30%	1.398
		4.5242		

TOTAL NUMERICAL RATING:

Add: Additional Approved Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:

MARLON G BURLAS Immediate Supervisor 4.5242

4.5242

4.5242

VS

Recommending Approval:

MARIO LILIO VALENZONA

Director, GSD

Approved:

REMBERTO A. PATINDOL

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GASPAR S. ARPOCEPLE of the WATER AND SEWERAGE SYSTEM MAINTAINANCE UNIT commits to deliver and agree to be rated on the

following targets in accordance with the indicated measures for the period: JULY TO DECEMBER 2018

Approved:

GASPAR S. ARPOCEPLE

Ratee

MARLON G. BURLA

MFO & Performance Indicators	Program/Activities/Projects	Taşks Assigned	TARGET	Actual Accomplish ment	Rating			Remarks	
WIFO & Performance mulcators	Program/Activities/Projects				Q¹	E ²	T ³	A ⁴	Kemarks
MFO1-Water distribution systems for new and major repairs/	PI 1.1 No. of water distribution systems in new and renovated/implemented academic and research buildings	Repairs water distribution	4	6	· 5	4	4	4.333333	
renovations	PI 1.2 No. of water distribution systems in new and renovated/implemented administrative buildings		3	5	.5	<u>,</u> 4	4	4.333333	
MFO 2 Plumbing systems	PI 2.1 No. of plumbing systems improvements/repairs inside academic and research buildings	Repairs water distribution system in VSU main Campus	55	60	5	4	4	4.333333	
improvement and maintenance inside buildings	PI 2.2 No. of plumbing systems improvements/repairs inside administrative buildings		45	50	5	4	4	4.333333	
MFO3, Water distribution systems repair and maintenance outside buildings	PI 3.1 No. of water distribution systems in new and renovated/implemented IGP buildings and structures		20	22	5	5	5	5	
Total Over-all Rating						***************************************		22,33	

TO BE THE STATE OF THE STATE OF

THE STATE OF THE POLICE OF THE ENDERSON DE TOUTE OF COURSE OF CONTRACTOR DESCRIBATIONS OF THE STRONG TO COURSE OF CONTRACTION

\$1000 CO

100 Mrs 2 44/90

The control of the co						AND THE PROPERTY OF THE PROPERTY OF THE PARTY OF THE PART	
Section of ASS main carcolly Section in ASS main carcolly Sectio	7.0		*				
		The same of the contract of the same of th	Second Sec		1	emeday or Mackingly one (10,000 h.g. M. 1,	5608.314) (73.04)627,317
	de et des e aum e deputations à mandrete de l'établisse de la communité de l'établisse de l'établisse de l'éta		Security 452 motor Campus Security 452 motor Campus		onger so tyleng USV <mark>ni Turk sval</mark>		
			ni				8
		G,	5	\$ 10 miles			Action 1
		services of the					0
		d. Serveriori					
	2 (A)			44.7 4.6.7 4	33333		
		was y					

Average Rating (Total Over-all rating divided by 4)	4.466	Comments & Recommendations
Additional Points:		for Development Purpose:
Punctuality:		* training on pasic occupational
Approved Additional point (with copy of approval)		Sufety of health.
FINAL RATING	4.466	1 9,
ADJECTIVAL RATING	VS	* Still development PDR welding

Evaluate & Rated by:

MARLON G. BURLAS

Supervisor

Recommending Approval:

MARIO LILIO VALENZONA Director, GSD Approved by:

REMBERTO A. PATINDOL

Vice President

CONTRACTOR OF THE CONTRACTOR O	420	scale Laura (1978) Owner Strategic by d. 1970 (1978)	
			67.34.3 12.310.24
	The second secon		
· · · · · · · · · · · · · · · · · · ·		1000 (000 000 0) 000 000 000 000 000 000	cition bavorage
	The second secon		
	A Commence of the Commence of		
	100. 40	SV. TOOL BRITTO SE	
一般の			はない はいまま かんしゅう
Alpo ruseio villa del como del		100 Cacasa (100 Cacasa)	2018, 1500

Instrument for Pertonnance Effectiveness of Administrative Staff

	Rating Period:	July-Dec. 2018
Name of Staff: Gaspar S. Arpoceple	Position: Adm. A	Aide V

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	Fair The performance needs some development to meet job requirements.					
1	Poor	The staff fails to meet job requirements	•				_
Commitme	ent (both for subordinates a	nd supervisors)		,	Scale	9	
1	Demonstrates sensitivity to business with the office fulfil	client's needs and makes the latter's experience in transacting ling and rewarding.	(5)	4	3	2	Γ
2	Makes self-available to clier		5	(4)	3	2	T
3	Submits urgent non-routine DBM, CSC, DOST, NEDA, I rendering overtime work ev	⑤	4	3	2		
4	Accepts all assigned tasks a the prescribed time.	5	(4)	3	2		
5	Commits himself/herself to I who fail to perform all assign	(5)	4	3	2		
6	Regularly reports to work or personal matters and logs of	5	4	3	2		
7	Keeps accurate records of I	(3)	4	3	2		
8	Suggests new ways to furth	5	4	3	2		
9	Accepts additional tasks as not related to his position but	(5)	4	3	2		
10	Maximizes office hours duri of which results as a best pr satisfaction of clientele	5	4	3	2		
11		and opens to suggestions and innovations for improvement of	(5)	4	3	2	
12	Willing to be trained and de	(5)	4	3	2		
	Total Score 56						
B. L		or supervisors only to be rated by higher supervisor			Scale)	Т
1	confidence from subordinal	expertise in all areas of work to gain trust, respect and tes and that of higher superiors	5	4	3	2	L
2		aw strategic and specific plans and targets of the that of the overall plans of the university.	5	4	3	2	
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.				3	2	
4	Accepts accountability for the overall performance and in delivering the output required of his/her unit.				3	2	ſ
5		nitors, coaches and motivates subordinates for their improved in accomplishing their assigned tasks needed for the attainment ne unit	5	4	3	2	
		Total Score			_		
		Average Score		4.1	64		_

Overall recommendation

MARKON G BURLAS

Head, WSSMJ

EMPLOYEE DEVELOPMENT PLAN

Name of Employee:	GASPAR S. ARPOCE	PLE			
Performance Rating:	July 1 to December	r 31, 2019			
Aim:				:	·
Proposed Interventio	ns to Improve Perforr	mance:			
Date:		Target Date:			
First Step: Training of	on Basic occupational	Safety & Health, skill	development PPR v	velding	·
-			•		
Result:					
·					
Date:		Target Date:			
Next Step:					
•					· · · · · ·
Outcome:					
Final Step/Recommer	ndation:				
					· · · · · ·
		Prepared by:		G/BURLAS	
			/ Unit	t Head	•

MA PROMESANCIEVED DEVOLUNCE

e samunana ana ang sa pang sa	GASPAR ELAST CORGE	
	Straight of December 100 and the second of 1 year	Person in a page of
The second s	Andrew Control of the	
المعادل		constitution of the contract o
	า เมื่อสุดเลขายา คือ ซี่ซึ่ง เพื่อสุดเลยา เมื่อ	Proposed Intervention
	:\$16(130); (1)	ವಿಕರಿ
andread a disease of the second s The second s		
the falls we Sing to see the se	The state of the s	same no tra
in de la companya de La companya de la co	The second of th	e e en (November) e le terre e e existe
general and the second of the		the second secon
Company and the company of the compa		
		theen
The control of the co		
and the second section of the second section is the second section of the second section in the second section is a second section of the section section is a second section of the section section is a second section of the section section section is a section section of the section se	A STANDARD TO LONG TO STANDARD	Same seems
فحاربت والأواج فعاربتال ويتعيشك أشار أدوا حداثين		्रे क्षेत्रकार विश्वकार क्षेत्रकार क्षेत्रकार क्षेत्रकार क्ष्या कार्यकार क्ष्या कार्यकार क्ष्या कार्यकार क्ष्य विश्वकार कार्यकार क
والمعاود والمسترين	was a same of a company of the same of the	ananista de la companio de la compa
and the second of the second o	the state of the s	لله والمناز ومع والداعم المعالم والمعالم
		tropt page
and an analysis of the second	والمرابعة المستعدد والمستعدد والمستعد والمستعدد والمستعد	Superior services and the services of the serv
	india.	ुके प्राप्तादकेंट हैं। इसेटी कितीप
angen i serveren e serveren ar serveren ar er		
n samue augume Benselin ann ger an seann seine seine sin ein eine seine seine seine seine seine seine seine se Benselin seine		
The second second is the second secon		

AUTO DE DESEMBLES.