

Annex P

**COMPUTATION OF FINAL INDIVIDUAL RATING FOR
ADMINISTRATIVE STAFF**

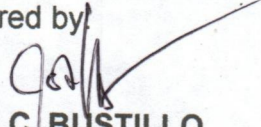
Name of Administrative Staff: **NOEL C. BUSTILLO**

Particulars (1)	Numerical Rating (2)	Percentage Weight 70% (3)	Equivalent Numerical Rating (2x3)
1. Numerical Rating per IPCR	4.62	4.62 x 70%	3.23
2. Supervisor/Head's assessment of his contribution towards attainment of office accomplishments	4.24	4.24 x 30%	1.27
TOTAL NUMERICAL RATING			4.50

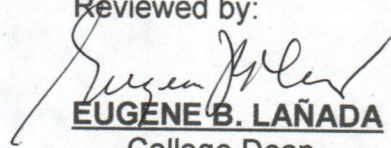
TOTAL NUMERICAL RATING: **4.50**
Add: Additional Approved Points, if any: **-**
TOTAL NUMERICAL RATING: **4.50**

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:


NOEL C. BUSTILLO
Name of Staff

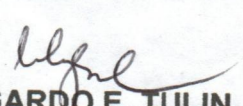
Reviewed by:


EUGENE B. LAÑADA
College Dean

Recommending Approval:


REMBERTO A. PATINDOL
Chairman, PMT

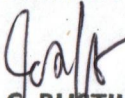
Approved:

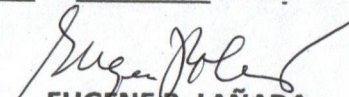

EDGARDO E. TULIN
President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **NOEL C. BUSTILLO**, of the **CVM** 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.


NOEL C. BUSTILLO
 Ratee

Approved: 
EUGENE B. LAÑADA
 Head of Unit

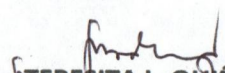
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Administrative Support Services	100% of administrative documents approved/acted within one day from receipt	No. of RIS, PJR, Documents in preparing and Completion of Grade process	55	135	5	5	5	5.00	
		Conduct faculty performance evaluation to be rated by students	150	225	5	4	5	4.67	
		No. of Reimbursement voucher, Telephone bill prepare and process	50	75	5	5	5	5.00	
		No. of photocopying/ Mimeographing services served upon request	675	1500	4	5	5	4.67	
	Utility & Repair and Maintenance Services	Percentage of utility work/Minor Repair CVM Equipments and Computers	30	35	4	4	4	4.00	
		Canvass/Emergency Purchase of supplies and materials	45	75	5	4	4	4.33	

Efficient & customer-students assistance	Zero complaint from clients served	All CVM students and Staff	20	50	4	5	5	4.67	
Total Over-all Rating								32.34	

Average Rating (Total Over-all rating divided by 7)	32.34 / 7	4.62
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.62
ADJECTIVAL RATING		OUTSTANDING

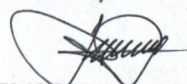
Comments & Recommendations for Development Purpose:

Received by:


TERESITA L. QUINANOLA
 PRPEO

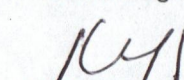
Date: _____

Calibrated by:


REMBERTO A. PATINDOL
 Chairman, PMT

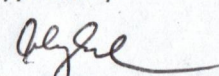
Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
 Vice Pres. for Instruction

Date: _____

Approved by:


EDGARDO E. TULIN
 President *ed*

Date: _____

LEGEND:

Q ¹ – quality	4.6 - 5.0	Outstanding
E ² – Efficiency	3.8 - 4.5	Very Satisfactory
T ³ – Timeliness	3.0 - 3.7	Satisfactory
A ⁴ – Average	2.2 - 2.9	Unsatisfactory
	2.1 & below	Poor

Annex O

Instrument for Performance Effectiveness of Administrative Staff

Rating Period: January 1 2016 – June 30, 2016

Name of Staff: NOEL C. BUSTILLO

Position: Administrative Aide III

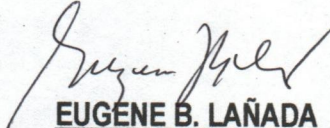
Instruction to supervisor: Please evaluate the effectiveness of your subordinate in contributing towards attainment of the calibrated targets of your department/office/center/college/campus using the scale below. Encircle your rating.

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					
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 : _____


EUGENE B. LAÑADA
 Name of Head